

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

**2pm, Wednesday, 22nd November 2023
 (in-person)**

Minutes

MEETING: 18 Wednesday 22nd November (2pm) In-person meeting

PRESENT: Mary Cooke (MC) (Chairperson)
 Yvonne Galligan (YG)
 Michael Carr (MC)
 Gerald Craddock (GC)
 Brian Jordan (BJ)

APOLOGIES: Noelle Burke (NB)

SECRETARIAT: Irene Gallagher, Staff Officer, EDI Directorate

DOCUMENTATION: Link to EDI GB SharePoint folder circulated prior to the meeting:

- I. EDI GB Agenda
- II. Draft Note EDI GB Meeting – 23rd May 2023
- III. Correspondence: Civil Service Menopause in the Workplace Policy Framework
- IV. EDI GB Terms of Reference V4
- V. TU Dublin Equality Statement 2023-2028

ITEM	DETAILS	DECISION
18.01/1	WELCOME / MEMBERS INTRODUCTIONS: Introductions were made.	Noted
18.01/2	APOLOGIES Apologies noted.	Noted
18.01/3	MEETING AGENDA	Agreed
18.01/4	DECLARATION OF CONFLICT OF INTEREST There were no declarations of conflict of interest.	
18.01/5	MINUTES: Minutes of the last meeting, 23 rd May 2023, were approved	Approved: BJ Second: YG
18.01/6	MATTERS ARISING: There were no matters arising.	

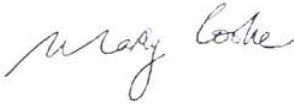
18.01/7	<p>CORRESPONDENCE:</p> <p>I. Civil Service Menopause in the Workplace Policy Framework, <i>Kevin Ward, External Staff Relations, Dept. of Further & Higher Education, Research Innovation & Science:</i></p> <p>The above correspondence comes under the remit of TU Dublin's Wellbeing group, led by Employee Engagement. It was suggested that consideration is given to developing a workplace policy framework for the whole of the university.</p> <p>A meeting of the HEA National Committee for EDI is scheduled to take place tomorrow, 23.11.23, where the framework is an agenda item for discussion.</p> <p>Actions:</p> <ul style="list-style-type: none"> a. YG will attend the meeting of the HEA National Committee and provide an update at the next EDIC meeting. b. The Committee will await the outcome from discussions at the HEA meeting on the 23rd of Nov., before deciding how to respond to the above correspondence. c. Civil Service Menopause in the Workplace Policy Framework will remain an agenda item for the next meeting of this committee, 23.01.24. 	<p>Noted</p> <p>Noted</p> <p>Noted</p> <p>YG</p> <p>All</p> <p>IG</p>
18.01/8	<p>TERMS OF REFERENCE (ToR):</p> <p>The EDIC Terms of Reference V4, approved by GB in February 2023, were noted.</p> <p>It was suggested to re-locate section 8, pertaining to responsibilities, from its currently place on page four to page one.</p> <p>Action: Terms of Reference will be reviewed by the EDIC in 2024.</p>	<p>Noted</p> <p>Noted</p> <p>All</p>
18.01/9	<p>TU DUBLIN EQUALITY STATEMENT 2023 – 2028:</p> <p>The Committee noted the Equality Statement, as above. YG provided a background summary. It was noted that legislation specifies clearly what issues need to be addressed by the Statement.</p> <p>The Statement was prepared by the EDI Office under the direction of the President. It was agreed by the University Executive Team (UET) and now seeks the approval of Governing Body (GB).</p> <p>The committee discussed access and education, specifically focusing on equality of opportunity and equality of outcome. It was noted that more work needs to be done in collecting data on students of diverse backgrounds, to observe and demonstrate any</p>	<p>Noted</p> <p>Noted</p> <p>Noted</p>

	<p>diversity-related differences in outcome patterns.</p> <p>Actions:</p> <p>I. YG will highlight issues concerning the compilation of student data, as discussed above, with Academic Affairs.</p> <p>II. The Equality Statement will go to GB for approval with an accompanying cover note. MC will present at GB.</p>	<p>YG</p> <p>IG/ MC</p>
<p>18.01/10</p>	<p>PLAN FOR 2024</p> <p>I. Content of meetings: The draft schedule of meetings 2023 -2024 was noted</p> <p>It was requested and agreed to change the start time of the January meeting from am to pm.</p> <p>action: The revised schedule of meetings, taking into consideration the change for the January meeting, will be circulated.</p> <p>YG updated the committee in terms of the University Strategic Plan. It was noted, there are four areas to consider, three specialised, as follows:</p> <ul style="list-style-type: none"> • Athena SWAN (AS) • Race Equity (RE) • Ending Sexual Violence & Harassment (ESV&H) <p>Disability is the next theme to be included in the EDI Strategic Plan. The university reports annually to the National Disability Authority (NDA) on the employment of persons with disabilities under the Disability Act 2005.</p> <p>Beginning with ESV&H Plan, the decision of this committee is to discuss each of the four elements of the Strategic Plan, in turn, at following meetings.</p> <p>GC updated the committee in relation to the European Accessibility Act (EAA), Directive 2019/882. The directive affords people with disabilities improved access to websites and mobile apps. of public services. It will be in effect in all European member states from 28 July 2025.</p> <p>There followed a detailed discussion in relation to the EAA. It was noted that services and support for people with a disability need to be made available by HEI's. Employment figures for people with a disability are underestimated because disclosure is voluntary.</p> <p>This Committee will have a governance role for whatever policy the University designs to give effect to this Directive. It was suggested that the European Accessibility Act, and its</p>	<p>Noted</p> <p>IG</p> <p>IG</p> <p>All noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p>

	<p>Irish transposition in law, is included in our plan for future EDIC meetings.</p> <p><u>Actions:</u></p> <ol style="list-style-type: none"> i. GC will update this committee regarding any future plans to meet with TU Dublin in relation to the above. ii. The “Accessibility Act” will be an agenda item at the EDIC January meeting. iii. GC will speak on this agenda item, at the next EDIC meeting, and provide the Committee with the Communications Toolkit on how to produce documentation appropriately. iv. Each of the four elements of the Strategic Plan will be an Agenda item at following committee meetings. <p><i>Ending Sexual Violence and Harassment:</i> YG updated the committee in relation to ESV&H. A new action plan will be developed in 2024 and will come through this committee after UET consideration.</p> <p>action: EDI Strategic Plan - ESV&H update will be an agenda item for the next meeting of EDIC, scheduled to take place in January.</p> <p>It was noted that the NDA carried out secondary analysis of data from a DCU study on bullying at third level, with a focus on disability. The results were very worrying.</p> <p><u>action:</u> GC will find out if the data from the NDA analysis is available to share with this committee.</p>	<p>GC</p> <p>IG</p> <p>GC</p> <p>IG</p> <p>Noted</p> <p>IG</p> <p>Noted</p> <p>GC</p>
18.01/11	<p>EQUALITY, DIVERSITY & INCLUSION REPORT:</p> <ol style="list-style-type: none"> I. EDI Directors Update: Using a PowerPoint presentation, YG provided an update on the EDI Office, highlighting the inclusion of EDI in TU Dublin’s Strategy planning process. The key performance indicators (KPI) to 2028 for EDI were noted as follows: Athena SWAN (AS), ESV&H and Race Equity (RE). The university has attained an AS bronze award, but it was emphasized, that applications by Faculties and Schools are submitted in addition to the institutional application. The AS and RE awards are provided by AdvanceHE. The ESV&H Consent Framework was instigated and led by Government ministers, initially Minister Mitchell O’Connor, and then Minister Simon Harris. 	<p>Noted</p> <p>Noted</p>

	<p>Supporting activities for EDI were noted and it was mentioned that TU Dublin's Strategic Intent for 2030 aligns with the Sustainable Development Goals (SDG).</p> <p>II. Students Update Using a PowerPoint presentation, BG provided an update on activities by TU Dublin's Student's Union. The following were noted:</p> <p style="padding-left: 40px;">An outline of Student Union (SU) campaigns so far this semester highlighting potential areas for partnership between the University and SU. There was an update in relation to Gender Neutral signage on campus. The committee noted a background summary in relation to the request by SU for TU Dublin T-Fund (Transgender Fund). Additionally, there was a discussion on Period Poverty, including a request to make period products freely available within the university. The presentation concluded with a summary of the above.</p> <p style="padding-left: 40px;">MC thanked BJ for the presentation and acknowledged the importance of getting regular updates and feedback and understanding the challenges faced by the Student Body. The EDIC, however, may not always be the appropriate forum for student issues.</p>	<p>Noted</p> <p>All the above were noted.</p> <p>Noted</p>
18.01/12	<p>FOR INFORMATION There was no business conducted under this agenda item.</p>	
18.01/13	<p>FUTURE MEETINGS / SCHEDULE OF MEETINGS:</p> <p>The draft schedule of meetings was approved with the following amendment: the January meeting will take place in the afternoon of the 23rd of January. Exact time to be decided.</p>	<p>Noted</p>
18.01/14	<p>ANY OTHER BUSINESS:</p> <p>I. Gender Pay Gap Report (GPG) YG updated the committee. It was noted that all employers are requested to submit a GPG Report. TU Dublin is compiling the report which should be ready for publication by the Christmas break. It was suggested that a briefing of the report is provided to this committee when approved by UET.</p> <p>II. Action:</p> <p style="padding-left: 40px;">a. An informal meeting of this committee will be scheduled to take place at, <u>12pm on the 20th of December.</u> Details to be circulated.</p> <p style="padding-left: 40px;">b. MC will update GB accordingly</p>	<p>Noted</p> <p>IG</p> <p>MC</p>

18.01.15	NEXT MEETING: <u>2pm, 23rd January 2024</u>	
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SIGNATURE (Chairperson): 

DATE: 23rd January 2023