

Governing Body Equality, Diversity & Inclusion (EDI) Committee

10am, Thursday 20th January 2022
Virtual meeting – Microsoft TEAMS

Approved Minutes

- MEETING: 10** Thursday 20th January 2022, (10am) Virtual – Microsoft TEAMS
- PRESENT:** Justin Mc Carthy, (Chairperson), James Barnes (JB), Evelyn Carroll (EC), Susan O’Shaughnessy (SOS), Talita Holzer (TH), Gerald Craddock (GC),
- APOLOGIES:** David Fitzpatrick (DF), Noelle Burke (NB), Valerie Bistany (VB),
- 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 – v2
 - II. Athena SWAN Advanced Draft Institutional Application and Action Plan.

10.01/1	APOLOGIES Apologies were noted.	Noted
10.01/2	MEETING AGENDA approved	Noted
10.01/3	DECLARATION OF CONFLICT OF INTEREST There were no declarations of conflict of interest.	Noted
10.01/4	<p>Athena SWAN (AS) Advanced Draft Institutional Application and Action Plan (AP):</p> <p>The purpose of today’s meeting is to review the AS Application and AP. The Chairperson noted the hard work carried out by Yvonne and the AS Self- Assessment Team (SAT) in completing both these comprehensive reports.</p> <p>The committee reviewed the draft application and the following were noted:</p> <ul style="list-style-type: none"> I. The Application is nearing completion with some minor tweaks required before being finally submitted. II. The Letter of Endorsement that accompanies the Application is pending, however a draft will be prepared over the next couple of days. 	Noted

	<p>III. The detailed analysis carried out is with the aim to create a holistic view of the university. The results show that the challenges faced by TU Dublin are no different than other Technological Universities.</p> <p>The Committee noted the draft Action Plan (AP) and in particular a number of priority actions were noted as follows:</p> <ol style="list-style-type: none"> 1. <i>Gender Balance in Leadership and Decision making:</i> <ol style="list-style-type: none"> 1.1 - <i>Achieving Gender Balance at Senior Level:</i> <ol style="list-style-type: none"> 1.1.1. - A commitment to achieve and / or maintain 40% gender balance. It was confirmed that 40% is the figure used globally and this will be the benchmark for TU Dublin. If we don't succeed in meeting it over the next four years, then we will need to explain why. 2. <i>Recruitment and Career Progression:</i> <ol style="list-style-type: none"> 2.2 - <i>Career Analysis and Supports:</i> <ol style="list-style-type: none"> 2.2.2. – <i>Streamline the available HR supports for maternity leave across the university...</i> HR supports for Maternity leave across the University was noted as a priority action. Although the need for childcare is not evident in the AS analysis, in time, a deeper analysis of need and demand will be required. A discussion on childcare facilities in the University followed, and it was noted that the provision of a crèche on the Grangegorman campus would be referred to Campus Planning. One of the proposals in the AS AP is the development of a Parents and Carer's network. When this network is up and running, the university will get a sense of the childcare needs required by staff. Mature students are currently eligible for financial support from TU Dublin to assist with the cost of Childcare. It was noted that the absence of childcare facilities on the Grangegorman campus, available to staff, was brought to the attention of Governing Body previously, however this was not acted upon. There was some discussion in relation to positive discrimination measures and it was noted this requires a more developed conversation across the university. 3. <i>Organisational Culture and Work Life Balance:</i> <ol style="list-style-type: none"> 3.1. - <i>Embedding Athena SWAN in TU Dublin:</i> <ol style="list-style-type: none"> 3.1.1. – <i>At least 40% AS School applications to be made by end of 2025, from across the university:</i> Where the words "at least" are used in the AP, this indicates a baseline and where more is expected. Priority areas are Science, Technology, Engineering and Mathematics (STEM). 4. <i>3.2 - Building an Inclusive Culture:</i> <ol style="list-style-type: none"> 3.2.1 – <i>Prepare and present an annual report on EDI to the UET....</i> It was agreed that the annual report EDI could form part of TU Dublin's report . The AS Application targets will be discussed at the next GB meeting, 2.02.22. 5. <i>3.3 – Building Fluency in Intersectional Approaches to EDI</i> The AP aims to generate conversations around the fact that these issues intersect with each other. Not just straight forward in addressing 	<p>All of the above were noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p>
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