

**UCD EDI Group - Engaging Men in EDI**

**Draft Terms of Reference**

**November 2023**

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**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 more needs to be done to achieve gender equality, intersectionality and equality and inclusion more broadly. However, this can only be achieved through the engagement and involvement of all genders in the University. Statistics indicate that there is lower engagement levels by men than women in EDI activities such as training, committee membership, events and other activities.

In December 2022, a second HEA National Review of Gender Equality in Irish Higher Education Institutions was published and one of the recommendations in this report stated that HEIs must build on actions already taken to continue to effect culture change in relation to gender equality issues and one of the key requirements to achieving this is through “the support and engagement of men in the process of change”.

A national project group across HEIs has been established focused on engaging men in gender equality and is funded under the HEA Gender Equality Enhancement Fund. This project is being led by UCD, MTU and NCAD. This project will involve the development of a unique programme specifically for male engagement in HEIs based on an understanding of the barriers to male engagement so that the programme addresses the key issues specific to the sector as opposed to an “off the shelf” programme.

**Purpose**

A UCD Working Group on Engaging Men in Equality, Diversity and Inclusion is being established. This group is focusing on engaging men across all equality grounds. It will also support the recommendation in the HEA National Review of Gender Equality in Irish Higher Education Institutions and feed into the national project.

Aim: The Working Group will be responsible for identifying and implementing strategies and best practices with regards to engaging men in EDI with the intention of establishing a more long-term EDI sub-group of the University EDI group. This group will be represented on the University EDI sub-group.

**Objectives**

The objectives of this group are to foster engagement by men in EDI in UCD by:

* + Creating a roadmap as to activities that will enhance engagement by men
  + Identifying awareness raising opportunities through various means including events
  + Engage and collaborate with other relevant internal and external groups as appropriate e.g. Engaging with the national project, Men’s Development Network

**Membership**

It is essential that this group consists of individuals of all genders 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. The group will engage the expertise of individuals who may act as advisors to the group where appropriate.

Members will be appointed through expressions of interest and nominations to ensure equality of representation and will consist of employees and students across disciplines, equality grounds and grades and the broader UCD community where appropriate.

**Frequency of meetings:** The group will meet three times per academic year or more frequently if required.

**Duration:** The group will be in place for approximately one year and may recommend the establishment of a more long-term EDI sub-group.

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

**Supported by**: EDI Unit

Date: November 2023