

Governing Body Equality, Diversity & Inclusion (EDI) Committee

2:30pm, Wednesday 2nd December 2020
Virtual meeting – Microsoft TEAMS

Minutes

- MEETING: 4** Wednesday, 2nd December 2020, (2:30pm) Virtual – Microsoft TEAMS
- PRESENT:** Justin Mc Carthy, (Chairperson), James Barnes (JB), Lee Bennett (LB), Valerie Bistany (VB), Evelyn Carroll (EC), Susan O’Shaughnessy (SOS), Noelle Burke (NB), Gerald M. Craddock (GC), Talita Holzer (TH).
- APOLOGIES:** David Fitzpatrick (DF)
- 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. Draft Agenda EDI Committee meeting 4 (2nd Dec. 2020)
 - II. Minutes of the last meeting (07.09.20)
 - III. Annex to Code of Practice on Governance of State Bodies
 - IV. Governing Body ERIC membership: 2020 - 2021
 - V. Report on EDI in TU Dublin
 - VI. SAL Initiative to GB – EDIC Meeting, 2.12.20
 - VII. Ableism in Academia
 - VIII. Race Equality Reading Group
 - IX. Revised Schedule of meetings: 2020 - 2021

Ref	Items	Decision
04.01/1	APOLOGIES The Chairperson noted apologies received for this meeting. It was noted that Gerald Craddock and Valerie Bistany will leave the meeting at 3pm.	Noted
04.01/2	MEETING AGENDA	Noted
04.01/3	DECLARATION OF CONFLICT OF INTEREST There was no declarations of conflict of interest	Noted
04.01/4	MINUTES; Minutes of the last EDI GB Committee meeting (07.09.20) were approved, following a proposal by James Barnes and Gerald Craddock.	Approved
04.01/5	MATTERS ARISING: There were no matters arising.	

04.01/6	<p>CORRESPONDENCE:</p> <p>I. Annex to Code of Practice on Governance of State Bodies: Will be an agenda item, for approval, by this committee at their next meeting in February 2021.</p>	EDI GB
04.01/7	<p>REVISED MEMBERSHIP 2020 - 2021: Membership for the committee was updated to include Lee Bennett.</p>	noted
04.01/8	<p>EQUALITY, DIVERSITY AND INCLUSION REPORT (EDI) The EDI report was circulated in advance of today's meeting. YG provided a verbal summary of the report, as follows:</p> <p><i>Policy Development:</i> The Gender Expression and Identity (GE&I) policy was approved in principle by the President's Group, at their meeting on the 18th November. Formal approval will be included in the minutes of that meeting. When received we will be in a position to announce to the rest of the University. Collaboration between students, Students Union and staff contributed greatly to the development of the GE&I policy. Support was also greatly received from members of this committee and other external bodies.</p> <p><i>Race Equity:</i> The inaugural meeting of the TU Dublin Working Group (WG) on an Intercultural University will be scheduled to take place soon. Terms of reference for the WG are included, as an addendum, to the EDI report.</p> <p><i>Ending Sexual Violence and Harassment (ESV&H):</i> Following discussions at the last meeting, it was noted that the Institutional Working Group (WG) to Ending SV&H Committee has been established. The WG have had two meetings to date with another three meetings scheduled to take place by the end of January 2021. It was noted that training on consent for incoming exchange students will form part of the policy for the WG and will deliver an action plan for the Minister. Terms of Reference for the WG are included as an addendum to the EDI Report.</p> <p>There are similarities in terms of the needs for both ESV&H and GE&I, e.g. the Report and Support mechanisms are similar for both groups. It is helpful to know that the work in one area will have synergies in the other.</p> <p>It was noted that a grade IV administration post within the EDI Directorate is soon to be filled. When in place there will be a review to see what additional resources are needed. Some of the requirements of the Directorate call on the HR function of the University to provide information. However, the HR department are currently very stretched and challenged. This issue will need to be teased out over the coming months. This committee will be updated accordingly.</p>	<p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>noted</p>

	<p><i>Athena SWAN (AS):</i> The AS Institutional application process is progressing well. A link to the first E-Zine is provided in the EDI Report. The second E-Zine will issue shortly and when ready will be shared with this group. The Policy Sub-Group are currently focusing on the Equality and Inclusion (E&I) Survey and a review of policies to identify gaps and in close collaboration with HR are constructing an Equality Impact Assessment Framework for application to all policies.</p> <p>It was noted that Covid19 has slowed down activities for the AS project. However the National AS Committee have extended the deadline for submissions, allowing some leeway. In this regard the TU Dublin institutional application can now be submitted anytime up until January 2022. Schools are being encouraged to look at AS activities within their departments and the School of Mathematics have established their Self-Assessment Team.</p> <p><i>Covid19 and Equality, Diversity and Inclusion matters:</i> It was noted that research relating to the impact of Covid19 on staff is being carried out internally. The Directorate of Research and Enterprise undertook its own survey of principal investigators' management of projects that yielded some gendered effects. Feedback from staff on how they are managing in Covid times was noted.</p> <p>The Committee noted that a review of the Disability Act (2005) and employment of persons with a disability was carried out by the National Disability Authority (NDA). Part V of the act is about the percentage of persons employed in the Public Sector. One of its findings, that the NDA are querying, is why universities are not required to report annual numbers of people with disabilities employed in their institution, when it is a requirement of the Institutes of Technology (IoT). The full report will be made available to this committee, once signed-off by the minister of State for Disability, Finian Mc Grath.</p> <p>Following on from the report of the review of the Disability Act (2005), it was noted that one of the campuses in TU Dublin keeps a record of the number of persons with disabilities employed on their campus. It was also noted that within the AS E&I Survey there is provision for people to disclose their profile and disability is one of the categories provided. People can chose not to reply. It is anticipated that when the E&I survey is completed, TU Dublin will have the data it requires on persons with disabilities employed across all three campuses.</p> <p>YG would like to acknowledge the support received from GC and the National Disability Authority in helping to resolve some issues that arose in relation to the E&I survey.</p> <p>It was noted that tomorrow, Thursday 3rd December, is International Day of Persons with Disabilities.</p> <p>The review of the Disability Act will be an agenda item for the next meeting of this committee, February 2021, to allow further discussion on this topic.</p>	<p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>GC</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>IG</p>
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<p>04.01/9</p>	<p>SENIOR ACADEMIC LEADERSHIP INITIATIVE (SALI)</p> <p>Briefing to EDI GB Committee, 2.12.20 YG provided a verbal briefing on the Senior Academic Leadership Initiative (SALI) with the aid of a power-point presentation. The following were noted:</p> <p style="padding-left: 40px;"><i>Slide 4 - Round 1 take away points - recommendations:</i> It is difficult to measure TU Dublin's performance in round 1, as there was no feedback provided.</p> <p style="padding-left: 40px;"><i>Slide 5 – Feedback from Survey Respondents:</i> Responses from the survey respondents fell into 4 main areas, as follows:</p> <ol style="list-style-type: none"> 1. More Strategic direction, 2. Process to be more inclusive, 3. More support at the feedback stage 4. Process to be more transparent / better communication. <p style="padding-left: 40px;"><i>Slide 6 – Round 2 preparations</i> Recommendations by the President's Group were noted in slide 6.</p> <p>Confirmation to a number of queries by the Committee were noted as follows:</p> <ol style="list-style-type: none"> I. The SAL Initiative is an open competition to all Universities. II. TU Dublin's successful posts from round 1 of SALI were as follows: <ol style="list-style-type: none"> a. Professor of Public Trust in Media Arts and Technology b. Professorship in Inclusive Computer Science <p style="padding-left: 80px;">The above applications were ranked 2nd and 6th by the HEA, and shows the quality of TU Dublin's submissions were high.</p> III. It was noted that TU Dublin is in collaboration with a number of corporate partners and will be approaching them separately. 	<p>All of the above noted</p> <p>All of the above noted</p>
<p>04.01/10</p>	<p>COVID19:</p> <p>The Chairperson shared for discussion a number of observations and practices introduced by his own organization in relation to Covid response including:</p> <ol style="list-style-type: none"> I. Organised online events for people to stay connected. II. It became evident that when the burden of childcare fell on one parent, can lead to stress. III. Increased flexibility and leave, especially in childcare situations IV. Provision of technology: provided staff with Wi-Fi hotspots for exceptional cases where needed due to connectivity issues. V. Introduced a number of on-line huddles: share news and information. VI. Introduced/highlighted services to staff: including counselling services, wellbeing classes and materials etc. 	

	<p>VII. Organised cultural on-line fun events: quizzes etc. with the aim of keeping staff connected.</p> <p>VIII. On-line short breaks encouraged between meetings, to provide an opportunity for staff to move away from the desk and stretch.</p> <p>IX. Some of the usual events were converted to online and continued, well received.</p> <p>X. A push with managers and teams for out-door activities. e.g. “½ hour walk and talk” and the “five by five” – 5000 steps by 5pm, encouraging people to get outdoors and get fresh air during the day.</p> <p>XI. Training for managers: Flexible working environment, remote teamwork etc.</p> <p>XII. Introduced a number of workshops and discussions around Inclusion and Covid19 to help raise awareness of others situations during Covid times. Created more awareness by managers.</p> <p>XIII. Introduced on-boarding buddies, for new employees: someone assigned so newcomers are aware of the culture of the organization and are not left out.</p> <p>XIV. Encouraged staff to take their annual leave which was inclining to back up.</p> <p>There was some discussion relating to the above. It was noted that employees from other countries, working in Ireland, were permitted to move to their home country on a temporary basis and work from there, however, staff will be required to return to Ireland as country of employment within a certain timeframe.</p> <p>There was some discussion relating to the above. It was noted that employees from other countries, working in Ireland, were permitted to move to their home country and work from there, however, we have yet to see how it pans out when staff are required to return to the workplace.</p> <p>The following queries were raised:</p> <p>It is unclear when staff are required to return to campus taking into consideration the changes in Coronavirus restrictions as the country moves from one level to another. Clear instruction from the President is required.</p>	<p>All of the above were noted</p> <p>Noted</p> <p>noted</p>
04.01/11	<p>REVIEW OF TERMS OF REFERENCE FOR EACH GOVERNING BODY COMMITTEE: Approval from James Barnes and Lee Bennett were noted.</p>	
04.01/12	<p>ANY OTHER LOGISTICS:</p>	
04.01/13	<p>FOR INFORMATION:</p> <ul style="list-style-type: none"> I. Ableism in Academia (https://www.uclpress.co.uk/products/123203) II. Building ESTeEM and Access to Apprenticeship event - Webinar III. Race Equality Reading Group <p>Colleagues were encouraged to read the documentation provided in the links above.</p>	<p>EDI Comm.</p>

04.01./14	ANY OTHER BUSINESS: I. Schedule of meetings - 2021	approved
04.01/15	NEXT MEETING: <u>10am on Wednesday 10th February</u>	noted



SIGNATURE (Chairperson):

DATE: 10th February 2021