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

Equality, Diversity and Inclusion

Joel McKeever
(He/Him)

Equality Officer, EDI Unit

Why We Do It

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"
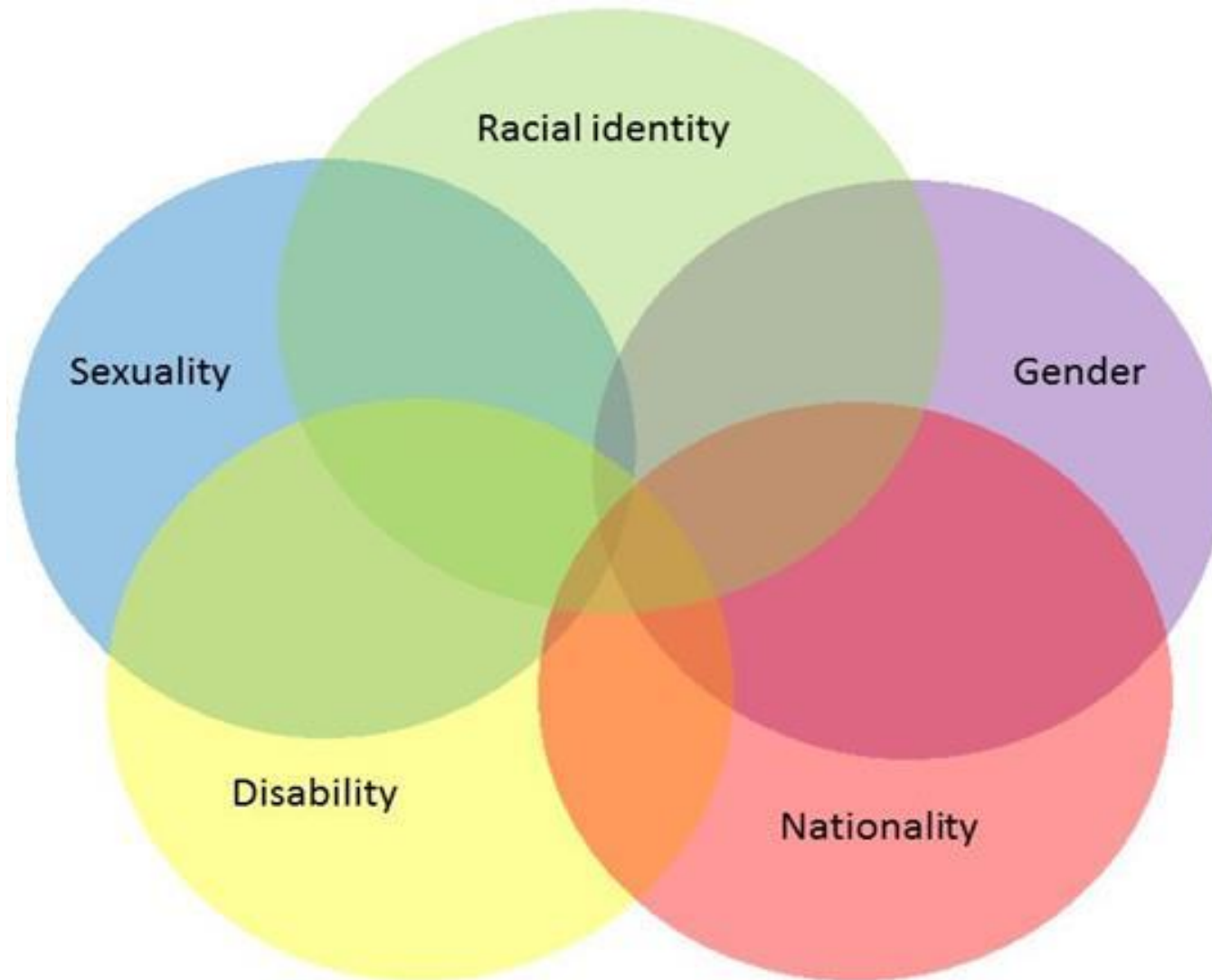
What We Do

» Actively working to create a fair and equitable Trinity community

» Leading local and national conversations that underpin our responsibility to create a meaningfully equitable and inclusive society

» Working at every level, from the daily life of students to the long-term future of the university
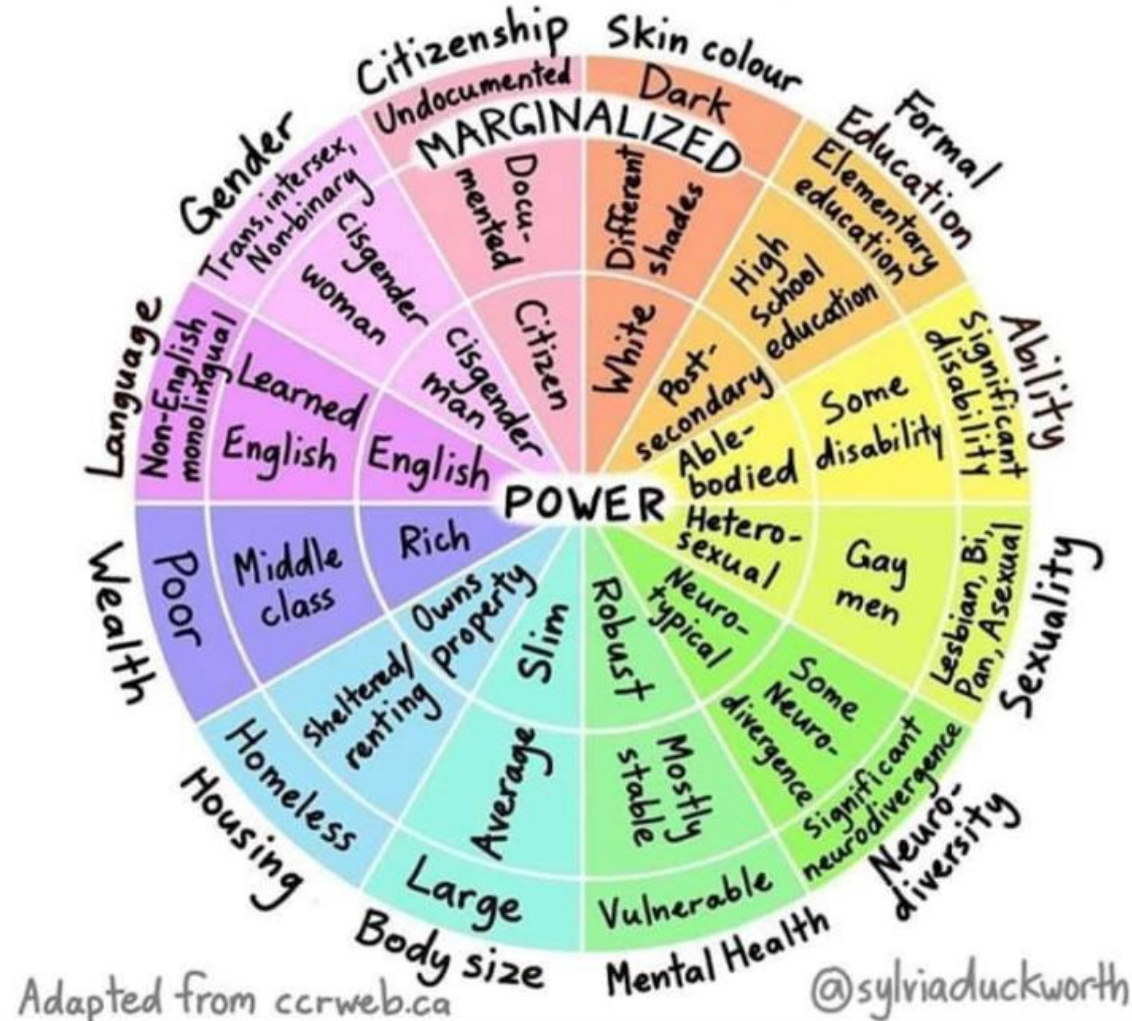
» More needs to be done

An intersectional approach

An intersectional approach

WHEEL OF POWER/PRIVILEGE

Adapted from ccrweb.ca

@sylviaduckworth

Key Obligations in Ireland

» **Universities Act 1997** (requires education institutes to develop and implement equality policies)

» **Employment Equality Acts 1998 to 2015**

» **Equal Status Acts 2000-2018** (which bans discrimination on the basis of nine grounds and includes those attending or managing an education institute)

» **Higher Education Authority Act, 2022** Includes: An equality statement including gender equality- relates to <u>staff and students</u>

» **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**)

» **Public Sector Duty** Public Bodies' have a Statutory Duty under this Act to: Eliminate Discrimination, Promote Equality, and Protect Human Rights of Staff and Service Users.

What do we want to achieve (Trinity's Strategy 2020-25)

» **Goal 1**: We will foster an ever more diverse and inclusive student community.

Key Action - 1.7 Embed a culture of equality, inclusion, respect and dignity across all aspects of our operations to provide a foundation for the flourishing of all our students regardless of their background through instituting a robust Equality, Diversity and Inclusion strategy

» **Goal 8:** We will be one Trinity community.

Key Action - 8.2 Make equality, diversity and inclusion a cornerstone of our ethos and practice across all aspects of College life by instituting a robust EDI strategy and action plan.

Key Policies in Trinity

» **Trinity's Equality Policy**

» **Dignity and Respect Policy & Sexual Misconduct Policy**

» **Policy on Supports for Student Parents, Student Carers and Students Experiencing Pregnancy**

» **Gender Identity and Gender Expression Policy (to be reviewed and updated)**

» **Disability-related policies and procedures including:**

- Accessible Information Policy

- Reasonable Accommodation Policy for students

- Irish Sign Language (ISL) Interpretation and Policy

What do we want to achieve (Trinity's Strategy 2020-25)

» **More Key Strategy Actions:**

» 1.1 Pursue strategies to ensure that by 2025, over 30% of our students will come from outside of Ireland, up from our 2016/17 baseline of 24%.

» 1.5 Increase access and ensure inclusivity. Students who have entered Trinity via the Trinity Access Programmes or the national HEAR and DARE schemes and other under-represented groups will make up 25% of our undergraduate population.

» 1.6 Ensure our diverse student community has access to state-of-the-art support with broader and more diverse catering offerings, including venues for preparing their own food.

» 1.7 Embed a culture of equality, inclusion, respect and dignity across all aspects of our operations to provide a foundation for the flourishing of all our students regardless of their background through instituting a robust Equality, Diversity and Inclusion strategy.

» 1.9 Engage the wider university community in empowering students with disabilities.

# Types of student queries and cases presenting to/contacting Equality Officer

Range of issues, concerns, complaints, queries, often related to gender identity or SV/SH.

And my responses:

» Have you spoken to/met with/emailed/connected with your Tutor?

» Trinity Counselling Service

» Trinity Health Service

» College Solicitor

» SU

» AR/Global

» Speak Out Reporting Tool https://www.tcd.ie/equality/speak-out-/

» Outside agencies/services to Trinity

Resources

» **Student Societies, Sports Clubs, TCDSU**

» **Communities within Dublin**

» **Trinity support network**

» **EDI Training:**

  » Let's Talk about Race in HE

  » Unconscious Bias

  » LinkedIn Learning
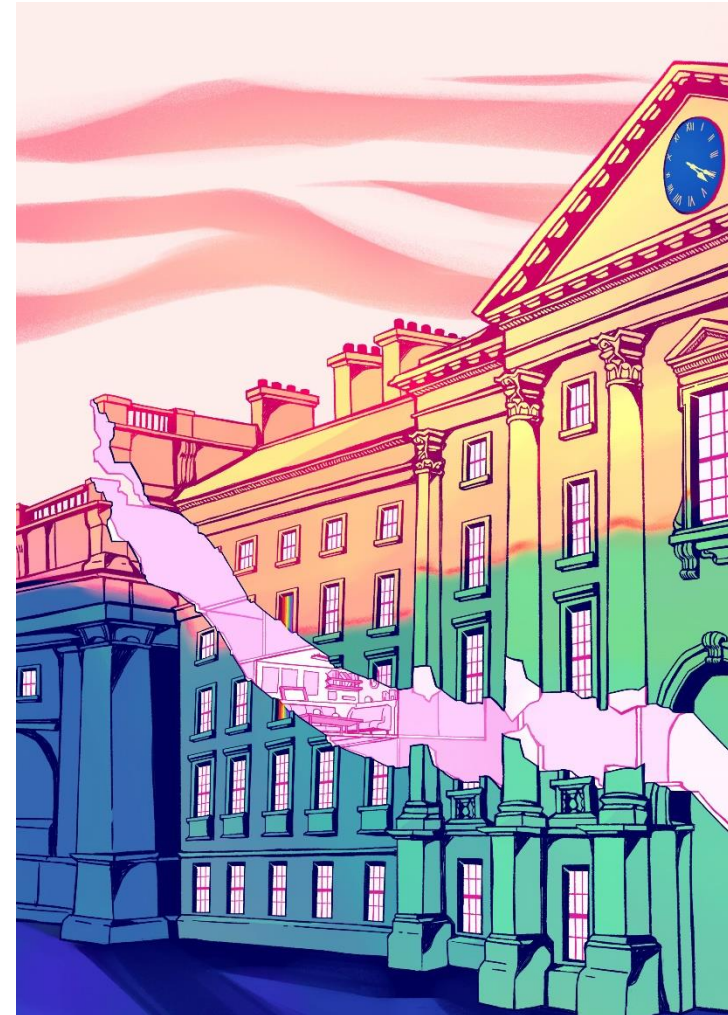
Trinity Inclusive Curriculum Project (Trinity-INC)

Commenced in October 2020, the mandate of Trinity Inclusive Curriculum (Trinity-INC) Project is **to embed principles of diversity, equality and inclusion across all curricula at Trinity College Dublin**.

Trinity-INC is based in the **Equality, Diversity and Inclusion Office**, forming part of the wider EDI agenda at Trinity.

An inclusive curriculum is one in which all students, regardless of personal circumstances, or learning backgrounds, abilities or strategies, have equitable opportunity to engage fully in their studies and achieve their learning goals.

Dr Edurne Garcia Iriarte

Academic Director

Seán Adderley

Acting Project Manager

Jane Eghaghe

Student Partner Liaison

Why do we exist?

Trinity-INC Alignment with Trinity Strategic Plan 2020-2025

Goal 1: We will foster an ever more diverse and inclusive student community

Goal 8: We will be one Trinity community.

By 2025, 25% of UG students will enter through access initiatives (TAP, HEAR/DARE) and from under-represented groups.

By 2025, 30-35% of all students will come from outside of Ireland.

An Inclusive Trinity supports the Trinity Graduate Attributes.

To **Think** Independently

To **Communicate** Effectively

To **Act** Responsibly

To **Develop** Continuously

What do we mean by 'curriculum'?
Concept has uncertain boundaries (Barnett & Coate 2005)

The "**intended educational experience**" in the lecture theatre, laboratory or seminar room PLUS "**hidden curriculum**" in the library, work placements, etc. as well as in the culture of the classroom and wider College.

- **What** is to be learnt (content)
- **Why** it is to be learnt (rationale and underlying philosophy)
- **How** it is to be learnt (process)
- **When** it is to be learnt (structure of the learning process) (LTSN 2002).

Reflect upon possible curriculum exclusions
Most occur unwittingly
e.g.

- **Barriers to student access and engagement**
  - Technical and IT (specific accessibility software or internet / IT issues);
  - Essential field trips (finance or mobility);
  - Reading lists / content (homogenous demographic profile of authors or ideas and perspectives, pictures of conditions on white skin only).
- **Barriers within teaching methods**
  - Content delivered in one form only (lecture, no group discussion);
  - Inaccessible lecture slides (font size, no alt text…);
  - Academic language / complex terminology not explained (lack of glossaries).
- **Barriers for students to demonstrate their learning**
  - Single mode of assessment (e.g. essay/exam - AHSS) supporting only some students' strengths / not interrogated for alignment with Learning Outcomes.

Trinity Inclusive Curriculum Project (Trinity-INC)
Project Goals

Create an accessible curriculum that supports the engagement, representation and action of all students, including those from diverse worldviews, cultures, and identities, and with different learning backgrounds, abilities and strategies.

Embed the principles of inclusion in all aspects of the academic cycle, across all courses, modules and programmes at Trinity College Dublin

Establish Trinity College Dublin as a place of belonging and respect for diversity, where all our students feel supported in achieving their learning goals

Equip students with the qualities, skills and behaviours encompassed by the Trinity Graduate attributes

Four (equal & interconnected) pillars of project initiatives

Academic
Supporting professional development and creating a community of practice at the School level; led by the Trinity-INC School Champion Programme.

Student
Supporting awareness raising of inclusion challenges and successes and co-(re)creation of curricula components; in partnership Trinity-INC Student Partners.

Institutional
Embedding inclusivity in College policies, discourse and other key documentation related to curricula (course, module) development and teaching practices.

Infrastructure / Student Supports - as 'wraparound pillar'/buttress:
Sharing knowledge and building capacity across College to meet support needs of all students, and developing a College-wide intersectional standpoint.

Trinity-INC Advisory Board

https://www.tcd.ie/equality/projects/inclusive-curriculum/

Trinity staff training:
Trinity-INC Module in Inclusive Practices

This Professional Learning Module draws on the principles of Universal Design for Learning to provide an inclusive framework for the practice of those who teach or who support teaching and learning at Trinity.

Attendees receive **UDL Digital Badge** from National Forum for Teaching & Learning

Structure: 20 hours over 10 weeks. Flexible and light-touch engagement involving self-directed learning, peer group meetings and hybrid seminars

Feedback from previous attendees:

"We were deeply struck by how big a difference can be made by applying small changes."

"Most helpful were the actionable suggestions for making practice more inclusive"

"The 'light touch' aspect felt approachable, meaning we could dip in and out despite a busy schedule."

Contact __trinityinc@tcd.ie__ to add your name to the mailing list for the September 2024 roll-out.

Trinity-INC Student Partner Committee

Involves ~35 Trinity students from communities and groups often underrepresented and/or face barriers to their learning (intersectional approach).

➢ Meet monthly; receive training.

➢ Provide feedback on Trinity-INC activities and other relevant inclusive College initiatives.

➢ Share inclusion issues in real time.

➢ Co-facilitate workshops and events.

➢ Paid living wage for involvement.

➢ **Ongoing recruitment.**

➢ **Trinity-INC Student Partner Programme - (tcd.ie)**

Training

Workshops

Student Partner Committee

Meetings

Consultation
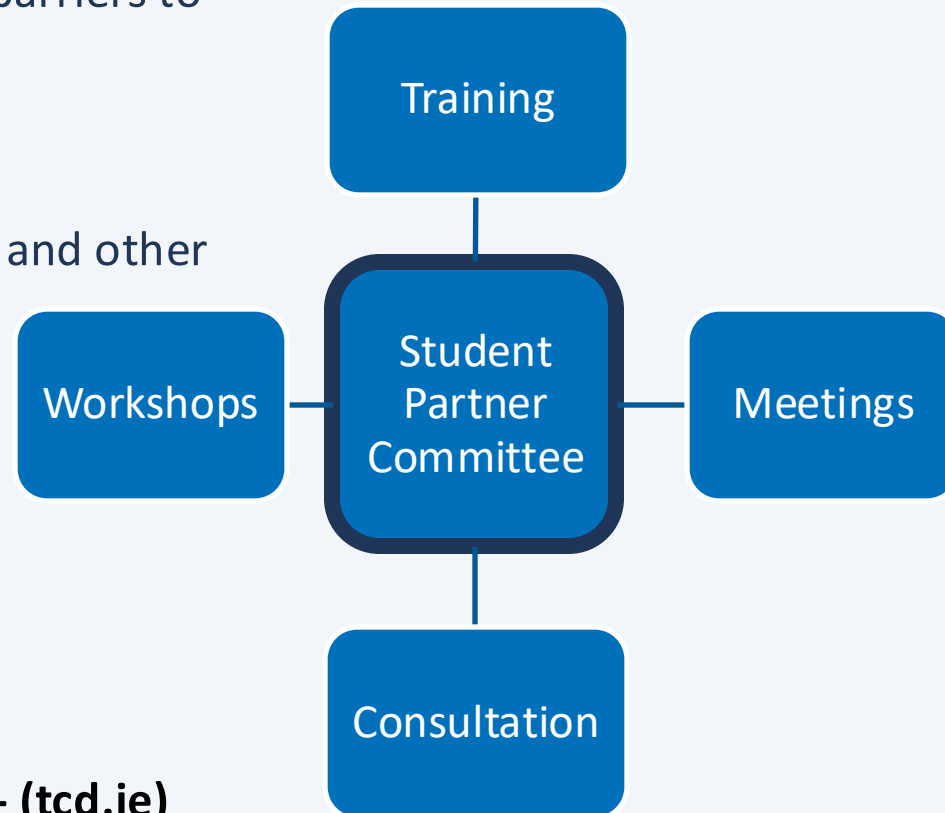
Contact Details

Please contact us at trinityinc@tcd.ie

Or, sean.adderley@tcd.ie

Check out our website:

- https://www.tcd.ie/equality/projects/inclusive-curriculum/

Follow us on:

- Twitter (Now known as X) @TCDInclusion
- Instagram @trinityinclusivecurriculum

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Thank You!

Questions, suggestions or other Feedback?