

Governing Body Equality, Diversity & Inclusion (EDI) Committee

2pm, Monday 13th January 2020
GW402, Greenway Hub, Grangegorman

Minutes

- MEETING: 1** Monday, 13th January 2020, (2pm) GW402, Greenway Hub, Grangegorman
- PRESENT:** Justin Mc Carthy, (Chairperson), James Barnes, Valerie Bistany, Evelyn Carroll, Susan O’Shaughnessy, Pierre Yimbog, Noelle Burke (by phone), Gerald M. Craddock
- APOLOGIES:** David FitzPatrick, President
Talita Holzer.
- IN ATTENDANCE:** Mary Meaney, Deputy President and Registrar (representing President FitzPatrick)
- SECRETARIAT:** Irene Gallagher, Office of Equality, Diversity and Inclusion
- DOCUMENTATION:** Circulated prior to the meeting:
- I. Draft Agenda EDI Committee meeting 1 (13th Jan 2020)
 - II. Draft Terms of Reference, EDI Committee
 - III. Approved TU Dublin Equality Statement
 - IV. Report on EDI in TU Dublin, 9th January 2020
 - V. Draft Schedule of meetings, EDI Committee
- Tabled at the meeting:
- I. HEI Progress Update on Stated Gender Objectives
 - II. Action Plan for Gender Equality 2018 - 2021
 - III. TU Dublin Academic Career pipeline – January 2020

Ref	Items	Decision
01.01/1	<p>WELCOME / MEMBERS INTRODUCTIONS:</p> <p>The Chairperson welcomed members to this the first inaugural meeting for the EDI committee. Introductions followed.</p>	Noted
01.01/2	<p>EDI COMMITTEE IN CONTEXT</p> <p>The Deputy President and Registrar provided a background summary on the EDI committee. It was noted that within the new organizational structure for TU Dublin, Equality, Diversity and Inclusion (EDI) are core. The challenge is for</p>	Noted

	committee, for consulting purposes, is available to the Committee.	Noted
01.01/8	<p>EQUALITY, DIVERSITY AND INCLUSION REPORT</p> <p>The Committee noted the EDI Report, circulated prior to the meeting, and the Director of Equality, Diversity and Inclusion summarised the report.</p> <p>The following documentation referred to by the EDI Director will be circulated to the Committee:</p> <ol style="list-style-type: none"> I. Public Sector Equality and Human Rights Duty. II. HEA Review of Gender Equality III. HEA Review of Staff Profile in Higher Education (not yet available, will be circulated when available) <p>It was brought to the attention of the committee that legislation relating to <i>Gender Pay Gap</i> was pending approval by the House of the Oireachtas but has now lapsed on calling of the general election. The EDI Committee will be kept informed of future legislative developments in this matter.</p> <p>At a future meeting, the EDI Committee will consider a report from the EDI Office on the TU Dublin gender pay gap, in preparation for giving an account according to any new Gender Pay Gap legislation enacted.</p> <p>A key priority for the EDI Directorate is to address the area of Disability and Inclusion. The Committee noted that the UN Convention on the Rights of Persons with Disabilities was ratified by Ireland in March 2018 and entered into force in April 2018. Relevant explanatory documentation will be circulated to members of the EDI Committee.</p> <p>The Committee noted the Key Goals of the EDI Directorate in the 2020-21 period, as outlined in the EDI Report.</p> <p>It was proposed that the EDI Committee report on at minimum an annual (or additional as needed) basis to GB, seeking their support on relevant issues.</p> <p>The EDI Office is currently inputting into the TU Dublin Statement of Strategy, which contains KPIs and Milestones for the EDI Office. Delivering on the EDI agenda is a responsibility of all units in the University, and the EDI Office is working to have that point reflected in Milestones and KPIs flowing from the Statement</p>	<p>Noted</p> <p>I.Gallagher</p> <p>Noted</p> <p>YG</p> <p>Noted</p> <p>GC/YG</p> <p>Noted</p> <p>Noted</p> <p>Noted</p>
01.01/9	<p>ATHENA SWAN – UPDATE</p> <p>The following documentation was tabled at the meeting:</p> <ul style="list-style-type: none"> • <i>Athena SWAN Legacy Award Application</i> 	Noted

	<p>a soft copy of the above document will be circulated to the EDI Committee.</p> <p>An update on Athena SWAN was provided by YG under agenda item 01.01/7, as part of the EDI Report.</p> <p>It was agreed that the next meeting will consider Athena SWAN in more detail.</p> <p>It was agreed that at subsequent meetings the following issues and policies, in addition to the Gender Pay Gap, would be discussed:</p> <ul style="list-style-type: none"> • Disability • Students in Direct Provision • Gender Identity and Expression <p>It was further agreed that when the University Equality, Diversity and Inclusion Group was established and underway, that a joint meeting with the GB EDIC would take place</p>	<p style="text-align: center;">IG</p> <p style="text-align: center;">Noted</p> <p style="text-align: center;">Agreed</p> <p style="text-align: center;">Agreed</p> <p style="text-align: center;">Agreed</p>
01.01/10	<p>SENIOR ACADEMIC LEADERSHIP INITIATIVE – UPDATE</p> <p>The following documentation was tabled at the meeting:</p> <ul style="list-style-type: none"> • <i>HEI Progress Update on Stated Gender Objectives, (HEA)</i> <p>An update on the SAL initiative was provided by YG under agenda item 01.07/7, as part of the EDI Report.</p> <p>It was clarified there pay scales for the SALI Professorships have yet to be determined.</p> <p>There was a detailed discussion on implementation of the SAL Initiative posts which is yet to be determined.</p>	<p style="text-align: center;">Circulated</p> <p style="text-align: center;">Noted</p> <p style="text-align: center;">Noted</p> <p style="text-align: center;">Noted</p>
01.01/11	<p>PLAN INDUCTION OF NEW MEMBERS</p> <p>In view of pending legislation on gender pay gap, discussed earlier, it was agreed that the Induction programme is reviewed and updated accordingly.</p>	<p style="text-align: center;">J. Mc C</p>
01.01/12	<p>ANY OTHER LOGISTICS</p>	
01.01/13	<p>FUTURE MEETING / SCHEDULE OF MEETINGS</p> <p>The committee reviewed the draft schedule of meetings. It was agreed that meetings scheduled to take place on Mondays should be planned to take place in the mornings. The diaries for YG and JMC will be checked accordingly and a revised schedule of meetings will be circulated with meetings commencing at 10am.</p>	<p style="text-align: center;">IG</p>
01.01/14	<p>ANY OTHER BUSINESS</p>	<p style="text-align: center;">Noted</p>

	<p>Notification on induction of new members will be drafted and circulated appropriately. It was confirmed that student representation will automatically be included in the distribution list.</p> <p>It was noted that a shared portal for this committee, similar to GB team portal, where members can access documentation for meetings, will be created as soon as possible. Clarification will sought from IT support Office as to whether Microsoft Office 365 is the software used to set up the portal. Confirmation will be circulated as soon as possible.</p>	<p>Noted</p> <p>IG</p>
01.01/15	NEXT MEETING: tbc	



SIGNATURE: _____

DATE: 27th April 2020