

Minutes of the Governing Body Equality, Diversity & Inclusion Committee meeting

Date: Wednesday 15th March 2023
Time: 9.30 – 11.00am, via Zoom

Chairperson: Ms Ruth Beadle

Attendees: Mr David Denieffe
 Ms Sarah Clarke
 Mr Paul Bennett
 Mr Jeremie Sandot
 Dr Cara Daly
 Dr Vivian Rath
 Mr Mark Dunne

In Attendance for Agenda Item 2 : Dr Neil O’ Sullivan

Secretary: Dr Allison Kenneally

Apologies: Ms Kelly Han

Secretariat: Ms Anne Murphy (recording), Ms Samantha O’Connor

Item Title	
1.	<p><u>Chairperson’s Opening:</u></p> <p>1.1 <u>Approval of Agenda</u> NOTED Ms Beadle confirmed approval of the agenda and commenced the meeting.</p> <p>1.2 <u>Approval of Minutes</u> AGREED To approve the minutes of 21st February 2023.</p>
2.	<p><u>Gender Pay Gap</u></p> <p>NOTED Dr O’Sullivan joined the meeting to provide an update on the Gender Pay Gap report. His presentation provided information on background and the current statistics in relation to SETU . Ms Beadle thanked Dr O’Sullivan for his presentation and opened the floor to questions.</p> <ul style="list-style-type: none"> • Ms Clarke queried the availability of data regarding PMSS functional managers. Dr O’Sullivan agreed to provide same to the committee for information purposes. • Mr Bennett sought clarification regarding the employment status of part-time staff. Dr O’Sullivan provided explanation on the matter. • Ms Clarke expressed concern regarding the short timeframe to progress issues.

	ACTION: Dr O’Sullivan to send the Gender Pay Gap report to Ms Beadle.
3.	<p><u>EDI in SETU-Feedback and Strategic Plan</u></p> <p>NOTED Ms Beadle opened the topic to the floor for any feedback or comments.</p> <ul style="list-style-type: none"> • Mr Denieffe acknowledged progress made in incorporating EDI in the curriculum and emphasised the importance of creating unity in the new institution through ongoing organisational redesign work. • Dr Kenneally shared specific actions recommended by the EDI working group for the strategic plan, including creating a Values and Action Framework and implementing a group of intentionally diverse students to consult on policy and curriculum development. • Ms Beadle emphasised using the regional base as an opportunity and praised the plans to create a Values and Action Framework and implement a diverse student group.
4.	<p><u>Tackling Sexual Violence and Harassment</u></p> <p>NOTED Mr Denieffe and Dr Kenneally provided an update regarding the above.</p> <ul style="list-style-type: none"> • It was highlighted that the University is working on a framework to address sexual violence and promote consent. An Ending Sexual Violence, Prevention and Support (ESP) Committee has been established and an action plan that addresses this matter and includes internal staff members along with external representatives. • The ESP committee has approved a plan and consideration is being given to additional resources. <p>Ms Beadle thanked both VP’s and invited any comments.</p>
5.	<p><u>European Commission and Inclusive Gender Equality Champions Award</u></p> <p>NOTED SETU has been presented with an award under Europe’s first Inclusive Gender Equality Champion category. Committee members congratulated the EDI team on this success and indicated that it would be beneficial to be provided with additional information in this regard.</p> <p>ACTION: Dr Kenneally to send the European Commission and Inclusive Gender Champions award application to members.</p>
6.	<p><u>Equality Statement Update</u></p> <p>NOTED Members were informed that an Equality Statement has been in place since the establishment of SETU. Dr Kenneally noted new requirements under the HEA Act to update the Equality Statement indicating that guidance would be sought from the relevant department including the HEA as appropriate/required.</p>
7.	<p><u>AOB</u></p> <p>Dr Rath expressed gratitude for the productive meeting and brought up an upcoming conference on universal design and universal design for learning.</p> <p>NOTED Ms Beadle suggested that agenda items and topics for the next meeting should include input from Mr Denieffe and Dr Kenneally.</p> <p>NOTED Ms Beadle expressed concern regarding student representative attendance at meetings. Mr Denieffe indicated that he would follow up on the matter.</p> <p>Ms Beadle thanked all for their participation and suggested that the next meeting is scheduled for a suitable date in May. There being no other matters to attend to she closed the meeting.</p>