

**Governing Body
Equality, Diversity & Inclusion (EDI) Committee**

**10am, Tuesday 23rd May 2023
(Hybrid meeting)**

Approved Minutes

- MEETING: 17** Tuesday 23rd May (10am) hybrid meeting
- PRESENT:** Susan O’Shaughnessy (SOS) (Chairperson) - in-person
Yvonne Galligan (YG) - in-person,
Brian Jordan (BJ) - on-line, Evelyn Carroll (EC) - On-line
- APOLOGIES:** David Fitzpatrick (DF), Noelle Burke (NB),
Talita Holzer (TH), Ger Craddock (GC)
- IN ATTENDANCE:** Geraldine Mc Corkell, TU Dublin Disability Services
- SECRETARIAT:** Irene Gallagher, Executive Assistant, EDI Directorate
- DOCUMENTATION:** Link to EDI GB SharePoint folder circulated prior to the meeting:
- I. EDI GB Agenda
 - II. Draft Note EDI GB Meeting – 19th April 2023
 - III. Report on EDI in TU Dublin
 - IV. Athena SWAN Ireland Principles
 - V. Inclusive University – Plan for Race Equity
 - VI. Draft Code of Practice on Accessibility – PowerPoint Presentation
 - VII. Disability & Erasmus Exchanged - PowerPoint Pres.

ITEM	DETAILS	DECISION
17.01/1	APOLOGIES Apologies were noted.	Noted
17.01/2	MEETING AGENDA The Committee agreed that the presentation on “ <i>Disability and Erasmus Exchanges</i> ”, by Geraldine Mc Corkell, Disability Services, should be the first item for today’s meeting.	Agreed
17.01/3	DECLARATION OF CONFLICT OF INTEREST There were no declarations of conflict of interest.	
17.01/4	MINUTES: Minutes of the last meeting, 19 th April 2023, were approved	Approved: BJ Second: EC

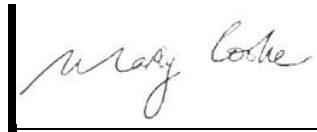
17.01/5	<p>MATTERS ARISING:</p> <p><i>Item 5.1 – Revised Terms of Reference:</i> SOS spoke with Charles Larkin (CL), chairperson of GB, in relation to appointing an additional person to fill the gap for the final EDI Committee meeting. CL suggested he would step in if required. A renewed membership for this committee will follow from the refreshed GB membership when in place in September/October 2023.</p>	Noted
17.01/6	<p>CORRESPONDENCE: There was no business carried out under this heading.</p>	
17.01/7	<p>EQUALITY, DIVERSITY & INCLUSION REPORT:</p> <p>YG provided a summary of the above report. The following were noted:</p> <p><i>Athena SWAN (AS):</i> The plan for 2023-24 is to encourage and support Schools and Faculties to make Athena SWAN applications and to continue delivering on the institutional key priorities discussed at an earlier meeting. As part of the institutional application in January 2022, TU Dublin committed to the refreshed AS Charter Principles applicable to Ireland. Institutional delivery of the key priority action plans continues, e.g., to ensure gender balance on all decision-making committees.</p> <p><i>Organisation Design:</i> It is intended that the outstanding posts in the EDI Directorate will be filled by end Q3 2023.</p> <p><i>Consent & Ending Sexual Violence & Harassment (ESV&H):</i> The Committee received an overview of the training workshops being held for students and staff this semester, and plans for the 2023-24 academic year. The committee discussed possible solutions on how to record informally-reported data.</p> <p><i>EDI related activities in the university March-May 2023:</i> Information on all EDI activities can be found at: https://www.tudublin.ie/explore/about-the-university/equality-and-diversity/news-blog-events/latest-news/</p>	All of the above were noted
17.01/8	<p>RACE EQUALITY: YG provided a PowerPoint presentation titled: “Race Equality Plan 2021 – 2026”. The presentation outlined TU Dublin’s vision and commitment to:</p>	

	<p><i>“Build an intercultural university that is anti-racist and facilitates a true sense of belonging and empowerment for all members of the university community”.</i></p> <p>The committee noted the HEA Anti-Racism Principles, endorsed by the University Executive Team (UET), listed in slide 5.</p> <p>A great deal of work, over a 3-year period, will be involved in implementing the five institutional priorities to reporting and addressing harm, awareness and training, fostering diversity and embedding a race equity mindset. It was noted that all schools will adopt an agreed Framework for diversifying the curriculum using the building multistories guide created by Dr Fionnuala Darby and Lindsay Dowling.</p> <p>Comments from the committee were as follows:</p> <p>The word “<i>Racism</i>” is a very broad concept and doesn’t help us understand the diversity of TU Dublin. The system in place encourages people to self-identify, which may result in some under-represented groups.</p> <p>It was noted that TU Dublin’s application for “<i>University of Sanctuary status</i>” is underway. Related, YG outlined TU Dublin’s provision of scholarships for students in the International Protection scheme. There is currently provision for 15 scholarships per year, over a 4-year period. At the end of the 4 years a review will be required.</p>	<p>All of the above were noted.</p>
17.01/9	<p>ACCESSIBILITY – new code of practice – Briefing:</p> <p>GC was due to provide a presentation on the above, however Ger was unable to access today’s meeting due to a systems failure.</p> <p>Action: With Ger’s permission the PowerPoint presentation on “<i>Accessibility – new code of practice</i>”, will be circulated to interested parties within the university.</p>	<p>Noted</p> <p>IG</p>
17.01/10	<p>DISABILITY AND ERASMUS EXCHANGES:</p> <p>At the March meeting of this committee the Chairperson gave an account on an issue reported by an outgoing Erasmus student with severe mobility issues. The committee agreed to seek advice from Student Disability Services on available support within the university for Erasmus students with disabilities. Geraldine Mc Corkell, Disability Services, presented on “<i>Disability and Erasmus Exchanges</i>”. The following were noted:</p> <p>Erasmus students, whether in-going or out-going self-identify when seeking support via the respective Disability Service. High support</p>	

	<p>students can apply via Erasmus+. Ideally the application must be completed in time for the commencement of their Erasmus exchange.</p> <p>Questions and Answers: Student's Union queried the timeframe for the proposed Sensory Rooms on Blanchardstown and Tallaght campuses. It was noted they should be in place by September, this committee will be updated accordingly. Other issues raised were in relation to accessing the elevators in Blanchardstown and faulty lifts in Tallaght.</p> <p>Action: Geraldine will bring the issues, above, to the attention of Deirdre Staunton, Disability Manager.</p>	<p>All the above were noted</p> <p>GMcC</p>
17.01/11	<p>FOR INFORMATION: There was no business carried out under this heading.</p>	
17.01/12	<p>FUTURE MEETINGS / SCHEDULE OF MEETINGS: Pending new membership for this committee the next meeting has not yet been scheduled but is expected to take place sometime in November 2023.</p> <p>Action: At the June meeting of GB, SOS will speak with Charles Larkin, Chairperson of GB, in relation to membership of the EDI GB committee.</p>	<p>Noted</p> <p>SOS</p>
17.01/10	<p>ANY OTHER BUSINESS:</p> <p>I. <i>Student's Update:</i> Confirmation was sought from the Chairperson of GB, Charles Larkin and he approved that "<i>Student's Update</i>" will be a standing agenda item going forward.</p> <p>It was noted that access to the Disability toilet in Park House was denied to a student until they identified as having a disability.</p> <p>II. Retirement dinner – update Action: Details of the changes in plans for the EDI GB Retirement dinner will be circulated to the committee.</p> <p>This is the last meeting of the academic year 2023. The Chairperson thanked everyone for their commitment to this committee and in particular YG for providing the EDI Reports. SOS</p>	<p>Noted</p> <p>Noted</p> <p>IG</p>

	<p>also thanked IG for the administration support provided and BJ was congratulated on his appointment for a second year as President of Student's Union.</p>	<p>Noted</p>
<p>17.01.11</p>	<p>NEXT MEETING:</p> <p style="text-align: center;">tbc</p>	

SIGNATURE (Chairperson):



DATE: 22nd November 2023