



University College Dublin
Human Resources

eua EUROPEAN
UNIVERSITY
ASSOCIATION



Transforming
Service



Enhancing
Performance



Developing
Talent



Employer
of Choice

European University Association

UCD Gender Identity and Expression Policy

14 June 2019



Growing through people



www.ucd.ie/equality



Key Objectives/ Business Rationale

- To create an inclusive culture for all gender identities so our University community can reach its full potential
- To attract and retain diverse talent, thereby supporting a key University Strategic Objective
- To raise awareness and equip key people with skills and knowledge to implement the policy





University-wide, interactive consultations

Gender Identity and Expression Policy

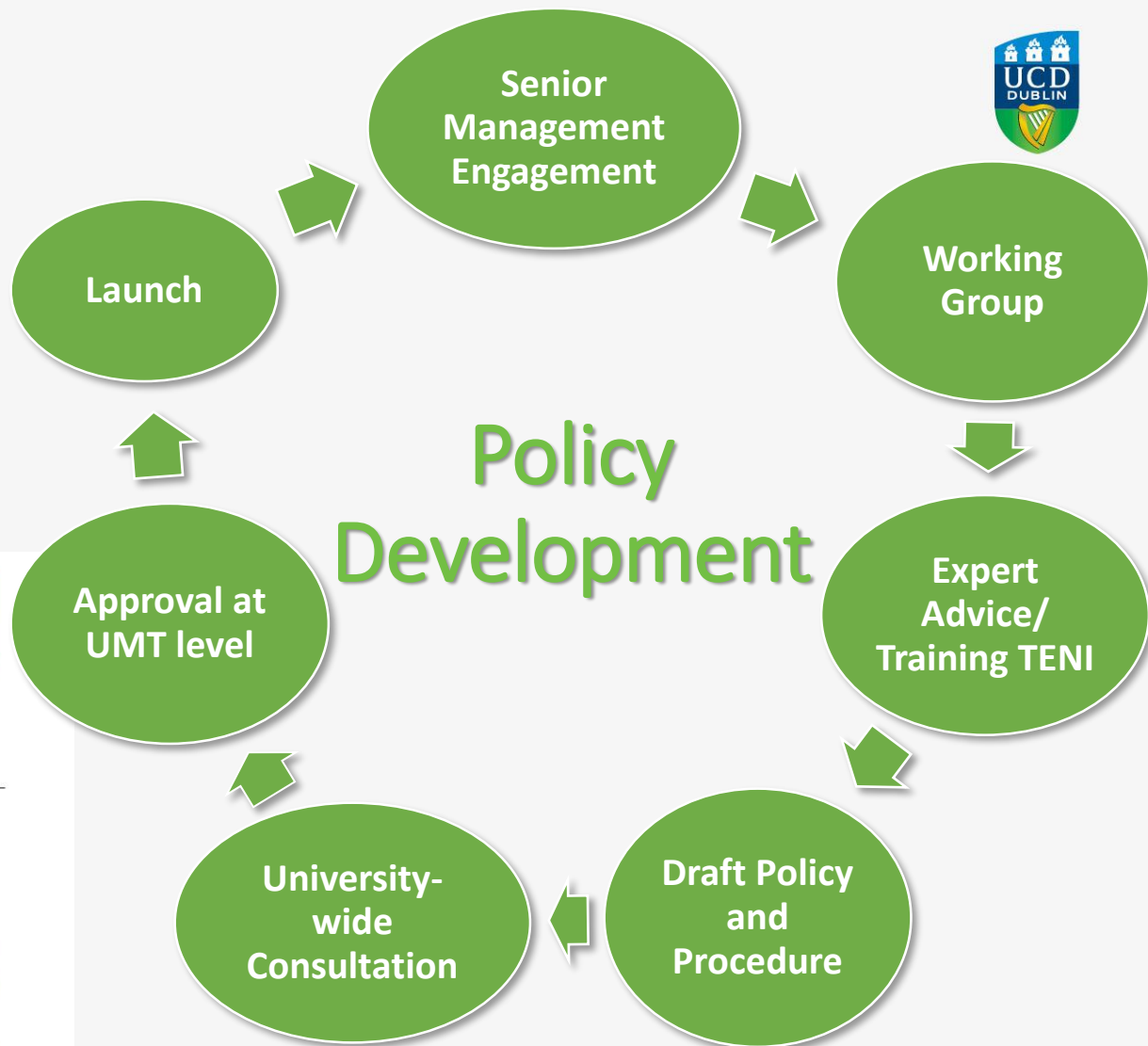



Policy owner: EDI

Approval date and body : UMT, 23 May 2017

1.0 Purpose

Our University, University College Dublin, has six core values driving our culture; Excellence; Integrity; Collegiality; Engagement; Diversity and Creativity. In line with these values, our University is committed to providing an inclusive and diverse environment in which all members of our University community should expect to be able to thrive and be respected and valued for their unique perspectives and contributions, so that they can achieve their fullest potential. Our University community strives to value and encourage all members irrespective of gender identity,





38,500 students, **3,839** core employees and **4,000** hourly paid

Impact



Gender Identity now appears in UCD staff survey

- Largest Irish University
- Influenced other policy development
- Influenced Culture and Engagement survey – question on gender identity and all equality grounds for first time.
- Challenged norms, assumptions and biases to achieve culture change.
- Important outreach activity for UCD
- Supports UCD in its core objectives of producing world class research and education and tackling global challenges
- Cited as best practice by Irish and European Institutions



Impact



Gender Identity and Expression Policy Launch Event



Impact



RTE National News

THE IRISH TIMES

Thursday, February 22, 2018

UCD to re-designate more than 100 toilets as 'gender neutral'

CARL O'BRIEN
Education Editor

UCD is to re-designate more than 170 toilets across the entire campus as "gender neutral" and introduce transgender changing facilities at its sport centre.

The move is part of a new university policy to provide a welcoming campus for transgender and gender-fluid students and employees. In addition, UCD is to allow transgender students to change their names on official university award documents and other material without the need for gender recognition certificates.

Minister for Children and equality campaigner Katherine Zappone, who is due to launch the new policy today, welcomed the move as another step towards "full equality for all".

"Our universities are drivers

of change, promoters of equality and champions of justice," she said. "UCD is continuing that proud tradition by providing a welcoming campus for trans and gender-fluid students and employees."

University authorities will shortly begin re-designating single-stall toilets and changing rooms as gender neutral.

Multiple-symbol signs

They are likely to have signs that include multiple symbols denoting a male, a female and another symbol where the left side of the figure is male and the right side female.

Multi-stall changing facilities in the UCD Sports Centre will also have signs to allow transgender individuals choose the facility of the gender that they identify with.

The move is part of a wider trend by universities across the

State to cater to the needs of transgender students.

DCU and DIT have re-designated some of their toilets as gender neutral, while Trinity College, Dublin is phasing out the term "freshman" for its first- and second-year students and replacing it with the gender-neutral term "fresh".

UCD's new policy, however, is seen by many as the biggest yet by a university to promote a more inclusive environment.

Colin Scott, UCD's vice-president for equality, diversity and inclusion, said the move was a "milestone achievement" and celebrated diverse genders and gender expressions reflected across its large staff and student population.

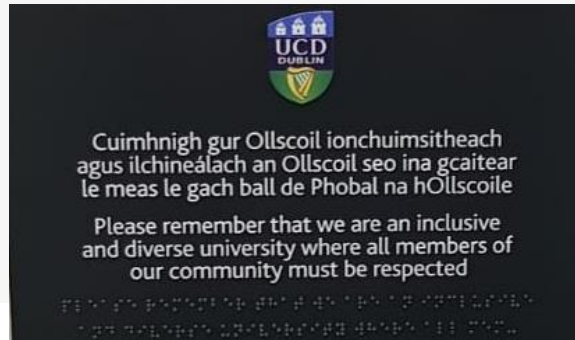
Ms Zappone is also expected to support the inclusion of lesbian, gay, bisexual, and transgender history on the school curriculum.

Front page of Irish Times National Newspaper



Video Link – RTE Footage





Full Name: _____

<i>First</i>	<i>Last</i>	<i>Middle name</i>
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Known as Name: _____ Title (Dr. Ms. Mr. Mx.): _____
(If applicable)

Address: _____

_____ *Post Code : (Eircode)*

Email: _____

Gender: Male: ☐ Female: ☐ Non-Binary ☐ Prefer not to say ☐ Self – Declare (Please State) _____

Nationality: _____ Civil Status: _____

- Broad membership on Working group
- University-wide consultation
- Collaborative process with students and staff
- Training of frontline staff
- Name change on records and official transcripts
- Gender identity and forms
- Signage on *all* facilities
- Impacting over 40,000 people internal and external to UCD



Thank You!

Go raibh maith agat!

