

# UCD Race and Ethnic Equality Working Group

## Terms of Reference

### **Purpose of Working Group**

This working group has been established to better understand UCD's campus climate in relation to race and ethnic equality and to make recommendations and progress actions that aim to make UCD an equitable, safe and respectful environment in which to study and work for people of all races and ethnicities.

### **Objectives**

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

1. Carry out an analysis of quantitative and qualitative data obtained through the Diversity Monitoring tool (applicants), the new Core ESS tool (employees), Equal Access surveys (students) and through surveys such as the EDI Survey, Working from Home during Covid-19 survey, Exit Interviews and the Report and Support tool.
2. Engage with students and employees to gain a more in-depth understanding of peoples' perspectives and lived experiences concerning race/ethnicity, including intersectionality, in UCD.
3. Research best practice nationally and internationally, including the UK Race Equality Charter, to identify initiatives and actions to remove barriers, eliminate discrimination and enhance equality.
4. Identifying opportunities in UCD's existing policies, programmes (including the new Gender Equality Action Plan) and practices to remove barriers to equality for people of minority race and ethnic backgrounds and to consider the development of new policies and practices to demonstrate UCD's commitment to race and ethnic equality.
5. To raise awareness around race and ethnic equality which may include webinars, awareness raising programmes, training and the development of a dedicated webpage This may include mainstreaming into other relevant campaigns e.g. Dignity and Respect.

### **Priorities**

- To hold a Race and Ethnic Equality event with keynote speaker to raise awareness around race and ethnicity.

- To agree a definition of race and ethnicity to include membership of the travelling community
- To consult with members of the University community from difference race and ethnic minority background to understand the challenges and identify a proposed set of actions
- To develop a Race Equality Policy/Race Equality Charter
- To develop an action plan on race and ethnic equality for submission to the EDI Multicultural group and UMT

**Term of Office:**

August 2020 – June 2021

**Meetings:**

Meetings will take place every two months. Sub-groups of the Working Group may meet on a more regular basis.