



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

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EQUALITY COMMITTEE

Minutes

Meeting 30th October 2019 10:00am-11:30am

Room 4019, 4th Floor, Trinity Business School

Present: Prof R Moss (Chair), Vice Provost/Chief Academic Officer (Prof J Barkhoff), Mr C O'Donnell, Ms V Butler, Mr D Treanor, Ms G Scanlon (GSU), Mr F Sheerin (on behalf of Prof A-M Brady), Mr K O'Doherty, Ms Roisin Smith (on behalf of Ms K O'Toole-Brennan) and Ms Aisling Leen (SU).

In Attendance: Ms Fionnuala Flanagan

Apologies: Mr C Rashleigh, Mr T McMahon, Prof E Drew, Dean of Engineering, Mathematics and Science (Prof S Draper), Prof A-M Brady and Ms K O'Toole-Brennan.

Eqal/19-20/001 Minutes of previous meeting

The minutes of meeting of 23rd May 2019 were approved without amendment.

Eqal/19-20/002 Matters arising

There were no matters arising from the minutes which were not on the agenda for the meeting.

Eqal/19-20/003 Action Callover

There were no call overs from the previous meeting.

[Eqal/19-20/004 Staff Representative Vacancy](#)

The Chair noted that there had been a huge interest in the Staff Representative vacancy with a total of 21 applications received. She stated that as the current composition of the Committee is 60/40 (8 female and 7 male), the vacancy applied to applications from either gender. After reviewing the applicants score sheet, Mr Ahuvia Kahane was unanimously selected as the new Staff Representative Committee member. The score sheet was based on anonymous scoring submitted prior to the meeting and Mr Kahane had been awarded the highest points of all the applicants. The Chair noted the result and stated that she would later contact the successful applicant.

[Eqal/19-20/005 Sub Group \(Updates\)](#)

The Chair noted that due to the vacancy in the Equality Officer position, there was no Equality Fund showcase this year. The Chair also noted that the 2019/20 Equality Fund selection process was now underway after receiving a total of 28 applications. She advised that the Equality Fund Subcommittee were meeting in the afternoon to review the applications and she would provide a further update on the Equality Fund in the next Committee meeting.

[Eqal/19-20/0006 Disability Service Identity Update](#)

Mr Treanor, with reference to his presentation which had been circulated in advance, provided an update of the Disability Service Identity project. This project includes the process of reviewing a change in the Disability Service name and logo. It was highlighted that of the utmost importance when reviewing such changes was to ensure that people are aware of the Disability Service and what they do. It was also noted that the location of the Disability Service would be moving from the Arts Building to a new shared premises with the College Health Service. It was also noted that proposals had been made for the old Disability Service space to be used as a student kitchen facility. Mr Treanor also advised that the possibility for the rooms in the new Disability Service Centre could be named after well-known graduates of Trinity College who identify with a disability.

Members of the Committee welcomed the proposals and it was noted that the Identity Management Committee would be consulted once the full set of proposals had been finalised.

[Eqal/19-20/007 Review of Equality Structures in TCD](#)

The Vice-Provost/Chief Academic Officer introduced the item by advising members that in response to the Review of Gender Equality in Irish Higher Education Institutions carried out by the Higher Education Authority in 2016 responsibility for this area had rested with the Vice-Provost/Chief Academic Officer. However, the growing importance of this area has now led to the creation of a new dedicated senior officership. He also advised that the Board had

approved the appointment of an Associate Vice-Provost of Equality, Diversity and Inclusion, Professor Clodagh Brook, who is due to start on the 1st of November 2019. The Associate Vice-Provost will replace the Vice-Provost/Chief Academic Officer as a member of the Equality Committee and would be liaising with stakeholders and presenting her work programme to the Committee and to the Board in due course.

Ms Butler was informed members that the job specification for the university's Equality Officer had been reviewed and the position advertised. It is expected that interviews for the position will begin in the coming weeks. Following this process, a candidate for the role could be identified by the end of the year. The Equality function is to move out of the Secretary's Office and into a new Equality Unit which is part of the Academic Services Division, headed by the Vice-Provost/Chief Academic Officer.

[Eqal/19-20/008 Athena Swan](#)

The Chair gave the Committee an update on Athena Swan as had been provided by Professor Drew in advance of the meeting. She noted that by April 2022 the College will be required to apply for Athena SWAN Silver Award noting that the deadline is fast approaching. It was also noted that having the new centralised and strengthened Equality Office would support and assist the College Community in achieving this goal.

[Eqal/19-20/009 Other Trinity Bodies](#)

There were no updates from any other Trinity Bodies.

It was noted that the Public Sector Duty Committee is due to meet and Ms Butler agreed to convene the Committee.

[Eqal/19-20/010 Matters for Noting](#)

- Mr Treanor informed the Committee that this week is Disability Week and as such there will be a programme of activities all week long.
- It was also noted that the breastfeeding space in the Arts Building has now been completed and the Committee noted thanks to the Bursar for her assistance with this important project.

[Eqal/19-20/011 Any Other Business](#)

- (i) The need for further Prayer Rooms on campus was also highlighted with the agreement that the Equality Committee would continue to advocate for such developments. It was agreed that the Committee would give future consideration

to how it may best support the process by which Trinity might achieve a University of Sanctuary status and how to increase the creation of inclusive environments.

- (ii) The Chair thanked the Vice-Provost/Chief Academic Officer for his contribution to the Committee noting that this was the last meeting he would be attending as a Committee member.

End