EQUALITY STEERING GROUP

Minutes of the Tenth Meeting of the Equality Steering Group 29 January 2003

Present: Albert Pratt (Chair)

Mary Ainscough (Equality Director)

Patricia Barker Ellen Breen Marian Burns Lisa Looney Padraig MacNeela

Sean Marlow

1. Apologies: Claire Byrne

Martin Conry Xiaojun Wang

2. Minutes of the Meeting of 11 December 2002 were approved

3. Matters Arising

It had been agreed by the Group that the meeting scheduled for 29 January 2003 be devoted to a review of the functioning of the Group with a view to improving its Dr Tom McConalogue, an independent external management consultant, would facilitate the meeting*

The Equality Director asked the meeting to consider Item 5 Policy Review and Development under Matters Arising from the Minutes of 11 December.

Code for the Employment of People with Disabilities: the Equality Director informed the meeting that comments on the Code had been received from staff.

It was agreed that these would be circulated to the Group and considered at the next meeting of the ESG.

Policy to Promote Respect and Protect Dignity at DCU: the draft policy had been sent by the HR Director to the University's solicitors for approval following the University Executive meeting of 20 November 2002. The HR Director received the annotated draft from the solicitor on 17 January 2003.

The Director of Equality pointed out some amendments to the policy and raised concerns in relation to those recommended amendments. The meeting debated the proposed amendments.

It was agreed that the Equality Director would obtain a response from the University's solicitor on the amendments in question and inform the ESG.

It was agreed that following an update on the policy at the next meeting of the ESG, the policy would go forward for adoption by Governing Authority at its meeting in March 2003.

It was further agreed that the *Disability Code* would go to Governing Authority at the same time.

4. Chairman's Business

There were no topics for the Meeting under this item.

5. Policy Review and Development:

5.1 Policy to Promote Respect and to Protect Dignity at Dublin City University5.2 Code of Practice for the Employment of People with Disabilities

This item had been discussed and agreed under Matters Arising above.

6. Equality Review and Action Plan

The Equality Director informed the meeting that, following representations to the Equality Authority on the issue of withdrawal of funding of the proposed Equality Review and its profound implications for work on the Equality Agenda at the University, the EA has decided to effect funding of the Equality audit and will confirm this decision shortly.

The Meeting expressed great satisfaction at this development.

7. Any Other Business

There were no topics for the Meeting under this item.

7. Date of Next Meeting

The Group agreed a schedule of meetings to June 2003:

Wed, Feb 12

Wed, Mar 5

Wed, Apr 2

Wed, May 7

Wed, June 4

All meetings will take place 09.30 - 11.00. Venue to be advised.

The next meeting of the Equality Steering Group was scheduled for Wednesday, 12 February 2003, venue to be advised.

*The Equality Steering Group Meeting continued as a review meeting facilitated by Dr Tom McConalogue. Ellen Breen has circulated the notes of the review to the Group.