**Culture**

Members of the working group not communicated much in the past few months. There was some progress with identifying the breastfeeding rooms on campus.

**Staff Recruitment, Development, and Progression**

1. ROC and KH to meet with the Head of School on 11th January to discuss A) introducing an annual one-to-one review meeting between HoS and each staff member to support career development and progression, B) Implementing a mentorship program within the School that would feed directly into the review meetings with the HoS, C) Introducing one-to-one meetings between HoS and staff returning from maternity leave and other career interruptions to discuss their workload upon return and D) Introducing guideline that all External Selection Panel members for School positions have received training in Equality, Diversity, and Inclusion.

2. Working on additions to the staff survey allowing us to capture information on timeline of promotion applications and progression within the School as well as staff engagement with professional training courses offered by TCD.

**Student Recruitment and Support**

1. An application has been made the Trinity-INC Changemaker fund to allow us to research the factors affecting application submissions for our post-graduate courses in Psychology.  We hope to hear back on this application early in the new term.
2. We are hoping to roll out the Student Survey this year by the end of February (with a view to analysing data and providing feedback on key findings to staff and students in the School by early summer). We are making modifications to the survey at present and **invite any member of the broader EDI committee to let us know if there is a question that they would like us to include**.

**Governance, Policies, and Data**

* Wrote to Megan Wallace and Senior Promotions to understand the timeline for changes to the Promotions process and to try to get involved in this promotions/progression update that College will be implementing.
* Held a Promotions event on 01 December. Thank you to Fiona Newell and Redmond O’Connell for discussing their experiences.
* Created draft survey for staff in the School, to be implemented yearly to track progress and change.
* Analysed data from HR and College Athena Swan about employment, contracts, etc in the School. Wrote a report on this which was shared with the EDI committee and will be shared with the School after approval from the committee.
* Began analysing the data on grant funding by gender for the SoP.