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12th April 2023

Commitment to the Athena Swan Ireland charter principles

Dear Head of Athena Swan Ireland,

On behalf of **the School of Medicine, UCD** I wish to pledge my commitment to the principles of the Athena Swan Ireland charter.

I confirm that **the School of Medicine, UCD** is committed to working towards the achievement of the Athena Swan Ireland charter's aims and I confirm our acceptance of the principles of the charter.

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.

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

We 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 at the fore of 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.
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 the **School of Medicine, UCD** 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.

Yours sincerely,



Professor Michael Keane
Dean of Medicine and Head of School

