

24th January, 2022.

Dear Athena SWAN Ireland,

As President of TU Dublin, I fully support this institutional application for an Athena SWAN Bronze award. Our *Strategic Intent 2030* commits us to being ‘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’. A core element to achieving this strategic objective is our commitment to implementing the new Athena SWAN Charter Principles and the Action Plan accompanying this submission.

Being a new University offers us great opportunities for change. We are taking advantage of this unique moment and have a major ten-year transformational agenda that will create our University to reflect, and respond to, the educational, social and environmental needs of present and future generations. Our new roles and structures already support the creation of an inclusive culture. The Vice-President for Organisation, Change and Culture and the EDI Director co-sponsor the multi-faceted equality agenda at University Executive Team (UET) level and lead its implementation across the University. An active Governing Body Equality, Diversity and Inclusion Committee engages at a strategic level on Athena SWAN, and other equality issues, and advises Governing Body accordingly. Our new Faculty and School structures have specific responsibility for implementing EDI. Our revised quality assurance processes ensure that programme reviews take full account of gender and other equity issues and plan to address identified deficiencies. All of this embeds gender equality into daily decision-making and practices.

Our Athena SWAN analysis shows that, in common with most universities, we have a pattern of predominately male senior decision-making post holders, a lower recruitment of female students than the national average and a legacy of poorly supporting women returning from maternity leave. The findings have convinced me of the importance of the Athena SWAN framework for addressing these and other gender-related challenges. Thus, the key Athena SWAN priorities for TU Dublin over the next four years are:

- To continue to reach and maintain gender balance (40% or better) in all senior decision-making roles and positions from Head of School upwards;
- To reach and maintain gender balance (40% or better) in all decision-making bodies;
- To have at least 40% of Schools make applications for Athena SWAN awards, with the entire Faculty of Engineering and the Built Environment applying and at least two from our new Faculty of Digital and Data;

- To increase the support available to women returning from maternity leave, including changes to their workloads in the first semester;
- To track progress in detail in an annual EDI report.

I will give full support, and visible example, to this agenda. I will expect my UET colleagues to do the same. Heads of Faculties, Schools and Services will implement these priority actions. By the time of our next institutional submission, I expect TU Dublin to be much further on the journey towards gender equality, and much closer to realising our 2030 ambition of being an exemplar in equality, diversity and inclusion.

I also confirm that the information presented in the application (including qualitative and quantitative data) is an honest, accurate and true representation of the institution.

Yours sincerely,



**Professor David FitzPatrick,
President.**