



TU Dublin SDG 5 Gender Equality Progress Report 2021

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 second 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
October 2021	TU Dublin actively empowers women through sport, encouraging women to join our Developing Women Through Sport Programme , inspiring women to become sports coaches and leaders.
October 2021	TU Dublin launched Women Entrepreneurs Support . ‘WE Support’ is a new initiative to increase the representation of women in entrepreneurship across all TU Dublin disciplines.
September 2021	TU Dublin joins #UnmuteConsent campaign to address sexual violence and harassment in higher education institutes (HEIs). The campaign will roll out across all HEI campuses highlighting the support, resources and training available in each institute.
September 2021	Researchers from TU Dublin have been awarded funding to tackle online child sexual exploitation and abuse through innovative research under the N-Light Project .
July 2021	TU Dublin’s WLHE Network (Women Leaders in Higher Education Network) hosted Making the Leap: Choosing To Challenge The Status Quo , welcoming two inspirational role models, EU Commissioner for Financial Services, Financial

	Stability and Capital Markets Union and President of Munster Technological University. The event had almost 100 women in attendance and encouraged time for reflection on their personal and professional development and career advancement and enhancement.
April 2021	Minister Harris launched the National Surveys on Sexual Violence & Sexual Harassment in HEIs at our TU Dublin Bolton Street campus.
March 2021	TU Dublin celebrates International Women's Day by hosting a range of events to empower women including 'Women in Leadership' and 'From challenge comes change, so let's all choose to challenge'.
March 2021	TU Dublin is coordinating an international research project, SelfSTEM (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.
March 2021	As part of International Women's Day, TU Dublin held a month-long showcase of the achievements by women in TU Dublin in entrepreneurship, innovation, research and development.
March 2021	TU Dublin's unique mentorship programme, ESTeEM , hosted four webinars on a range of topics about the importance of EDI and keeping the show on the road in COVID times. ESTeEM aims to address gender inequality in Engineering, IT, and Apprenticeships.
January 2021	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 <ul style="list-style-type: none"> - 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
2019-2022	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 equality and gender equality and eliminating discrimination.
Ongoing	TU Dublin is proud to hold an Athena SWAN Bronze Award . The Athena SWAN charter is an international framework which supports higher education to monitor and transform gender equality.
Ongoing	TU Dublin established a Directorate of Equality, Diversity and Inclusion and as part of our Strategic Intent 2030 and have committed to 'Being recognised as an exemplar in equality, diversity and inclusion (EDI)'.
Ongoing	TU Dublin has a unique mentorship programme, ESTeME , 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. Craft Apprenticeship Programmes
Ongoing	TU Dublin continues to sponsor 12 women each year to participate in the Aurora Leadership Programme

Ongoing	The 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 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 who is 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.