

**Governing Body**  
**Equality, Diversity & Inclusion (EDI) Committee**

**2pm, Tuesday 23 January 2024**  
**(Hybrid)**

**Approved Minutes of meeting**

- MEETING: 19**                      Tuesday 23 January (2pm) Hybrid meeting
- PRESENT:**                      Mary Cooke (MC) (Chairperson)  
 Yvonne Galligan (YG)  
 Michael Gately MG)  
 Gerald Craddock (GC)  
 Brian Jordan (BJ)
- IN ATTENDANCE:**              Catherine Bolger, Student Counsellor
- APOLOGIES:**                    Michael Carr (MC)
- SECRETARIAT:**                Irene Gallagher, Staff Officer, EDI Directorate
- DOCUMENTATION:**            Link to EDI GB SharePoint folder circulated prior to the meeting:
- I.            EDI GB Agenda, 23.01.24
  - II.          Draft Note EDI GB Meeting – Nov. 2023
  - III.        Correspondence: S. Lawlor - Civil Service Menopause in the Workplace Policy Framework
  - IV.        EDI GB Terms of Reference V6 – BE rev.
  - V.         PowerPoint Pres. – Overview of the EAA (GC)
  - VI.        TU Dublin EDI Policy (UET approved)
  - VII.       EDI Update

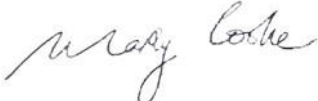
ITEM	DETAILS	DECISION
19.01/1	<b>WELCOME</b> The Chairperson welcomed members to the meeting, the second meeting of the academic year for this committee.	Noted
19.01/2	<b>APOLOGIES</b> Apologies noted.	Noted
19.01/3	<b>MEETING AGENDA:</b> The Chairperson highlighted the three elements to Strategic Intent for EDI, as follows: <ol style="list-style-type: none"> <li>I.    Ending Sexual Violence &amp; Harassment (ESV&amp;H)</li> <li>II.   Race Equality</li> <li>III.  Gender Equality</li> </ol>	All noted.

	<p>It was noted there are plans to include “Disability” as an EDI strategic intent in the future.</p> <p>The meeting commenced with a presentation by Catherine Bolger, Sexual Violence Prevention and Response Manager, on “<i>Sexual Violence, Prevention and Response</i>”, (see note under item 10 of today’s agenda).</p>	Noted
19.01/4	<p><b>DECLARATION OF CONFLICT OF INTEREST</b> There were no declarations of conflict of interest.</p>	
19.01/5	<p><b>MINUTES:</b></p>	Proposed: GC Seconded: BJ
19.01/6	<p><b>MATTERS ARISING:</b> <i>Item 7.1 – Correspondence:</i> Correspondence from Kevin Ward, DFHERIS, 26.10.23, in relation to Civil Service Menopause in the Workplace Policy Framework was noted at the last meeting and brought to the attention of TU Dublin’s Wellbeing group led by Employee Engagement (EE). The response received from Shauna Lawlor, Head of EE, provided an update in relation to TU Dublin’s initiatives in this field. Details of Shauna’s email falls under agenda item 7 – Correspondence, for noting by this committee.</p>	Noted
19.01/7	<p><b>CORRESPONDENCE:</b> I. Civil Service Menopause in the Workplace Policy Framework, - Shauna Lawlor (Head of EE) response, 9.01.24</p>	Noted
19.01/8	<p><b>TERMS OF REFERENCE (ToR):</b> The EDIC Terms of Reference V6, incorporating changes made by Bronagh Elliott, Head of Governance and Compliance, were noted and agreed.</p> <p><b>Action:</b> <b>EDIC will forward to GB, subject to consultation with BE, a recommendation for approval of the revised ToR V6.</b></p>	Noted & agreed.  IG
19.01/9	<p><b>EUROPEAN ACCESSIBILITY ACT (EAA) – UPDATE (GC)</b> GC provided a PowerPoint presentation focusing on the EAA. The EAA (Directive 2019/882) is a landmark EU law which requires some everyday products and services to be accessible for persons with disabilities. Both companies and customers will benefit from the Act’s common accessibility requirements. The EAA specifically addresses the accessibility criteria within public procurement and EU structural funds. Businesses are required to</p>	



19.01/11	<p><b>EDI POLICY</b></p> <p>The committee noted the EDI Policy approved by the University Executive Team (UET). The function of this committee is to recommend the policy for approval to Governing Body (GB). Colleagues were requested to review the policy and revert by <u>Wednesday 31<sup>st</sup> January</u>. In the absence of revert back, it will be considered that the committee member has given approval, and the policy will go forward to the next meeting of the Governing Body, 21<sup>st</sup> Feb. 2024.</p> <p><b>Action:</b></p> <ul style="list-style-type: none"> <li>I. <b>The EDI policy will be circulated to the committee with a request to revert with any comment by Wednesday 31<sup>st</sup> January.</b></li> <li>II. <b>EDIC will recommend the policy for approval by GB.</b></li> </ul>	<p>Noted</p> <p>IG</p> <p>IG</p>
19.01/12	<p><b>REPORTS:</b></p> <ul style="list-style-type: none"> <li>I. <i>GB update:</i> MC (Chairperson) provided the following update from GB:  The Equality Statement noted at the last EDIC meeting was approved by GB.  <b>Action:</b> <b>Minutes of the last EDIC meeting, November 2023, approved by the committee today, will be forwarded to GB.</b></li> <li>II. <i>EDI update:</i> With the aid of a PowerPoint presentation, YG updated the committee on EDI matters, as follows: Slide 3 illustrates EDI's current position on the timeline for TU Dublin's Strategic Intent 2030. The EDI Key Performer Indicators for 2028 were noted as follows: Athena SWAN (AS), Race Equity (RE) and Ending Sexual Violence &amp; Harassment (ESV&amp;H). The University Education Model places the learner at its core, guided by five principles: Include, Empower, Grow, Contribute and Create. The Committee noted the launch of the Staff Charter and Culture Toolkit in October 2023, which is based on the following five principles: Values, Excellence, Inclusion, Impact, Respect and TU Dublin's Mission. Built on the experience of TU Dublin's Learning Together programme, a new initiative, the "<i>Pathways Together</i>" programme has been developed for students with Intellectual disabilities. In conclusion, the committee noted EDI Awareness-raising and training modules for staff continuing throughout 2024.</li> </ul>	<p>Noted</p> <p>IG</p>

	<p>EDI Networks – EUT+, further information is available at this website:  <a href="https://www.tudublin.ie/intranet/european-university-of-technology/eut-corner-news-events/">https://www.tudublin.ie/intranet/european-university-of-technology/eut-corner-news-events/</a></p> <p>End of Presentation.</p> <p>III. <i>Students update:</i>          BJ provided an update on student activity since the last meeting of this committee. The following were noted:          There are plans to submit the T-Fund application to the Student Experience Committee.          Issues relating to all-inclusive signage across the TU Dublin campus are an on-going concern. Currently there are only four signs on the GG campus with none on any other campus. The existing signage on other campuses is inadequate and outdated. The Committee noted an image, shared by BJ, of appropriate signage standards.          Assistance provided to date has been insufficient. The committee is urged to provide further support.</p> <p>Another issue highlighted, and pending since August 2023, is in relation to the lifts on the Blanchardstown campus.</p> <p><b>Actions:</b>  <b>BJ and YG will meet off-line to further discuss the above issues.</b></p>	<p>All the above were noted.</p> <p>All the above were noted.</p> <p>BJ / YG</p>
19.01/13	<p><b>FOR INFORMATION</b>          There was no business conducted under this agenda item.</p>	
19.01/14	<p><b>FUTURE MEETINGS / SCHEDULE OF MEETINGS:</b></p>	
19.01/15	<p><b>ANY OTHER BUSINESS:</b></p> <p>The Committee noted the GB/UET Engagement Workshops are scheduled to take place on Thursday 15 February.</p>	<p>Noted</p>
19.01.16	<p><b>NEXT MEETING:</b>  <u><b>10am, 29 February 2024</b></u></p>	<p>Noted</p>

SIGNATURE (Chairperson): 

DATE: 29<sup>th</sup> February 2024