

Governing Body Equality, Diversity & Inclusion (EDI) Committee

10am, Monday 2nd June, 2022
(Hybrid meeting - in-person / virtual)

Approved Minutes

- MEETING: 13** Tuesday, 2nd June, (10am) Hybrid, in-person / virtual
- PRESENT:** Justin Mc Carthy, (Chairperson), David Fitzpatrick (DF), Evelyn Carroll (EC), Talita Holzer (TH), Gerald Craddock (GC), Maggie Ryan.
- APOLOGIES:** Noelle Burke (NB), Valerie Bistany (VB), James Barnes (JB), Susan O’Shaughnessy (SOS).
- IN ATTENDANCE:** Yvonne Galligan (YG), Director, Equality Diversity & Inclusion
David Carson (DC), Chairperson, Governing Body
Catherine Clune Mulvaney (CCM), GB member.
- SECRETARIAT:** Irene Gallagher, Office of Equality, Diversity, and Inclusion
- DOCUMENTATION:** Circulated prior to the meeting:
- I. EDI GB Agenda
 - II. Draft Note EDI GB – 26th April 2022
 - III. Correspondence, E-Learning Launch, Minister Roderick O’Gorman, TD.
 - IV. EDI Report 2019 – 2022
 - V. Strategy & Goal setting 2023 – 2026
 - VI. TU Dublin Athena SWAN Priority Actions 2022 – 2025
 - VII. TU Dublin ESV&H Action Plan 2021-24
 - VIII. TU Dublin Plan of change for Race Equity 2021 – 2026
 - IX. Draft Schedule of meetings for EDI GB Comm. 2022 - 2023

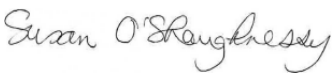
ITEM	DETAILS	DECISION
13.01/1	APOLOGIES Apologies were noted.	Noted
13.01/2	MEETING AGENDA Approved	approved
13.01/3	DECLARATION OF CONFLICT OF INTEREST There were no declarations of conflict of interest.	
13.01/4	MINUTES: I. 26 th April 2022 the above minutes were approved.	Approved Proposed: GC Seconded: TH

13.01/5	<p>MATTERS ARISING</p> <p>The Chairperson, JMC, notified the group of his intention to step down as chairperson of this committee. He will remain a member of Governing Body and will therefore be available to this committee over the coming months. Justin introduced the chairperson-designate, GB member Catherine Clune Mulvaney. Catherine will be nominated as Chairperson of the EDI GB Committee at the next meeting of GB, and following ratification, will take up her position as Chairperson of the EDI committee at the September meeting.</p> <p>Concern was raised in relation to gender balance on the committee, taking into consideration Justin’s departure from his role as chairperson. It was noted that legislation requires the committee to be gender balanced.</p> <p>The President thanked Justin for leading the committee thus far in his role of Chairperson.</p> <p>The Chairperson welcomed Maggie Ryan, newly appointed member of EDI GB Committee.</p>	<p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p>
13.01/6	<p>CORRESPONDENCE:</p> <p>I. <i>E-Learning Launch, Minister Roderick O Gorman, TD:</i> The committee noted the above correspondence from Minister Roderick O’Gorman, TD. In relation to the new E-Learning module, <i>Equality and Human Rights in the Public Service</i>. The module will support Public Sector bodies meet their obligations under the Public Sector and Human Rights Duty.</p> <p>II. It was noted that Simon Harris, Minister for Further and Higher Education, today launched new initiatives to support autistic students and those with an intellectual disability access third level education, as part of the proposed new National Access Plan. The funding is directed towards universal design and inclusive practices.</p>	<p>Noted</p> <p>Noted</p>
13.01/7	<p>I. REVIEW OF EDI PLAN 2019 – 2022: With the aid of a PowerPoint presentation, YG provided an overview of the work carried out by the EDI Directorate, 2019 – 2022. The presentation included a review of legislative and policy frameworks, Key goals for EDI, an update on working groups and networks and Organisation Design (OD).</p> <p>The significant work carried out by the EDI Directorate was acknowledged by the Chairperson, who requested the wider EDI Team are thanked on his behalf.</p> <p>The impact of Covid19 on university life, and in particular the gendered effect of Covid was discussed. In contrast to expectations, it was noted that the publications output profile of female academics in the University did not appear to drop off during Covid. The major constraint on publications output, for</p>	<p>Noted</p> <p>Noted</p> <p>Noted</p>

	<p>women and men, is time, as the workload model – and academic contract – is heavily weighted towards teaching. Those who were actively publishing were mostly in research positions. The Committee agreed there is a need to consider the positive elements arising from Covid and the importance of holding onto these.</p> <p>There was a request to have a future meeting on Staff Networks to get a sense of what’s happening on the ground.</p> <p>There was some discussion relating to the terminology used when referring to different minority groups. The question was put as to how we can include everyone, and convey being an intercultural university, if we identify some ethnic and cultural minority groups, for attention? A discussion followed on privilege and advantage being unequally distributed, with a consensus on the need to raise awareness and address the disadvantage of some groups in our community as part of building an inclusive culture. It was noted that gender balance is the primary focus of inclusion in the TU Act and the Committee’s Terms of Reference. However, recent external feedback to the University suggests that the institution should also be concerned about diversity and the inclusion of other aspects. In this regard, there is need to consider the diversity of the GB Committee, and this Committee, more broadly. In addition to the above it was noted that feedback provided after recent internal recruitment interviews highlighted the lack of diversity on TU Dublin interview panels.</p> <p>II. STRATEGY AND GOAL SETTING FOR 2023-2026 The Committee noted a PowerPoint presentation on EDI Strategic and Goal setting for 2023-2026. The presentation included the EDI vision, mission and values, and EDI Strategic Objectives and Priorities.</p> <p>The following were noted by the Committee:</p> <p><i>Slide 4 - 7th bullet point down:</i> It was recommended to replace the word “Encourage” with “Implement” in the opening line.</p> <p>There was some discussion regarding the wellbeing of staff and students. Concerns relating to the high cost of housing and accommodation, particularly in Dublin, are having a huge impact on mental wellbeing. Consideration on how companies can support employees, forced to live outside the Dublin area, can be a requirement for employers. It was noted that TU Dublin has a policy on blended working.</p> <p>It was noted that the <i>Cinnte Institutional Review Report 2021</i> highlighted inequity in the provision of Continuing Professional Development training, by TU Dublin, for Professional Services and Academic staff. There was disagreement within the committee as to whether this issue should be considered an</p>	<p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p>
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	<p>EDI matter, taking into consideration the issue is currently being addressed in an Action Plan responding to the Cinnte Review. It was noted that this point requires to be addressed in operational manner. Nonetheless, this Committee is custodian of the governance of EDI priorities.</p> <p>It was recommended that Slide 6 – “<i>To Consider</i>” is used as the summary to take back to GB.</p> <p>Committee members were advised to read the EDI Report on Strategy and Goal Setting and forward any comments.</p> <p>Over the last year there was no representation from Student’s Union on the committee. However, the Chairperson recommended that going forward the committee should ensure membership of the committee includes a rep from SU.</p>	<p>Noted</p> <p>All</p> <p>Noted</p>
13.01./8	<p>REFLECTIONS on Committee working in the period 2019-2022</p> <p>It was noted that having TU Dublin members of staff make presentations on relevant areas was very beneficial to the Committee in informing them of EDI matters</p> <p>The committee noted the universities initiatives set-up to support access to third level education for students in need, including refugees and asylum seekers. One such initiative is the “<i>Student in Crisis</i>” fund, assisting students’ from low socio-economic backgrounds. There is a national approach set-up to support students impacted by the Ukrainian humanitarian crisis. The university is aware of the situation and is trying to work out ways to support students in need. TH is currently working with asylum-seekers, refugees and migrants and will forward information on how working with non-profit organisations might be helpful for TU Dublin. TH also requested more presentations from people within the university at EDI GB meetings.</p>	<p>Noted</p> <p>TH</p>
13.01./9	<p>ANY OTHER LOGISTICS: No business carried out under this agenda item.</p>	
13.01/10	<p>FOR INFORMATION: There were no items for discussion under this heading.</p>	
13.01/11	<p>ANY OTHER BUSINESS: The Chairperson for GB, David Carson, thanked Justin Mc Carthy for chairing the EDI GB Committee over the last 3 years, highlighting that consideration to diversifying the composition of the committee is required. He also suggested that the GB give consideration to furthering today’s discussions and arranging a meeting, outside of the GB schedule.</p> <p>The President, David FitzPatrick informed the committee that next year TU Dublin will submit a refreshed Strategic Plan (SP). The intent is to build on the current SP and EDI will be a part of that.</p> <p>The Chairperson, JMC, thanked everyone for attending today’s</p>	<p>Noted</p> <p>Noted</p>

	<p>meeting. He also thanked YG and the EDI Team for the tremendous progress made.</p>	<p>Noted with thanks</p>
<p>13.01/12</p>	<p>NEXT MEETING:</p> <p>I. <i>Schedule of meetings for next academic year, 2022- 2023:</i> The committee noted the draft schedule of meetings for the next academic year, 2022 – 2023. The following were noted:</p> <ul style="list-style-type: none"> a. Colleagues are requested to email irene.gallagher@tudublin.ie with any challenges faced by dates provided in the draft schedule. b. The September meeting will be re-scheduled to week beginning 19th September. 	<p>All noted</p>

SIGNATURE (Chairperson): | 

DATE: 7th November 2022