



Trinity College Dublin

Coláiste na Tríonóide, Baile Átha Cliath

The University of Dublin

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EQUALITY COMMITTEE

Minutes

Meeting 4th April 2019, 10:00am-11:00am

Secretary's Conference Room, 6th Floor, 3 College Green

Present: Prof R Moss (Chair), Mr K O'Doherty, Mr C O'Donnell, Ms K O'Toole-Brennan, Ms S Oye (GSU), Mr C Rashleigh, Ms V Butler, Prof E Drew, Mr T McMahon, L Walsh.

In attendance: Ms Emer McLysaght (minute secretary)

Apologies: Vice Provost/Chief Academic Officer (Prof C Morash), Prof A-M Brady, Dean of Health Sciences (Prof M McCarron) represented by proxy, Mr D Treanor, Dr S Brennan and Mr J Cunningham.

Eqal/18-19/025 [Minutes of the previous Meeting.](#)

The minutes of the meeting of the 27 November 2018 should be amended so that on page 3 the word **specific** is included. As such the bullet point should read 'National Targets in relation to staff with disabilities, and students who are mature or from **specific** socio economically disadvantaged groups are not currently being met'.

Eqal/18-19/026 [Matters Arising](#)

The Chair on behalf of the Committee expressed her thanks to Ms Aoife Crawford for her significant contribution to the work of the Committee and her outstanding work as Equality Officer. The Chair also formally welcomed Ms Butler as a member of the Committee replacing Ms McBride who is on maternity leave.

Eqal/18-19/027 Action Callover

The Action Callover was taken as read. The Chair noted that three of the actions from meeting on 27 November 2018: **Eqal/18-19/018**, **Eqal/18-19/019**, **Eqal/18-19/008a** are complete. The Chair noted that the action **Eqal/18-19/015** is still on-going, and might be delayed going to Board as the role of Equality Officer is currently vacant. The Committee also noted that **Eqal/18-19/016 (a)** is on-going, **Eqal/18-19/016(b)** is delayed due to the vacancy in the Equality Officer role and **Eqal/18-19/020** is on-going.

Verbal updates were provided on two actions and it was noted that **Eqal/18-19/021** has been deferred until the next meeting. In respect of **Eqal/16-17/067(b)** Mr T Mc Mahon informed the committee that they have not been successful in securing an area for breastfeeding pods in the Arts Building and are still looking for alternative options. The Committee members noted their disappointment as the Arts Building would have been a perfect location and is currently under refurbishment. The Chair agreed to liaise with the Bursar in this regard.

Eqal/18-19/028 Revised Gender Identity & Gender Expression Policy xxx

Mr Mc Mahon introduced this item with reference to his document dated 28 March 2019, which had been circulated. He provided members with a summary of the revisions to the Policy, noting the following points:

- The Working Group established by the Equality Committee had conducted its review in keeping with the agreed terms of reference. Minor changes were required to the Gender Identity and Gender Expression Policy due to changes in national legislation and in Trinity procedure since its original approval in 2014. This was also an opportunity to review the effectiveness of the policy as a whole, with input from key stakeholders.
- Section 7 has been amended to be more specific in relation to the management of student and staff records and accommodating requested amendments. Mr. McMahan has noted that further work is required to ensure that information systems in the College are capturing the appropriate data in respect of gender for staff and students. He also noted that at present the HR and Student systems operate independently and so, where a student undertakes some paid work in the College, they need to be aware of the fact that records need to be maintained separately.

- It is envisaged that there will be broad awareness training for all staff and students and that the policy will be published on the website for general access. Additional awareness training for a number of identified roles is also to be provided.
- The importance of this policy and accurate data collection in respect of Athena SWAN was also noted.

ACTION: The Committee approved the revised Policy for onward consideration by the Executive Officer Group and the Board.

Eqal/18-19/029 Dignity & Respect Contact Persons (Annual Update)

Mr Doherty provided a summary overview of the entries on the recording log which captures the assistance/ guidance/ intervention provided by Contact Persons to complainants and respondents on dignity and respect issues.

He advised that there had been 37 cases on recorded in the year, of which 32 got resolved at level 1 which is very positive. The importance of encouraging students to raise issues with their Tutors and to ensure that there is appropriate follow-up action was acknowledged.

Eqal/18-19/030 Athena SWAN

Professor Drew updated the committee on progress of the Institutional award applications, highlighting the following points:

- it is a requirement for silver award, that half of STEM schools must have a bronze award and one must have silver, After 2019, these rule will no longer apply and more rigorous requirements will replace them.
- Health Sciences were not successful in securing an Athena SWAN Bronze award.
- All Schools (including those in FEMS) will need assistance in submitting a School application
- The achievement of the Health Sciences in seeking a bronze award application was noted.

- It was noted that Trinity is still in a leading role in respect of recognition in ATHENA Swan but that additional representations from all three faculties is still to be encouraged..

Eqal/18-19/031 Other Trinity Bodies

There were no updates from any other Trinity bodies.

Eqal/18-19/032 Any Other Business

There were two items of other business as follows:

- (i) Professor Drew informed the Committee that 15 May 2019 will be SAGE Day marking the launch of the SAGE Charter of Principles for Gender Equality. The Minister of State for Higher Education, Mary Mitchell O'Connor, will formally launch the Charter at the event which will be accompanied by a panel discussion on gender equality and how it can be implemented and accelerated within the Irish Higher Education sector.
- (ii) Ms O'Toole-Brennan advised that work in respect of the Equality Trail was progressing and it is hoped to have pieces in place by the end of September.

Signed: _____

Date: _____