Minutes of the Equality and Diversity Committee meeting held on Thursday 19th October 2017 at 9.00am in the Principal's Meeting Room.

Present:  
Ms Christine Goodyear, Chair  
Mrs Margaret Jack  
Ms Gillian Hemus (Director of Human Resources)  
Mr David Ashton (Chief Operating Officer and Secretary to Council)  
Professor Rosemary Deem (Vice-Principal)  
Ms Anna Sandall (Director of Governance and Legal Services)  
Dr Narender Ramnani (Equality Champion)  
Ms Susan Lee (Equality and Diversity Officer)  
Ms Willow Wong (SU Co-President, Welfare & Diversity)  
Mrs Rachael Pymn (Governance Support Assistant), Minutes

Apologies:  
Ms Ellie Rayner (Head of Organisational Development)

1. **CHAIR’S WELCOME AND APOLOGIES FOR ABSENCE**

   Welcomed those present and RECEIVED apologies as noted above. Dr Ramnani and Ms Jack were welcomed to their first meeting of the Committee.  

2. **MINUTES**

   APPROVED the Minutes of the meeting on 18th July 2017.

3. **MATTERS ARISING**

   NOTED that Nona McDuff is no longer able to join the Committee as a co-opted member. It was suggested that Margaret Jack approach Dr Katie Perry of The Daphne Jackson Trust and the University of Surrey to enquire as to her interest in joining the committee. An expression of interest has also been received from a local professor.

   Professional Services representatives will be invited to attend Equality Champion meetings; thereafter invitations will be made for a Professional Services Equality Champion representative to join this committee in due course.

4. **TERMS OF REFERENCE**

   DISCUSSED and APPROVED amendments to the Terms of Reference.

5. **UNCONSCIOUS BIAS TRAINING**

   NOTED that unconscious bias training will be delivered at a Council pre-meeting during 2018.

6. **ANNUAL REPORT TO COUNCIL**

   DISCUSSED the Annual Report to Council. APPROVED the Annual Report subject to incorporation of the agreed changes.

7. **EQUALITY & DIVERSITY ANNUAL PROGRESS REPORT**

   17/50
RECEIVED the Equality & Diversity Annual Progress Report. NOTED that the report was extremely comprehensive, and evidenced that a lot of work is being undertaken.

APPROVED the report for submission to Council alongside the Committee’s Annual Report.

AGREED that the Equality and Diversity Annual Progress Report should also be publicised more widely across College. ACTION: that for future Equality & Diversity Annual Progress Reports, either the whole documents or highlights from it, be formatted by the Design Studio, and uploaded to the College website.

8. UPDATE ON NEW EQUALITY AND DIVERSITY SCHEME

RECEIVED an oral update on the formulation of the new Equality and Diversity Scheme. NOTED that good progress has been made, and that further progress is planned.

NOTED that limited resources may affect the scope of our aims; a bid for additional funds as necessary will be made in the forthcoming Planning Round.

9. UPDATE REGARDING FORMULATION OF NEW EQUALITY PLAN

As Item 8, above.

10. MINUTES OF THE EQUALITY & DIVERSITY STEERING GROUP

RECEIVED the Minutes of the Equality & Diversity Steering Group. NOTED that the membership of the Group may enlarge over the coming period.

11. ANY OTHER BUSINESS

NOTED the success of the recent Black History Month.

NOTED that the Students' Union Women of Colour Collective will be discussing "why is my curriculum white", with a view to promoting diversity in what students learn.

NOTED upcoming talks which may be of interest: 12 March 2018, 12noon-1pm – a talk regarding gender violence; 20 March 2018 at 12.30pm – a talk on gender inequality to be given by Pat O'Connor of Limerick University.

12. DATES OF NEXT MEETINGS

Tuesday 27th March 2018 at 9.30am in the Principal’s Meeting Room
Thursday 28th June 2018 at 9.30am in the Principal’s Meeting Room

Christine Goodyear
Chair of Equality & Diversity Committee