



**Trinity College Dublin**  
Coláiste na Tríonóide, Baile Átha Cliath  
The University of Dublin

# Equality, Diversity and Inclusion (EDI) Faculty of Health Sciences - Athena SWAN



**10 March 2022**  
Dr Siobán O'Brien Green  
Acting Equality Officer

# Strategic Commitment

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*“We will be one Trinity Community”*

Trinity’s Strategy 2020-25 commits to:

- » **“Make equality, diversity and inclusion a cornerstone of our ethos and practice across all aspects of College life”**
  - » Strategic Plan 2020-25



# Relevant legislation

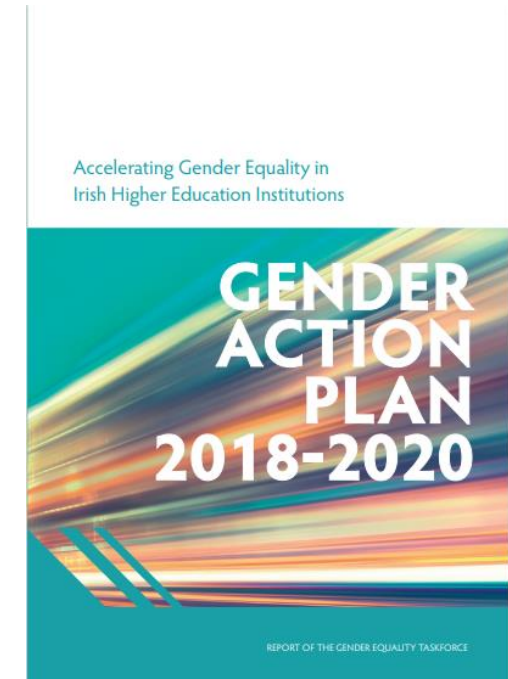
- ✓ Higher Education Authority Act 1971 (gives the Higher Education Authority the legislative responsibility to promote equality in higher level education settings).
- ✓ Universities Act 1997 (requires education institutes to develop and implement equality policies).
- ✓ Irish Human Rights Equality Commission Act 2014 requires public bodies (including universities) to integrate a human rights and equality assessment into their strategic planning processes and outcomes (**Public Sector Duty**).
- ✓ Higher Education Authority (HEA) Bill, 2022 – Core objective “Advance equality, diversity and inclusion in higher education,..”

# What is Athena SWAN?



## A Charter and awards scheme

- Recognition of excellence in work undertaken to address gender equality
  - Established 2005 (UK)
  - Extended to Ireland 2015
  - Acceleration following HEA National Review of Gender Equality in Irish Higher Education Institutes in 2016.
  - Followed by Gender Action Plan 2018-2020.



# The Awards



## – Bronze

- Identify challenges
- Planned activities for the future

## – Silver

- Record of ongoing activity
- Evidence of impact

## – Gold

- Significant record of activity & impact
- Beacons for gender equality
- Champions of Athena SWAN & good practice

# Trinity's Experience

## **Bronze institutional award in 2015- led by WiSER then TCGEL**

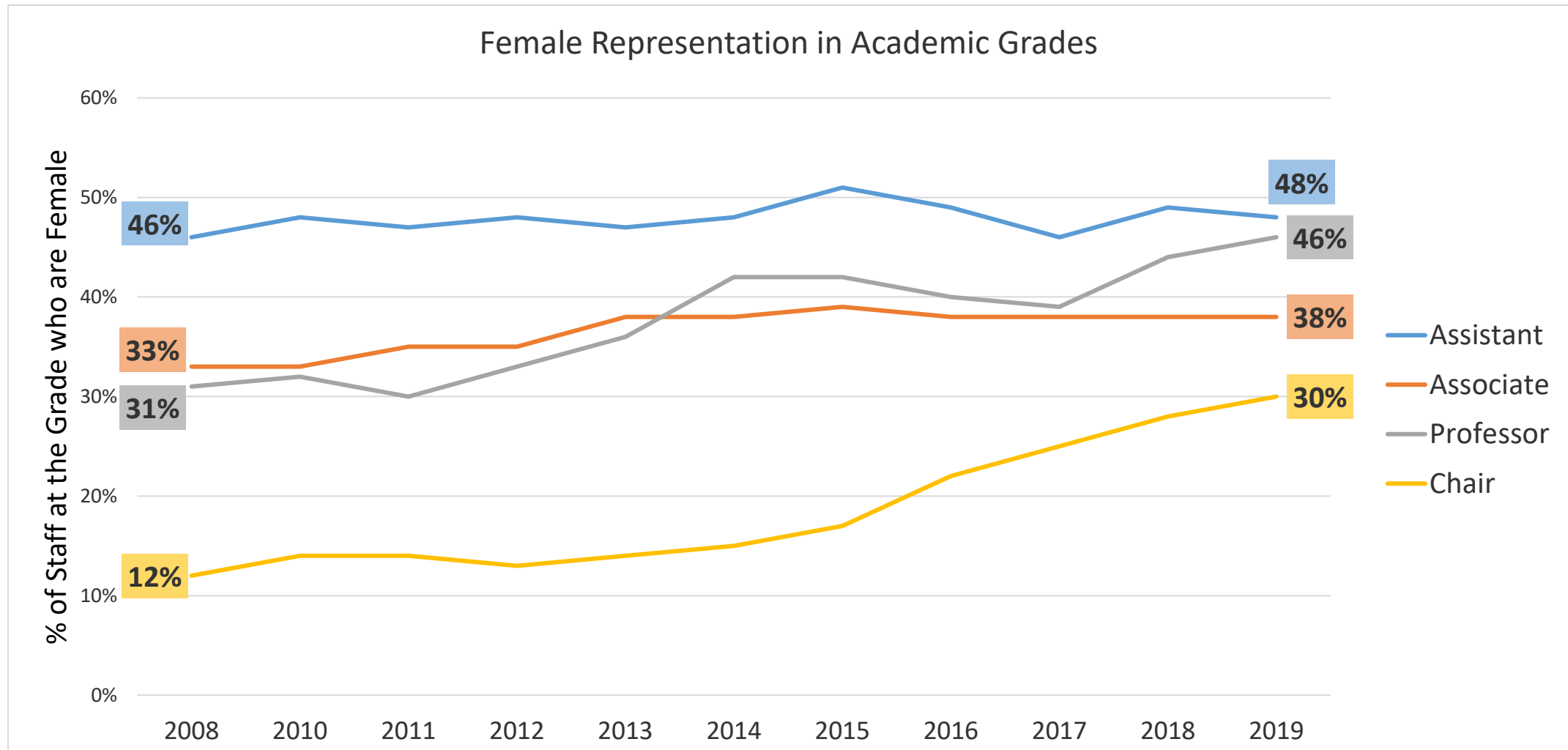
- Three School Bronze awards (2015)
  - Chemistry
  - Natural Sciences
  - Physics

## **Bronze institutional award renewed in 2018 – TCD to apply for silver in 2023**

- 14 Schools now hold Bronze awards (2021)
- 3 new School applications submitted January 2022



# Gender of Academic Staff TCD AMER 2019/2020



# New Athena SWAN Ireland Charter



Launched late October 2021.

- Greater alignment with Irish legislation and Public Sector Duty.
- Next TCD Silver award application will be under new Charter in spring 2023. We will need to show: **impact, demonstration of progress against the identified priorities and evidence of success in addressing inequalities.**
- TCD Gender Action Plan includes:
  - Actions in relation to promotions and recruitment;
  - Training on unconscious bias and EDI;
  - Includes all Trinity staff (shift from academic/STEM focus).



# Athena SWAN Charter as a key funding requirement

The Department of Education and Skills' (DES) Gender Action Plan 2018-2020 has explicit recommendations and actions for HEIs in relation to the attainment of Athena SWAN certification and eligibility for research funding.

Currently HEA, IRC, HRB, EPA and SFI all require an Athena SWAN award to access research funding.

New AS Charter aligns with Horizon Europe research funding GEP requirements.

- ✓ **Both Athena SWAN and Horizon Europe require resourcing (such as reserved time or staffing), recognition and/or reward of work on equality.**

# Some next steps

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- **Complete your Diversity Detail on Core Portal**
  - **[www.tcd.ie/hr](http://www.tcd.ie/hr) > Core Portal > My Profile > Diversity**
- Do the EDI in HE online training programme.
- Complete the all Staff Survey – EDI Athena SWAN Gender Equality Survey 2022.
- Look out for opportunities to get involved - Athena SWAN, Equality Committee, Equality Fund, Scholars at Risk, etc.

# Key Sources of Information

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- **Equality:** [www.tcd.ie/equality](http://www.tcd.ie/equality), [equality@tcd.ie](mailto:equality@tcd.ie)
- Disability: [www.tcd.ie/disability](http://www.tcd.ie/disability)
- Inclusive learning (etc.): [www.tcd.ie/disability/teaching-info](http://www.tcd.ie/disability/teaching-info)
- LGBT Network: [www.tcdlgbtstaff.com](http://www.tcdlgbtstaff.com)
- Trinity Access Programmes: [www.tcd.ie/trinityaccess](http://www.tcd.ie/trinityaccess)
- Global Relations: [www.tcd.ie/globalrelations](http://www.tcd.ie/globalrelations)
- Breastfeeding: [www.tcd.ie/collegehealth/promotion/breastfeeding](http://www.tcd.ie/collegehealth/promotion/breastfeeding)
- Speak Out: [www.tcd.ie/equality/speak-out/](http://www.tcd.ie/equality/speak-out/)
- Online EDI training: [www.tcd.ie/equality/training/lead-online-training/](http://www.tcd.ie/equality/training/lead-online-training/)



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**Thank you!**