



# TUS

**Technological University of the Shannon:  
Midlands Midwest**

Ollscoil Teicneolaíochta na Sionainne:  
Lár Tíre Iarthar Láir

## Equality Statement

2022-2025





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## **INTRODUCTION**

In accordance with the Technological Universities Act (2018), the Technological University of the Shannon: Midlands Midwest (TUS) commits to enabling access to education and advancing equality of opportunity for all. TUS is guided by the statutory obligation to eliminate discrimination, promote equality of opportunity and protect the human rights of all its community. In recognising structural inequalities in society, and in accordance with the Technological Universities Act (2018), TUS supports “the development of policies and practices which support access to education for and by economically or socially disadvantaged persons, persons who have a disability and persons from sections of society significantly under-represented in the student body.” It also supports the development of policy and practices relating to equality, including gender equality, in all activities of TUS.

### **1. EQUALITY OF OPPORTUNITY**

TUS commits to ensuring equal opportunities for all persons to access higher education and advance their careers. TUS will promote inclusion of all and embrace equality of opportunity and diversity of perspective; a TU with a ‘Heart’ facilitating participation and ensuring a sense of involvement within a wider community (regionally, nationally and internationally) and a community within itself. TUS will provide opportunities for all students and staff to thrive in higher education and in the wider community through the promotion of positive identities and abilities, the celebration of diversity and difference, and the provision of an inclusive, participative culture and environment. TUS is committed to fostering a culture that is informed by the UN Sustainable Development Goals, in particular Goal 4 Quality Education, Goal 5 Gender Equality and Goal 10 Reduced Inequalities, which recognise equality as “not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world”. In the context of TUS, these goals emphasise equal access for all to quality tertiary education; support actions to eliminate gender disparities in education and recommend the building and upgrading of gender-sensitive education facilities.

### **2. EQUALITY IN STUDENT EXPERIENCE AND IN EMPLOYMENT**

TUS values the enrichment that comes from a diverse community of students and staff. TUS seeks to promote equality and prevent discrimination in the access, experience, progression and achievement of all students and staff through developing and implementing clear policies, processes, practices and providing effective support to help realise equality in student experience and in employment. In doing so, it seeks to promote and facilitate entry to and participation in the academic programmes and student life of TUS for students who are currently underrepresented in higher education.

### **3. GENDER EQUALITY AND INTERSECTIONALITY**

TUS encourages persons from diverse backgrounds to participate in the various EDI related committees so that their voice is present in all discussions on EDI matters. TUS is committed to ensuring gender balance in key decision-making committees. It aims to address gender imbalances amongst staff and the student body in disciplinary fields and functional areas where male or female predominance can be found. TUS acknowledges the importance of taking an intersectional lens in supporting gender equality. Too narrow a focus on gender, in isolation or as separate from issues of race, ethnicity, sexual identity, class, disability, or age, could further exacerbate existing inequalities.

### **4. EQUALITY IN OUR CURRICULA & PEDAGOGIES**

TUS has a critical role in ensuring that inclusion is core to our educational and workplace culture. TUS is in a position, to instil in our students/graduates, values relating to Equality, Diversity and Inclusion. We are committed to instilling EDI principles in our curricula, pedagogies and practices and look for opportunities to educate for equality, inclusion and diversity, with the understanding that our graduates are uniquely placed to influence culture and society.

### **5. EQUALITY THROUGH POLICIES & PROCEDURES**

TUS works to ensure equality through relevant Policies and Procedures, which can be accessed here [TUS | Policies & Procedures](#). Those policies and procedures under development will be included on this link, when approved.

TUS Gender Equality Action Plan and information on the implementation of relevant EDI statutory and sector-wide best practice policies are outlined on the TUS EDI Webpage at [Equality Diversity and Inclusion - TUS](#).