

## Minutes of Governing Body Equality, Diversity & Inclusion Committee Meeting

<b>Date:</b>	Monday 20 <sup>th</sup> November 2023
<b>Time:</b>	2.30 – 3.30pm, via Zoom
<b>Chairperson:</b>	Ms Ruth Beadle
<b>Attendees:</b>	Dr Allison Keneally Mr David Denieffe Ms Sarah Clarke Mr Paul Bennett Dr Cara Daly Dr Vivian Rath
<b>Apologies:</b>	Ms Kelly Han
<b>Secretariat:</b>	Ms Anne Murphy (recording), Ms Samantha O'Connor

Item Title	
1.	<b><u>Chairperson's Opening:</u></b>
1.1	<b><u>Approval of Agenda</u></b> NOTED Confirming the meeting was quorate and no conflict of interest for matters arising Ms Beadle confirmed approval of agenda and commenced the meeting.
1.2	<b><u>Approval of Minutes</u></b> AGREED To approve the minutes of 20 <sup>th</sup> October 2023.
2.	<b><u>Committee Membership</u></b>  NOTED Ms Beadle has formally nominated Mary Connors Aldrich as an external committee member for approval at the Governing Body meeting on 06 <sup>th</sup> December.
3.	<b><u>EDI Strategic Update</u></b>  NOTED Dr. Kenneally provided update from last SP working-group meeting. Minor changes have been made to wording and key thematic area amended to "Measuring Impact & Success". Discussion ensued on collection of relevant data.  <u>ACTION:</u> EDI Strategic Plan to be discussed at next EMT.
4.	<b><u>EDI Policies</u></b>  NOTED Ms Beadle invited Dr Kenneally to provide updates on the EDI policies Athena SWAN and the Gender Identity & Expression Policy
4.1	<b><u>Athena SWAN</u></b> Dr Kenneally informed the meeting that the university is beginning the Athena SWAN process as a merged body and provided some background information and discussion was had on the timeline of the project.

4.2	<p><u>ACTION:</u> Item to remain on agenda to provide updates on the process and progress.</p> <p><b><u>Gender Identity &amp; Expression Policy</u></b></p> <p>NOTED Ms Beadle briefly outlined the background of the Gender Identity &amp; Expression Policy, which was endorsed by the governing body, and launched in October. A discussion took place around feedback received and next steps related to implementation of the policy.</p> <p><u>ACTION:</u> Seek additional advice as part of the Policy Review Process. Continue to gather feedback and incorporate it into the policy's one-year review process and present the matter at the next Governing Body meeting.</p>
5.	<p><b><u>University of Sanctuary</u></b></p> <p>NOTED Dr Kenneally informed the committee of the process to achieve UoS designation and of the work undertaken to date. Multi-campus event to take place on the 22<sup>nd</sup> November to showcase this initiative. Ms Beadle invited comments and discussion was had in relation to who could avail of scholarships under the scheme.</p> <p><u>ACTION:</u> Invite Sarah Satori to report on University of Sanctuary to date at meeting in January.</p>
6.	<p><b><u>Appointment of Sexual Violence &amp; Harassment – Prevention &amp; Response Manager</u></b></p> <p>NOTED Dr Kenneally advised committee of the recent appointment of Ms Roisin Shanahan to this role and the duties she will now undertake. Ms Beadle offered her congratulations.</p> <p><u>ACTION:</u> Invite Ms Shanahan to next meeting to give update on position and plans going forward.</p>
7.	<p><b><u>Free Period Products Initiative</u></b></p> <p>NOTED Dr Kenneally researched new Government initiative for free vending machines for public bodies, sent information to Estates and asked for meeting.</p> <p><u>ACTION:</u> Mr Denieffe to seek a volunteer from Estates to join this committee.</p>
8.	<p><b><u>AOB</u></b></p> <p>NOTED Dr Kenneally offered her congratulations to Dr Daly on being shortlisted for the National Diversity Awards in the category of Employee of the year. Ms Beadle echoed the congratulations of the committee.</p> <p>NOTED Dr Kenneally was delighted to advise all of the recent award received by the EDI Office. At the recent Eucen European Smile Conference in Barcelona 2 papers were submitted for the SMILE Diversity Award, both were shortlisted and Dr Kenneally's paper on "Beyond the Binary - Collaborating to embed sustainable and inclusive gender equality in the Irish HE sector" took the top prize. Ms Beadle again offered her congratulations on the transformational work being carried out by all in the EDI Office.</p> <p><u>ACTION:</u> Information on both awards to be given to Ms Beadle, who will bring it to Governing Body.</p> <p><u>ACTION:</u> Dr. Kenneally and Mr Bennett to produce a piece on the positive impact of University of Sanctuary Scholarships.</p> <p>Ms Beadle thanked all for their participation and there being no other matters to address she closed the meeting at 3.35pm.</p>