SCSS EDI Newsletter March 2022

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

Since the previous newsletter (November 2021) the committee has been working to implement our Athena SWAN action plan and also broadening out to address issues beyond gender equality.

There is now an EDI section in the School **web pages** (https://www.scss.tcd.ie/EDI/) where you can find the committee's Terms of Reference and the current membership; details of our working groups; relevant SCSS policies and resources; college EDI resources; and these newsletters.

The committee will be organising gender diversity awareness **training** for academic and professional staff in the near future. Please pay attention to emails on this topic when they issue. We also recommend that all SCSS staff undertake College training on EDI and unconscious bias training. There are multiple online training options. See https://www.tcd.ie/equality/training/lead-online-training/

One of the Athena SWAN action items is to "collect data on **research staff recruitment** process and data at appointment stage". Hiring of research staff is handled by the hiring PI with currently no visibility by the school of the processes used. The School Executive has recently approved the use of an online form which is to be completed by the hiring lead before a nomination is submitted. The form asks things like 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. Once we have collected data over 6 months we will analyse it and 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.

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.