

Core Functional Area		Compliance	Assessment	Assessment Criteria	Assessment Criteria	Assessment Criteria	Assessment Criteria	Assessment Criteria
Area of Work in a University setting		Work Plan	Contributor	Respect	Agency	Inclusion	Participation	Social Justice
				Measures in Place	Measures in Place	Measures in Place	Measures in Place	Measures in Place
Teaching & Learning	2023 and 2024	yes	Dean of Teaching and Learning	Additional supports for students with disabilities	UDL enhances the accessibility of academic modules	Universal Design for Learning UDL - Exam Supports - VLE & Guru	Widening participation	Student Retention through a variety of support mechanisms
Employment	2023	yes	Director of Human Resources	Policies & Procedures - example - Dignity & Respect Policy/Sexual Misconduct Policy/Domestic Violence Leave Policy/Family Leave Policies/Disability Policy	Recruitment, Career Advancement and Pay. Training & Development. Gender Pay Gap	HEA Race Equality Principles	Staff Networks	Athena Swan - Gender Action Plan
Employment	2024	yes	Director of Human Resources	New Recruitment and Selection website. Competency Framework informs all job adverts. Selection Boards have a minimum of 40% gender representation. HR EDI Unit initiatives and training align to Irish equality legislation. Several HR Policies prevent discrimination and negative behaviours.	Employee related information held on the comprehensive HR Webpages. DCU Staff Gender Identity Policy operational.	Active engagement with the Athena Swan Charter. Collection of EDI related data to support university initiatives. Analysis of HR related data. Bespoke Training Programme for staff.	As part of the work towards an Athena Swan Silver Award, HR conducted an Audit of senior University Level Committees to understand the profile of membership. The upgrading of the PRD Scheme. Supports to Employee Resource Groups.	Comprehensive Recruitment & Selection Policy. Mental Health and Wellbeing supported through Employee Assistance Services, DCU Group ICP and flexible range of leave and working hours
Corporate Governance	2024	yes	Chief Operations Officer	OCOO hosts DCU Policies and provides access to a Starter Pack of policies to facilitate staff understanding of policies and procedures, including for example the Dignity and Respect at Work and Study Policy	OCOO hosts a varied and detailed set of Webpages which inform the Staff and Student body facilitating Agency at all levels throughout DCU	OCOO has a wide remit promoting Inclusion through membership of Boards and Committees across Faculty and Administration in DCU	OCOO promotes participation through Boards and Committee structures and facilitates accountability in decision making	OCOO has a cross Faculty remit and through its engagement with a wide variety of Boards and Committees facilitates Social Justice through the delivery of strategic outcomes.
Research & Innovation	2023	yes	VP for Research	Research Culture Initiatives	Researcher Development Programme	Loop and VLE	EDI Training and Research Integrity Online Training	Membership of the Athena Swan Self-Assessment Team. Equality of opportunity to access external funding.
Research & Innovation	2024	Yes	VP for Research	Responsible Research Assessment Initiatives	Institutional Supports - Research Exclusive Period following a maternity leave.	Loop and VLE facilitating engagement with training delivery	Research Ethics Submission Portal. Enhanced website content.	Equality of Opportunity to access external funding. EDI Training.
Access & Community Outreach	2023	yes	Head - Access Service	Participation in community outreach	Facilitating Access is the reason for establishing this unit	Inclusion includes Irish Travellers & Roma, People with criminal convictions and numerous other categories of disadvantage	Significant success with participation from socio-economically disadvantaged backgrounds	Outreach Engagement Programme
Access and Community Outreach	2024	Yes	Head - Access Service	The DCU Access Team facilitates the National Access Plan (NAP) for the 2023/28 period. Outreach Programmes engage with cica 6000 individuals annually - including Travellers, Ukraine Groups, visits to prisons & detention centres and with vulnerable & disadvantaged groups in society	DCU Access Services provides information on various pathways and choices and options to continue in education. The services works closely with Asylum Seekers & Refugees and the wider Traveller and Roma communities. Support services are provided to Students with disabilities and mature students via the access pathway route and the Student Advice Centre.	All members of the Access Service staff complete mandatory training which includes a module on equality, diversity & inclusion. Access Team has extensive operational knowledge of EDI. The Access Service hosted events including Traveller Pride Day, Irish Traveller & Roma Culture Awareness Day and a touring exhibition/website called We Are HEAR.	The DCU Access Service created a Community Education Forum 2023 where DCU staff, students from widening participation groups, (WP) staff from the State, NGO's and community organisations meet to discuss the WPO outreach work of DCU. Work supporting the team of access student ambassadors. Engagement with the College Connect initiative and the Community Needs Analysis.	Outreach Engagement Programme in partnership with SS&D. SAF Programme support. Access DCU Entry Route (ADER) Scheme. Access to the Workplace Scheme. Care & Connect Scheme to encourage positive student health and wellbeing.

Placement	2023	yes	Director of Placement	Ongoing one to one support/in class briefings, Suite of support brochures available	INTRA works closely with the DCU Disability and Learning Support Service	Mobility Team works closely with Student Support & Development Team	INTRA Programme with 1500 students across 4 Faculties	INTRA Co-ordinator provides supports for students with disabilities, autism, mature student issues, students experiencing financial or personal difficulties and students from disadvantaged backgrounds
Placement	2024	Yes	Director of Placement	EDI is a priority of Erasmus+. Clear Policies & Procedures are in place. Annual Report submitted to HEA to ensure compliance with ECHE. INTRA Placement Team are trained and highly experienced.	Exchange Agreements in place with 200+ partner universities. INTRA Work Placement Module supported by a staff of 8 who are trained and experienced professionals. Extensive support information available via the website and VLE.	International Mobility Team work closely with SS&D, Access Service, Disability & Learning Support, Student Assistance Fund, Counselling & Personal development, Interfaith Centre, and the Health Centre.	Use of Focus Groups (Staff and Student Surveys) enhance feedback and participation. The University Complaints Policy facilitates accountability.	Additional funding is provided to students with economic disadvantage. INTRA and the DCU Access Programme are a partnership delivering targeted results.
Support for Student Wellbeing	2023	yes	Dean of Students	Comprehensive student facing policies coupled with a series of both preventive and proactive measures	Overarching wellbeing framework including National Student Mental Health & Suicide Prevention Framework: Ending Sexual Violence & Harassment in Irish Higher Education Institutions	DCU has the largest Access Programme in the country and currently has 1,120 students who receive financial support, 245 students on summer internships, undertaking 2,368 weeks of Internship across 85 leading Irish organisations	DCU has a very extensive outreach programme working with local DEIS Schools and disadvantaged communities in the greater North Dublin area.	Widening participation coupled with improved Entry Routes facilitate achievement of outcomes
Support for Student Wellbeing	2024	Yes	Dean of Students	Comprehensive student facing policies including Dignity and Respect at Work and Study Policy, Sexual Misconduct Policy, combined with a dedicated Student Policies website facilitate Respect as a core value in day to day activities.	SS&D provide a wide range of services including - counselling, disability supports, medical care, learning support, financial assistance and careers advice.	The DCU Access Programme is the practical application of "Inclusion" supported by staff who have an understanding of diversity, intercultural awareness, anti-bias and anti-racism training.	In addition to the extensive Outreach Programme, the Dean of Students works closely with the SU President, Student Welfare Officer and Sabbatical Officers	The Student Assistance Fund supports circa 1300 students. Access Students receive an annual bursary from DCUET. SS&D provides a suite of direct student supports. An Assistive Technology Officer also works closely with students who have a disability
Provision of Student Accommodation	2023 and 2024	yes	General Manager - Campus Residences DAC	Work closely with Access and Disability Officers. Implements EDI Policies and Practices	Provision of on-campus accommodation at reasonable rates facilitate student engagement and autonomy and access to a range of educational and development options	Operations Manager is a member of the University JED panel. This knowledge is then brought back to, and shared with, the wider Campus Residences team.	Rigorous Lottery System of allocation of Rooms	Bullying and Intimidation in a university accommodation setting are shown zero tolerance with appropriate policies and procedures in place to support Social Justice
Recreational and Visitor Services - DCU Sport and The Helix	2024	Yes	Director of Sport and General Manager of The Helix	DCU Sport celebrates diversity, promotes inclusion and is proactive in providing opportunities for life-long participation in sport and physical activity for everyone. Respect Statement outlined on Helix website and issued on ticket email.	Development of specific programmes to focus on diverse communities and on pro-active management of access barriers to enable access to sport at all levels.	Professional staff promote and support a Sport for All philosophy. DCU Sport staff are active participators of the DCU Care and Connect models. Inclusion is a core value of DCU Sport. The Helix has wheelchair accessible facilities including the Audio Loop System and proximity to stage seating.	DCU Sport staff across the DCU student population and wider DCU community are involved in a variety of sports clubs and National Governing Bodies.	Sport has the power to transform lives. DCU Sport promotes a sense of belonging for our community, students, staff and the wider general public. Sport unlocks life long friends, introduces mentors, promotes well-being and provides a sense of purpose.
DCU Students	2023 and 2024	yes	Director - Office of Student Life	The Office of Student Life enhances the principle of Respect through its application of EDI policies and procedures, and the provision of a wide range of Supports for Students	The variety of Clubs and Societies foster autonomy and choice and self determination in a university educational setting	The Office of Student Life employs professional staff to promote a sense of belonging and collegiality through recreational physical activities and engagement with hobby and interest based Clubs and Societies	Clubs & Societies are very well represented among the DCU student population with a very high degree of participation and engagement	Support for students with additional needs coupled with widening participation strategy facilitates the achievement of student outcomes both academic and non academic.