

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

2:30pm, Wednesday, 19<sup>th</sup> April 2023  
(Virtual meeting, on-line only)

## Approved Minutes

**MEETING: 16** Wednesday, 19<sup>th</sup> April (2:30pm) virtual, on-line only

**PRESENT:** Susan O’Shaughnessy (SOS) (Chairperson),  
Yvonne Galligan (YG), Gerald Craddock (GC),  
Brian Jordan (BJ), Evelyn Carroll (EC).

**APOLOGIES:** David Fitzpatrick (DF), Noelle Burke (NB),  
Talita Holzer (TH).

**IN ATTENDANCE:** James Barnes (JB), Estates, TU Dublin

**SECRETARIAT:** Irene Gallagher, Executive Assistant, EDI Directorate

**DOCUMENTATION:** Link to SharePoint circulated prior to the meeting:

- I. EDI GB Agenda
- II. Draft Note EDI GB Meeting – 1<sup>st</sup> March 2023
- III. PowerPoint Presentation – Gender Pay Gap Report
- IV. TU Dublin Gender Pay Gap Report 2022

ITEM	DETAILS	DECISION
16.01/1	<b>APOLOGIES</b> Apologies were noted.	Noted
16.01/2	<b>MEETING AGENDA</b>	approved
16.01/3	<b>DECLARATION OF CONFLICT OF INTEREST</b> There were no declarations of conflict of interest.	
16.01/4	<b>MINUTES:</b> Minutes of the last meeting, 1 <sup>st</sup> March 2023, were approved	Approved: Proposed: BJ Seconded: GC
16.01/5	<b>MATTERS ARISING:</b>  <i>Item 5.1 – Revised Terms of Reference:</i> The revised ToR for EDI GB were approved by Governing Body at their meeting on the 29 <sup>th</sup> of March 2023.	Noted

	<p><i>Item 5.1.2.b –President’s nominee:</i> As an ex-officio member of this committee, the President nominated YG to attend EDI GB meetings in his place.</p> <p><i>Item 6.3- Correspondence:</i> It is not yet clear when tenure of membership for EDI GB is due to expire although a new committee will certainly need to be constituted when the new Governing Body comes into effect in November 2023. A number of members will be stepping down from the committee shortly and there is a current shortfall of one member.</p> <p><b>Action:</b> <b>A request will go to the chairperson of GB to appoint an additional person to fill the gap for the final EDI GB committee meeting before the summer break (23<sup>rd</sup> May).</b></p> <p><i>Item 8 – Policy Accessibility for International Exchanges:</i>  The action from the meeting on 1<sup>st</sup> March to be followed up.  In addition, GC recommended that Darragh Riser, CEO AHEAD, could give a useful external policy view.</p>	<p>Noted</p> <p>Noted</p> <p>SOS</p> <p>SOS</p> <p>Noted</p>
16.01/6	<p><b>CORRESPONDENCE:</b> There was no business carried out under this heading.</p>	
16.01/7	<p><b>UPDATE ON GENDER PAY GAP REPORT (GPG):</b></p> <p>With the aid of a PowerPoint presentation, YG provided an update on TU Dublin’s GPG Report 2022. Arising from the GPG Information Act 2021 and Regulations 2022, there is a legal obligation for organisations of over 250 employees to report and publish the difference between the mean and median hourly pay of male and female employees.</p> <p>The results show that more females dominate in the lower pay rates and more males dominate the higher pay rates. The difference is greater among part-time staff. Additional data analysis seems to indicate that part-time exam invigilation and part-time academic roles contribute to this phenomenon. Further investigation is required. The results for temporary employees were noted also.</p> <p>The GPG actions for 2023 are largely based on a range of actions agreed in the Athena SWAN institutional plan and other specific actions agreed by the University Executive Team, as follows:</p> <ol style="list-style-type: none"> <li>I. Prioritise the greater inclusion of women in academic decision-making roles in TU Dublin to reach and maintain a minimum of 40% gender balance representation in all decision-making roles, with progress reported annually.</li> </ol>	<p>Noted</p> <p>Noted</p> <p>Noted</p>

	<p>II. The university will receive regular updates on the gender pay gap status and identify suitable actions in addition to statutory reporting requirements.</p> <p>III. The university will engage management and support staff in tailored events focused on stereotype-breaking roles models (male, female and non-binary, of diverse profiles) who share their career trajectories.</p> <p>IV. The tracking of Principal Officer and Senior Technical officer vacancies to identify and mitigate any gender bias or unintended restrictions on opportunities at these grades.</p> <p>V. TU Dublin will support women in attaining senior management roles with targeting development programmes such as leadership training and mentorship.</p> <p>A compilation of results from the GPG reports across the sector show that when compared with other HEI's, TU Dublin comes mid-way in the rankings.</p> <p>The Chairperson thanked YG for her presentation.</p> <p>A detailed discussion ensued that included barriers to progression for women, the need for more promotional opportunities, and mobility across grades/roles.</p> <p>A longer-term aim of the pay gap work would be to receive pay gap reports based on Race and Disability in addition to, and intersecting with, gender. In response to a query, it was clarified that data relating to LGBTQ+ is not included due to insufficient self-identification by employees. The same goes for Race and Disability self-identification at present.</p>	<p style="text-align: center;">Noted</p> <p style="text-align: center;">All the above were noted</p>
16.01/8	<p><b>FOR INFORMATION</b> Nothing recorded.</p>	
16.01/9	<p><b>FUTURE MEETINGS / SCHEDULE OF MEETINGS:</b></p> <p>The Committee agreed future meetings should be Hybrid to accommodate in-person and on-line attendance.</p>	<p style="text-align: center;">Agreed</p>
16.01/10	<p><b>ANY OTHER BUSINESS:</b></p> <ol style="list-style-type: none"> <li>1. <b>Action:</b> <b>A suitable date for the social / dinner in recognition of retired committee members, and those soon to retire, will be confirmed as soon as possible.</b></li> <li>2. GC updated the committee in relation to a request by Minister Roderick O' Gorman, Children, Equality and Disability for the National Disability Authority (NDA) to develop a new code of</li> </ol>	<p style="text-align: center;">IG</p>

	<p>practice on Accessibility by September 2023.  <b>Action:</b>  <b>“New code of practice on Accessibility” will be an agenda item for the next EDI GB Committee meeting in May.</b></p>	IG
16.01.11	<p><b>NEXT MEETING:</b></p> <p>The next meeting will be a Hybrid meeting, details as follows:</p> <p style="text-align: center;"><b><u>10am on Tuesday, 23<sup>rd</sup> May 2023</u></b>          (Meeting room BF004, Boardroom, Blanchardstown)</p>	

**SIGNATURE (Chairperson):**

*Susan O'Shaughnessy*

---

**DATE:** 23<sup>rd</sup> May 2023