

Governing Body Equality, Diversity & Inclusion (EDI) Committee

10am, Tuesday, 23rd September Virtual meeting – Microsoft TEAMS

Approved Minutes

MEETING: 8 Thursday 23rd September 2021, (10am) Virtual – Microsoft TEAMS

PRESENT: Justin Mc Carthy, (Chairperson), Valerie Bistany (VB), Evelyn Carroll

(EC), Susan O'Shaughnessy (SOS), Talita Holzer (TH).

APOLOGIES: David Fitzpatrick (DF), Noelle Burke (NB), Gerald Craddock (GC),

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. EDI GB Agenda – revised – v3

II. Draft note, EDI GB Committee, 11.05.21

III. IHREC Strategic Statement 2022-2024 TU Dublin Submission

IV. TU Dublin NAP against Racism, 27.07.21, Final

V. Corresp. From Minister S. Harris re Survey on Bullying in HE

VI. Report on EDI in TU Dublin – 16.09.21 - Final – v2 VII. Draft schedule of meetings for next 12 months

08.01/1	APOLOGIES The Chairperson noted apologies received for this meeting.	Noted
08.01/2	MEETING AGENDA	Noted
08.01/3	DECLARATION OF CONFLICT OF INTEREST There were no declarations of conflict of interest.	Noted
08.01/4	MINUTES Draft Minutes for approval: 11 th May 2021 Approved by EC and second by VB The Chairperson thanked everyone for their commitment to the EDI GB Committee. Also noted, with thanks, was the administration work carried out by IG in setting-up and organizing committee meetings.	Noted
08.01/5	MATTERS ARISING: There were no matters arising	



08.01/6	CORRESPONDENCE:	
	The Committee noted correspondence as below. YG provided the background and it was noted that both the IHREC submission and the National AP against Racism is the culmination of the work of collective individuals within the university who have an interest in these specific areas. The President's Group has approved both these submissions as the university's official standpoint.	Noted
	 Irish Human Rights and Equality Commission (IHREC) Submission, 16.08.21 The committee noted TU Dublin's submission to the IHREC, 	
	following an invitation for written contribution to the consultation process for its new strategy statement 2022 – 2024. In its submission, TU Dublin identifies its priority areas in Gender, Race, Disability and LGBT+/Gender Identity. The submission identifies challenges and barriers for IHREC consideration, including intersectional issues, and makes suggestions on how to tackle these problems.	Noted
	II. National Action Plan (AP) against Racism Submission, 28.07.21 TU Dublin's contribution to the National AP against Racism for Ireland was noted. The summary of recommendations made were accompanied by a discussion contextualizing each one.	Noted
	III. Letter from Minister, 30 th June 2021 - "survey of bullying among Irish HE Staff & Students" In his letter, the Minister seeks the support of TU Dublin in relation to two proposed surveys, to be carried out in November 2021, on bullying among staff and students. Both surveys will be conducted by researchers at Dublin City University (DCU) Anti-Bullying Centre.	Noted
	The data obtained from these surveys will complement existing survey results, and will contribute to the existing actions addressing dignity and respect in the University.	
08.01/7	Equality, Diversion and Inclusion Report: YG provided a summary of the EDI Report and the following were noted:	
	Cinnte Review The Cinnte Review of TU Dublin, scheduled to take place on the week of October 4 – 9 th 2021, is a significant milestone for the university. The external visitors who conduct the review have been embedding an EDI perspective from its initiation.	Noted
	Ending Sexual Violence & Harassment: It was reported that the University Team to implement the AP on ESV&H, endorsed by Governing Body, is now in place. Minister Harris plans to launch the incident reporting tool: "Speak Out" in mid-October, for implementation by the sector.	Noted
	A summary of EDI related strategy and policy development initiatives were noted, including the Gender Expression & Identity policy (GE&I). It was	



	noted that a celebratory event will take place in November to formally launch the GE&I policy.	
	The committee noted a briefing on the EUt+ project, with TU Dublin leading on WP2 Europe for Everyone – Inclusiveness and Embeddedness. It was recommended that Dr Deirdre Mc Quillan, who leads the TU Dublin team on delivering this WP, is invited to a future meeting to provide an update on progress.	Noted
	Staff training on Race Equality will commence soon. This is a short introductory training programme designed by Marshalls Education for the Irish HE sector. Although the training is voluntary, staff will be encouraged to take part.	Noted
	The National Disability Authority's Centre for Excellence in Universal Design in collaboration with TU Dublin's, EDI Directorate, co-hosted a very successful Universal Design event incorporating a keynote from Prof Sheryl Burgstahler on <i>A Universal Design Campus</i> .	Noted
	Action: Arrangements will be made to share with the committee both the consent awareness training video on ESV&H made to inform staff of the student induction programme on Consent, and the race equality video.	IG
08.01/8	Athena SWAN (AS) Update on progress:	
	A new term for the AS National Committee is due to commence at end September. YG will represent TU Dublin on this committee, as nominated by President FitzPatrick.	Noted
	The following documentation were noted: I. AdvanceHE - Athena SWAN Ireland: 2021 charter framework principles	
	It was noted that AdvanceHE manages the AS charter, initially created in a UK context. A framework for Ireland is currently being developed and the list of recommended principles, outlined in the document, were noted. The aim is that each university will commit to embed these principles and use as a basis for policy change.	Noted
	II. PowerPoint presentation on the progress to date of the AS Institutional application:	
	, ,	Noted



	areas currently being progressed. The following milestones were noted:	
	 a. September 17^t: first draft of the application and Action Plan (AP) 	Noted
	b. September 30 th : Second draft of the application and AP	
	 c. October 22nd: Third draft, full review. d. November 26th: Final draft 	
	The aim is to have the draft Application ready for external assessment by end October 2021. The EDI GB committee will be	Noted
	invited to contribute. It was suggested that members of the Committee could, if it was deemed appropriate, raise issues critical	
	to gender equality at Governing Body with a view to strengthening	
	the submission.	Noted
	The Institutional application will be submitted in January 2022.	
	SENIOR ACADEMIC LEADERSHIP INITIATIVE (SALI)	
	There is no update. The sector awaits a decision by Minister Harris.	Noted
00.04/40	ANY OTHER LOCIOTION	
08.01/10	ANY OTHER LOGISTICS: A walk through the schedule of meetings for next 12 months.	
	The Chairperson walked through the draft schedule of meetings for 2021 –	
	2022. It was noted that additional meetings, in line with Governing Body Committee, are planned to take place over the next year. A summary of	Noted
	each meeting was provided.	
	 Monday, 1st November: Clarification required regarding the correct time for this meeting. 	
	action: The correct time for this meeting is 2pm, on Monday 1 st Nov.	IG
	The revised schedule of meetings will be updated accordingly.	
	 <u>Thursday, 10am, 9th December</u>: Transport time to travel to GB Committee meeting that same afternoon will be required. 	
	action:	A II
	The committee members will consider and confirm their availability.	All
	 <u>Tuesday, 18th January:</u> was noted as an important meeting to sign off on the AS application. It was suggested this could be a shorter, 	Noted
	one-item meeting.	
	2:30pm, Monday, 28 th February: the Race Equality Action Plan will be on the agenda for discussion.	
	be on the agenda for discussion. <u>action:</u>	
	JMC will revert with confirmation of his availability at 2:30pm.	JMC
		Noted



	 10am, Tuesday, 26th April: Annual report on roll-out of the Ending Sexual Violence and Harassment Action Plan 10am, Thursday, 2nd June: The Chairperson of GB and President will be present at this meeting. Focus is on overall review and goalsetting for medium term. 	Noted
	action: Sufficient time will be allocated to accommodate discussion on the various agenda items.	IG
	It was suggested the 2 nd June meeting is combined with the Away Day previously scheduled to take place at the end of June / early July.	Noted
	It was suggested that no meetings take place in July or August	Noted
	The committee were requested to give their view on the return of in-person meetings and the following points were noted:	
	 Taking into consideration the time challenge posed by the additional meetings scheduled, it was suggested that specific meetings, e.g. sign off on AS Application (Tue 18 Jan 2022), are shortened in time. 	Noted
	 It was suggested that the shorter meetings could be virtual, and that the option to join in-person meetings virtually is continued. 	Noted
	It was suggested that there be a mix of virtual and in-person meetings, with one in every three meetings being in-person	Noted
	action: Following the committee members' feedback, above, YG and JMC will discuss further and revert with a proposal, taking into consideration the comments and recommendations, above.	YG / JMC
08.01/11	FOR INFORMATION: There was no business carried out under this agenda item.	
08.01/12	A.O.B.	
	I. "Universal Design in Higher Education" follow-up.	
	YG updated the committee on TU Dublin's progress in the area of Universal Design (UD) and UDL. The following were noted:	
	Conversations about UD/UDL are starting to gain traction among our partners in EUt+ and will be on-going over the next couple of years. Specifically, EUt+ have identified tasks they aim to achieve a. UD/UDL principles have become a core consideration for developing a virtual reality platform; b. There is a stated aim to have UDL embedded into the design of at least one programme in each of the eight partner	Noted



	universities over the next two years.	
	It was recommended that Dr Deirdre McQuillan, Project Team Leader, EUt+ is invited to present at a future meeting of this committee.	noted
	II. National Skills Council (NSC), meeting, 28.09.21:	
	The committee noted questions for open discussion at the next meeting of the NSC, above. Some preliminary thoughts on how employers are taking the positives from the experience of organizing remote working during COVID-19 and carrying them into the post-COVID time. A challenging question was raised: how can we help our students with vulnerabilities be more employable? The President welcomed any suggested points of detail / input from the EDI GB committee.	Noted
	action: Colleagues were requested to forward their recommendations by close of business on Friday 24 th September to Irene.gallagher@tudublin.ie	All
	III. YG and the EDI Team were thanked for assisting in securing the inclusion of consent awareness training for in-coming Erasmus exchange students entering years other than first year. The module was made available at Erasmus induction this academic year.	Noted
08.01/13	NEXT MEETING:	
	2pm, Monday, 1 st November, 2021	

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SIGNATURE (Chairperson):

DATE: 9th December 2021