



UCD EDI Neurodiversity Sub-group

Terms of Reference

UCD published “Making UCD a Neurodiversity Friendly Campus” Report in 2024. UCD is establishing a subgroup of the EDI Group to oversee the development of actions based on recommendations from this research.

Objectives

- The development of a neurodiversity inclusion action plan for UCD based on the recommendations in the Making UCD a Neurodiversity Friendly Campus Report for submission for approval to UMT.

The development of this action plan will include:

- Translate recommendations into a three-year action plan
 - Engagement with key stakeholders and action owners
 - Research best practice nationally and internationally to inform actions relating to neurodiversity in the university sector
 - Prioritisation of actions to be delivered
- Oversee the implementation of the action plan and maintain progress reports for the EDI Group and internally as required.
 - Review and monitor relevant data to measure impact of activities and identify any gaps.
 - Promote a culture where neurodiversity is affirmed and celebrated.
 - Identify awareness raising opportunities including celebrations and events.
 - Incorporate intersectionality principles in development/rollout of initiatives
 - Keep abreast of legislative and other developments in this area.
 - Engage and collaborate with other relevant groups such as, the Disability Subgroup, Widening Participation Group, and other groups as appropriate.

Role of the Co-Chairs

- Engage with key stakeholders and action owners across the University
- Provide leadership and drive the development and implementation of a three-year action plan.
- Facilitate meetings and keep the conversation focused
- Ensure that everyone has an equal voice
- Seek to remove any obstacles/barriers
- To monitor the progress of the three-year action plan
- Attend and provide reports to the EDI Group

Term of Office

The term of office will normally be three years.

Support

The EDI group will be supported by the EDI Unit.

Conduct of Business

- The Group shall meet at least four times a year;
- The meetings shall be convened by the Chair with a minimum of seven days' notice of a meeting;
- The members of the Group may not nominate others to attend meetings on their behalf.

Membership

It is essential that this group consists of a diverse mix of individuals including those who are neurodivergent and of diverse 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.