

Welcome to the third newsletter from the Equality, Diversity and Inclusion (EDI) committee of the School of Computer Science and Statistics (SCSS).

Since the previous newsletter (March 2022) the committee has been working to implement our Athena SWAN action plan and also broadening out to address EDI issues beyond gender equality. For example race equality; the HEA's report on race equality in the HEA (<https://hea.ie/assets/uploads/2021/10/HEA-Race-Equality-in-the-Higher-Education-Sector-Analysis-commissioned-by-the-Higher-Education-Authority-1.pdf>) finds that there is a general lack of understanding of what constitutes racism, racial harassment, micro-aggressions and similar things at higher education institutions, and highlights the need for additional staff training to increase understanding of these issues.

The EDI committee had a first, very positive and productive meeting with the Head of School in early June and will meet with him at least every quarter from now on.

The School's first gender diversity awareness **training** for staff took place on the 3rd June online. For staff we were unable to accommodate at this session, there will be an in-person training session in late August; to sign up respond to the email that went to staff. We also recommend that all SCSS staff undertake EDlinHE training. All members of hiring panels will need to have completed this training by September even if they previously completed LEAD training. See <https://www.tcd.ie/equality/training/lead-online-training/> for this and other training relevant to EDI.

The research staff recruitment data form mentioned last time is just ready to roll and hiring leads at the stage of nominating research staff will receive an email with a link to the form. Analysis of answers to questions such as whether the post was advertised, the gender breakdown of those shortlisting applicants and of the interview panel, the number of applicants, and a best guess of the gender breakdown of applicants, will allow us to determine what, if anything, needs to be addressed.

The committee has been engaging with school management on post-pandemic **hybrid working** policies. Arrangements for professional staff are well advanced. Those for research staff and PhD students are under discussion. We'd like to hear from professional staff availing of these arrangements about their experiences so far of the implementation of the Blended Working Policy in the school, as well as feedback on implementation of other current flexible working schemes. Feedback can be sent anonymously to our suggestions box (see below), or emailed to scss-edi@tcd.ie

A reminder about our online anonymous **suggestion box**.

<https://freesuggestionbox.com/pub/tjnupit> Use it to draw our attention to issues of EDI in SCSS and to make suggestions for how the school might address EDI. These may feed into the policy deliberations of the EDI committee, and may eventually be reflected in future school policies. Anything more urgent should go through other SCSS channels. In particular, don't use this suggestion box to mention specific people or incidents; for specific complaints follow the [TCD Dignity & Respect Policy](#).

Finally, you may have noticed that this message was sent from a new college mailbox scss-edi@tcd.ie which has been set up for emails to and from the SCSS EDI committee. For now

this mailbox will be periodically monitored by Lucy Hederman. Use this mail address for suggestions and comments with which you are happy to be identified.

Enjoy the summer.