



Oifig an Uachtaráin UCD

Áras Uí Thiarnaigh
An Coláiste Ollscoile, Baile Átha Cliath,
Belfield, Baile Átha Cliath 4, Éire

President@ucd.ie
www.ucd.ie/president/

Uachtarán: Aindriú J Deeks
BE, MEngSc, PhD, FIEAust, FIAE

UCD Office of the President

Tierney Building,
University College Dublin,
Belfield, Dublin 4, Ireland

T +353 1 716 1618
F +353 1 716 1170

President: Andrew J Deeks
BE, MEngSc, PhD, FIEAust, FIAE

Dr. Ruth E Gilligan,
Assistant Director for Equality Charters,
Advance HE,
7th Floor, Queens House,
55/56 Lincoln's Inn Fields,
London,
WC2A 3LJ

25 June 2020

Dear Dr Gilligan,

I am writing to express my full support for this application to retain University College Dublin's 2017 Institutional Athena SWAN Bronze Award. Since we began drafting this application, the world has changed. The COVID-19 pandemic has and will continue to negatively impact on all aspects of our operations and finances. However, even in the midst of this crisis, I believe that the actions set out in this application are so vital to the future development of UCD that I will do all that I can to protect them and ensure we achieve our stated targets.

The new UCD Strategy 2020-2024 "Rising to the Future" prioritises equality, diversity and inclusion (EDI) and reinforces diversity as one of UCD's core values. We recognise that a diverse student and employee community is essential for excellence, creativity and impact.

Since obtaining our Bronze Award, we have focused on embedding the Gender Equality Action Plan at all levels of the University. The achievement of Bronze Awards by eight Schools and one College (consisting of a further six Schools) reflects the breadth and depth of the commitment of the UCD community to gender equality, and has played a vital role in mainstreaming gender equality throughout the University.

In addition, I am particularly proud of the following achievements, which reflect the hard work of many and the reach of our current action plan:

- The appointment of the first female chair of the Governing Authority
- Reaching gender balance on UCD's Governing Authority with a 50/50 gender split, and 60/40 gender representation on the University Management Team
- Launch of UCD's first EDI Strategy
- Implementation of the Performance for Growth (P4G) programme supporting development
- Launch of the first anonymous reporting tool in Ireland for dignity and respect issues
- Development of a Gender Identity and Expression policy which won a CIPD Ireland award

- Expansion of internal seed funding schemes to support research in EDI, and a gender balance requirement in new internal seed funding schemes

Some of the priority areas for action include the appointment, development and promotion of women, particularly in senior academic positions, the appointment of women to leadership roles and on senior committees and the intersectionality of gender with ethnicity.

The percentage of female Full Professors is just 24%, up slightly from 21% on our 2016 application. More positively, targets for promotion to Professor level were far exceeded in 2018/19 and statistics for 2019/20 are favourable to date. However, we need to redouble our efforts, which will include College level gender promotion targets, enhanced workload models, greater proactivity in identifying and supporting those ready for promotion and the use of the San Francisco Declaration on Research Assessment (DORA) or related principles in assessing research.

Attracting female applicants for academic positions, particularly at the highest grades, continues to prove challenging despite actions taken to date. We will set School level targets at shortlisting stage and introduce targeted recruitment initiatives to address under-representation where it occurs.

Only 27% of Heads of School are women. Under the new action plan, College Principals will be required to work towards a minimum of 40% of the under-represented gender in these roles. We will seek to plan appointments up to one year in advance to enable incoming Heads to avail of relevant training programmes and supports.

I have found it immensely rewarding to have been involved in the development of this application and witness the deep knowledge and commitment of colleagues when discussing our challenges and how we will address them. It is my hope that, through our actions, we will significantly advance the cause of gender equality in UCD, delivering benefits to our students, employees and broader community.

I would like to personally thank Professor Orla Feely, Vice-President for Research, Innovation and Impact, for chairing our SAT and overseeing implementation of our Action Plan, along with Athena SWAN Project manager Marcellina Fogarty, the project team and the many colleagues who have worked tirelessly on this application. I would also like to thank the Athena SWAN Project Manager for Ireland, Dr Victoria Brownlee, for her guidance throughout the development of this application and the Assessment Panel for their time in reviewing our application.

I am happy to confirm that the information presented in the application (including qualitative and quantitative data) is an honest, accurate and true representation of our Institution.

Yours sincerely,



Professor Andrew J. Deeks
President