

Governing Body Equality, Diversity & Inclusion (EDI) Committee

2pm, Tuesday 23 January 2024 (Hybrid)

Approved Minutes of meeting

MEETING: 19 Tuesday 23 January (2pm) Hybrid meeting

PRESENT: Mary Cooke (MC) (Chairperson)

Yvonne Galligan (YG) Michael Gately MG) Gerald Craddock (GC) Brian Jordan (BJ)

IN ATTENDANCE: Catherine Bolger, Student Counsellor

APOLOGIES: Michael Carr (MC)

SECRETARIAT: Irene Gallagher, Staff Officer, EDI Directorate

DOCUMENTATION: Link to EDI GB SharePoint folder circulated prior to the meeting:

I. EDI GB Agenda, 23.01.24

II. Draft Note EDI GB Meeting – Nov. 2023

III. Correspondence: S. Lawlor - Civil Service Menopause in

the Workplace Policy Framework

IV. EDI GB Terms of Reference V6 – BE rev.

V. PowerPoint Pres. – Overview of the EAA (GC)

VI. TU Dublin EDI Policy (UET approved)

VII. EDI Update

ITEM	DETAILS	DECISION
19.01/1	WELCOME The Chairperson welcomed members to the meeting, the second meeting of the academic year for this committee.	Noted
19.01/2	APOLOGIES Apologies noted.	Noted
19.01/3	MEETING AGENDA: The Chairperson highlighted the three elements to Strategic Intent for EDI, as follows: I. Ending Sexual Violence & Harassment (ESV&H) II. Race Equality III. Gender Equality	All noted.



	It was noted there are plans to include "Disability" as an EDI strategic intent in the future. The meeting commenced with a presentation by Catherine Bolger, Sexual Violence Prevention and Response Manager, on "Sexual Violence, Prevention and Response", (see note under item 10 of today's agenda).	Noted
19.01/4	DECLARATION OF CONFLICT OF INTEREST	
	There were no declarations of conflict of interest.	
19.01/5	MINUTES:	Proposed: GC Seconded: BJ
19.01/6	MATTERS ARISING: Item 7.1 – Correspondence: Correspondence from Kevin Ward, DFHERIS, 26.10.23, in relation to Civil Service Menopause in the Workplace Policy Framework was noted at the last meeting and brought to the attention of TU Dublin's Wellbeing group led by Employee Engagement (EE). The response received from Shauna Lawlor, Head of EE, provided an update in relation to TU Dublin's initiatives in this field. Details of Shauna's email falls under agenda item 7 – Correspondence, for noting by this committee.	Noted
19.01/7	CORRESPONDENCE: I. Civil Service Menopause in the Workplace Policy Framework, - Shauna Lawlor (Head of EE) response, 9.01.24	Noted
19.01/8	TERMS OF REFERENCE (ToR): The EDIC Terms of Reference V6, incorporating changes made by Bronagh Elliott, Head of Governance and Compliance, were noted and agreed. Action: EDIC will forward to GB, subject to consultation with BE, a recommendation for approval of the revised ToR V6.	Noted & agreed.
19.01/9	EUROPEAN ACCESSIBILITY ACT (EAA) – UPDATE (GC) GC provided a PowerPoint presentation focusing on the EAA. The EAA (Directive 2019/882) is a landmark EU law which requires some everyday products and services to be accessible for persons with disabilities. Both companies and customers will benefit from the Act's common accessibility requirements. The EAA specifically addresses the accessibility criteria within public procurement and EU structural funds. Businesses are required to	



	oneuro that their products and convices comply with the EAA by	
	ensure that their products and services comply with the EAA by 28 June 2025. Slide 15 provides an overview of the support available to assist companies in achieving compliance with the directive. Further information can be found on the EAA website at www.accessibleEUCentre.eu .	Noted
	End of presentation.	
	It is essential for the university to prepare well in advance of the EAA deadline of July 2025. The procurement team at TU Dublin need to be aware of the directive and ensure that the Code of Practice aligns with their guidelines. The office of the Chief Operations Officer (COO) in TU Dublin is likely to play a significant role in addressing these matters.	All noted.
	Action: Slides from the above presentation will be shared with the university COO and attention drawn to the supports available.	IG/YG
19.01/10	STRATEGIC PLAN – ENDING SEXUAL VIOLENCE & HARASSMENT (ESV&H) – (CB)	
	The presentation addressed the national background context for this agenda item; the TU Dublin Plan on ESV&H the extent of student and staff training on consent, bystander intervention and receiving disclosures; an illustration of the SpeakOut report depicting the prevalence and nature of recorded SV&H incidents; and collaboration with external services such as Garda.	
	End of presentation.	
	Strong interest was shown in the presentation, with discussion on each slide. It was noted that TU Dublin's ESV&H plan includes a follow-up with staff and students to ensure they are aware of the correct processes in place.	
	It was noted that a review and re-branding for the "Speakout Tool" is scheduled to take place in March 2024, when alternative titles could be considered.	All the above were noted.
	Actions: I. GC will forward relevant data in relation to students with disabilities.	GC
	II. CB will forward the PowerPoint slides from the above presentation for circulation to the committee.	CB / IG
	III. The following documentation will be circulated also: a. ESV&H Action Plan b. This year's review of ESV&H	IG



19.01/11	EDI POLICY The committee noted the EDI Policy approved by the University Executive Team (UET). The function of this committee is to recommend the policy for approval to Governing Body (GB). Colleagues were requested to review the policy and revert by Wednesday 31st January. In the absence of revert back, it will be considered that the committee member has given approval, and the policy will go forward to the next meeting of the Governing Body, 21st Feb. 2024.	Noted
	Action: I. The EDI policy will be circulated to the committee with a request to revert with any comment by Wednesday 31st January.	IG
	II. EDIC will recommend the policy for approval by GB.	IG
19.01/12	REPORTS: I. GB update: MC (Chairperson) provided the following update from GB: The Equality Statement noted at the last EDIC meeting	Noted
	was approved by GB. Action: Minutes of the last EDIC meeting, November 2023, approved by the committee today, will be forwarded to GB.	IG
	II. EDI update: With the aid of a PowerPoint presentation, YG updated the committee on EDI matters, as follows: Slide 3 illustrates EDI's current position on the timeline for TU Dublin's Strategic Intent 2030. The EDI Key Performer Indicators for 2028 were noted as follows: Athena SWAN (AS), Race Equity (RE) and Ending Sexual Violence & Harassment (ESV&H). The University Education Model places the learner at its core, guided by five principles: Include, Empower, Grow, Contribute and Create. The Committee noted the launch of the Staff Charter and Culture Toolkit in October 2023, which is based on the following five principles: Values, Excellence, Inclusion, Impact, Respect and TU Dublin's Mission. Built on the experience of TU Dublin's Learning Together programme, a new initiative, the "Pathways Together" programme has been developed for students with Intellectual disabilities. In conclusion, the committee noted EDI Awareness-raising and training modules for staff continuing throughout 2024.	



	EDI Networks – EUT+, further information is available at this website: https://www.tudublin.ie/intranet/european-university-of-technology/eut-corner-news-events/ End of Presentation.	All the above were noted.
	III. Students update: BJ provided an update on student activity since the last meeting of this committee. The following were noted: There are plans to submit the T-Fund application to the Student Experience Committee. Issues relating to all-inclusive signage across the TU Dublin campus are an on-going concern. Currently there are only four signs on the GG campus with none on any other campus. The existing signage on other campuses is inadequate and outdated. The Committee noted an image, shared by BJ, of appropriate signage standards. Assistance provided to date has been insufficient. The committee is urged to provide further support.	
	Another issue highlighted, and pending since August 2023, is in relation to the lifts on the Blanchardstown campus.	All the above were noted.
	Actions: BJ and YG will meet off-line to further discuss the above issues.	BJ / YG
19.01/13	FOR INFORMATION There was no business conducted under this agenda item.	
19.01/14	FUTURE MEETINGS / SCHEDULE OF MEETINGS:	
19.01/15	ANY OTHER BUSINESS:	
	The Committee noted the GB/UET Engagement Workshops are scheduled to take place on Thursday 15 February.	Noted
19.01.16	NEXT MEETING: 10am, 29 February 2024	Noted

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SIGNATURE (Chairperson):

DATE: 29th February 2024