

Governing Body Equality, Diversity & Inclusion (EDI) Committee

10am, Thursday 9th December, 2021 Virtual meeting – Microsoft TEAMS

Approved Minutes

MEETING: 9 Thursday 9th December 2021, (10am) Virtual – Microsoft TEAMS

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

Evelyn Carroll (EC), Gerald Craddock (GC), Susan O'Shaughnessy

(SOS), Talita Holzer (TH).

APOLOGIES: David Fitzpatrick (DF), Noelle Burke (NB)

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 notes, EDI GB Committee, 23.09.21 and 1.11.21

III. Report on EDI in TU Dublin – 9.12.21

IV. Presentation - Athena SWAN 2021 - Application and Action

Plan

V. Presentation – Nat. Access Plan & Widening Participation in

TU Dublin, Dec. 2021, J. Bernard

VI. TU Dublin Submission for Consultation for new National

Action Plan 2021- 2026

VII. Draft schedule of meetings for EDI GB Comm. 2021 / 2022

09.01/1	APOLOGIES The Chairperson noted apologies received for this meeting.	Noted
09.01/2	MEETING AGENDA	Noted
09.01/3	DECLARATION OF CONFLICT OF INTEREST There were no declarations of conflict of interest.	Noted
09.01/4	MINUTES Draft Minutes for approval: I. 23.09.21 – approved by EC and seconded by GC II. 1.11.21 (Special meeting)	Approved Approved
09.01/5	MATTERS ARISING: There were no matters arising	



09.01/6	CORRESPONDENCE:	
	There was no correspondence noted at the meeting.	
09.01/7	Equality, Diversion and Inclusion Report: The above report was circulated with other documentation prior to today's meeting. YG provided a summary and the following noted:	
	Policies and Equality Impact Assessment (EIA) There is a requirement for all policies being brought to UET to have considered the impact on equality grounds. The Equality Impact Assessment (EIA) Tool, and TU Dublin guidelines, are available for the purpose of conducting an impact assessment on the equality grounds. Training on using the EIA tool is a requirement but has yet to be carried out.	Noted
	Action: GC will forward a link from the Dept. of Justice to Guidelines for Government Departments on how to conduct a Disability Impact Assessment.	GC
	Consent and Ending Sexual Violence and Harassment: The annual report on the implementation of the consent framework will issue to this committee in March / April 2022, one year on from approval of the framework, before going to Governing Body.	Noted
09.01/8	Athena SWAN (AS) The committee noted a PowerPoint presentation on the AS 2021 Application and Action Plan.	Noted
	Slide 6 – Action Plan – Sections: The four different sections to the AS application, aligned with Horizon Europe and the revised AS template, contribute to the delivery of Strategic Intent 2030. Under the Horizon Europe, all researchers / consortium of people seeking funding must show that their institution has a gender equality plan in place.	Noted
	Slide 7 – Gender balance in leadership and decision-making: Data shows there is a lower percentage of women at Head of School (HoS) level and Head of Departments (HoD) in TU Dublin, than are in the career pipeline. This issue will be raised at the consultative sessions with HoS and Assistant HoS, planned to take place next week. The success measure is to yield a higher percentage of female staff in HoS posts by the end of 2025.	Noted
	There was some discussion and the following comments ensued:	
	I. In other universities, 40% percent of lecturing staff are at level three (SLIII/Associate Professor) grade, as opposed to only 10% in TU Dublin. It was suggested that by increasing the number in this grade to 40% overall, there would be an increase in the gender balance.	Noted
	II. Under the Organisational Design (OD) process, the role of HoS will no longer be permanent, but will rotate on a five year basis. This change highlights the complications and restraints around the movement of academic staff in a Technological University, which is	Noted



	more constrained than a conventional academic career path.	
III.	Clarification regarding how gender measures are being addressed under OD was provided. It was noted that academic career progression is outside the OD process. However TU Dublin has requested OECD data on academic career progression in Technological Universities in Ireland.	Noted
IV.	It was suggested that introducing a temporary SALI like mechanism to tackle the bias against women in the work-place should be considered. This is something that could be discussed with HoS and Assistant HoS at the consultative meetings scheduled for next week.	Noted
V.	We need to ensure that male colleagues understand the purpose of equality-supporting practices	Noted
Issues The su returni implen	3 – Organisational Culture and Work Life Balance: relating to maternity leave and return to work for mothers were noted. uccess measure by 2024 should have 100% of pregnant mothers and ng mothers indicate satisfactory with maternity leave policies and nentation. This would make a huge difference to the workplace in TU Dublin.	Noted
Mater	n: hairperson recommended that further discussion on the topic of nity Leave and associated issues is required and the committee turn to this subject at a future meeting.	IG
The Edwithin challer	9 – Organisational Culture and Work Life Balance: quality and Diversity (E&D) survey highlighted there are communities TU Dublin that felt discriminated against and didn't feel empowered to nge that behavior.	Noted
comfo	uccess measure for 2024 is that 70% male and female are rtable reporting and challenging instances of unfair / disrespectful ior. Staff training is now available to help tackle these issues.	Noted
Possib	10 – Gender Equality in Recruitment & Career progression: ble gender pay gap at 6% at one level only. An audit will be carried confirm the figures are correct.	Noted
Immed	11 – Gender dimension in research and teaching content: diate impact is that we can ourselves mandate that visiting professors / cus posts must be gender balanced.	Noted
Questi	ions:	
Furthe	er comments should be sent to <u>Irene.gallagher@tudublin.ie</u>	All
PRFS	ENTATION – Dr Julie Bernard	
_	nal Plan for Equity on Access to Higher Education"	



	Revised schedule of meetings, Sept. 2021 – June 2022 Members reviewed and agreed the revised schedule of meetings with the following changes:	
09.01/10	This outcome constitutes a very successful result for the University and the submitting Schools. ANY OTHER LOGISTICS:	
	Professor of Innovation and Sustainability in Engineering, Construction & Built Environment (EC&BE) – listed for funding Professor of Technological Entrepreneurship Practice – on reserve list for funding if resources become available This outcome constitutes a very suggestful result for the University and the	
09.01.09	SENIOR ACADEMIC LEADERSHIP INITIATIVE (SALI) TU Dublin were awarded the two posts submitted as follows:	
	JMC thanked Julie and the broader team for all the work carried out in relation to widening participation and access to Higher Education. Julie is happy for her presentation to be shared with others, if required.	Noted
	IV. Widening participation - Students from under-represented groups who receive a dedicated service programme, score just below or above the national average. Although these students face additional challenges their progression is seen as a success.	Noted
	III. Access entry routes for students from disadvantaged backgrounds currently operate as a point reduction at Leaving Certificate. However, we would push for a move towards a point addition that awards the applicant points, based on their application from a socio disadvantaged background or disability.	Noted
	The term "Disability" is the legal term used and includes diverse learners. It was agreed, however, this is too broad a categorization as individuals diagnosed as Neuro diverse learners could be included as a sub-set. Perhaps there are more suitable headings that could be used.	Noted
	II. Data on intersectionality – the mean deprivation score by entry route, shows students entering third level education via the Disability Access Route (DARE) score highest. Highlighting the need to address issues in the early years?	Noted
	I. The correlation between the number of people applying for programmes and the Mean deprivation index score.	Noted
	Julie provided a PowerPoint presentation and the following were noted:	
	YG thanked Dr. Julie Bernard, Mgr. TU Dublin Access Services and Civic Engagement, for attending today's meeting to brief the committee on the National Access Plan and Widening participation in TU Dublin.	



	Action: I. Monday, 28 th February will be a virtual meeting. The Schedule of meetings will be updated accordingly and circulated to the committee.	IG
	The Chairperson thanked YG for updating the committee on the progress of the AS application and confirmed EDI GB support.	
09.01/11	FOR INFORMATION: There was no business carried out under this agenda item.	
09.01/12	A.O.B. There was no business carried out under this agenda item.	
09.01/13	NEXT MEETING: 10am, 18 th January 2022	

	McCastle
SIGNATURE (Chairperson):	
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DATE: 9th March 2022