



Trinity College Dublin

Coláiste na Tríonóide, Baile Átha Cliath

The University of Dublin

Athena Swan Ireland

Advance HE

athenaswanireland@advance-he.ac.uk

22 December 2021

Commitment to the Athena Swan Ireland Charter Principles

Dear Dr Brownlee,

I am delighted to write to support the principles of the Athena SWAN Ireland Charter on behalf of Trinity College Dublin.

Trinity has a history of working diligently and explicitly towards gender equality. In 1969, the College was the first in Ireland to establish an on-site workplace nursery, setting the scene for further, much-needed work on gender equality, opening up Fellowship to women, and mapping progress towards gender balance in our recruitment and progression processes and outcomes across all we do.

In working towards enhancing gender equality, we launched the Centre for Women in Science and Engineering Research (WISER) in 2015, the first of its kind in Ireland. Also, in 2015 we were awarded Athena SWAN Bronze in recognition of the steps and planned actions we were taking on gender equality. In 2017, in recognition of the need to consider issues relating to gender equality across the institution, the Trinity Centre for Gender Equality and Leadership (TCGEL) was established. In 2019, we inaugurated the College Officer role of Associate Vice Provost for Equality, Diversity and Inclusion (AVPEDI), a part-time position, and, at the same time, the EDI office was formally founded, incorporating the work of TCGEL. In September 2021, on my appointment as Trinity's first female Provost, I designated the AVPEDI role as a full-time position in recognition of the importance of and essential nature of all the work that we do related to the gender equality and EDI.

Linda Doyle
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At Trinity, we have a long-standing commitment to widening participation in our community via initiatives such as the Trinity Access Programme (TAP) and the Disability Support Service. We feel strongly that Trinity should be a place that is open and welcoming to all our students, staff and visitors, and we recognise the inherent value of diversity in these cohorts. To support this work, in 2020, we launched the Trinity Inclusive Curriculum project – Trinity-INC, which seeks to embed principles of diversity, equality and inclusion across all curricula at Trinity College Dublin.

At Trinity, we are taking a zero tolerance approach to bullying, harassment and gender based violence. We have dynamic cross-College engagement in the roll-out of our Consent Framework Implementation Plan. We are home to Together Consent, Trinity's sexual consent education programme that was founded in 2016, an initiative at the forefront of consent education in the third level sector here in Ireland. Together Consent rolls out consent workshops and first responder training to students and staff working very much in collaboration. We are very proud to be collaborating with other HEIs through the National Advisory Committee. This term, we launched the HEA's Speak Out tool across College.

None of this work would be possible without the strong collaboration and commitment of the College community. Further, all of this work also underpins and supports our commitment to fulfilling our Public Sector Equality and Human Rights Duty, as we deliberately work to eliminate discrimination, promote equality and protect the human rights of our community and our visitors.

Given this track record, we at Trinity College Dublin are committed to working towards the achievement of the Athena Swan Ireland Charter's aims. In committing to the principles of the Athena Swan Ireland Charter, we recognise that we join a global community with a shared goal of addressing systemic inequalities and embedding inclusive cultures in higher education. This is something that we are dedicated to working on with our colleagues in the HEI sector here in Ireland, and in collaboration with our League of European Research Universities (LERU) and COIMBRA networks too.

We recognise that equality, diversity and inclusion strengthens higher education communities—the quality, relevance and impact of teaching and research, and the talent pool of potential staff and students. By participating in the Ireland Charter framework, we strive for impactful and sustainable gender equality

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work and seek to build capacity in data driven and evidence-based equality interventions across the equality grounds enshrined in Irish legislation.

We also recognise that each institution, department, and professional unit has different equality challenges and development priorities, and that these priorities should be developed based on an understanding of the local evidence-base and national and global equality challenges in higher education.

In determining our priorities and interventions, we commit to:

1. adopting robust, transparent, and accountable processes for Athena Swan work, including:
 - a. embedding equality, diversity, and inclusion in our culture, decision-making and partnerships, and holding ourselves and others in our institution/department/professional unit accountable.
 - b. ensuring active leadership from senior staff, with those in senior roles to the fore in taking action, and inspiring and fostering dedication and involvement from staff at all levels.
 - c. collecting equality monitoring data to measure, understand and publicly report on challenges and progress, taking steps when necessary to support and encourage disclosure.
 - d. undertaking transparent self-assessment processes to ensure priorities, interventions, and actions are evidenced-based and inform our continuous development.
 - e. distributing tasks appropriately, formally recognising and rewarding work and ensuring there is not a disproportionate burden on underrepresented groups.

2. making and mainstreaming sustainable structural and cultural changes to remedy the effects of structural inequalities and social injustices, which manifest as differential experiences and outcomes for staff and students.



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3. tackling behaviours and cultures that detract from the creation of an institutional campus culture that is safe, respectful and supportive, including condemning sexual violence and harassment, bullying, discrimination, unfair treatment, or exploitation of staff, students or partners.
4. addressing unequal gender representation across academic disciplines and professional, managerial and support functions, including examining gendered occupational segregation, and elevating the status, voice, and career opportunities of under-valued and at-risk groups.
5. fostering collective understanding that intersectional inequalities must be accounted for in the development of effective equality analysis and actions.
6. mitigating the equality impacts of short-term and casual contracts for staff seeking sustainable careers.
7. supporting flexibility and the maintenance of a healthy 'whole life balance' and mitigating the equality impact of career breaks and caring responsibilities.
8. fostering collective understanding that individuals have the right to determine and affirm their gender, and to implementing inclusive and effective policies and practices that are cognisant of the lived experiences and needs of trans and non-binary people.

I understand that: Information on charter signatories, the institution's charter contact person and institutional and departmental award-holders will be publicised on Advance HE's website.

I confirm that Trinity College Dublin understands and accepts the guidance on the Athena Swan Ireland Charter. I understand that the guidance may change as the scheme evolves and that our institutional charter contact will be informed of any such changes.

Best Wishes,

Dr Linda Doyle
Provost and President

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