

Governing Body Equality, Diversity & Inclusion (EDI) Committee

10am, Monday 27th April 2020
Microsoft TEAMS virtual meeting

Minutes

- MEETING: 2** Monday, 27th April 2020, (10am) Microsoft TEAMS virtual meeting
- PRESENT:** Justin Mc Carthy, (Chairperson), James Barnes, Valerie Bistany, Evelyn Carroll, Gerald M. Craddock, David Fitzpatrick (President), Talita Holzer, Pierre Yimbog, Susan O’Shaughnessy.
- APOLOGIES:** Noelle Burke,
- IN ATTENDANCE:** Yvonne Galligan, Director, Equality, Diversity & Inclusion
Noirin MacNamara, Equality Analyst, EDI Directorate
- SECRETARIAT:** Irene Gallagher, Office of Equality, Diversity and Inclusion
- DOCUMENTATION:** Circulated prior to the meeting:
- I. Draft Agenda EDI Committee meeting 2 (27th April 2020)
 - II. Draft Note on meeting, 13th January 2020
 - III. HEA Higher Education Institutional Staff Profiles by Gender 2019
 - IV. Terms of Reference, EDI Campus Comm. NUI Galway
 - V. HEA, Nat. Review Gender Equality in Irish Higher Education
 - VI. Gender Equality Taskforce, Gender Action Plan 2018 – 2020
 - VII. Key Facts & Figures, HE Data by Gender
 - VIII. UN Convention on the rights of Persons with Disabilities
 - IX. Report on EDI in TU Dublin, 21.04.20
 - X. Athena SWAN Presentation, 15th April 2020
 - XI. Revised Schedule of Meetings, GB EDI Committee

Ref	Items	Decision
02.01/1	<p>APOLOGIES</p> <p>The Chairperson noted apologies received for this meeting and welcomed those in attendance.</p> <p>Comments should be addressed through the Chairperson.</p> <p>Colleagues were asked to indicate when leaving the meeting early.</p>	<p>noted</p> <p>noted</p> <p>noted</p>
02.01/2	<p>MEETING AGENDA</p> <p>Two key items for today’s meeting were noted as follows:</p> <p>I. EDI Report</p>	<p>noted</p>

	II. Athena SWAN Briefing	
02.01/3	DECLARATION OF CONFLICT OF INTEREST There was no declaration for conflict of interest.	
02.01/4	MINUTES: Minutes of the last EDI Committee meeting (13 th January 2020) were approved.	approved
02.01/5	MATTERS ARISING Documentation circulated after the last meeting, 13 th January 2020 were noted.	noted
02.01/6	CORRESPONDENCE There was no correspondence from the last meeting.	
02.01/7	<p>REVISED TERMS OF REFERENCE FOR EDI COMMITTEE Correspondence from Y. Cooke in relation to Terms of Reference.</p> <p>The EDIC Terms of Reference, incorporating changes agreed by the Committee at their last meeting, 13th Jan. 2020, were presented and approved by Governing Body (GB) at their meeting on 12th February 2020. At that meeting the GB agreed that a review of all GB Committee's ToR's would take place as soon as possible. This is in hand and will commence shortly when the final GB Committee (NPC), which has only very recently been established agrees their initial TOR's.</p> <p>As soon as the overall review is complete, it will go to GB and each GB Committee's Chair with its recommendations for their consideration. Following this process and approval at the main GB a copy of the approved recommendations will be sent to each Committee to be incorporated into their revised TOR. Consequently, the review will not be concluded for a further number of weeks.</p>	<p>noted</p> <p>noted</p>
02.01/8	<p>EQUALITY, DIVERSITY AND INCLUSION REPORT The Committee noted the Equality, Diversity and Inclusion (EDI) Report, circulated prior to the meeting. YG provided a detailed summary outlining key goals for 2020 – 2021 for the EDI Directorate. An extensive discussion followed. Clarification on the following were noted:</p> <p><u>Athena SWAN</u>: Timeframe - to be completed by the end of May 2021. The wider consultation and communicative process will be October 2021.</p> <p><u>SALI</u>: Round 2 of a three-round initiative to commence in summer 2020, with applications closing about 8 weeks later. More specific timings to be provided by the Higher Education Authority (HEA).</p>	<p>noted</p> <p>noted</p> <p>noted</p>

	<p>15 posts are envisaged to be filled in Round 2. This is a highly competitive scheme.</p> <p><u>Networks:</u> Staff networks running in TU Dublin include the LGBT+ network, the Aurora network, the Ability network and the Women in Leadership in Higher Education group.</p> <p>The Report on <i>Entrepreneurship for People with disabilities in Ireland</i>, authored by Professor Tom Cooney is circulated.</p> <p>The Committee commended Yvonne and the EDI Team for their work and all that was achieved throughout the year.</p>	<p>noted</p> <p>IG</p> <p>noted</p>
02.01/09	<p>ATHENA SWAN (AS) – BRIEFING</p> <p>The Committee noted a presentation outlining the process for TU Dublin’s application for an AS Bronze award.</p> <p>The following were also noted:</p> <p>TU Dublin is committed to apply for an AS Bronze Award no later than November 2021. In addition, a number of schools have declared an interest in submitting an application for an AS award. There is an Athena SWAN Working Group now underway to oversee this activity for the institution and schools.</p> <p>An AS award is a requirement for research funding eligibility.</p> <p>There was some discussion in relation to the data on <i>STEMM staff by grade and gender % 2019</i>, where women were consistently below 40%, men above 60%. This will be compared with data from other HEI’s to contextualize this trend.</p>	<p>Noted</p> <p>Noted</p> <p>Noted</p> <p>EDI Directorate</p>
02.01/10	<p>SENIOR ACADEMIC LEADERSHIP INITIATIVE (SALI) – UPDATE</p> <p>An update on the SALI initiative was provided earlier under agenda item 8 above, Equality, Diversity and Inclusion Report.</p>	
02.01/11	<p>PLAN INDUCTION OF NEW MEMBERS</p> <p>The induction of new members was postponed due to Covid19. Further update will be sought from the Operations Manager.</p>	<p>IG</p>
02.01/12	<p>ANY OTHER LOGISTICS</p> <p>There was no business conducted under this agenda item.</p>	
02.01/13	<p>REVISED SCHEDULE OF MEETINGS</p> <p>A Revised schedule of meetings was noted.</p>	<p>noted</p>
02.01/14	<p>ANY OTHER BUSINESS</p> <p>It was recommended that Covid19 push to on-line learning and teaching is included as an agenda item going forward. In particular Learning and Teaching for diverse students.</p>	<p>JMcC</p>

	<p>As the term of Presidency for the Students Union comes to an end and a new Council elected, this will be the last EDI GB Committee meeting for Pierre Yimbog, President, Student's Union. Pierre thanked the Committee and wished everyone the best of luck. The Committee will be sad to see Pierre go and look forward to welcoming a new SU President in the new academic year.</p>	<p style="text-align: center;">Noted</p>
02.01/15	<p>NEXT MEETING: 7th September 2020</p>	<p style="text-align: center;">noted</p>



Signature (Chairperson) _____

Date: 7TH September 2020