

EQUALITY COMMITTEE

Terms of Reference

Chair:	A current and external member of <i>An tÚdarás Rialaithe (AUR)</i>, as appointed by the Trustees	Overall Aim: <i>A work place and learning environment of the highest quality, characterised by equality of access and opportunity, diversity, and best practice in adherence to statutory provision for equality</i>
Members*:	- College President, <i>ex officio</i> - Vice President Administration & Finance, <i>ex officio</i> - HR Manager, <i>ex officio</i> - One representative of Academic staff, drawn from the current membership of <i>An tÚdarás Rialaithe</i>, as appointed by the Trustees - One representative of Professional Services staff, drawn from the current membership of <i>An tÚdarás Rialaithe</i>, as appointed by the Trustees - President of the Students' Union (or nominee) - Director of Student Life <i>ex-officio</i> - Director of Athena SWAN <i>ex-officio</i>	Responsibilities: - To oversee and promote the equality agenda at the College, ensuring that equality of opportunity and respect for diversity is a key consideration in all planning and development undertaken at MIC - To ensure (by review or other means) that the College complies fully with all legislative requirements relating to equality, diversity and inclusion matters - To approve, oversee and provide guidance and direction for the achievement of equality and diversity objectives identified in the MIC Strategic Plan - To highlight and communicate developments in national and European equality, diversity and inclusion policy such that they may be incorporated, as appropriate, by the College - To make recommendations to <i>An tÚdarás Rialaithe</i> for the enhancement of equality at the College and to suggest positive actions in order to prevent any deficits in the area of equality and diversity - To provide <i>An tÚdarás Rialaithe</i> with an annual report and an annual statement of risk relating to all areas within its ambit - To facilitate the evaluation and validation of equality, diversity and inclusion measures, policies and procedures put in place by the College - To ensure that equality, diversity and inclusion matters are promoted by the College and that appropriate and effective training is provided at governance, management and staff levels - To monitor progress in delivery of the College's Gender Equality Action Plan, inclusive of the recommendations from the HEA National Review of Gender Equality in Irish Higher Education Institutions - To oversee the programme of work associated with the Public Sector Equality and Human Rights Duty, Section 42 of the Irish Human Rights and Equality Commission Act 2014 - To be empowered to request specific data reports from units and departments as appropriate to track and report on equality, diversity and inclusion objectives. - To receive regular reports from the Gender Equality Steering Group on the progress of the College's Gender Equality Action and on equality, diversity and inclusion matters.
In attendance	Project Manager, Athena SWAN	
Recording Secretary:	Project Manager, Athena SWAN	
Version:	1 Adopted by Trustees, October 2013	
	2 Approved by AUR, December 2013 and adopted by Trustees, January 2014	
	3 Amended by AUR 2015#01 and adopted by Trustees 2015#02	
	4 Amended by TR 2016#02	
	5 Amended by TR 2018#06	
	6 Amended by AUR 2020#04 and TR 2020#04 [current]	*Membership of the committee to consist of at least 40% of female and 40% of male members over a three-year period.