

Governing Body Equality, Diversity & Inclusion (EDI) Committee

10am, Tuesday, 26th April 2022 Virtual meeting – Microsoft TEAMS

Approved Minutes

MEETING: 12 Tuesday, 26th April, (10am) Virtual – Microsoft TEAMS

PRESENT: Justin Mc Carthy, (Chairperson), James Barnes (JB), Evelyn Carroll (EC),

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

APOLOGIES: David Fitzpatrick (DF), Noelle Burke (NB), Valerie Bistany (VB),

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

II. Draft Note EDI GB – 9.03.22

III. Announcement of second National Review Gender Equality

IV. Letter from AdvanceHE re Athena SWAN Award

V. Report on EDI in TU Dublin 26.04.22VI. Inclusive University, Plan for Race Equity

VII. ESVH Report for GB-EDIC, April 2022

DETAILS

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ITEM	DETAILS	DECISION
12.01/1	APOLOGIES Apologies were noted.	Noted
12.01/2	MEETING AGENDA Approved	approved
12.01/3	DECLARATION OF CONFLICT OF INTEREST There were no declarations of conflict of interest.	
12.01/4	MINUTES: I. 9 th March 2022 the above minutes were approved.	Approved Proposed: JB Seconded: SOS
12.01/5	MATTERS ARISING: There were no matters arising.	



12.01/6	CORRESPONDENCE:	
	 I. Announcement of second National Review Gender Equality, the second national review of Gender Equality is underway with meetings on-going. TU Dublin is making great progress in this regard and will make a submission also. II. Letter – AdvanceHE, Athena SWAN Award The letter from AdvanceHE, 23.03.22, in relation to TU 	Noted
	Dublin's success in achieving an Athena SWAN award was noted.	
12.01/7	EQUALITY, DIVERSITY, AND INCLUSION (EDI) REPORT: The EDI Report was circulated prior to today's meeting. YG reported on EDI activities carried out across the university since 9 th March 2022.	
	The Report included a project by the Irish Universities Association (IUA) on developing a common framework for applying the Public Sector Duty. A number of people in TU Dublin are participating in this project, which, when applied in the University, will contribute to the ambition of the university to become exemplar in Equality, Diversity, and Inclusion (EDI).	Noted
12.01./8	RACE EQUITY PLAN The Committee noted Creating a Better World Together. TU Dublin Plan of Change for Race Equity, 2021 – 2026. A brief discussion ensued, to be continued on another occasion.	Noted
12.01./9	REPORT ON ENDING SEXUAL VIOLENCE & HARASSMENT (ESV&H)	
	A comprehensive overview of progress in implementing the framework on ESV&H was presented.	
	Comparisons of progress in TU Dublin, compared with the sector as at 31 Dec 2021 were discussed. The following points were noted:	Noted
	This is a point-in-time comparison and does not take account of progress in 2022. At the end of 2021, TU Dublin was broadly in line with the sector – some small variability on different measures, with TU Dublin being slightly ahead in some areas, slightly behind in others, but no major discrepancies.	Noted
	The Committee noted the results of the National Survey on student and staff experiences on ESV&H as outlined in section 3 of the document. Information gathered on staff and student knowledge on the role of the university in tackling incidents of sexual violence and trust in the university's management of incidents was also provided.	Noted
	It was agreed that additional analysis of student attitudes would be interesting to collect, eg 1 st year students, where active consent	



	workshops have been rolled out, versus 4 th year students who have not had this opportunity. This point will be taken back to the ESV&H institutional working group for consideration.	Agreed
	The low response rate by students to surveys in general was discussed.	Noted
	For anonymity purposes, the results of the survey for other HEI's in specific terms are not disclosed. However, TU Dublin's take up of the Awareness training by students and staff appears to be ahead of that of other institutions.	
	Section 4 of the report outlines a breakdown of data collected by the TU Dublin's anonymous reporting tool: "Speakout", launched in October 2021. The data gathered to February 2022 provides details of the incidences, the nature of same, the extent of formal complaint reporting, reasons for not making a formal complaint, and the extent to which support services were accessed.	Noted
	The committee noted the low number of incidents recorded. It was indicated that the recording rate is similar to that for other HEIs of comparable size. It was suggested that an on-campus presence of staff and students who are appropriately trained to deal with reports of sexual violence might encourage more people to come forward. Disclosure training is being rolled out to staff and students at present. However, the idea of providing additional training on ESV&H to the Bully and Harassment advisors as a group (who already have some training in this area) could be a way of using resources already in place.	Noted
	Consideration to revising the Dignity and Respect at Work policy to include ESV&H is on-going.	Noted
	There was a detailed discussion in relation to TU Dublin's process for reporting incidents and recommendations to improve. The Chairperson advised that the committee returns to this topic at a further meeting, taking into consideration time constraints for today's meeting.	Noted
	Action: YG expressed her gratitude to the committee for their advice. Their recommendations, above, will be reported back to the ESVH Manager, Institutional Working Group, the People Development unit in HR, Student Services Function, as well as Student's Union, and other relevant university and exteral bodies in which TU Dublin engage.	YG
12.01/10	ANY OTHER LOGISTICS: There were no items for discussion under this heading.	
12.01/11	FOR INFORMATION: There were no items for discussion under this heading.	



12.01/12	ANY OTHER BUSINESS: There were no items for discussion under this heading.	
12.01/13	NEXT MEETING:	
	The next meeting for this committee will be in-person and scheduled as follows:	
	10am, Thursday 2 nd June. Meeting room, EQ-213, Boardroom East Quad building, Grangegorman Campus.	

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SIGNATURE (Chairperson):

DATE: 2nd June 2022