

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

For the attention of STUDENTS: We're looking to recruit UG and PGT representatives to join the SCSS EDI STUDENT working group for the academic year 2022-23. We expect to have in-person meetings on campus about once every month. The EDI STUDENT WG is primarily a policy-oriented group providing input to the School EDI committee on issues relating to equality, diversity and inclusion with respect to the nine equality grounds set out in Irish law. If you are interested please email hederman@tcd.ie directly, with a brief outline of your interest in EDI.

In line with our Athena SWAN action plan, the School has introduced a module in Computer Science to the Trinity Access Programme (TAP) foundation course. The TAP provides routes into study at TCD for students from underrepresented groups, and in particular for highly talented young adults and mature students who may not have had the same access to educational opportunities as many of our students. One of the routes that TAP provides is the foundation course, which offers modules in various subjects. The new Computer Science module will run in the second semester.

Since 1 July, hiring leads for research staff are required to complete the School's research staff recruitment data 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.

In late August we ran a second gender diversity awareness **training** for staff, this one in-person. About 50 staff members have now undergone this training. We will arrange further sessions in 2023.

The EDI committee's "workplace" working group is encouraging in person socialising for School staff by "hosting" coffee in the ORI two mornings a week. See separate emails to staff for details.

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

The Inclusive Trinity Festival is being celebrated from 10th to 20th October and there will be a series of events. The launch of the festival by the Provost is at 9-11am on Mon 10th in Tangent space in the Business School. If you would like to attend, register for the event at <https://www.eventbrite.ie/e/inclusive-trinity-festival-launch-tickets-427626260657>

All members of hiring panels should have completed EDlinHE training by now even if they previously completed LEAD training. We recommend that all SCSS staff undertake this training. See <https://www.tcd.ie/equality/training/lead-online-training/> for this and other training relevant to EDI.

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, this message was sent from a 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.