

Trinity College Dublin
The University of Dublin

People and Culture Committee (PCC)

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

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

[15:55 – 16:00]

- C1.** Any other business.

Section D – Circulation for noting

- D1.** Minutes of the EDI Sub-Committee Meeting (23rd September). (encl)
- D2.** Minutes of the EDI Sub-Committee Meeting (6th 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)