



# Equality Statement 2023-2028

# TU Dublin Equality Statement 2023-2028

## OVERALL COMMITMENT

The core values of Technological University Dublin (TU Dublin) are Excellence, Inclusion, Impact and Respect. Through living these values, TU Dublin is committed to promoting equality, diversity and inclusion, along with protecting and promoting the human rights of all in our University community. This Equality Statement is in line with the Technological Universities Act 2018, Section 19(1) to (6).

## ACCESS AND EDUCATION

Technological University Dublin (TU Dublin) enables equity of access to, and participation in, education to all, regardless of gender, civil status, family status, sexual orientation, religion, age, disability, race (including colour, nationality or ethnic or national origins), membership of the Traveller community, and socio-economic background. TU Dublin is committed to ensuring that the student body entering, participating, and completing its programmes at all levels reflects the diversity and social mix of the Dublin region, and Ireland's, population. The admissions policy takes full account of the University's Strategic Intent of being the most accessible university in Ireland, with the largest number of diverse learners.

The University is especially aware of the challenges to participation in higher education faced by persons from backgrounds of economic or social disadvantage, persons who have diverse abilities, and persons coming from sections of society significantly under-represented in the student body. To this end, the University's admissions policy takes full account of the Higher Education Authority National Access Plan 2022-2028.<sup>1</sup> It supports the participation of students with the above profiles through pre-entry activities, alternative entry arrangements and post-entry supports. It also aims to provide an enhanced experience and positive educational outcomes for all students through the utilisation of approaches such as Universal Design and Universal Design for Learning in the provision of education and related services, supports and facilities.

## EQUALITY

TU Dublin is committed to advancing equality, including gender equality, in all aspects of its work. The University policy on equal opportunities is guided by the body of employment law and the statutory obligation to 'have regard to the need to eliminate discrimination, promote equality of opportunity and treatment of its staff and the persons to whom it provides services, and protect the human rights of its members, staff, and the persons to whom it provides services'.<sup>2</sup> The University promotes the highest standards of conduct among its staff. It is fully committed to implementing the employment target for persons with disabilities contained in the Government's Comprehensive Strategy for People with Disabilities (2015-2024).<sup>3</sup>

It is committed to promoting the attainment of gender balance and equality of opportunity among the students and staff of the University. This includes having regard to the objective

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<sup>1</sup> Higher Education Authority (HEA), 2022. *National Access Plan: A Strategic Action Plan for Equity of Access, Participation and Success in Higher Education 2022-2028*, available at <https://hea.ie/policy/access-policy/national-access-plan-2022-2028/> (accessed 17 November 2023).

<sup>2</sup> *Irish Human Rights and Equality Commission Act 2014*, Section 42 (a), available at <https://www.irishstatutebook.ie/eli/2014/act/25/enacted/en/html> (accessed 11 October 2023).

<sup>3</sup> Government of Ireland, 2015. *Comprehensive Strategy for People with Disabilities 2015-2024*, available at <https://nda.ie/monitoring/national-disability-strategies/comprehensive-employment-strategy-for-people-with-disabilities> (accessed 11 October 2023).

laid down in the Act that at least 40 per cent of Governing Body members shall be women and at least 40 per cent shall be men.<sup>4</sup> In addition, as provided for in the Technological Universities Act 2018, the Governing Body shall have regard to the objective laid down in the Act that in respect of Academic Council, at least 40 per cent of members shall be women and at least 40 per cent shall be men.<sup>5</sup>

Furthermore, the University aims to address gender imbalances amongst staff and the student body in academic disciplinary fields and functional areas where traditional patterns of male or female predominance can be found. The University adheres to and implements sector-wide best practice policies and frameworks, including the Athena SWAN Ireland Principles<sup>6</sup> and the recommendations of the Higher Education Authority Second National Review of Gender Equality in Higher Education Institutions.<sup>7</sup> In addition, it is committed to having regard to the objective that in University decision making committees, at least 40 per cent of members shall be women and at least 40 per cent shall be men. It is also cognisant of the need to address intersectional dimensions that contribute to the compounding of inequalities such as ethnicity, diverse ability, gender and other identities, and social disadvantage. The University promotes an awareness and understanding of the four dimensions of discrimination – historical, structural, institutional, and individual – with a view to supporting an enhanced culture of equality, respect, and fairness, where the human rights of all are actively upheld.

## UNIVERSITY STRATEGIC PLAN

This Statement reinforces TU Dublin's Strategic Intent 2030, where equality, diversity and inclusion is a strategic objective in which the University will be recognised as an exemplar in equality, diversity, and inclusion (EDI) where people are proud to be part of a connected community and their talents, aptitude and agility will create real impact on the global stage. The Strategic Plan 2023-2028 commits to implementing the full range of equality plans developed by the Department of Education and the Higher Education Authority (HEA), including the Framework for Consent in Higher Education Institutions, the HEA Ending Sexual Violence and Harassment in Higher Education Institutions Implementation Plan 2022-2024, the HEA Anti-Racism Principles for Higher Education Institutions, and the HEA Race Equality Implementation Plan 2022-2024.<sup>8</sup> It also has the objective to extend Athena Swan accreditation to 40% of Schools during this time. The University will review its performance in respect of these frameworks and plans, as appropriate, at regular intervals.

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<sup>4</sup> *Technological Universities Act 2018*, Section 12(5)(b) and Schedule 1 Section 6(2)(b), available at <https://www.irishstatutebook.ie/eli/2018/act/3/enacted/en/html> (accessed 11 Oct 2023)

<sup>5</sup> *Technological Universities Act 2018*, Section 16(3)(c), available at <https://www.irishstatutebook.ie/eli/2018/act/3/enacted/en/html> (accessed 13 Oct 2022)

<sup>6</sup> AdvanceHE 2021, *Athena SWAN Ireland Principles*, available at <https://www.advance-he.ac.uk/equality-charters/international-charters/athena-swain-ireland#principles> (accessed 11 Oct 2023)

<sup>7</sup> Higher Education Authority (HEA), 2022. *HEA Second National Review of Gender Equality in Irish Higher Education Institutions*, available at <https://hea.ie/policy/gender/hea-national-review-of-gender-equality-in-irish-higher-education-institutions/> (accessed 11 October 2023)

<sup>8</sup> Department of Education, 2020. *Framework for Consent in Higher Education Institutions: Safe, Respectful, Supportive and Positive – Ending Sexual Violence and Harassment in Higher Education Institutions*, available at <https://www.gov.ie/en/publication/678fee-framework-for-consent-in-higher-education-institutions-safe-respectful/> (accessed 11 October 2023); Higher Education Authority (HEA), 2022. *HEA Ending Sexual Violence and Harassment in Higher Education Institutions Implementation Plan 2022-2024*, available at [https://hea.ie/assets/uploads/2021/04/HEA\\_ESVH\\_Implementation\\_Plan\\_FINAL.pdf](https://hea.ie/assets/uploads/2021/04/HEA_ESVH_Implementation_Plan_FINAL.pdf) (accessed 11 October 2023); HEA, 2023. *Anti-Racism Principles for Irish Higher Education Institutions*, available at <https://hea.ie/assets/uploads/2022/03/Anti-Racism-Principles-for-Irish-Higher-Education-Institutions.pdf> (accessed 11 October 2023); HEA, 2023. *HEA Race Equality Implementation Plan 2022-2024*, available at <https://hea.ie/assets/uploads/2022/03/HEA-Race-Equality-Implementation-Plan-2022-2024.pdf> (accessed 11 October 2023).

## Document approval

VERSION NUMBER	APPROVAL DATE	APPROVED BY (NAME AND ROLE)
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