



Trinity College Dublin
The University of Dublin

Equality Committee

Minutes

Meeting of 26th October 2022, 11.00am – 12.30pm
Online, via Zoom

Present: Associate Vice Provost for Equality Diversity and Inclusion (Prof L Leeson) (Chair), Prof S Draper, Dr B Ghosh, Ms S Maguire, Dr S O’Brien Green (Secretary), Prof A Kahane, Mr C O’Donnell, Ms K O’Toole-Brennan, Prof M Ruffini, Mr D Treanor, Ms C Staunton

In Attendance: Ms. S Cantwell (notetaker)

Apologies: Prof. F Sheerin, Ms S MacBride

<p>Equal/21-22/057 Opening</p>	<p>The AVP-EDI opened the meeting as incoming Chair of this committee, thanking former Chair, Prof Sheerin for his leadership and guidance in the role, and added that he will continue as a member of the committee.</p>
<p>Equal/21-22/058 Minutes of the Previous Meeting</p>	<p>The minutes of the meeting of 17th May 2022 were approved without amendment.</p>
<p>Equal/21-22/059 Matters arising and Action Callover</p>	<p>Matters arising: There were no matters arising.</p> <p>Action Callover:</p> <p>Gender identity & expression policy: This is in progress. Training for Estates & Facilities staff will be rolled out this month. A face to face for Dignity & Respect contact persons and Tutors and key HR has taken place which was very successful and similar training will be repeated. These bespoke trainings were developed with HR and EDI office using specialist external trainers.</p>

	<p>Review & update of equality policy: This is ongoing, pending the new dignity & respect policy.</p> <p>Equality fund: A review of the fund is ongoing. Seven out of nine projects have now been completed, the remaining two did not go ahead. Final project reports are still outstanding in some cases.</p>
<p>ITEMS FOR DISCUSSION/DECISION</p>	
<p>Equal/21-22/060</p>	<p>Disability Service Update: Mr Treanor informed the group that the move to Printing House Square will take place next week. He presented the Trinity Disability Community Engagement Strategy, an initiative targeted at the disabled community in Trinity and beyond to encourage inclusivity and a sense of belonging.</p> <p>The group discussed challenges around individuals and groups interacting to gain an understanding of each other’s needs, and ensuring representative voices from disparate communities.</p> <p>It was noted that Trinity leads on a community mentoring programme with six other HEIs across Dublin city, and the resources/materials developed may be useful. Ms O’Toole Brennan can provide more information on this.</p> <p>HR Presentation: The Chair welcomed Ms Antoinette Quinn and Ms Gwen Turner to the meeting to present the Gender Pay Gap findings and the Dignity & Respect and Sexual Misconduct policies.</p> <p>Gender Pay Gap: HR has examined the figures and the factors influencing the gender pay gap. These findings are to be addressed with targeted actions and cultural and societal change.</p> <p>In discussion it was noted that all universities are publishing the same information at present. Institutions will meet to identify common themes and look at solutions. Input and involvement will also be sought from heads of school and school managers.</p> <p>Apprenticeships are an opportunity to increase females and Trinity are currently working with SOLAS in this regard.</p>

Dignity & Respect and Sexual Misconduct Policies: Extensive consultation and feedback took place in updating these policies. The main changes arising are as follows:

- These are now separate policies for Dignity & Respect and Sexual Misconduct;
- Concerns can be addressed;
- A Screening Panel is being introduced;
- A clear process is in place for staff and students;
- IHREC codes of practice are applied;
- A dedicated Dignity, Respect, Consent, Response Manager (DRCR) will need to be appointed;
- 2 Case workers will need to be appointed.

Recognition, support, and resourcing are essential. Training and communications will be put in place to implement the rollout of the policies. Endorsement and approval from the leadership of Trinity is required at every stage of the plan.

The policies will revert to EOG and then progress to Board approval including identification of resources. The draft will be shared with this Committee following the meeting presentation.

Chair of Staff Disability Working Group: Chair of the group, Dr Na Fu, is currently on research leave this year, so we now need to decide on how to bring forward the work of this Working Group. Terms of Reference for the WG have been checked, but they give no guidance regarding appointment of Chair. Functionality of the group has been considered – that is, should this be a working group of Equality Committee or the HR committee or a joint WG that feeds into both in some way. Linked to this, it was noted that there will likely be changes to Committee structures resulting from the HEA Act, from discussions following from the EDI governance audit in summer 2022. The Chair proposed appointing Co-Chairs – one person with a lived experience of disability and one person from HR, which enables us to embed the setup for now. She also thanked Dr Fu for the leadership she has shown in the role of Chair of the Staff Disability WG to date.

KEY UPDATES

Equal/21-22/061
EDI Office and Athena SWAN

The AVPEDEI presented this update.

EDI Strategy: Work is underway and key themes have been drafted to bring to this group. The strategy will align with recommendations from the EDI governance report completed in summer 2022.

EDI governance review audit report: The report outlined nine key recommendations, including an increase in EDI staff. We are working with HR to make a business case regarding staffing, and are actively working in response to the other items listed.

Athena SWAN Institutional Application: Work on this is ongoing.

IHREC Public Sector Duty Toolkit for Universities: The toolkit is not yet available but is expected to move forward soon. The recommendation from the EDI Governance Audit Report was that the Secretary’s Office lead on this, with input from EDI.

Gender Equality Enhancement Funding (GEEF): We are leading on one GEEF funded project (Equality Charters Symposium Ireland to take place in April 2023) and partnering on three other successful projects.

An application from Trinity has been submitted for **Horizon Europe Gender Equality Champion awards** by the EDI Office.

Racial and Ethnic Equality Working Group (REEWG): The REEWG report went to Board in September and feedback has been useful. An action plan will be developed linking to the recently launched Race Equality Action plan from the HEA.

EDI Office Move: The EDI unit is in the process of organizing an office move. Accessibility of any future office space is imperative.

Interviews have taken place for two **ISL interpreter roles**.

Equal/21-22/062
Sub-Group Updates

Staff Disability Working Group: There was no new update for this group – discussion of a new chair took place under Items for Discussion.

	Equality Fund: A brief update was included in the Action Callover.
Equal/21-22/063 Items for Noting	There were no items for noting.
Equal/21-22/064 Any Other Business	<p>Internationalisation of TCD academic staff – data analysis</p> <p>Prof Ruffini presented a proposal for an in-depth study of staff internationalization at TCD.</p> <p>Some data on international staff is available from TCD’s Annual Equality Monitoring Report (AEMR). It would be useful to see how international academics are spread across different roles and areas, and later extend this to all staff. A subgroup could be formed to look at this data. HR have had initial discussions with Prof Ruffini to consider how to work on this within agreed parameters and to establish what the purpose of this work will be.</p> <p>An initial meeting with Geraldine Anderson in the new DAaSI unit will help to explore this further.</p>
END	
	The Chair thanked all and closed the meeting.