

Governing Body Equality, Diversity & Inclusion (EDI) Committee

9am, Tuesday, 23rd March Virtual meeting – Microsoft TEAMS

Minutes

MEETING: 6 Tuesday 23rd, March 2021,(9am) 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. Agenda

II. Ending Sexual Violence and Harassment (ESV&H) at TU

Dublin - Action Plan 2021 - 2024

III. Presentation on ESV&H – Briefing to Governing Body EDI

Committee, 23 March 2021

Ref	Items	Decision
06.01/1	APOLOGIES The Chairperson noted apologies received for this meeting.	Noted
06.01/2	MEETING AGENDA The purpose of today's meeting is to endorse Action Plan on ESV&H. Recommendations of the group will be noted and the AP amended accordingly. The revised AP will go to the Chairperson for final endorsement before going to the HEA.	Noted
06.01/3	DECLARATION OF CONFLICT OF INTEREST There was no declarations of conflict of interest	Noted
06.01/4	ENDING SEXUAL VIOLENCE AND HARASSMENT IN HIGHER EDUCATION – TU DUBLIN STRATEGY YG provided a presentation on the AP on ESV&H. The following points made by the Committee were noted: 1. Institutional Culture: 1.1.1 – The IWG on ESV&H should be mindful of Web Consortium Accessibility Guidelines (WCAG) when creating their webpage. 1.2 – Gender Balance should be included in the Framework	



- 1.2.2 The IWG will take on board the direction to publish findings of the Mid-Term-Review.
- 1.3.1 –When implementing an education plan on training the IWG need to consider different consent training for men and women.
- 1.3.3 Feedback from WG members who are members of external agencies is included in ensure a national consistent approach.

All of the above were noted

2. Institutional Processes: Recording:

2.1 – The AP will note that the system for staff and students to report and disclose incidents will include external guests and programme activities away from campus, e.g. guest lecturers, attending field trips etc.

GDPR will be referenced in the AP also.

This will be addressed at a meeting scheduled to take place today in relation to GDPR.

The software currently being developed by the sector, "Speak Out" will be rolled out to all HE institutions in time.

Currently there are different systems in use by different universities.

There was a reminder that the software needs to take into consideration W.C.A.G. regulations, as discussed earlier.

2.3.1 On the success of the AP, from today's meeting, an annual reporting link will be included in the process.

All of the above were noted

3. Institutional Processes: Policy

- 3.1. With regard to an appeal process, it was noted we do not have explicit policies in place yet beyond the general appeals policy and procedure. Policy for ESV&H will be dovetailed with current policies for staff and students. Important to have principles of workplace being free of harassment and violence and from that will come detailed policy arrangement for having a process.
- 3.1.1. When considering safety on campus it was recommended the IWG take into consideration lighting and way finding on campus. An audit of Campus design is important.

All of the above were noted

4. Targeted Initiatives:

- 4.1.1 It was noted that some on-line training would be available on demand. In-person real-time training such as that delivered during induction week for students always has Counselling staff on stand-by if required.
- 4.1.2. It was recommended that the term "Exchange Students" is



	included in the AP. Incoming exchange students in TU Dublin are not necessarily first year students. 100% staff and students will be offered training. Advice from the sector is that we cannot force people to take the training if they don't wish to. However, it is hoped that in making the issue something normal to speak about, that more staff and students will undertake the training. 4.2 – Consideration to cultural behavior is required at the implementation stage and should be equally for Irish students/staff to understand what's considered acceptable and respectful interpersonal behavior in other cultures. 4.2 / 4.3 - It was recommended that within the communications campaign it should be highlighted TU Dublin is a campus that respects all genders. Research on the different cultural behaviors and what is acceptable would be beneficial to the WG and could be included under 4.2 – Research informed communication activities. There were no further comments by the group. The endorsement of the Action Plan was proposed by James Barnes, second by Evelyn Carroll.	All of the above were noted
06.01/5	NEXT MEETING: 10:30am, 11 May 2021	noted

SIGNATURE (Chairperson):

DATE: <u>11th May 2021</u>