

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

10am, Tuesday, 26<sup>th</sup> April 2022  
Virtual meeting – Microsoft TEAMS

## Approved Minutes

- MEETING: 12** Tuesday, 26<sup>th</sup> April, (10am) Virtual – Microsoft TEAMS
- PRESENT:** Justin Mc Carthy, (Chairperson), James Barnes (JB), Evelyn Carroll (EC), Susan O’Shaughnessy (SOS), Talita Holzer (TH),
- APOLOGIES:** David Fitzpatrick (DF), Noelle Burke (NB), Valerie Bistany (VB), Gerald Craddock (GC),
- 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. EDI GB Agenda
  - II. Draft Note EDI GB – 9.03.22
  - III. Announcement of second National Review Gender Equality
  - IV. Letter from AdvanceHE re Athena SWAN Award
  - V. Report on EDI in TU Dublin 26.04.22
  - VI. Inclusive University, Plan for Race Equity
  - VII. ESVH Report for GB-EDIC, April 2022

ITEM	DETAILS	DECISION
12.01/1	<b>APOLOGIES</b> Apologies were noted.	Noted
12.01/2	<b>MEETING AGENDA</b> Approved	approved
12.01/3	<b>DECLARATION OF CONFLICT OF INTEREST</b> There were no declarations of conflict of interest.	
12.01/4	<b>MINUTES:</b> I. 9 <sup>th</sup> March 2022 the above minutes were approved.	Approved Proposed: JB Seconded: SOS
12.01/5	<b>MATTERS ARISING:</b> There were no matters arising.	



	<p>workshops have been rolled out, versus 4<sup>th</sup> year students who have not had this opportunity. This point will be taken back to the ESV&amp;H institutional working group for consideration.</p> <p>The low response rate by students to surveys in general was discussed.</p> <p>For anonymity purposes, the results of the survey for other HEI's in specific terms are not disclosed. However, TU Dublin's take up of the Awareness training by students and staff appears to be ahead of that of other institutions.</p> <p>Section 4 of the report outlines a breakdown of data collected by the TU Dublin's anonymous reporting tool: "Speakout", launched in October 2021. The data gathered to February 2022 provides details of the incidences, the nature of same, the extent of formal complaint reporting, reasons for not making a formal complaint, and the extent to which support services were accessed.</p> <p>The committee noted the low number of incidents recorded. It was indicated that the recording rate is similar to that for other HEIs of comparable size. It was suggested that an on-campus presence of staff and students who are appropriately trained to deal with reports of sexual violence might encourage more people to come forward. Disclosure training is being rolled out to staff and students at present. However, the idea of providing additional training on ESV&amp;H to the Bully and Harassment advisors as a group (who already have some training in this area) could be a way of using resources already in place.</p> <p>Consideration to revising the Dignity and Respect at Work policy to include ESV&amp;H is on-going.</p> <p>There was a detailed discussion in relation to TU Dublin's process for reporting incidents and recommendations to improve. The Chairperson advised that the committee returns to this topic at a further meeting, taking into consideration time constraints for today's meeting.</p> <p><b>Action:</b>  <b>YG expressed her gratitude to the committee for their advice. Their recommendations, above, will be reported back to the ESVH Manager, Institutional Working Group, the People Development unit in HR, Student Services Function, as well as Student's Union, and other relevant university and external bodies in which TU Dublin engage.</b></p>	<p>Agreed</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>YG</p>
12.01/10	<p><b>ANY OTHER LOGISTICS:</b>          There were no items for discussion under this heading.</p>	
12.01/11	<p><b>FOR INFORMATION:</b>          There were no items for discussion under this heading.</p>	

12.01/12	<b>ANY OTHER BUSINESS:</b> There were no items for discussion under this heading.	
12.01/13	<b>NEXT MEETING:</b>  The next meeting for this committee will be in-person and scheduled as follows:  <u>10am, Thursday 2<sup>nd</sup> June. Meeting room, EQ-213, Boardroom East Quad building, Grangegorman Campus.</u>	



**SIGNATURE (Chairperson):**

**DATE: 2<sup>nd</sup> June 2022**