

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: <ul style="list-style-type: none"> 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	

	<p>more constrained than a conventional academic career path.</p> <p>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.</p> <p>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.</p> <p>V. We need to ensure that male colleagues understand the purpose of equality-supporting practices</p> <p><u>Slide 8 – Organisational Culture and Work Life Balance:</u> Issues relating to maternity leave and return to work for mothers were noted. The success measure by 2024 should have 100% of pregnant mothers and returning mothers indicate satisfactory with maternity leave policies and implementation. This would make a huge difference to the workplace culture in TU Dublin.</p> <p>Action: The Chairperson recommended that further discussion on the topic of Maternity Leave and associated issues is required and the committee will return to this subject at a future meeting.</p> <p><u>Slide 9 – Organisational Culture and Work Life Balance:</u> The Equality and Diversity (E&D) survey highlighted there are communities within TU Dublin that felt discriminated against and didn't feel empowered to challenge that behavior. The success measure for 2024 is that 70% male and female are comfortable reporting and challenging instances of unfair / disrespectful behavior. Staff training is now available to help tackle these issues.</p> <p><u>Slide 10 – Gender Equality in Recruitment & Career progression:</u> Possible gender pay gap at 6% at one level only. An audit will be carried out to confirm the figures are correct.</p> <p><u>Slide 11 – Gender dimension in research and teaching content:</u> Immediate impact is that we can ourselves mandate that visiting professors / Emeritus posts must be gender balanced.</p> <p><u>Questions:</u> Further comments should be sent to irene.gallagher@tudublin.ie</p>	<p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>IG</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>All</p>
	<p>PRESENTATION – Dr Julie Bernard “National Plan for Equity on Access to Higher Education”</p>	

	<p>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.</p> <p>Julie provided a PowerPoint presentation and the following were noted:</p> <ul style="list-style-type: none"> I. The correlation between the number of people applying for programmes and the Mean deprivation index score. 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? 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. 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. 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. <p>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.</p>	<p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p>
09.01.09	<p>SENIOR ACADEMIC LEADERSHIP INITIATIVE (SALI) TU Dublin were awarded the two posts submitted as follows:</p> <ul style="list-style-type: none"> I. Professor of Innovation and Sustainability in Engineering, Construction & Built Environment (EC&BE) – listed for funding II. Professor of Technological Entrepreneurship Practice – on reserve list for funding if resources become available <p>This outcome constitutes a very successful result for the University and the submitting Schools.</p>	
09.01/10	<p>ANY OTHER LOGISTICS: Revised schedule of meetings, Sept. 2021 – June 2022</p> <p>Members reviewed and agreed the revised schedule of meetings with the following changes:</p>	

	Action: I. Monday, 28th February will be a virtual meeting. The Schedule of meetings will be updated accordingly and circulated to the committee. The Chairperson thanked YG for updating the committee on the progress of the AS application and confirmed EDI GB support.	IG
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: <u>10am, 18th January 2022</u>	



SIGNATURE (Chairperson): _____

DATE: 9th March 2022