



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

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EQUALITY COMMITTEE

Minutes

Meeting 21st January 2020 09:00am-10:45am

Trinity Board Room, 5th Floor, Trinity Business School

Present: Prof R Moss (Chair), Prof A Kahane, Ms A Leen (SU), Mr C Rashleigh, Mr C O'Donnell, Dean of Health Sciences (Prof S Draper), Mr D Treanor, Ms G Scanlon (GSU), Mr K O'Doherty, Ms K O'Toole-Brennan and Vice Provost for Equality Diversity and Inclusion (Prof C Brook).

In Attendance: Ms Fionnuala Flanagan (notetaker)

Apologies: Prof A-M Brady, Prof E Drew, Mr T McMahon, Vice Provost/Chief Academic Officer (Prof J Barkhoff) and Ms V Butler.

Equal/19-20/001 Introductory Matters:

The Chair introduced and welcomed the newly appointed staff representative Prof A Kahane to the Committee, as well as the new Associate Vice Provost for Equality, Diversity and Inclusion (AVPEDI) Prof C Brook.

Equal/19-20/002 Minutes of previous meeting

The minutes of the meeting of the 30th of October 2019 were approved without amendment.

Eqal/19-20/003 Matters arising

Mr D Treanor informed the Committee that he had met with students regarding the Disability Service Identity Project. He stated that he would provide an update on the project in the next meeting, after further student engagement.

The Committee sought clarification about whether the College would be going ahead with a full application to become a University of Sanctuary Ireland. An update on this would be provided in the next meeting.

Eqal/19-20/004 Associate Vice Provost for Equality Diversity and Inclusion

The AVPEDI informed the group that the new Equality, Diversity and Inclusion (EDI) office is due to be in place by April of this year. She stated that it will be situated in the new Disability Office, an accessible office located on campus. She also informed the group that the Equality Officer is due to be in post by the end of the next week.

The AVPEDI then gave her presentation on the new EDI office, including its structure and function. The presentation showed the various internal and external stakeholders that the EDI office will be working and engaging with, including the Equality Committee.

During the presentation, the difficulty of data collection and data analysis was highlighted. It was suggested that having an in-house data analyst would greatly help all aspects of the College especially for equality purposes. For example, the Annual Equality Monitoring Report encounters difficulties and inconsistencies when receiving data from different sources.

Eqal/19-20/005 Sub-committee/ Sub-group Review

A review of the various subcommittees and working groups then ensued.

- 1) The Gender Equality Implementation Subcommittee:** It was highlighted that this subcommittee has not met in over a year. As there is a lot of overlap between this subcommittee and the Athena Swan committee, it was suggested that the two groups could be merged together.

2) The Equality Fund Subcommittee: The Chair informed the group that the Equality Fund Subcommittee had last met on the afternoon of the 30th of October to review 2018/19 applications. The Chair informed the group that they had received a total of 28 applications, out of which 7 were granted. In total only €2,296 was spent out of the €10,000 available.

One of these successful projects however, will not be awarded its funding, on the basis that they failed to meet the condition of securing an accessible venue for the showcase.

The Chair highlighted that there was a lack of understanding of the various Equality grounds, as well as a lack of knowledge of the services that already exist in the college. It was agreed by the Committee that more information should be given to staff and students, and that the applications process should be left open for a longer period. It was noted that the lack of an Equality Officer and lack of an Equality Fund showcase this year may have affected awareness of the fund throughout the college. It was agreed that a second round of applications would be opened in order to allocate the remaining Equality Fund budget. For next year's Equality Fund, the Committee agreed that a workshop should be held. It was noted that it would not be possible for the next round of this year's applications but will be undertaken prior to the 2020/2021 application process.

The Chair stated that she would draft a revised terms of reference in order to ensure that staff and students are better informed and to ensure a greater outreach for the next years fund.

3) Public Sector Duty Subcommittee: The Committee was informed that this Subcommittee had not met in over a year however, it was agreed that it should be jump started again.

4) Equality Trail Working Group: This working group, which was established to create a trail representing landmark moments on Trinity's journey towards Equality, was stalled last year when its launch conflicted with the philanthropic campaign. However, it was suggested that now its launch could be timed with the launch of the Equality Diversity and Inclusion Office in April. It was also suggested that some of the

money left over from the first launch of the Equality Fund could be used for this purpose. Afterwards, the photos would be moved to another location where they would serve as a long-lasting showcase of Equality in the College.

5) Equality Monitoring Advisory Group: The Committee was informed that the Equality Monitoring Advisory Group had met last week and that work for the 2018/2019 Annual Equality Monitoring report is currently underway.

6) Age Friendly Working Group: This working group is currently without a Chair and as a result has been temporarily paused. The Chair stated that she would contact the former Working Group Chair, regarding its governance and how to best move forward.

[Eqal/19-20/006](#) [Athena Swan](#)

The AVPEDI presented her report on Athena Swan and highlighted the importance of the College in making the application for the Athena Swan Silver institutional Award by April 2022. For the College to receive this reward, 13 schools must hold a Bronze Award and 1 school must hold a Silver Award. The schools are currently preparing for such an application which involves an internal review process in an effort to increase the chance of success of the application.

[Eqal/19-20/007 Sub Group \(Updates\)](#)

This item was discussed under item 4.

[Eqal/19-20/008 Other Trinity Bodies](#)

There were no updates from Other Trinity Bodies.

[Eqal/19-20/009 AOB](#)

There were three other items of business as follows:

- 1) The GSU Vice-President informed the group that she has been working with the Director of Student Services to update the Prayer Room. The importance of informing students about such a facility was also highlighted, as many students are still unaware of such a prayer space. It was suggested that this issue could be brought to the Student Life Committee.
- 2) Mr D Treanor informed the Committee that a new Physical Inclusion Officer in Sport had been appointed to help students with disabilities who find it difficult to engage in sport.
- 3) Lastly, the Chair thanked Ms V Butler for her time and work with the Committee. Ms MacBride has returned from maternity leave and will be returning to her position on the Committee. The meeting then concluded.

End