

SFI Centre for Research Training in Genomics Data Science

Equality, Diversity and Inclusion policy

Equality, Diversity and Inclusion (EDI) initiatives recognise, respect, and accept the diversity of individuals, aiming for equality in terms of access, participation and benefits for all.

Our aim is to develop a diverse and inclusive programme where (1) all students are included on equal terms, feel they belong, and can progress to their full potential and (2) all supervisors feel valued and that they have equal opportunities to participate in the programme.

Aspirations

We want to create a welcoming, inclusive and supportive environment for everybody. No process is perfect but we will strive to improve, see what works and what does not, and we are always open to suggestions to make our programme more equal, diverse and inclusive.

Who will address this?

There is an EDI committee (members March 2021):

- Samuel Carthy, UCD (Student Co- Chair)
- Lydia King, NUIG (Student Co-shair)
- Aoife McLysaght, TCD supervisor
- Denis Shields, UCD supervisor
- Sandra Healy, NUIG, Programme Manager

What we'll do

- Review text of recruitment adverts from perspectives of equality, diversity & inclusion.
- Review the Application Form so that data on gender, ethnicity and socio-economic group is captured – this will allow us to monitor inclusivity
- Monitor the gender balance of the supervisor pool
- Monitor the submissions of projects from supervisors with regard to supervisor gender
- Suggest to the executive management committee on how to address any imbalances.
- Develop questions to be included in the Annual student survey to monitor satisfaction with the equal and inclusive nature of the programme.
- Advocate for fee scenarios in participating universities that allow inclusion of international students who do not have financial resources to pay extra fees.
- The members of the EDI committee will be available for students to contact in an informal manner if they have any concerns regarding gender or ethnicity or inclusiveness and need advice. This will be informal and confidential and no further action will be initiated unless a student wants it. If a student has EDI issues with their

supervisor the members of the EDI committee can also have informal conversations with the supervisor to communicate concerns

- Gender composition of all selection boards will be monitored by the EDI committee to ensure a minimum of 40% women and 40% men (or in cases where there is a 3-person group then a minimum of 33%).

Addressing concerns

Each partner University has established policies and has procedures for addressing issues in a formal manner and you should make yourself aware of them. All members of the CRT EDI team are open to informal approaches for help and support if you have any concerns. The annual student progress review is another medium that can be used to raise and address any concerns that a student may have.