

EDI Race and Ethnicity Sub-Group

Draft Terms of Reference

Background

To achieve an inclusive culture at UCD, a wide-ranging series of EDI initiatives have been put in place in the University. It is clear that further work needs to be done to better attract employees from minority ethnic backgrounds and to ensure that they are supported and developed so that they can achieve their full potential whilst in UCD. This, along with other initiatives, will lead to increased visibility on influential committees, assessment panels and other fora. The Race and Ethnicity Equality Working Group was established in June 2020 to gain a better understanding of UCD's campus climate in relation to race and ethnicity and to make recommendations as to how the University can promote race and ethnic equality and address challenges and barriers identified. This group produced a [Race and Ethnicity Equality Review report](#) published in 2022 with a set of recommendations including the establishment of an EDI Race and Ethnicity Working Group. The HEA has also published a [HEA Race Equality Implementation Plan 2022 – 2024](#) in 2022 for the Higher Education Sector.

Purpose

The EDI Race and Ethnicity sub-group is being established to prepare a data and research informed action plan to support the achievement of race and ethnicity equality in the University based on the recommendations in the UCD Race and Ethnicity Equality report. The group will be responsible for identifying and implementing strategies and best practice with regards to race and ethnicity and keeping abreast of national and international developments. Through the Race and Ethnicity Equality sub-group, the University commits to working collaboratively with students, employees and the wider community to create an inclusive environment where people from all backgrounds can reach their full potential.

Objectives

The objectives of this group include:

- The development of a race and ethnicity equality action plan for UCD based on the recommendations in the UCD Race and Ethnicity Equality Review Report and submit for approval to UMT. The development of this action plan will include:
 - Engagement with key stakeholders and action owners
 - Reviewing HEA and other relevant reports and documentation
 - Researching best practice nationally and internationally
 - Prioritisation of actions to be delivered.
- Oversee the implementation of the action plan and maintain progress reports internally and to the HEA as required.
- Review and monitor relevant data to measure impact of activities and identify any gaps.
- Identify awareness raising opportunities including celebrating relevant calendar dates and events.
- Promote a culture where racial harassment and all forms of racism are not tolerated.
- Consider intersectionality of race/ethnicity with other equality grounds.

- Keep abreast of legislative and other developments in this area.
- Engage and collaborate with other relevant groups such as the University of Sanctuary Sub-Group and Dignity and Respect Oversight Group and others as appropriate.

Membership

It is essential that this group consists of individuals who will bring different perspectives as well as lived experiences, skills and expertise to guarantee that the work of the group aligns with the objectives as set out. It will include student and employee representatives as well as representatives from across the University and other equality grounds. Training will be provided to the members to ensure all are equipped to deliver on the work of the group.

Members will be appointed through expressions of interest and nominations.

Frequency of meetings: The group will meet quarterly or more frequently as required.

Reporting to: The Group will report and make recommendations to the EDI Group

Supported by: EDI Unit