

Governing Body Equality, Diversity & Inclusion (EDI) Committee

10am Monday 7th September 2020
 Virtual meeting – Microsoft TEAMS

Minutes

- MEETING: 3** Monday, 7th September 2020, (10am) Virtual – Microsoft TEAMS
- PRESENT:** Justin Mc Carthy, (Chairperson), James Barnes (JB), Lee Bennett (LB), Evelyn Carroll (EC), David Fitzpatrick (DF), Susan O’Shaughnessy (SOS), Noelle Burke (NB), Gerald M. Craddock (GC), Talita Holzer (TH).
- APOLOGIES:** 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. Draft Agenda EDI Committee meeting 3 (7th Sept. 2020)
 - II. Minutes of the last meeting (27.04.20)
 - III. Letter from Minister Harris to President on Consent
 - IV. Internal Communication on Racism
 - V. ERIC revised membership
 - VI. EDI Report
 - VII. Statement on the use of Ethnic Categories in HE from National Athena SWAN Intersectionality Working Group.
 - VIII. Guidance Note on Covid19 and the Public Sector Equality and Human Rights Duty.
 - IX. Statement on the Covid10 Pandemic and Gender Equality in Irish HE
 - X. Belonging on Campus: the BME Student Experience at TU Dublin Institute of Technology
 - XI. The Gender Sensitive University 2020

Ref	Items	Decision
03.01/1	APOLOGIES The Chairperson noted apologies received for this meeting	Noted
03.01/2	MEETING AGENDA	Noted
03.01/3	DECLARATION OF CONFLICT OF INTEREST There was no declarations of conflict of interest	Noted

03.01/4	<p>MINUTES; Minutes of the last EDI GB Committee meeting (27.04.20) were approved, following a proposal by EC, seconded by GC.</p>	Approved
03.01/5	<p>MATTERS ARISING:</p> <p>I. <i>Revised Terms of Reference for EDI Committee</i> No Update.</p>	
03.01/6	<p>CORRESPONDENCE:</p> <p><i>Letter from Minister Harris to President on Consent</i> The group noted the correspondence from Simon Harris TD, Minister for Further & Higher Education, Research Innovation & Science, to the HE Sector (dated 4.08.2020). In his letter, the Minister reminds us that we, along with other HEI's 'have a duty of care to their students and staff, and a responsibility to foster a campus culture that is clear in the condemnation of unwanted and unacceptable behaviours, which act as barriers to their safety and their active participation in college life.' The letter indicates three areas of action for TU Dublin – policy development and publication of an action plan to address sexual harassment and sexual violence; consent classes to be mandatory for students; annual reporting obligations in relation to implementation of the <i>Framework for Promoting Consent and Preventing Sexual Violence</i>.</p> <p>The group noted that since November 2018 there has been a combined effort, across the University, including Students Union (SU), to roll out workshops on Consent during the induction period. TU Dublin have been working closely with NUI Galway, who are currently leading the sector on addressing issues relating to Consent. TU Dublin are also working at a National level and are in the early stages of putting together a policy and action plan to address this issue by February 2021. More in-depth information is available in the EDI Report.</p> <p>DF, President TU Dublin, highlighted the importance of the collaborative effort required in tackling the issues relating to consent. Universities are engaged in a collaborative manner with SU's playing a strong role.</p> <p>The provision of consent training for incoming Erasmus students was raised by SOS. A response to the query will be provided at the next Committee meeting.</p> <p>It was noted that the Government announced a €5 million fund to support students' wellbeing and mental health in HE Institutions. The funding is to be used to implement the Framework for Consent, in addition to other related matters. TU Dublin was allocated €590,000, the largest amount given to a single HEI.</p> <p>I. <i>Letter from President Fitzpatrick to staff and students following the death of George Floyd;</i> The outcome of TU Dublin's efforts in tackling the issues surrounding Racism resulted in the following:</p>	<p>Noted</p> <p>Noted</p> <p>Noted</p> <p>YG</p> <p>Noted</p>

	<p>a. Student's Union declaration on Racism b. President's internal communication on Racism.</p> <p>TU Dublin is committed to ensuring a culture that promotes and endorses race equality among staff, students and third parties engaging in interactions with the University in the course of University work.</p> <p>Among the preliminary steps taken to inform and educate staff regarding racism, its manifestation and responsibilities to confront the issue, the EDI Directorate are working with individual schools to develop a pilot discussion group on specific aspects and themes around racism. This four-week programme, will be evaluated to assess its utility, prior to its extension across the University.</p> <p>A range of awareness-raising videos, webinars and other materials on this topic are regularly made available for individual use by the Staff Training and Development Unit.</p> <p>An institutional initiative agreed by the President's Group is the development of a five-year strategic plan to support TU Dublin as a race equality institution. Delivery of this high-level plan is expected by end 2020/early 2021.</p>	<p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p>
03.01/7	<p>REVISED MEMBERSHIP: The Chairperson welcomed Lee Bennett, recently elected Deputy President of the Student's Union, to the EDI GB Committee. LB responded by saying he looked forward to engaging with the members, and work, of the Committee.</p>	Noted
03.01/8	<p>EDI REPORT: The verbal and written report addressed issues not dealt with elsewhere on the agenda:</p> <p>I. Policy Development: Gender Expression and Gender Identity. The draft policy presently rests with the Social Partners for their review. Subsequently, the policy will proceed to the President's Group for approval. YG thanked Committee members for their feedback on the draft policy.</p> <p>II. Senior Academic Leadership Initiative (SAL Initiative) A total of 22 applications were received, 11 for each post. Interviews are due to take place on the 9th and 10th September.</p> <p>III. Organisational Design and equality, diversity and inclusion matters: Equality, Diversity and Inclusion is very much embedded in the Organisational Design (OD) process and in the structure emerging for TU Dublin. The EDI Director will report directly to the President and will be an attending contributing member of the University Senior Management Committee.</p> <p>The Chairperson commended the integration of EDI matters in the</p>	<p>Noted</p> <p>Noted</p> <p>Noted</p>

	<p>University structure and work.</p> <p>IV. <i>Research Centre on Inclusive and Equitable Cultures (RINCE)</i> The employment of administrative assistance is underway.</p>	<p>Noted</p>
<p>03.01/9</p>	<p>ATHENA SWAN (AS):</p> <p>I. Update on Progress: The group noted an update on the progress of Athena SWAN as outlined in the EDI Report, and in particular the following:</p> <ul style="list-style-type: none"> a. Publication of the first e-zine is due shortly and will be made available to this Committee. Subsequent e-zines will be provided to this Committee as they are published. b. An “<i>Equalities and Inclusion</i>” survey forms part of the AS process, and is currently being drafted. The staff-focused survey will pay particular attention to inequalities that intersect with gender, e.g. race, class, disability, sexual identity. The survey will endeavor to fill some known gaps in existing TU Dublin data and identify other gaps. This forms a substantial piece of the AS work and will lay the basis for development of the Action Plan. A discussion on data-gathering, and data availability ensued. The aim is to conduct the survey in October /November following a pilot in early October. The ASWG will work closely with the “Covid19 Response Team” on issues related to Covid19 for inclusion in the survey. Preliminary results of the survey will be reported at the Committee’s next meeting in December. <p>II. <i>Statement on the use of Ethnic Categories in Higher Education (HE) from National Athena SWAN Intersectionality Working Group:</i> The statement, approved by the President’s Group, was placed before the Committee for noting.</p> <p>Discussion followed on data collection, the use of the data and the challenges/problems relating to the issue of categorization. In particular, attention was drawn by EC to the problematic category of ‘Other’.</p> <p>The Committee recognized the complexities of ethnic categorization and noted the nuanced discussion on the matter in the accompanying note to the statement. It also noted the alignment with Census 2021 categories, and the influence of the Central Statistics Office categorization on the deliberations leading to the production of the Higher Education statement.</p> <p>The Committee recognized that this discussion was a continuing one.</p>	<p>YG</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p>

<p>03.01/10</p>	<p>Covid19:</p> <p>I. Learning & Teaching provision for students with disabilities: The Committee considered the response to students with disabilities in the Covid-19 context, summarised in the EDI Director’s report.</p> <p>A discussion followed, a major theme being the link between inclusion/exclusion and Government Covid travel-related advice. In particular, this related to the consequences for people with disabilities with regard to Government advice not to use public transport. GC observed that people with disabilities are especially dependent on public transport for mobility, and in light of official advice are limiting their interactions with others by staying at home. This has long-term consequences for their health and well-being and intensifies the exclusion from society they may already experience due to their disability.</p> <p>This aspect was commented on by LB who undertook to assess the experience of wheelchair users on the Tallaght campus and revert to this Committee with feedback.</p> <p>The committee commended TU Dublin on adopting an institutional response to the needs of students with disabilities.</p> <p>The points made by the committee will be conveyed back to TU Dublin’s Disability Services and other relevant departments.</p> <p>II. Inclusion during Covid times.</p> <p>a. IHREC Guidance Note “Covid 19 and the Public Sector Equality and Human Rights Duty”</p> <p>b. HEA Statement on the Covid19 Pandemic and Gender Equality in Irish HE.</p> <p>In their guidance note, above, the HEA advised all HEIs to consider how working during Covid19 can be both helpful and negative for the promotion of gender equality. The EDI Directorate reported on the findings of a short staff survey on the effects of working from home due to Covid-19. The findings indicated that:</p> <p>c. Many of those surveyed welcomed the flexibility of working from home, once the technology was available and working;</p> <p>d. There was evidence of a gender effect in relation to roles and responsibilities in combining work and family life. Women more than men indicated difficulties in balancing work and home/family care, with a more negative effect on their wellbeing than that reported by men.</p> <p>In their response to the above, the EDI Director outlined actions taken in TU Dublin. For example, seminars related to Covid19 and wellness while working from home were regularly made available by the Staff Training and Development Unit, and widely advertised.</p> <p>The IHRC Guidance note also initiated a positive discussion by the Covid19 Response Team, chaired by Thomas Stone, Principal, Tallaght campus. It is expected that responses and practices arising from the HEA note will be informed by an EDI perspective.</p>	<p>Noted</p> <p>LB</p> <p>YG</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Noted</p>
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	II. The Gender Sensitive University	
03.01/13	ANY OTHER BUSINESS There was no business conducted under this agenda item.	
01.01/14	NEXT MEETING: <p style="text-align: center;"><u>2:30pm, 2nd December 2020</u></p> If the need arises another meeting will be scheduled to take place before the 2 nd December	Noted



SIGNATURE (Chairperson):

DATE: 2nd December 2020