Governing Body
Equality, Diversity & Inclusion (EDI) Committee

10am, Wednesday 10th February 2021
Virtual meeting – Microsoft TEAMS

Minutes

MEETING: 5	Wednesday, 10th February 2021, (10am) Virtual – Microsoft TEAMS
PRESENT:	Justin Mc Carthy, (JM) (Chairperson), James Barnes (JB), Lee Bennett (LB), Evelyn Carroll (EC), Susan O'Shaughnessy (SOS), Noelle Burke (NB), Gerald M. Craddock (GC)
APOLOGIES:	Valerie Bistany (VB), David Fitzpatrick (DF), Talita Holzer (TH).
IN ATTENDANCE:	Yvonne Galligan (YG), Director, Equality Diversity & Inclusion David Carson (DC), Chairperson Governing Body Committee
SECRETARIAT:	Irene Gallagher, Office of Equality, Diversity and Inclusion
DOCUMENTATION:	Circulated prior to the meeting: I. Draft Agenda, EDI Committee 5, 10.02.21 II. EDI Report to Governing Body Comm., 10.02.21 III. Draft note of last meeting, 2.12.21 IV. HEA Letter to President re Race Equality Survey, 8th December 2020

Ref	Items	Decision
05.01/1	**APOLOGIES** The Chairperson noted apologies received for this meeting.	Noted
05.01/2	**MEETING AGENDA**	
05.01/3	**David Carson, Governing Body Chairperson – Introductions:** The chairperson welcomed David Carson, to today's meeting. David is the in-coming Chairperson for Governing Body. Round table introductions followed. Speaking to the committee, DC thanked the chairperson for inviting him to attend today's meeting. These are challenging times for TU Dublin and the importance of the work carried out by this committee was recognized. DC identified the following principles as important guides for him as incoming Chair of Governing Body, based on his experience of working with many companies:	

	I. Connection: it is important that Governing Body stays connected with staff. In this regard, DC intends joining this committee again at future meetings. II. Curiosity and Learning: DC is keen to learn what's going on in TU Dublin. III. Appreciation for the work everyone is doing. DC is available to colleagues if and when they feel the need to contact him, through the appropriate channels. Communication is a vital tool in the smooth running of an organization.	All of the above were noted
05.01/4	**EQUALITY, DIVERSITY AND INCLUSION REPORT (EDI)** The EDI report to Governing Body was circulated in advance of today's meeting. YG provided a verbal summary and with the aid of a power-point presentation, a stock-take on what the EDI Directorate has achieved over 2020-2021 was presented. The presentation outlined EDI Key goals for 2020 – 2021. • Goal 6: *To deliver an Institutional Athena SWAN (AS) Bronze application, and support 2 departments / schools to submit applications in the same timeframe (Nov – Jan 2021)*	
	YG provided a background summary to the Athena SWAN (AS) project, above. It was noted that engagement with AS is an expectation by the Higher Education Authority (HEA), for all Higher Education Institution's (HEI's).	Noted
	Taking into consideration the impact of the Organisational Design work, it is important to ensure that the work carried out by the EDI Directorate doesn't dissipate. In this regard, a high level steering committee is required to deliver on the EDI ambition.	Noted
	When the presentation ended, comments were requested and the following noted: I. The impact of Covid19 was noted: On a positive note, Covid has allowed us space for reflection. There has been a bit more time to step away and think bigger, for example: Race Equity came to the fore last summer due to the death of George Floyd, and the response that came through the university meant we had to address issues related on a strategic basis. Covid19 has enabled us to begin an important discussion on race equity in the University. However the negative side to Covid is that communication takes much longer. Having informal conversations on workplace issues to resolve minor blockages are much more challenging and the time it takes to address daily matters has increased, adding to the workload.	Noted

	II. Engagement across the three campuses is important. The EDI Directorate ensures that members from all three campuses are involved in decision making. Microsoft TEAMS and virtual working has facilitated this engagement.	Noted
	Before leaving the meeting DC commented that the three principles to which he referred to earlier had been covered. He recognized a sense of connection with this group and noted the work it has accomplished to date. It was noted that not everyone involved gets visibility, and to this end, DC offered his appreciation for the work of many in the background.	noted
05.01/5	**DECLARATION OF CONFLICT OF INTEREST** There was no declarations of conflict of interest	Noted
05.01/6	**MINUTES;** Minutes of the last EDI GB Committee meeting (2.12.20) were approved, following a proposal by James Barnes and second by Gerald Craddock.	Approved
05.01/7	**MATTERS ARISING:** The minutes from the last meeting will be revised to show that EC was not in attendance.	
05.01/8	**CORRESPONDENCE:** I. HEA letter to President, re Race Equality Survey, 8th Dec. 2020 it was noted that Advance HE in conjunction with the HEA established the Athena SWAN intersectionality Working Group with the goal of developing a cross-sectoral approach to collecting ethnicity data for the Irish HE sector. To this end, the HEA are conducting a National survey, covering all staff in the HEI sector. The outcome of the EDI Race Equality Survey are awaited and will act as a benchmark and an action by the Sector / university.	Noted
	The availability of data to TU Dublin was raised, but it was explained that for reasons of securing anonymity the national survey will focus on reporting at a sectoral level only. This will provide a benchmark for individual HEIs as they progress their own initiatives in this area.	noted
05.01/9	**APPROACH TO DISABILITY AT TU DUBLIN AND FUTURE OUTLOOK:** YG provided an introductory context in relation to this topic. It was noted that TU Dublin needs to take into account the legislative parameters framing disability. The Disability Act 2005, in Part 5 sets out the legal requirements on public bodies in relation to the employment of people with disabilities.	Noted
	Communication from the HEA in March 2020 informed TU Dublin of the strengthening of Part 5 of the Disability Act 2005. Overall the National target is to raise to 12% of new student entrants by 2021. The most recent data on students and staff within TU Dublin indicating a disability in line with	Noted

	the statutory definition were noted. It is envisaged that the Equality and Inclusion Survey will provide updated data to enable us see where we stand in relation to our targets. TU Dublin are currently revising the "*Reasonable Access"* policy. The Student Disability Support Services recently partnered with AsIam, Ireland's National Autism Charity. Substantial funding has been secured to further enhance the supports we offer our students with disabilities and to make our campuses more inclusive and accessible. A funding proposal with over 10 strategic initiatives was submitted to the HEA last September by the Disability Support Services and all initiatives proposed were approved by Simon Harris, Minister for Further and Higher Education. Dr Gerald Craddock, National Disability Authority (NDA), provided a summary to his presentation: "Creating an Inclusive Campus, using a Universal Design Framework".	Noted
	In discussion following the presentation, the following were noted:	
	I. Although TU Dublin Disability Services run separately on the 3 campuses, they none the less work closely together. However we need to consider how best to organise the service to optimal effect. This is an aspect of the Organisation Design process under way. The Student's Union and Social Partners would have a view on this.	Noted
	II. The EDI Directorate is engaging with a group who have drafted principles on Organisational Design for the campus built environment. This also includes aligning EDI policies, such as the Gender Expression and Identity policy, with service provision, eg bathrooms, changing facilities etc.	Noted
	III. We need to have the Universal Design Principles agreed as policy, not just guidelines, to ensure a future-proofed design of an inclusive campus. Arising from this discussion, it was proposed that a seminar addressing the issue of a policy on Universal Design for TU Dublin is organised.	Noted YG / GC
	The group thanked GC for his hugely informative presentation.	
05.01/10	**ENDING SEXUAL VIOLENCE AND HARASSMENT IN HIGER EDUCATION – TU DUBLIN STRATEGY:** YG provided a background summary to the Action Plan (AP) for Ending Sexual Violence and Harassment in HE. It was noted that the AP falls into the following four parts: I. Institutional Culture II. Institutional Processes – Recording III. Institutional Processes – Policy IV. Targeted Initiatives Further consultation with relevant functions is upcoming.	 Noted committee

	The views of this committee as a contribution to the development of the Action Plan are welcome. Timeframe: - Comments, by the committee, are required by the end of February. - Submission of the AP to the Minister's Office by end March. The committee are requested to read the AP and revert with feedback to Irene.gallagher@tudublin.ie A special meeting of this committee will be scheduled for March, to facilitate endorsement of the AP on Ending Sexual violence and Harassment in HE.	Noted committee IG
05.01/11	**ANY OTHER LOGISTICS:** There was no business conducted under this agenda item.	
05.01/12	**FOR INFORMATION** There was no business conducted under this agenda item.	
05.01./13	**ANY OTHER BUSINESS:** There was no business conducted under this agenda item.	
05.01/14	**NEXT MEETING:** A date in March tbc	

SIGNATURE (Chairperson):

DATE: 11th May 2021