

Governing Body Equality, Diversity & Inclusion (EDI) Committee

10am, Wednesday, 9th March 2022
 Virtual meeting – Microsoft TEAMS

Approved Minutes

- MEETING: 11** Wednesday, 9th March 2022, (10am) Virtual – Microsoft TEAMS
- PRESENT:** Justin Mc Carthy, (Chairperson), James Barnes (JB), Evelyn Carroll (EC), Susan O’Shaughnessy (SOS), Talita Holzer (TH), Gerald Craddock (GC),
- APOLOGIES:** David Fitzpatrick (DF), Noelle Burke (NB), Valerie Bistany (VB)
- 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 – 9.12.21
 - III. Draft Noted EDI GB – 20.01.22
 - IV. Proposed Revised EDI GB Terms of Reference
 - V. Report on EDI in TU Dublin 9.03.22
 - VI. TU Dublin Athena SWAN Application Jan. 2022
 - VII. TU Dublin Athena SWAN Action Plan 2022 – 25 branded

ITEM	DETAILS	DECISION
11.01/1	APOLOGIES Apologies were noted.	Noted
11.01/2	MEETING AGENDA The Chairperson, JMC, will not be attending the next meeting of Governing Body (GB), 23 rd March. Action: A Chair’s overview of today’s meeting will be drafted and, when approved by the Chairperson, it will go to GB in time for circulation of GB documentation, later today.	Noted YG
11.01/3	DECLARATION OF CONFLICT OF INTEREST There were no declarations of conflict of interest.	
11.01/4	MINUTES: I. 9 th December 2021 the above minutes Approved.	Approved Proposed: JB Seconded: GC

	<p>II. <i>20th January 2022 – Athena SWAN special</i> The above minutes were approved with the following amendment:</p> <p style="padding-left: 40px;">a. <i>Item 4.5 – Action 2. b</i> Athena SWAN – Building Fluency in Intersectional Approaches to EDI:</p> <p style="padding-left: 40px;">Action:</p> <p style="padding-left: 80px;">i. The action allocated to SOS under the above heading, will be removed from the minutes.</p>	<p>Approved pending recommendation of change</p> <p style="text-align: center;">IG</p>
11.01/5	<p>MATTERS ARISING: There were no matters arising.</p>	
11.01/6	<p>CORRESPONDENCE:</p> <p>I. Proposed Revised EDI GB Committee Terms of Reference:</p> <p>The Committee noted and approved the revised EDI GB Committee ToR, proposed by GB. The Chairperson will review further, off-line and revert with his approval.</p> <p>Action:</p> <p style="padding-left: 40px;">a. When approved by the Chairperson, the ToR will go forward to GB for their next meeting on Wednesday 6th April.</p>	<p style="text-align: center;">Approved</p> <p style="text-align: center;">IG</p>
11.01/7	<p>EQUALITY, DIVERSITY, AND INCLUSION REPORT:</p> <p>YG provided a summary of the EDI Report and the following were noted:</p> <p><i>EDI Strategy:</i> There is a timeline in place for December 2022 with completion anticipated end of 2022.</p> <p><i>Organisation Design:</i> Phase two of the EDI Organisation Design resumed in February, this year.</p> <p><i>Policies and Equality Impact Assessment:</i> YG expressed her gratitude to GC for providing information relating to the Census data on Women with Disabilities.</p> <p><i>Athena SWAN:</i> The next step for the AS project is to complete the Actions outlined in the Athena SWAN (AS) Action Plan (AP). A time plan for the 21 actions is to commence in Q2 of 2022.</p>	<p style="text-align: center;">Noted</p> <p style="text-align: center;">Noted</p> <p style="text-align: center;">Noted</p> <p style="text-align: center;">Noted</p>

	<p>Clarification was sought regarding the correct use of wording: “Equality” or “Equity”.? It was agreed that the word “Equity” is more appropriate. Considering this, the title for the “<i>Equality Impact Assessment</i>” will be changed accordingly.</p> <p>Action: The title for the “Equality Impact Assessment” will change to “Equity Impact Assessment”.</p> <p><i>Consent and Ending Sexual Violence and Harassment (ESV&H):</i> The Committee were updated on the activities relating to ESV&H. The complexities at National level were noted.</p> <p><i>Equality, Diversity, and Inclusion Fund:</i> Six applications were selected by the Evaluation Panel under the EDI call for funding of projects 2022.</p> <p><i>Activities and Events:</i> the comprehensive list of EDI activities and events, in the report, highlights real exponential growth indicating that it is becoming embedded in university practice.</p> <p><i>SALI:</i> TU Dublin have been awarded funding for one of the SALI posts and a reserve for the second.</p>	<p>Agreed</p> <p>YG</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p>
11.01./8	<p>Athena SWAN Governance of Action Plan:</p> <p>The Committee noted both the “<i>TU Dublin Athena SWAN Application</i>” and “<i>Action Plan 2022 -25</i>”. The result of TU Dublin’s submission is expected in 3 weeks-time, approx. The Action Plan was formally launched, yesterday, 8th March, International Women’s Day. The next step for this committee is to formally acknowledge both documents.</p> <p>The Committee commented on the Action Plan and acknowledged the enormity of the work attributed. It was agreed to bring the documents to the attention of the Governing Body at their meeting on the 11th May.</p>	<p>Noted</p> <p>Noted</p>
11.01./9	<p>QUALITY FRAMEWORK, CINNTE REVIEW AND EQUALITY, DIVERSITY, AND INCLUSION – DISCUSSION Prof. Brian Bowe (BB), Head of Academic Affairs.</p> <p>The Committee received a briefing from Prof. Brian Bowe, Head of Academic Affairs, on the University Quality Assurance Framework and how EDI is embedded in its principles and practices. The presentation was the second in a series of discussions on the integration of EDI in the principles, policies, and practices of the University.</p>	

	<p>The committee noted the decision to develop a new Quality Framework (QF) for a new University. The QF is dedicated to a wider framework including, Quality Qualifications Ireland (QQI), European and TU Dublin policies. The framework is underpinned by 8 principles agreed and approved by Academic Council. These principles are reviewed regularly and adapt to change e.g. impact of Covid19 on our teaching methods.</p> <p>The Committee noted how EDI is embedded in the School Review process. Schools are requested to submit several documents with specific EDI questions that the school must answer and submit. Working closely with the EDI Director, a lot of consideration went into developing these questions.</p> <p>Academic Council provide support to schools undergoing a review process. When the review is completed, the expert Review Panel provides recommendations to be carried out over the next five years. Their report goes to Faculty Board and then to Academic Council for approval.</p> <p>The Cinnte Review panel visited in October 2021 and met with various departments within TU Dublin. The report, setting out recommendations, will be published on the QQI website. A recommendation by the Cinnte Review Panel was to embed EDI in the review process rather than have a separate EDI procedure.</p> <p>It was noted that the Programme Review includes an in-depth detail review of the individual modules.</p> <p>The Committee noted and commended the comprehensive nature of this framework for delivering excellence in the student educational experience.</p> <p>Acknowledgements went to Philip Owende, Assistant Head Academic Affairs- Quality Framework who was instrumental in the EDI process, and all other Committee members.</p>	<p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p>
11.01/10	ANY OTHER LOGISTICS:	
11.01/11	<p>FOR INFORMATION:</p> <p>SOS provided an update on GB's Away Day on the 2nd February 2022. It was noted that Prof. David FitzPatrick, President, TU Dublin, gave a presentation before members broke into groups for the different workshops. The "People / Organisation Change, and Culture" Workshop looked at Ending Sexual Violence and Harassment. There was also discussion on the Gender Pay Gap.</p> <p>Action: Follow-up with Governing Body required to discuss Athena SWAN Action Plan and how to encourage future initiative.</p>	<p>Noted</p> <p>JMC</p>

11.01/12	<p>ANY OTHER BUSINESS:</p> <p>1. <i>GB External Members Committee meeting – 6th April 2022</i></p> <p>Action:</p> <p>a. At the GB external members committee meeting, 6th April, JMC, Chairperson, EDI GB Committee, will request if there is additional information that GB Committee would like this committee to provide.</p> <p>2. <i>In-person Committee meeting:</i></p> <p>The Committee meeting scheduled to take place at <u>10am on Thursday, 2nd June</u> will be in-person and will take place in the East Quad Boardroom – EQ213.</p> <p>3. <i>Ukraine Refugees:</i></p> <p>It was noted that Ireland is expected to host 80-100 thousand Ukrainian refugees. Preparations are underway in TU Dublin to support Postgraduate students and discussions are taking place on how we can support younger refugees also. This will involve sectoral co-ordination.</p>	<p>JMC</p> <p>Noted</p> <p>Noted</p>
11.01/13	<p>NEXT MEETING:</p> <p>The next meeting for this committee will be a virtual meeting, scheduled to take place at <u>10am, Tuesday 26th April, 2022</u></p>	<p>Noted</p>

SIGNATURE
(Chairperson):



DATE: 26th April 2022