

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

**10am, Tuesday, 11<sup>th</sup> May**  
**Virtual meeting – Microsoft TEAMS**

## Minutes of meeting

- MEETING: 7**                      Tuesday 11<sup>th</sup> May 2021, (10am) Virtual – Microsoft TEAMS
- PRESENT:**                      Justin Mc Carthy, (Chairperson), James Barnes (JB), Lee Bennett (LB),  
Valerie Bistany (VB), Evelyn Carroll (EC), Susan O’Shaughnessy (SOS),  
Gerald M. Craddock (GC), Talita Holzer (TH).
- APOLOGIES:**                      David Fitzpatrick (DF), Noelle Burke (NB),
- 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 note, EDI GB Committee, 10.02.21
  - III.        Draft note, EDI GB Committee, 23.03.21
  - IV.        HEA Letter to Presidents re Survey on SV&H, 1.04.21
  - V.         Report on EDI in TU Dublin, 5.05.21
  - VI.        EDI Survey Results, infographics

Ref	Items	Decision
07.01/1	<b>APOLOGIES</b> The Chairperson noted apologies received for this meeting.	Noted
07.01/2	<b>MEETING AGENDA</b>	Noted
07.01/3	<b>DECLARATION OF CONFLICT OF INTEREST</b> There were no declarations of conflict of interest.	Noted
07.01/4	<b>MINUTES</b> Draft Minutes for approval: <ul style="list-style-type: none"> <li>i.            <i>5<sup>th</sup> EDI Committee meeting (10.02.21)</i> the above minutes were approved by JB and EC.</li> <li>ii.          <i>Special meeting to endorse AP on ESV&amp;H (23.03.21)</i> the above minutes were approved by GC and SOS.</li> </ul>	approved  approved
07.01/5	<b>MATTERS ARISING</b> There were no outstanding items from the last meeting.	

07.01/6	<p><b>CORRESPONDENCE:</b></p> <p>I. <i>HEA CEO Alan Wall, re National Survey on SV&amp;H, 01.04.21</i>  the committee noted the above correspondence to Prof. David FitzPatrick in relation to the HEA National Survey on the experiences of staff and students on Sexual Violence and Harassment (SV&amp;H). It was noted that TU Dublin participated in the survey launched on the 12<sup>th</sup> April, and response rate has been in line with that of other universities.</p>	noted
07.01/7	<p><b>EQUALITY DIVERSITY &amp; INCLUSION (EDI) REPORT:</b>  YG summarised the EDI report and the following were noted:</p> <p><u>Key Goal 4 update:</u>  The Committee noted the superb work undertaken by Dr B. Bowe, Registrar’s Office, and his team in drafting the Quality Framework for TU Dublin. Academic Affairs are keen to integrate EDI into their processes.</p> <p><b>Action:</b>  <b>Dr B. Bowe will be invited to attend a future meeting of the EDI GB Committee to make a presentation on TU Dublin’s Quality Framework.</b></p> <p>The committee noted the participation of Dr Alison Kavanagh, Head of Library Services CC, on the Workload Allocation Model committee.</p> <p>There was some discussion following the report on the work carried out by Dr Julie Bernard, Manager of Access and Civic Engagement Office, in relation to TU Dublin’s input into the draft National Plan for Equity of access to Higher Education. It was noted that embedding the EDI framework can require consideration of the data e.g.: Schools need to consider how many students have specific measures in place for their disabilities. Schools also need to consider having a plan: What’s the policy around assessment to meet the needs of the students?  The committee agreed that further discussion on this topic would be beneficial. It was suggested that Dr Julie Bernard is invited to attend a future meeting to address the group appropriately.</p> <p><b>Action:</b>  <b>J. Bernard will be invited to attend and address the committee on the topic of Access to HE.</b></p> <p><u>Key Goal 5 update:</u>  The Action Plan on Ending Sexual Violence and Harassment (ESV&amp;H), endorsed by this group, is now at the stage of implementation. A fresh set of Terms of Reference for a 3-year implementation group is awaiting authorization by the Presidents Group after which the Implementation group will be formed.</p> <p>The committee noted the following events relating to the priority EDI themes (race equity, disability, gender equality) are planned:</p>	<p>Noted</p> <p>JMC/YG</p> <p>noted</p> <p>noted</p> <p>JMC/YG</p> <p>Noted</p>

	<p>I. 20<sup>th</sup> May – discussion on the “Liberate our Library” initiative of Goldsmith’s College, University of London.</p> <p>II. 3<sup>rd</sup> June – In collaboration with the National Disability Authority, a universal designed public lecture and workshop with Keynote speaker is Dr Sheryl Bergstahler, founder and director of Accessible Technology Services, at the University of Washington (UW) in Seattle.</p> <p>III. 20<sup>th</sup> May – launch of a new book by Prof. Tom Cooney, “<i>The Palgrave Handbook to Minority Entrepreneurship</i>’.</p> <p>Invitations to attend the above events are open to both internal and external to TU Dublin. For further details and to receive an invitation, colleagues were requested to forward their details to <a href="mailto:equality@tudublin.ie">equality@tudublin.ie</a> before the end of this week, Friday 14<sup>th</sup> May.</p> <p>JMC gave his apologies and left the meeting for 15 minutes. EC continued to chair the meeting until his return.</p> <p><u>Athena SWAN (AS) update:</u> The Communications Sub-Group have prepared e-zine no. 3 with a focus on female role models.</p> <p><b>Action:</b> <b>E-zine 3 will be circulated to the committee</b></p> <p>Athena SWAN: Meetings of the AS Team will continue until mid-June and resume in September 2021. The intention is to have a full draft submission for comment and revision by the end of Q3.</p> <p><b>Action:</b> <b>A full draft of the AS Institutional application will be brought to this group for discussion before submission.</b></p> <p>EDI Fund: The EDI project fund was set-up specifically to fund EDI initiatives and activities internal to TU Dublin. The aim of the fund is to support the development of ground-up initiatives by staff and students that foster an inclusive culture. Each application is subject to a rigorous peer assessment before funding is approved. The list of approved applications were noted.</p> <p>TU Dublin has been awarded €25,000 from the national “Dormant Accounts Fund” to assist with Traveller access to higher education, and specifically to bridge the digital divide experienced by our Traveller students.</p> <p>RINCE: Details of three major projects underway by the EDI Directorate, and held under the AIB-RINCE umbrella were noted as follows:</p> <p>I. GE Academy (Gender Equality Academy) – Summer School. The GenderEX (Gender for Excellence in Research) project.</p> <p>II. The RESISTIRÉ project (Responding to outbreaks through co-creative inclusive equality strategies and collaboration).</p>	<p>All of the above were noted</p> <p>IG</p> <p>YG</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>All noted</p>
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	<p>The committee noted that the EDI Directorate is expanding with six additional staff due to join the team over the next couple of weeks. The Committee welcomed the additional support provided.</p>	Noted
07.01/8	<p><b>SENIOR ACADEMIC LEADERSHIP INITIATIVE (SALI)</b></p> <p>The outcome on TU Dublin's submission to the HEA Round Two call for applications for SALI is expected in May. The HEA will be announcing the final call for applications in October with a closing date in January 2022.</p> <p>JMC rejoined the group at this point and resumed as chairperson of the meeting.</p>	Noted
07.01/9	<p><b>STAFF SURVEY FINDINGS – OVERVIEW</b></p> <p>Infographics providing an overview of the student and staff survey, carried out by the Directorate and the AS team, were noted. The survey focuses on Equality and Inclusion in TU Dublin. The following outcomes were highlighted:</p> <ol style="list-style-type: none"> <li>I. This is a baseline survey and will provide a useful benchmark for TU Dublin.</li> <li>II. The results of the survey suggest that a large number of staff are not aware of the impact of AS on the university with more women being aware of AS compared with men and more likely to complete the survey. A discussion followed and the following were suggested:             <ol style="list-style-type: none"> <li>a. AS needs to be explained and demonstrated extensively.</li> <li>b. Remote working may be a contributing factor as to why so many staff are not aware of the impact AS has on the work.</li> <li>c. Further consideration to the communication surrounding AS may be required.</li> </ol> </li> <li>III. The results show that over two-thirds of staff responding to the survey are finding it hard to disconnect from work, e.g. on weekends. There was some discussion in relation to work / life balance and it was noted that this is a high level of strain in the workforce. This is of concern to the EDI Unit in the HEA, who are keen to address the issue around wellbeing and work-life balance in the online environment.</li> </ol> <p>The differential response rate between male and female employees, and between different groups of employees, was discussed. It was noted that this detail will form part of the detailed analysis at present underway.</p> <p>Issues relating to on-line teaching were highlighted. It was noted that the work carried out by lecturing staff since March 2019 is an emergency response to the unprecedented situation presented by</p>	<p>All of the above were noted</p> <p>Noted</p> <p>noted</p> <p>Noted</p>

	<p>Covid. Remote working has escalated the demand on staff.</p> <p><b>Action:</b>  <b>When providing the update on EDI to the Governing Body Committee, at their meeting tomorrow, 12<sup>th</sup> May, JMC will highlight the issues, as discussed above, in relation to staff wellbeing.</b></p> <p>IV. The main concerns raised by staff, in the survey, are as follows:          a. The loss of flexible working gained over the Covid period.          b. Health and Safety concerns with the return to work, taking into consideration Covid19.</p>	<p>JMC</p> <p>noted</p>
07.01/10	<b>ANY OTHER LOGISTICS</b>	
07.01/11	<p><b>FOR INFORMATION:</b></p> <p>I. Lee Bennett, Student's Union (SU) Deputy President, Tallaght Campus, end of term:</p> <p>II.          This is the last meeting of the EDI GB Committee, before the summer break. A new term of office for the SU Deputy President, will commence in September 2021. The Chairperson thanked LB for his contribution to the committee over the last year and wished him every success for the future.</p>	<p>noted</p>
07.01/12	<p><b>NEXT MEETING:</b></p> <p style="text-align: center;">10am, Thursday 23<sup>rd</sup> September 2021</p>	<p>noted</p>

**SIGNATURE (Chairperson):**



**DATE:** 11<sup>th</sup> May 2021