



UMT Equality, Diversity and Inclusion (EDI) Group - Sub-Groups

Purpose and Function

The Equality, Diversity and Inclusion Sub-Groups report to the UMT Equality, Diversity and Inclusion (EDI) group. These groups are responsible for supporting the mainstreaming of EDI and driving equality, diversity and inclusion related initiatives. They will make recommendations to the EDI Group.

Whilst each sub-group will determine their individual programme of work for each academic year, they will adhere to the following general terms of reference.

Terms of Reference

- To promote the equality, diversity and inclusion agenda in UCD helping to ensure that equality and diversity is a key consideration in all planning and development undertaken at the University;
- To identify actions in the EDI Strategic Action Plan that are relevant for the Working Group;
- To prioritise areas of work on which to focus for each academic year and to report on progress to the EDI group;
- To make recommendations to the EDI Group and suggest action measures to prevent any gaps/oversights/deficits in the area;
- To contribute to policy development as appropriate;
- To review equality data relevant to the working group;
- To support and engage with EDI networks relevant to the sub-group;
- To consider and respond to issues referred to the Sub-Group by the EDI Group;
- To be aware of developments in national and European equality policy and relevant government reports;
- To feed into the development of the EDI Annual Report each year;
- To maintain confidentiality and adhere to GDPR regulations at all times.

This LGBTI subgroup has been established to make recommendations and progress actions that aim to make UCD an equitable, supportive and LGBTI inclusive environment for all in which to work and study.

Objectives

Specifically, the LGBTI subgroup will focus its attention on the following key activities:

1. Identify opportunities in UCD's existing policies, programmes and practices to facilitate greater inclusion of LGBTI employees and students and consider the development of new

policies and practices to deepen UCD's commitment to lesbian, gay, bisexual, trans and intersex people in the University.

2. Engage with the University community staff and students to gain a more in-depth understanding of perspectives and lived experiences concerning LGBTI inclusion in UCD.
3. Identify best practice internationally to inform initiatives and actions relating to LGBTI equality and inclusion in the higher-education sector.
4. Raise awareness and understanding of sexual orientation and gender identity.
5. Engage with national and international partners and networks to strengthen relationship building and share good practice.

Appointment of Members to the Sub-Groups

Members of the EDI sub-groups will be appointed by means of expression of interest. Sub-Groups may also co-opt representatives from across the University as appropriate. Appointments made to Sub-Groups will be representative of the University Community and will take the following into consideration:

- Gender representation of at least 40% of either gender;
- Diversity across all ten equality grounds;
- Broad representation of all faculty/staff/student groups in UCD;
- Representation across discipline and grades;
- Representation from relevant committees and networks;
- Expertise in areas such as equality and organisational development/ cultural change.

The Sub-Group may appoint a chair/co-chairs from within its own membership or otherwise.

Term of Office

The term of office will normally be a minimum of one year and maximum three years.

Sub-Group Support

The Sub-groups will be supported by the EDI Unit.

Conduct of Business

- The Sub-Group shall meet at approximately four times a year.
- The meetings shall be convened by the Chair with a minimum of seven days' notice of a meeting.