

Minutes of the 1st Governing Body Equality, Diversity & Inclusion Committee meeting

Date: Tuesday 21st February 2023
Time: 3.00 – 4.00pm, via Zoom

Chairperson: Ms Ruth Beadle

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

Secretary: Dr Allison Kenneally

Apologies: Mr Mark Dunne, SU President Carlow

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

Item Title	
1.	<p><u>Chairperson's Opening:</u></p> <p>1.1 <u>Welcome & Introductions</u> Ms Beadle welcomed all to the 1st SETU Governing Body Equality, Diversity & Inclusion Committee meeting and provided a brief self-introduction to the members and then invited all committee members to do the same.</p> <p><u>Conflict of Interest</u> NOTED The Chairperson asked members if they had any conflicts on interest to declare particularly associated with items on the meeting agenda. Dr Daly enquired if her involvement in the development of the Gender Identity & Expression Policy could be classed as a conflict of interest. Ms Beadle was satisfied it did not form a conflict of interest.</p> <p>1.2 <u>Approval of Agenda</u> Confirming the meeting was quorate Ms Beadle confirmed approval of the agenda and commenced the normal business.</p>
2.	<p><u>EDI Committee Terms of Reference</u></p> <p>NOTED Terms of Reference circulated to committee for review prior to meeting. Ms Clarke queried if the mention of EDI Council Forum in the appendix will replace the existing EDI Committee. Dr Kenneally</p>

	<p>informed all that pre-existing EDI committees will be restructured and a detailed proposal will come before this committee at a later meeting.</p>
3.	<p><u>EDI Committee Membership</u></p> <p>NOTED Membership list circulated with agenda and other documentation. Introductions given in the Chairperson’s opening. It was confirmed that a further four meetings have been scheduled.</p>
4.	<p><u>Overview of EDI in SETU</u></p> <p>NOTED Dr Kenneally and Mr Denieffe provided a presentation on EDI in SETU. Ms Beadle thanked both VP’s for the presentation and invited any comments;</p> <ul style="list-style-type: none"> • Dr Daly suggested having an external representative on the new EDI council/forum. This was agreed by Mr Denieffe who gave an example of their successful collaboration with the Defence Forces; • Mr Sandot commented on the formation of the Ukrainian Taskforce and queried the possibility of similar task forces. Dr Kenneally clarified the specifics associated with this particular task force. • Ms Clarke queried why Gender Pay Gap was not included on the workplan. • Dr Kenneally agreed to schedule this item for next meeting and to invite a member of HR for this agenda item. <p><u>ACTION:</u> Presentation to be circulated to committee. <u>ACTION:</u> Gender Pay Gap to be included on the next agenda.</p>
5.	<p><u>Gender Identity & Expression Policy, Procedures & Guidelines</u></p> <p>NOTED A discussion ensued regarding the formation of the policy and the extensive consultation process undertaken. Dr Kenneally detailed plans for the official launch of the policy, once approved by the Governing Body.</p> <p>AGREED Committee approved the recommendation of the Gender Identity & Expression Policy, Procedures & Guidelines to be approved by Governing Body as appropriate</p> <p><u>ACTION:</u> Recommend approval of policy as above.</p>
6.	<p><u>Equality Statement Update</u></p> <p>NOTED Agenda item deferred.</p>
7.	<p><u>AOB</u></p> <p>NOTED Further discussion took place regarding the committee’s role in various matters and it was indicated by the Chair that the committee would play a crucial role in highlighting the positive work undertaken in relation to EDI.</p> <p>NOTED Dr Rath acknowledged the comprehensive workplan. He advised of a more holistic approach to the new Athena SWAN process. He also requested further information on the EDI Conference due to be held in SETU in May.</p> <p>The Chairperson thanked all and closed the meeting at 4pm.</p>