

Governing Body Equality, Diversity & Inclusion (EDI) Committee

10am, Tuesday, 23rd September
Virtual meeting – Microsoft TEAMS

Approved Minutes

- MEETING: 8** Thursday 23rd September 2021, (10am) Virtual – Microsoft TEAMS
- PRESENT:** Justin Mc Carthy, (Chairperson), Valerie Bistany (VB), Evelyn Carroll (EC), Susan O’Shaughnessy (SOS), Talita Holzer (TH).
- APOLOGIES:** David Fitzpatrick (DF), Noelle Burke (NB), Gerald Craddock (GC),
- IN ATTENDANCE:** Yvonne Galligan (YG), Director, Equality Diversity & Inclusion
- SECRETARIAT:** Irene Gallagher, Office of Equality, Diversity and Inclusion
- DOCUMENTATION:** Circulated prior to the meeting:
- I. EDI GB Agenda – revised – v3
 - II. Draft note, EDI GB Committee, 11.05.21
 - III. IHREC Strategic Statement 2022-2024 TU Dublin Submission
 - IV. TU Dublin NAP against Racism, 27.07.21, Final
 - V. Corresp. From Minister S. Harris re Survey on Bullying in HE
 - VI. Report on EDI in TU Dublin – 16.09.21 - Final – v2
 - VII. Draft schedule of meetings for next 12 months

08.01/1	APOLOGIES The Chairperson noted apologies received for this meeting.	Noted
08.01/2	MEETING AGENDA	Noted
08.01/3	DECLARATION OF CONFLICT OF INTEREST There were no declarations of conflict of interest.	Noted
08.01/4	MINUTES Draft Minutes for approval: 11 th May 2021 Approved by EC and second by VB The Chairperson thanked everyone for their commitment to the EDI GB Committee. Also noted, with thanks, was the administration work carried out by IG in setting-up and organizing committee meetings.	Noted
08.01/5	MATTERS ARISING: There were no matters arising	

08.01/6	<p>CORRESPONDENCE:</p> <p>The Committee noted correspondence as below. YG provided the background and it was noted that both the IHREC submission and the National AP against Racism is the culmination of the work of collective individuals within the university who have an interest in these specific areas. The President’s Group has approved both these submissions as the university’s official standpoint.</p> <p>I. <i>Irish Human Rights and Equality Commission (IHREC) Submission, 16.08.21</i> The committee noted TU Dublin’s submission to the IHREC, following an invitation for written contribution to the consultation process for its new strategy statement 2022 – 2024. In its submission, TU Dublin identifies its priority areas in Gender, Race, Disability and LGBT+/Gender Identity. The submission identifies challenges and barriers for IHREC consideration, including intersectional issues, and makes suggestions on how to tackle these problems.</p> <p>II. <i>National Action Plan (AP) against Racism Submission, 28.07.21</i> TU Dublin’s contribution to the National AP against Racism for Ireland was noted. The summary of recommendations made were accompanied by a discussion contextualizing each one.</p> <p>III. <i>Letter from Minister, 30th June 2021 - “survey of bullying among Irish HE Staff & Students”</i> In his letter, the Minister seeks the support of TU Dublin in relation to two proposed surveys, to be carried out in November 2021, on bullying among staff and students. Both surveys will be conducted by researchers at Dublin City University (DCU) Anti-Bullying Centre.</p> <p>The data obtained from these surveys will complement existing survey results, and will contribute to the existing actions addressing dignity and respect in the University.</p>	<p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p>
08.01/7	<p>Equality, Diversion and Inclusion Report: YG provided a summary of the EDI Report and the following were noted:</p> <p><i>Cinnte Review</i> The Cinnte Review of TU Dublin, scheduled to take place on the week of October 4 – 9th 2021, is a significant milestone for the university. The external visitors who conduct the review have been embedding an EDI perspective from its initiation.</p> <p><i>Ending Sexual Violence & Harassment:</i> It was reported that the University Team to implement the AP on ESV&H, endorsed by Governing Body, is now in place. Minister Harris plans to launch the incident reporting tool: “Speak Out” in mid-October, for implementation by the sector.</p> <p>A summary of EDI related strategy and policy development initiatives were noted, including the Gender Expression & Identity policy (GE&I). It was</p>	<p>Noted</p> <p>Noted</p>

	<p>noted that a celebratory event will take place in November to formally launch the GE&I policy.</p> <p>The committee noted a briefing on the EUt+ project, with TU Dublin leading on WP2 Europe for Everyone – Inclusiveness and Embeddedness. It was recommended that Dr Deirdre Mc Quillan, who leads the TU Dublin team on delivering this WP, is invited to a future meeting to provide an update on progress.</p> <p>Staff training on Race Equality will commence soon. This is a short introductory training programme designed by Marshalls Education for the Irish HE sector. Although the training is voluntary, staff will be encouraged to take part.</p> <p>The National Disability Authority’s Centre for Excellence in Universal Design in collaboration with TU Dublin’s, EDI Directorate, co-hosted a very successful Universal Design event incorporating a keynote from Prof Sheryl Burgstahler on <i>A Universal Design Campus</i>.</p> <p>Action: Arrangements will be made to share with the committee both the consent awareness training video on ESV&H made to inform staff of the student induction programme on Consent, and the race equality video.</p>	<p>Noted</p> <p>Noted</p> <p>Noted</p> <p>IG</p>
08.01/8	<p>Athena SWAN (AS) Update on progress:</p> <p>A new term for the AS National Committee is due to commence at end September. YG will represent TU Dublin on this committee, as nominated by President FitzPatrick.</p> <p>The following documentation were noted:</p> <ol style="list-style-type: none"> I. <i>AdvanceHE - Athena SWAN Ireland: 2021 charter framework principles</i> <p>It was noted that AdvanceHE manages the AS charter, initially created in a UK context. A framework for Ireland is currently being developed and the list of recommended principles, outlined in the document, were noted. The aim is that each university will commit to embed these principles and use as a basis for policy change.</p> <ol style="list-style-type: none"> II. <i>PowerPoint presentation on the progress to date of the AS Institutional application:</i> <p>The Committee noted TU Dublin’s KPI: <i>To achieve the AS awards beginning with bronze by 2023; developing towards a silver award in 2026; with the ambition to submit to gold 2030.</i></p> <p>The AS Institutional application consists of two parts, analysis and Action Plan (AP). YG provided an update on progress to date and</p>	<p>Noted</p> <p>Noted</p> <p>Noted</p>

	<ul style="list-style-type: none"> • <u>10am, Tuesday, 26th April</u>: Annual report on roll-out of the Ending Sexual Violence and Harassment Action Plan • <u>10am, Thursday, 2nd June</u>: The Chairperson of GB and President will be present at this meeting. Focus is on overall review and goal-setting for medium term. action: Sufficient time will be allocated to accommodate discussion on the various agenda items. <p>It was suggested the 2nd June meeting is combined with the Away Day previously scheduled to take place at the end of June / early July.</p> <ul style="list-style-type: none"> • It was suggested that no meetings take place in July or August <p>The committee were requested to give their view on the return of in-person meetings and the following points were noted:</p> <ul style="list-style-type: none"> • Taking into consideration the time challenge posed by the additional meetings scheduled, it was suggested that specific meetings, e.g. sign off on AS Application (Tue 18 Jan 2022), are shortened in time. • It was suggested that the shorter meetings could be virtual, and that the option to join in-person meetings virtually is continued. • It was suggested that there be a mix of virtual and in-person meetings, with one in every three meetings being in-person <p>action: Following the committee members' feedback, above, YG and JMC will discuss further and revert with a proposal, taking into consideration the comments and recommendations, above.</p>	<p>Noted</p> <p>IG</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>YG / JMC</p>
08.01/11	<p>FOR INFORMATION: There was no business carried out under this agenda item.</p>	
08.01/12	<p>A.O.B.</p> <p>I. “Universal Design in Higher Education” follow-up.</p> <p>YG updated the committee on TU Dublin’s progress in the area of Universal Design (UD) and UDL. The following were noted:</p> <p>Conversations about UD/UDL are starting to gain traction among our partners in EUt+ and will be on-going over the next couple of years. Specifically, EUt+ have identified tasks they aim to achieve</p> <ol style="list-style-type: none"> UD/UDL principles have become a core consideration for developing a virtual reality platform; There is a stated aim to have UDL embedded into the design of at least one programme in each of the eight partner 	<p>Noted</p>

