

SCSS Equality Diversity and Inclusion Committee Terms of Reference

1. Objective

SCSS is committed to non-discrimination for students, staff and service users in relation to all of the nine grounds specified in equality legislation.¹ The SCSS EDI committee seeks to identify barriers to full participation in University life as a student, staff member or service user, and to develop School policies and practices consistent with the TCD Equality Policy (2016). The EDI Committee reports to the SCSS School Executive committee.

2. Membership

Chair	Prof Vincent Wade
Deputy-Chair (AS Champion)	Prof Lucy Hederman
Academic Staff Member	Prof Siobhan Clarke, Prof David Gregg
Junior Academic Staff Member	Prof Ivana Dusparic
Technical Staff Member	Mr Ronan Healy
Systems Support Staff member	<i>vacant</i>
Administrative Staff Member	Mr Aaron O Hara, Dr Stephen Carroll, Ms Alex Irwin
Postdoctoral Research Fellow	Dr Kris McGlinn
Postgraduate Research Student	Ms Cathy Roche, Ms Jacinta Jardine
Postgraduate Taught Student	<i>vacant</i>
Undergraduate Student	<i>vacant</i>

Terms of membership will be three years, renewable once.

3. Meetings

The committee shall meet at least once a month during term time but may vary depending on reporting requirements. The EDI committee will report to the SCSS School Executive committee on a quarterly basis.

4. Duties

The main duties of the EDI committee are:

1. Oversight and Advisory
2. Policy

4.1 Oversight and Advisory

- (i) To raise awareness and understanding of the issues of equality, diversity and inclusion within the SCSS School.
- (ii) To promote and monitor the execution of the SCSS Bronze Award Action plan.

¹ These are gender, marital status, family status, age, disability, sexual orientation, race, religion, and membership of the Traveller community.

- (iii) To monitor the fairness and robustness of existing and new school policies, processes and procedures in relation to EDI
- (iv) To oversee the collation of equality, diversity and inclusion data, and provide appropriate analysis required for reporting purposes
- (v) To report annually to the School Committee on EDI achievements and issues.
- (vi) To oversee the writing and submission of subsequent SCSS School Athena SWAN applications
- (vii) To hold regular meetings as a full committee and working groups to promote equality, diversity and inclusion in the SCSS School
- (viii) To provide an effective forum for equality, diversity and inclusion discussions

4.2 Policy

- (i) To suggest practice and initiatives on equality, diversity and inclusion to SCSS School Executive in accordance with College EDI practices and Policies.

The Chair or Deputy Chair of the EDI Committee is a member of the SCSS School Executive to report on progress of the EDI committee and to provide a conduit with the EDI committee to enable consultation regarding new or suggested School policy in accordance with College EDI policies and practices.