

Governing Body Equality, Diversity & Inclusion (EDI) Sub-group Working meeting To discuss Athena SWAN Institutional Submission

2pm, Monday 1st November 2021
 Virtual meeting – Microsoft TEAMS

Approved minutes of meeting

- MEETING:** Monday 1st November, (2pm) Virtual – Microsoft TEAMS
- PRESENT:** Justin Mc Carthy, (Chairperson), Evelyn Carroll (EC), Gerald M. Craddock (GC), Talita Holzer (TH).
- APOLOGIES:** David Fitzpatrick (DF), Noelle Burke (NB), Susan O’Shaughnessy (SOS), 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. Agenda
 - II. Draft Athena SWAN (AS) Institutional Application
 - III. Memo, AS Background and questions

Ref	Items	Decision
1	APOLOGIES The Chairperson noted apologies received for this meeting.	Noted
2	MEETING AGENDA This is a special meeting of the Working Sub-group to discuss the Athena SWAN Institutional submission.	Noted
3	DECLARATION OF CONFLICT OF INTEREST There were no declarations of conflict of interest.	Noted
4	ATHENA SWAN SUBMISSION: YG presented a PowerPoint presentation and overview of the Athena SWAN application process. The presentation highlighted the main themes arising from the AS application. The following points were discussed at some length: <i>Slide 5 - Weaknesses:</i> It was noted that:	Noted

	<p>The academic workload model – and its implementation - is a challenge to sustain in light of university research targets. This has gendered aspects. The shift from a Technological Institution to a University is driving much of this tension.</p> <p>The low take-up by staff of care leave policies suggests these policies are not widely known or are not effectively implemented, in part due to not being sufficiently communicated. The group noted there is a need for additional leave policy provisions, such as for fertility treatment, in line with best practice in corporate bodies.</p> <p><i>Slide 6 – Opportunities</i> The group noted the opportunities open to TU Dublin in its transition from an Institute of Technology to becoming a university. These are multiple and all highly conducive to embedding an equality and inclusion agenda.</p> <p><i>Slide 7 - Threats:</i> It was recommended that the following be considered in the AS application:</p> <ol style="list-style-type: none"> 1. There is a risk that TU Dublin will be judged as an ‘established’ university and all the expectations that brings. This lens of judging could define the whole assessment. It is necessary to reinforce the uniqueness of the application as a technological university, and this should be done early in the application <p>It was noted that the AS Action Plan, still in development and thus not included in the analysis, will be the key in the evaluation of the application.</p> <p><i>Slide 9 - Decision Making:</i> Expectations for 2023/2026: It was recommended that the stats included in the AP should show a percentage of women expected to be in a Head of School post by 2023.</p> <p><i>Slide 14: Questions</i> The group were requested to consider 3 questions relating to the AS application and Action Plan (AP).</p> <p>Recommendations from the group were noted as follows:</p> <p>The Action Plan (AP) should consider the following:</p> <ol style="list-style-type: none"> 2. The OECD publication on women with disabilities and employment, notes Ireland’s figures as the lowest in Europe. 3. Age is a significant issue, when it comes to employment, particularly for women. 4. A gender sensitive curriculum. 5. A Road map going forward. 6. More support for families with childcare needs – only one crèche on the Tallaght campus. No plans to include a crèche on the new Grangegorman Campus. 7. PMDS needs further development in the University context 8. Under Intersectionality, there should be reference to migrants graduating in Ireland, as this is a huge issue. 	<p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>All of the above were noted</p>
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	<p>Action: GC will forward his bullet points, as above, to YG.</p> <p>Further recommendations are welcome and colleagues were advised to send their ideas and recommendations to Irene.gallagher@tudublin.ie, in time for consideration by Governing Body at their Away Day on the 9th December.</p>	<p>GC</p> <p>all</p>
<p>5</p>	<p>NEXT MEETING:</p> <p>The next meeting of the EDI GB Committee will be in-person and is scheduled to take place as follows:</p> <p style="text-align: center;"><u>10am, 9th December, 2021</u></p>	<p>noted</p>



Signed:
 Chairperson

Date: 9th December 2021