

Minutes of Governing Body Equality, Diversity & Inclusion Committee Meeting

Date: Monday 22nd January 2024
Time: 10.00 – 11.30am, via Zoom

Chairperson: Ms Ruth Beadle

Attendees: Mr David Denieffe
 Mr Paul Bennett
 Dr Cara Daly
 Ms Kelly Han
 Mr Jeremie Sandot
 Ms Mary Connors Aldridge

In Attendance for Agenda Item 3 Dr Sarah Sartori

Apologies: Dr Allison Keneally
 Dr Vivian Rath
 Ms Sarah Clarke
 Ms Samantha O'Connor
 Mr Mark Dunne

Secretariat: Ms Anne Murphy (recording)

| Item Title | |
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| 1. | <u>Chairperson's Opening:</u> |
| 1.1 | <u>Approval of Agenda</u> 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 | <u>Approval of Minutes</u> AGREED To approve the minutes of 20 th November 2023. |
| 2. | <u>Committee Membership</u> NOTED Ms Beadle formally welcomed Ms Mary Connors Aldrich as an external committee member and invited all committee members to give a brief self-introduction. |
| 3. | <u>University of Sanctuary</u> NOTED Dr Sartori gave a detailed presentation of the process to achieve UoS designation and of the work undertaken to date. Ms Beadle invited comments and discussion was had in relation to the number of and who could avail of scholarships under the scheme. <u>AGREED:</u> Committee supports the application to proceed. |

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| 4. | <p><u>EDI Strategy</u></p> <p>NOTED Mr Denieffe provided update from last SP working-group meeting. EDI feedback Clinics are ongoing. Discussed at EMT November meeting, where it was received positively and well supported.</p> <p><u>ACTION:</u> EDI Strategic Plan to be kept on agenda for further updates.</p> |
| 5. | <p><u>EDI Policies & Action Plans</u></p> <p>NOTED Ms Beadle invited Mr Denieffe to provide updates on the following:</p> <p>5.1 <u>Athena SWAN</u> NOTED The new Athena Swan SAT Committee has been established and is chaired by President Veronica Campbell. 4 working groups have been established and their initial meetings will be taking place within the next 2 weeks.</p> <p><u>ACTION:</u> Terms of reference will be updated at WG meetings and will be circulated ahead of next meeting for approval.</p> <p>5.2 <u>Gender Identity & Expression Policy</u> NOTED Mr Denieffe provided an overview of the feedback received from Solicitors and welcomed any comments or questions. A discussion took place around feedback received and next steps related to review and implementation of the policy</p> <p><u>ACTION:</u> The policy is to be updated and brought to EMT, Policy Review Group and finally Governing Body.</p> <p>5.3 <u>Race Equality Action Plan</u> <u>ACTION:</u> Circulate ahead of next meeting.</p> |
| 6. | <p><u>EDI Fund Applications</u></p> <p>NOTED Mr Denieffe and Ms Murphy provided an update on the EDI Fund Application process and applications received. Discussion followed around number of funds awarded and the level of funding.</p> |
| 7. | <p><u>Estates Representative for EDI Committee & Period Poverty Initiative</u></p> <p>NOTED Mr Denieffe had meeting with Estates in relation to the new Government initiative for free vending machines for public bodies, who confirmed that they have availed of the scheme. It is envisaged that funding and machines will be implemented in the first quarter of 2024.</p> <p><u>ACTION:</u> Mr Denieffe to seek a volunteer from Estates to join this committee. <u>ACTION:</u> Keep on agenda for further updates.</p> |
| 8. | <p><u>AOB</u></p> <p>NOTED Mr Bennett informed committee of the positive impact and feedback following the December graduations of members of the travelling community.</p> <p><u>ACTION:</u> Ms Beadle to provide EDI update at February Governing Body.</p> <p>Ms Beadle thanked all for their participation and there being no other matters to address she closed the meeting at 11.20am.</p> |