

School of Medicine Statement on Discrimination and Racism

At the School of Medicine, we are enriched in having students, faculty and practitioners from across the world and from many backgrounds. Such diversity is a strength, it enriches all the Schools activities but especially teaching, learning and clinical practice. Our mission is to train and become healthcare professionals that practice with integrity and meet the healthcare needs of the global community. We embrace an ethos of social responsibility, fairness, accountability and public service yet recognise that discrimination, in all its forms including on the basis of race, is a strong determinant of ill health and deprivation.

We acknowledge our responsibility to; recognise and support those in the academic community that may have experienced discrimination at any time, and also to understand and combat all forms of discrimination that may exist in healthcare.

School of Medicine students and faculty have come together to condemn all forms of discrimination, including racism, and to express our support to those who have experienced or are experiencing discrimination in any capacity. We commit to identifying issues that perpetuate discrimination within the SoM and the medical curriculum and enacting tangible change to promote diversity, equality and inclusion in medical education and medical practice. We aim to provide future healthcare professionals with a deeper understanding of the impact of discrimination on health and disease. We strive to equip our students with the knowledge and critical skills to identify discrimination, inequity and intolerance and will take an active role in addressing discrimination wherever it exists.

We are committed to actionable and measurable change. We will aim to identify our conscious and unconscious biases. We will seek advice and support from appropriate experts when required. We will collaborate with the recently established Equality, Diversity, and Inclusion (EDI) committees and other groups within TCD to uphold the college's equality policy.

Aligned with our mission statement and values, to reject discrimination and promote inclusion and diversity and are committed to the following:

- To work with the School, Faculty and College Equality, Diversity and Inclusion and other appropriate committees to support a formal, open, and transparent way of documenting, reporting and tracking incidents of discrimination, including racism, that are experienced or witnessed by students, faculty, and staff.
- As part of the educational programme in our healthcare courses, we will seek to develop student's insight into their own biases and transferable skills in identifying and responding appropriately to episodes of discrimination they may witness or experience, the content aligning with the grounds for discrimination as covered by the Equal Status Acts
- We will incorporate discussions around discrimination in healthcare into the curriculum.
- We will review the clinical teaching in the curriculum to optimise diversity and promote inclusion of a wide range of stakeholders in its design and execution.