



Trinity College Dublin
The University of Dublin

Equality Committee

Minutes

Meeting of 12 April 2023, 11.00am – 12.00pm
Online, via Zoom

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

In Attendance: Ms. M Josling (notetaker)

Apologies: Prof A Kahane, Prof S Draper.

<p>Equal/22-23/010 Opening</p>	<p>The AVPEDI opened the meeting & welcoming Ms. A. Quinn in place of Ms. S. Maguire for the meeting.</p>
<p>Equal/22-23/011 Minutes of the Previous Meeting</p>	<p>The minutes of the meeting of 22 February 2023 were approved without amendment.</p>
<p>Equal/22-23/012 Matters arising and Action Callover</p>	<p>Matters arising:</p> <p>Dignity & Respect Policy, and Sexual Misconduct Policy update – The roles of the DRCR Manager and supporting staff are in the process of being finalised. HR and EDI will meet to discuss the competitions. Ms. A. Quinn noted that the manager position will be advertised shortly. The Chair thanked HR for the work they are doing to progress this.</p> <p>EDI office move – The EDI team has now moved to the Arts Building.</p> <p>Age Friendly Trinity Sub-Committee: Dr O’Brien Green updated the committee, noting that we are still</p>

	<p>seeking information regarding the Age Friendly Subcommittee. The team has shared what they could with Prof. Rose Anne Kenny and Dr Catherine Elliot-O'Dare, including some online information and some documents from the Secretary's office dating from when the Equality Officer role was based there. Ms. McBride and Ms. O'Toole-Brennan will reach out to Dr. O'Brien Green with any additional historical information they can locate.</p> <p>Action Callover: these items will be addressed later in the meeting and minutes.</p>
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ITEMS FOR DISCUSSION/DECISION	
	No items.
KEY UPDATES	
<p>Equal/22-23/013 Athena SWAN Update</p>	<p>Prof L. Leeson presented the Institutional Athena SWAN Silver application for consideration, discussion, and approval.</p> <p>The new Athena Swan Ireland Framework launched in November 2021. The first round of institutional applications under the new framework went in late last year. The University of Limerick submitted their Silver application before Christmas, with a positive result announced last week.</p> <p>The Higher Education Authority requires all higher educational institutions to hold Athena Swan accreditation. This is an eligibility requirement for Irish government research funding as well as for the European Commission's Horizon Europe funding. Trinity's draft Athena Swan Silver application has been through an initial review with an external critical friend and will shortly be presented to a second reviewer.</p> <p>Prof Leeson noted that a number of reports have provided data for the TCD application including GE/EDI Surveys; A College-wide breastfeeding survey (2022); Race and Ethnic Equality Working Group Focus Group; Disabled Postgraduate Students and Staff Forum focus group; and the HR staff wellbeing survey.</p> <p>The first external reviewer provided helpful and positive feedback. Prof Leeson briefly presented some of the key areas where we can demonstrate impact and progress against the 2018 Action Plan as this content forms an</p>

integral part of the application.

Prof Leeson also presented Institutional Priorities in terms of Gender Equality, ie. Academic promotions, recruitment, and the progression pipeline; Research Staff Progression and Supports; Professional, Managerial and Support staff career pathways; Male Staff and Family Related Leave; and The Gender Pay Gap. She also presented the priorities that relate to Equality grounds: Collection of data across additional equality grounds; Dignity and Respect and SHSV across equality grounds; Fostering Diversity; Implement the Public Sector Duty (PSD) Gap Analysis Toolkit for HEIs; and Implement recommendations of EDI governance audit 2022.

Further, she noted that Trinity College Dublin's success in being awarded one of the inaugural Sustainable Gender Equality Champion Awards at a ceremony in the European Commission on 8 March 2023 will also feed into the application. These new awards recognize and celebrate the sustained activity in the gender equality area within third level institutes. Of the four prizes awarded, three went to Irish Higher Education Institutions. The EDI team will be using the €100,000 prize money to fold into GE/EDI work and it will not be assigned for day-to-day costs.

Finally, Prof. Leeson noted that the hard deadline for submission of our institutional Athena Swan application in this period of submissions is 16 June 2023.

A brief discussion followed Professor Leeson's presentation whereby there was applause from the committee regarding the breadth and detail of the document. A specific comment noted that acronyms should be clearly defined in the document, also, a question was raised around bringing students into focus within the application for a whole community view. It was noted that although AS focusses on staff an attempt was made to bring students into focus through some of the examples used.

The Committee were asked to approve the substantive content of the document as further refinement of the document is ongoing, and wordcount still needs to be further reduced.

OUTCOME: The Committee approved the substantive content of the document.

<p>Equal/22-23/014 Sub-Group Updates</p>	<p>Staff Disability Working Group (SD-WG): The National Disability Act Annual Return was completed by EDI with HR support, presenting qualitative and quantitative data. Trinity has exceeded the 3% minimum employment target and we need to meet the 6% employment target by 2024. The next WG meeting will focus on items which will shape their workplan. Some WG members contributing to a chapter on Transforming the EDI Agenda: Including Disability as an Intersectional Consideration which will appear in a volume on GE/EDI in Ireland, a HEA funded Gender Equality Enhancement Funded (GEEF) project. In terms of employment/interns, (i) Disability Services are running their Graduate Intern programme across 2023-2024 and (ii) Additional placement for TCPID Graduates for 2023 are being sought.</p> <p>Equality Fund Sub-Committee Update: The Subcommittee is continuing to review the funding model used for the Equality Fund. The subcommittee has considered and rejected sample models as they do not seem feasible for our purposes (e.g. as implemented by SU and Trinity Inclusive Curriculum). Mr. D. Treanor and Ms. S. McBride have agreed to act as co-chairs for the subcommittee, with help from Ms. K. O'Toole-Brennan. The Co-chairs will focus on the funding structure and work on new ToR over the summer. Mr. Treanor suggested that the committee contact FSD to carry this years' fund over to next financial year.</p>
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<p>Equal/22-23/015 Other Trinity Bodies</p>	<p>No items on this agenda for other Trinity Bodies.</p>
<p>Equal/22-23/016 Items for Noting</p>	<p>There were no items for noting.</p>

Equal/22-23/017

Any Other Business

1. Updates from Trinity Disability Services from Mr. D. Treanor
 - The updated Reasonable Accommodation Policy for Students with Disabilities was recently approved by Council and published on the website. Mr. D. Treanor will circulate the updated policy to the committee members.
 - Interviews were held for the Graduate Internship role in the Trinity Disability Service week commencing 10 April 2023 with announcement of the appointee expected at the end of that week.
 - Momentum is building regarding Summer Internships where opportunities across College are provided that facilitate disabled students in exploring possible career paths and develop skills that will prepare them for the future workplace ([Summer Internship Webpage](#))
 - Information on Inclusive Services are available on the following webpage: [disAbility Hub - Trinity Disability Service | Trinity College Dublin \(tcd.ie\)](#)
2. The committee were notified that Ms. Wendy Crampton has joined TCD as the new Director Of Trinity Access Programmes.
3. The First National Equality Charter Symposium - Aiming Higher, Moving Forward Together will be hosted on Wednesday 19 April 2023 in TCD. This is funded by the HEA GEEF fund with Trinity as lead applicant. The Committee was invited to participate.
4. Ms. S. McBride gave an update on the new Bereavement Leave Policy which is progressing through Committee approval. Ms. McBride mentioned that she had also requested that it be noted in the minutes for the 9 March 2023 Human Resources Committee (HRC) that the University should Consider extending bereavement leave to pregnant people who suffer loss pre-24 weeks.
5. Ms. C. Staunton was thanked for her work as part of

	the committee over the last year as she is completing her time with the Students' Union.
END	
	The Chair thanked all and closed the meeting.