



**Trinity College Dublin**  
**The University of Dublin**

**Equality Committee**

**Minutes**

**Meeting of 7<sup>th</sup> December 2022, 11.00am – 12.00pm**  
**Online, via Zoom**

**Present:** Associate Vice Provost for Equality Diversity and Inclusion (Prof L Leeson) (Chair), Prof S Draper, Ms S Maguire, Dr S O’Brien Green (Secretary), Ms S Mac Bride, Mr C O’Donnell, Ms K O’Toole-Brennan, Ms J Smirnova (for Ms C Staunton), Mr D Treanor

**In Attendance:** Ms. S Cantwell (notetaker)

**Apologies:** Prof F Sheerin, Dr B Ghosh, Prof A Kahane, Prof M Ruffini, Ms C Staunton

<p><b>Equal/21-22/065</b> <b>Opening</b></p>	<p>The AVP-EDI welcomed members to the meeting.</p>
<p><b>Equal/21-22/066</b> <b>Minutes of the Previous Meeting</b></p>	<p>There was one amendment to the minutes of meeting of 26<sup>th</sup> October 2022: ‘The policies will revert to EOG and then progress to Board approval including identification of resources.’</p>
<p><b>Equal/21-22/067</b> <b>Matters arising and Action Callover</b></p>	<p><b>Matters arising:</b> Ms Maguire gave an update on the revised Dignity &amp; Respect and Sexual Misconduct policies. Some monies associated with the implementation of the policies have been secured, including 80K from the HEA for the ‘Consent Manager’ role. A meeting is to take place before Christmas to look at getting the policies underway.  The Co-chairs of the Staff Disability Working Group are meeting this week to look at work allocation.</p>

IHREC Public Sector toolkit: there is no further update on this. HR met with the Secretary's Office to discuss their lead-out on this.

Race and Ethnic Equality Working Group: The focus group report launch is planned for early 2023. A workshop will take place in mid-January to kick start work on the action plan.

EDI office: The office move is hoped for January. Recruitment of two part-time ISL interpreters is still in progress.

**Data analysis relating to international academic staff:** Prof Ruffini met with the DAaSI unit in November around staff nationality data. It was agreed that it would be useful, however this data is not currently an urgent priority. HR will review in 2023.

**Action Callover:**

**Gender Identity & Expression Policy:** Virtual training for Estates & Facilities staff has commenced. In-person training for Dignity & Respect contact persons, tutors, and key HR people has also taken place. Aspects of the policy that relate to accommodation will need to be expanded upon during the process of review of the policy.

**Equality Fund:** All projects are complete with one project report still outstanding – a school finance person could be contacted to help progress this. Schools will be encouraged to use the Trinity Inclusive Curriculum Changemaker Fund for EDI related work at School level and applicants will be diverted to that fund in the short term. The Equality Fund is being reviewed with consideration of the new Trinity Child Protection Policy and also taking account of how employment of people outside of College (in particular) intersects with the Gender Pay Gap data in this regard. We are also appraising the time required to process reimbursements. A meeting of the Equality Fund subcommittee should take place to look how we use this fund. It was noted that this fund was hard won some years ago and every attempt should be made to retain it. Employing a part-time staff member was proposed to roll out and manage the fund in the short to medium

	term. An FSD colleague will also be appointed to the Equality Fund Subcommittee.
<b>ITEMS FOR DISCUSSION/DECISION</b>	
	No items.
<b>KEY UPDATES</b>	
<b>Equal/21-22/068</b> <b>EDI Office and Athena SWAN</b>	<p>The Chair presented this update.</p> <p><b>Athena SWAN Update:</b> A first draft of the institutional submission is complete and is under review. Word count is proving to be a challenge. Data from the institutional survey is key to the application. Progress is evident with significant increases in female Fellows and Chair Professors since 2018. Workshops will take place in December and January to look at action planning. We are working with three schools who will submit applications at the same time as the institutional one. Peer reviewers will be involved and this will now involve a cost element. The Chair thanked colleagues who have contributed to this submission.</p> <p><b>EDI Strategy Update</b> The Chair shared a first draft of the EDI strategy which outlined the 5 key headings:</p> <ul style="list-style-type: none"> <li>• Joining up the dots/Governance</li> <li>• Collaboration and Connection</li> <li>• Data</li> <li>• Sustainability</li> <li>• Communications and Celebrations</li> </ul> <p>The draft will be shared with this group for comment. EDI will work with Shumane Cleary in the Provost’s office to workshop the strategy further and bring a next draft to this committee. It was suggested that focusing on one deliverable goal for each header with each having a 1-year target for implementation would be worth considering.</p>
<b>Equal/21-22/069</b> <b>Sub-Group Updates</b>	<b>Staff Disability Working Group:</b> The EDI team have been working with the new co-chairs to assist and share relevant documentation with them.

	<b>Annual Equality Monitoring Report (AEMR):</b> This report will be reconfigured to align with our strategy and make it more user-friendly.
<b>Equal/21-22/070</b> <b>Items for Noting</b>	There were no items for noting.
<b>Equal/21-22/071</b> <b>Any Other Business</b>	<p>Dr O’Brien Green shared details of the HEA conference on 8 December 2022 on Ending Sexual Violence and Harassment in Higher Education, at which she will be speaking.</p> <p>The Faculty of STEM has run a successful campaign around undergraduate scholarships in STEM for women, supported by Three. EDI could look at further opportunities to connect with Trinity Development &amp; Alumni to source philanthropic funds, to consider what could be done with them collaboratively and include in sustainability strand.</p>
<b>END</b>	
	The Chair thanked all and closed the meeting.