



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

The Provost's Pride Celebration 2024

***Pride at Trinity 2024:
Solidarity through Diversity
– Collaboration across
Higher Education Staff
Networks in Ireland***

The Provost's Garden
Wed, 26th June @ 5 PM



Welcome

On behalf of Trinity College Dublin's LGBT+ Staff Network Committee & Members, we would like to welcome you all to the Provost's Pride Celebration 2024. We are delighted to share this meaningful event with you all today.

The Co-Chairs would like to thank the committee members for their ongoing support, enthusiasm, and dedication to the Network's initiatives as it has grown since its inception in 2015. The current committee consists of:

TCD's LGBT+ Staff Network Committee 2024
Co-Chairs
Evan Blake, Medical Intern Officer, School of Medicine Joel McKeever, Acting Equality Officer, Equality, Diversity, and Inclusion Unit
Co-Secretary
Lisa McCormack, Executive Officer, School of Psychology
Events Team
Daniel Ferrick, Education and Public Engagement Manager, CONNECT
Webmaster Team
Ralph Armstrong-Astley, Student2Student Coordinator, Student Counselling Service
General Committee
Prof Noel McCarthy, Professor of Population Health Medicine, School of Medicine Dr Jason Keegan, Post-Doctoral Research Fellow, Department of Zoology Jeanne Le Corre, Programme Coordinator, Tangent



This annual event has grown to have significant meaning for the Network. At first, as an opportunity for us to celebrate and promote the Network's projects within the university while engage with colleagues from all levels of the College community. Through this initial support from the Provost, and our colleagues at Trinity, we have been able to grow our vision for the Network and for this event to now include Network members from all-island HEIs, in addition to engaging with TCD broader community including alumni with support from Trinity Development and Alumni.

Our event today highlights the value of supporting staff Networks and advocating for each individual's belonging in this community, at a time when it is increasingly vital for the university to show continued, intersectional, and explicit commitment to the wellbeing of staff and students across the spectrum of sexual orientation, gender identity, and gender expression. Not least, it is an invaluable space for us all to engage with our wonderful, diverse, and evolving College Community.

To our allies and the wider college community, many thanks for your support and engagement in recent years. We look forward to building on existing initiatives and forging new relationships as we move forward.

Yours in Pride,
Evan Blake & Joel McKeever
Trinity's LGBT+ Staff Network Co-Chairs



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

Dr Linda Doyle

**President & Provost, Trinity College
Dublin, the University of Dublin**



Dr Linda Doyle was appointed the 45th Provost of Trinity College Dublin by staff and student representatives, coming into office on 1 August 2021. The Provost is the Chief Officer of the university, responsible to the Board and, ultimately, to the State for the performance of the university.

She served previously as Trinity's Dean & Vice President of Research (2018-2020) and was the founding Director of CONNECT – the Science Foundation Ireland research centre for future communication networks. Before that, she was Director of the Centre for Telecommunications Value Chain Research (CTVR).

Combining creative arts practices with engineering for many years, the Provost founded the Orthogonal Methods Group (OMG), a research initiative in CONNECT that works in critical and creative tensions with technology in order to generate knowledges, insights and alternative research orientations across disciplines that are sometimes perceived to be mutually exclusive.



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

As well as her contributions to research and the arts, the Provost is an active advocate for women in engineering and computer science. She has been involved in numerous initiatives such as Girls in Tech, Teen Turn, and HerStory.

The Provost holds an undergraduate degree in Electrical Engineering (BE) from University College Cork and an MSc, PhD, and PGDIP STATS from Trinity College Dublin. She is a Fellow of Trinity College Dublin and an Honorary Fellow of Oriel College, Oxford.

The Provost is a native of Togher in Cork and attended Togher Girls National School and St Angela's College.

Evan Blake

Intern Officer, School of Medicine, TCD Co-Chair of TCD's LGBT+ Staff Network



Evan, in this role, provides leadership around strategic developments locally and nationally, and across 3 pillars i) programme management that facilitates Medical Council accreditation ii) delivery of Education & Training programming that allows graduates to grow and flourish within their careers iii) active participation in solving workforce planning challenges, to support delivery of quality healthcare services on the ground.



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

Joel McKeever

**Acting Equality Officer, EDI Unit, TCD
Co-Chair of TCD's LGBT+ Staff Network**



As Acting Equality Officer, Joel works to promote equality, belonging, and non-discrimination for Trinity staff, students, and the wider Trinity community, in all areas of university life, and with particular regard to the protected grounds in equality legislation.

Schedule of Events

3.30pm	The Pride of Trinity Trails - Tour 1
4.00pm	The Pride of Trinity Trails - Tour 2
5.00pm	Drinks & Food Reception
5.30pm	Event Introduction - Joel McKeever, Co-Chair TCD's LGBT+ Staff Network
5.35pm	Provost's Welcome - Dr Linda Doyle, President & Provost, TCD
5.40pm	An Emerging Perspective - Robyn Maguire & Emma Balfe IADT Staff Network
5.45pm	Reception continues
6.55pm	Closing Address - Evan Blake, Co-Chair TCD's LGBT+ Staff Network



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Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

Solidarity through Diversity – Collaboration across Higher Education Staff Networks in Ireland

Background

The conversation to create a network of HEI LGBT+ staff Networks, has been taking place for a number of years now. When the then established Irish HEI Networks (TCD, UCC & UCD) came together in August 2016, to discuss the formation of an all-Ireland network of networks, the consensus at the session, was that each network should continue to focus on prioritising local developments, ahead of the creation of an all-island body (to include QUB & UU who were already in existence). Having more established networks with clear outputs & visions coming together at a future point, would create a stronger all-island body, when the time comes.

To achieve the goal of increasing national representation, it was agreed that established networks would reach out to unrepresented HEI's at the time, to encourage discussions locally and to offer support as needed, with respect to developing their own LGBT+ staff networks. Networks in UG and TUD followed soon after and brought their valuable perspectives to the national conversation.

In May 2023, as part of developing an all-island LGBT+ research event, TCD revisited a national database, specifically



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Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

around our Pride in Research symposium that took place in early June 2023. The database was then updated based on the responses to Pride in Research, prompting interest from ATU for an intervarsity group, amongst others, and acted as a catalyst for today.

Our vibrant forum has grown from 5 Networks in 2016 to 22, many of whom are with us today. EDI and HR colleagues in many other institutions have shared the welcome news that local LGBT+ staff networks are imminent. As a result, following on from a range of foundational meetings, this is our first time to have a nationally representative gathering, and Trinity is tremendously proud to host everyone.

Update

A number of LGBTQI+ staff networks convened in Trinity College Dublin in December 2023 to discuss how an all-island network i.e., a ‘network of networks’ might convene and what its role might be. The following indicates what was emerging from the groups in the areas of:

- What functions would a national network have
- What results people would like to see from a national network

Functions of the Network

Regarding the functions that such a network would fulfil, participants in the workshop suggested a range of ideas. Workshop attendees then voted on which functions they



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Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

prioritised as the most important. Here are the top 5 in order of support:

1. LGBTQI+ Conference aimed at HEA leading to training + representation.
2. Advocacy function for all-Ireland to come up with collective positions.
3. Guidance for newer networks in their establishment
4. Recommendations for minimum standards for LGBTQI+ support in HEIs
5. Networks coming together for Pride.

As can be seen, the highest priority went to the creation of an LGBTQI+ conference with a view to creating a conversation at HEA level about the contributions and needs of LGBTQI+ staff in the HEI sector, what their networks can achieve and the supports those networks might need. That was followed by the desire to create shared advocacy positions on LGBTQI+ issues that affect HEI staff.

The next function was the desire to support nascent networks as they establish, taking the learnings from more established LGBTQI+ networks. After this, there was a suggestion of a national network being able to set a minimum standard for LGBTQI+ staff in HEIs.



Emergent functions

The outputs of this December session identified four areas where a national network may add value to what already exists beyond the individual staff networks themselves. These are:

Support and Information

The all-island network could guide and support the development of new networks through both formal training and guidance as well as providing the opportunity for networks to convene (such as at Pride or for more social activities) and share knowledge and insights. Other formal learning opportunities can be created by an all-island network, such as around promotion and progression. There was also a desire to support LGBTQI+ student groups in their endeavours, while linking with and complementing existing student support services. There is also the desire to be a 'good neighbour' to the wider LGBTQI+ community and find ways in which to engage with national organisations in a collegiate way.

Advocacy and representation

Having an all-island network provides an opportunity to create a more amplified voice for LGBTQI+ staff in Ireland, particularly where national issues are being discussed at HEA or DFHERIS level. This could add essential lived experience to



specific EDI programmes while strengthening our contribution to wider discussions. Ways in which the network could build this unified voice would be through research on relevant issues, running a conference aimed at addressing HEA issues and lobbying ‘protected time’ to work on network issues.

Harmonising on best practice

The all-island network could collaborate on templated materials for issues faced by LGBTQI+ staff across HEIs and could be the repository of best practice as it exists in the Irish HEI context. It could also help the individual networks with their own questions or challenges around governance, structures, maintenance, and resourcing.

Members’ priorities

When asked which of these would be most important for their respective network members, what emerged was the hope that an all-island network would provide a better representation for LGBTQI+ staff beyond EDI actions.

What was most important to some was the connection element that such an all-island network might afford. This network could bring together colleagues across institutions in a way that was friendly yet helpful in providing a wider view of the HEI sector and networking for work and job mobility.



Other points emerging

It was posed to the group what they would like an all-island network to 'not be'. The types of suggestions that emerged were that such a group:

- would not become **hierarchical and bureaucratic** and so, in some ways, would not replicate traditional HEI structures but would aim to take a more egalitarian approach, horizontal, and collectivist approach
- would be **united and intersectional, yet diverse and inclusive**, ensuring that all kinds of people in different HEI settings were represented and could play an active part.
- would engage in **interesting and relevant** projects, that it wouldn't become complacent or simply be an 'email blast' every now and again.
- would be **all-island** and guard against becoming too Dublin-centric in its operation or in its focus.

There was also an acknowledgement that such an all-island network could become factionalised or even be drawn into another agenda beyond LGBTQI+ issues. This would require a **clear charter** or Terms of Reference but also a mechanism for **dispute resolution** and guards against unilateral action in the name of the network.



The Benefits of an All-Island Network

Advocacy

What is hoped is that an all-Island network would be able to provide and advocate for greater and more diverse representation at institutional sectoral, and national level. It may advise on how policies can be adapted to take, for example, broader family types into account around surrogacy and parental leave. An all-island network through providing informed guidance on how policy could be framed, creates a certain positive pressure on institutions to consider reform and respond to calls for improvement in their practices and budgetary allocations to issues affecting LGBTQI+ staff.

A network can also have a voice in international issues, advocating for progress in other countries but also providing a hopeful focus to academics and other staff in countries where they feel that they cannot be open about their LGBTQI+ status. Meaningful for trans and non-binary people remains a significant priority for us, and a central tenet of the values of our networks and institutions. It was also considered that the role of allies to the community continue to play important roles, and the nature of this and how allies can most effectively support us can be elaborated on by a collective discussion.



Training and Capacity Building

What is hoped is that an all-Island network can create and provide training on areas such as rights, confidence, or cultural competency. This may be training from network members, drawn in from the wider LGBTQI+ community or facing out into communities from network members to build stronger relationships externally. This also allows us to build confidence and experience for LGBTQI+ colleagues who may feel out of place, disadvantaged, or lacking in experience when operating in a traditionally heteronormative working environment. Connecting colleagues with similar experiences across institutions can help bridge this gap.

Visibility

Any institution may only have a relatively small number of active members so an all-Island network can provide a body of representatives that can play roles on committees, task forces, and similar. It is also creating a profile for HEI staff at events such as Pride or other LGBTQI+ events. There may be scope for an awards or recognition ceremony to recognise and acknowledge the contribution of LGBTQI+ staff in HEIs.

It creates a social space too and one that could be engaging for those who may be uncertain about being more visible in their own institution, by connecting with colleagues with similar work life and personal experience in another HEI.



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

At its heart, it is hoped that an all-Island network will encourage a wide diversity of voices to be heard and that those voices can act intersectionally and amplify solidarity for others in the community, so they do not have to advocate by themselves.

Looking back on previous achievements

We also wanted to take this opportunity to remind you all, of some of the outputs of the Network since 2015:

- Engaged an executive sponsor in 2016 to represent the Network at Board level within College – with thanks to Prof Darryl Jones, the then Dean of the Faculty of Arts, Humanities and Social Sciences,
- Collaborated on Trinity's successful 2016 GLEN Diversity Champions submission, winning two awards
- Collaborated with College on EDI policies and practices – work which is ongoing
- Contributed to various HR initiatives such as induction, inclusive domestic violence training and policies, gender identity and gender expression implementations, and more
- Collaborated with Schools of Medicine in Trinity & University of Galway on the creation of an online learning resource to develop culturally competent care of LGBT+ Patients (<https://vimeo.com/740650920>) for doctors
- Lead on the development of the all-island LGBTQI+ Staff network of networks



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

- Joined together with 'Pride in Research' to develop an all-Island symposium
- Collaborated with Trinity Trails in the creation of 'The Pride of Trinity Trails' tour

Network Initiatives

Here are some initiatives currently being explored by Trinity's LGBT+ Staff Network for the next academic year:

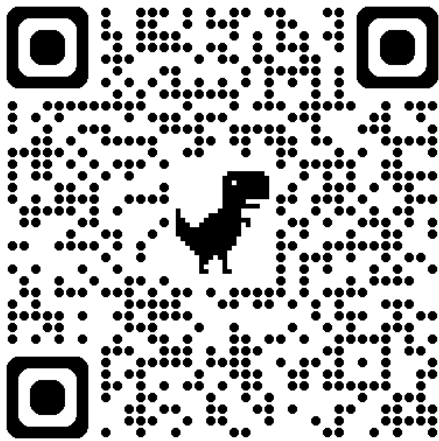
1. Collaborating with the Trinity Library and Trinity Women Graduates, with a view to establishing an accessible Trinity Queer Archive to publicise Trinity specific historical content, from our existing archive as well as engagement from Trinity alumni and the wider queer community
2. Working with the Office of the Dean of Research to promote cross-cutting queer themes in Trinity's research efforts, through the support of the Pride in Research Symposium, in addition to efforts to encourage research into the impact of the Gender Recognition Act 2015 here in Ireland
3. Contributing to the development of stronger inter-group collaboration within Trinity including staff representative



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

groups, student societies, and student services, with the view to have a progressive and dynamic community of practice around LGBTQI+ initiatives and wider EDI efforts

4. Working with the EDI Office and Q Soc, the LGBTQ+ student society, to drive a collaborative “Pride at Trinity” celebration across campus.



If you are in the LGBTQIA+ community or are an ally interested in our work, you're encouraged to join the Network mailing list – email lgbtstaff@tcd.ie or use the QR code!



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Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

The remainder of this booklet is filled with unedited contributions from 2024 invitees (in attendance & unable to attend).

We hope you enjoy reading these and understand the importance of the work that still needs to be done.

Enjoy the rest of Pride Month.



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The University of Dublin



I am delighted that the Provost's Pride Celebration is now an annual event in Trinity's calendar. The LGBT+ Network is providing a great support to the College community. Solidarity is needed now more than ever!



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



Visibility is vital. It's held as a truism that if you can't see it, you can't be it – but that's never resonated for me, if it were true, we'd never have any ground breakers, and we have many, not least of which our Provost. However, it encourages, emboldens us even if we can see ourselves reflected in our day-to-day lives.

That is why it so important that Trinity fly the rainbow flag, and we wear our rainbow lanyards. Not simply for those of us who can but for all those who haven't yet arrived in a place where they are comfortable to be out at work or college - that they know they are represented here - that they are seen in Trinity and are valued.



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Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin



This LGBT+ Agenda is so tiring, and it is pushed so hard. There are bigger issues in the world.

This is offensive to me as I don't support LGBT, so stop sending me this.



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

Great to see alumni gathering
during Pride Month!

I am proud to be associated with an
academic institution that supports change
and adaption to our ever-evolving
knowledge.

The LGBT community brings colour,
friendship and joy to my life



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



I am so grateful to the welcome that you
give to all of our LGBTQ+ staff and students.
You create a safe and supportive space for
people to be exactly who they are.

Thank you for your kind invitation to this
wonderful event

Really special event last year. I look
forward to attending again.



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Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin



It's been a pleasure to get to know the TCD
LGBTQ+ Network this year.

Their longstanding work towards enhancing
the experience of queer staff members in HE
is truly inspiring.

Happy Pride from the Maynooth University
LGBTQIA+ Staff Network!



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Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

Delighted to be invited

Well done to all at the LGBT+
Network - keep up the good
work!

Thanks so much for the invite – it's lovely to
see an event like this for your LGBT+ alumni
& allies!

Network doing phenomenal work,
thank you to the organisers and
event coordinators :)



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



Thank you for this wonderful event, with every good wish for Pride 2024 and beyond.

Delighted to be invited to this and would love to see the Pride Tour of Trinity.

Fantastic to see TCD's proactive support for diversity!



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Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

I LOVE LGBT+ and I'm so happy to think (hope) that now EVERYONE has a chance (regardless of 'orientation') to be accepted/included/loved for the special person they are. Signed (x) aged 75.

Delighted to support the TCD LGBT Network

It sounds like a great event, thanks for including me.

Sounds like it will be a great event.



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The University of Dublin

Happy Pride and thanks for organising!



Rain or shine in provost's Garden, this will be a wonderful event. Many congratulations to organisers for recognising this important part of TCD history

You are fabulous!



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The University of Dublin

Congratulations and Happy Pride to TCD
LGBT+ Staff Network. LGBT+ Visibility is
really important, and you are doing great
work.



Apologies for not being in a position to
attend but I will be out of the country. I have
no doubt it will be a lovely occasion.

I have words of support. Keep persevering.
Trinity College was always a safe place for
people who were marginalised or
persecuted. This has turned around now
thanks to strong people, some Trinity
graduates among them.



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The University of Dublin



Thank You

**The Trinity LGBT+ Staff Network
would like to thank all
who have participated in the
Provost's Pride Celebration, 2024.**



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