TU Dublin SDG 5: Gender Equality

The vision for TU Dublin Strategic Intent 2030 is to *'Create a Better World, Together'*. In developing our TU Dublin strategy, and over the course of our conversations with over 2,500 stakeholders, we viewed the challenges facing us through the lens of the UN Sustainability Goals (SDGs). Some clear areas of focus emerged which resulted in shaping our plan to tackle our task through the following themes - People, Planet, Partnership and underpinned by the key SDG goal of 'Quality Education'. These pillars inform our approach to educational, research and engagement practices, ensuring that TU Dublin delivers real change, innovation and impact for society.

This is TU Dublin's third report on how the University has been addressing the SDGs. It includes examples of initiatives, events and project work that are having an impact across the 17 SDGs.

Year	Event
September 2022	The School of Mathematics and Statistics became the first School to be awarded an Athena Swan Bronze Award at Technological University Dublin (TU Dublin) for its commitment to gender equality.
May 2022	TU Dublin was awarded funding through Science Foundation Ireland (SFI) to support frontier research. In line with SFI's gender strategy, the programme seeks to provide opportunities to address gender imbalance and to provide support for investigators returning to research after a period of leave.
May 2022	CSinc (Computer Science Inclusive) is a research group with a computer science education focus. In May CSinc hosted a Coding Day for 130 Young Women on campus. It was the first of these large events on campus since the pandemic.
May 2022	The WITU (Women in Technology United) Network in TU Dublin welcomed young women considering a career in engineering to TU Dublin to support Gender Diversity in Technology Courses.
May 2022	The Schools of Mathematics and Computer Science at TU Dublin held their annual ICT Summer Camp for second level schools, promoting female participation in Computing.

March 2022	TU Dublin is proud to have received an Athena SWAN Bronze Award. The Athena SWAN charter is an international framework which supports higher education to monitor and transform gender equality.
March 2022	The Athena SWAN Action Plan 2022-2025 was launched with agreed goals, priority actions and timelines. It was launched by the Directorate of Equality, Diversity and Inclusion and as part of our Strategic Intent 2030 to *'Being recognised as an exemplar in equality, diversity and inclusion (EDI)'*.
March 2022	As part of International Women's Day, TU Dublin held a Campaign to Raise Awareness Against Bias and celebrate women's achievements.
March 2022	TU Dublin celebrated International Women's Day with the launch of the WE Support Panel Series, which aims to empower women in entrepreneurship.
Ongoing	TU Dublin is coordinating an international research project, SellSTEM (Spatially Enhanced Learning Linked to STEM), which was awarded €4.12M in funding and aims to enhance the spatial ability of young people and to help close the gender gap in STEM.
Ongoing	Researchers from TU Dublin tackle online child sexual exploitation and abuse through innovative research under the Technology Coalition Safe Online Research Fund
Ongoing	Researchers from the School of Computer Science at TU Dublin have received funding from the HEA's Gender Equality Enhancement Fund for two new research projects - TechMate: will create a new toolkit for best practice in gender equality in Higher Education - pSTEM Role Models: focusing on encouraging more young women into STEM by identifying contemporary female role models and sharing their stories
Ongoing	TU Dublin Equality Statement was formally approved in 2019, having been informed by the UN Sustainable Development Goals (including SDG 5), ensuring our commitment to diversity and social mix, advancing gender equality and eliminating discrimination.
Ongoing	TU Dublin provides mentorship programmes - ESTeME and SAER Mentoring programme - to address gender equality in the fields of Engineering and Computing
Ongoing	TU Dublin renewed its efforts to increase the participation of women in craft apprenticeships. Women make up less than 1% of registered craft apprentices nationally.
Ongoing	TU Dublin continues to sponsor 12 women each year to participate in the Aurora Leadership Programme
Ongoing	TU Dublin Childcare Assistance Fund is available to support students who are parents with childcare expenses using the childcare services at our on-campus crèche while studying at TU Dublin.
Ongoing	The TU Dublin Maternity Leave policy was revised in relation to terminating additional maternity leave due to sickness.
Ongoing	The TU Dublin Paternity Leave policy was updated to allow each parent five weeks leave for children born or adopted on or after 1st November 2019 to be taken during the first two years of a child's life.

Ongoing	TU Dublin Carers' Leave policy entitles a staff member to take unpaid leave from the University to enable them to provide full-time care and attention for a relevant person in need of such care.
Ongoing	The TU Dublin Dignity & Respect at Work policy was revised to a pan-University policy ensuring that staff could work and learn in a positive and safe environment free from bullying and harassment across all campuses.
Ongoing	The Workplace Relations and Grievance Procedures support the development and maintenance of a positive working environment for all staff members and encourage communication between unions and management on all issues of concern.