

Trinity College Dublin  
The University of Dublin

People and Culture Committee (PCC)

27<sup>th</sup> November 2025, 14:00-16:00.  
Arts Building Conference Room 2026.

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AGENDA	Indicative Timing
<b>Section A – Standing Items</b>	
A1. Apologies	[14:00 – 14:05]
A2. Minutes & Matters Arising	
A2.1. To <u>approve</u> the minutes of the meeting of 25 <sup>th</sup> September 2025. (encl)	
A2.2. To <u>discuss</u> any outstanding actions from the last meeting.	
A2.3. To <u>raise</u> any matters arising from the minutes. (encl)	
A3. Verbal update from <b>Committee Secretary &amp; HR Director</b> , Mr. Séamus McManus.	[14:05 – 14:10]
A3.1. To <u>receive</u> an update on the Strategic Plan Implementation.	
A4. To <u>receive</u> an update from the <b>People Projects Manager</b> , Michelle Hogan, on the People Projects. (encl)	[14:10 – 14:15]
A5. Verbal update from <b>Chair of EDI Sub-Committee &amp; Associate Vice-Provost for EDI</b> , Prof. Lorraine Leeson.	[14:15 – 15:25]
<b>Section B – Items for noting/approval</b>	
B1. Equality, Diversity and Inclusion (EDI) Deep Dive from the <b>Chair of EDI Sub-Committee &amp; Associate Vice-Provost for EDI</b> , Prof. Lorraine Leeson, <b>Head of EDI</b> , Ms. Siobán O'Brien Green and <b>Equality Officer</b> , Mr. Joel Mc Keever.	
B1.1. To <u>receive</u> an update on Trinity EDI activities, including new EDI staff group, updates on Trinity-INC Project evaluation and next steps, etc.	
B1.2. To <u>receive</u> Athena Swan updates and reflections on 10 years of Athena Swan in Trinity.	
B1.3. To <u>receive</u> an update on the Public Duty Updates.	
B1.4. To <u>receive</u> an update on the implementation of the Race Equality Action Plan and <u>approve</u> the Terms of Reference for the new University Race Equality Action Plan Implementation Oversight Group (UREAP-IOG). (encl)	
B1.5. To <u>receive</u> an update on the Staff Disability Working Group and <u>approve</u> the Terms of Reference. (encl)	

**B2.** To receive an update from the **Dignity Respect & Consent (DR&C) manager**, Rachel Skelly, on the activities of the service over the last few months. (encl) [15:25 – 15:35]

**B3.** To receive a verbal update from the Deputy Director of HR and **Head of Operations**, Lydia Brazil, on the Gender Pay Gap Report. [15:35 – 15:45]

**B4.** To receive an update on the Revised Terms of Reference of the Technical Staff Committee and approve same, from **Head of Talent**, Ms. Fidelma Haffey and **Prof.** Derek Nolan, Biochemistry. (encl) [15:45 – 15:55]

**Section C – Items for discussion**

**C1.** Any other business. [15:55 – 16:00]

**Section D – Circulation for noting**

**D1.** Minutes of the EDI Sub-Committee Meeting (23<sup>rd</sup> September). (encl)

**D2.** Minutes of the EDI Sub-Committee Meeting (6<sup>th</sup> May 2025). (encl)

**D3.** Nomenclature Associated with the Supervision of Postgraduate Research Students at Trinity College Dublin from the Assistant Academic Secretary, Graduate Education. (encl)

**D4.** People and Culture Annual Report 2024/25. (encl)

**D5.** Implementation Plan for Staff Commitment of the Strategic Plan Thrive 2025-2030, as approved by Board 2025. (encl)