



Principal & Vice-Chancellor

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17 April 2024

To whom it may concern

The University of Dundee is fully committed to equality, diversity and inclusion (EDI) and shares the goals of the European Commission in achieving gender equality in academia. We have publicly committed, through our University Strategy 2022-2027, to ensure that EDI is a priority area where we can achieve significant impact. To emphasise the University's commitment to EDI, we plan to publish a stand-alone EDI Strategy document in Spring 2024. We have a dedicated workforce EDI team providing advice and support to all functions within the University in relation to embedding and mainstreaming all aspects of EDI that contribute to equity for all.

In this letter, we highlight the main elements of our gender policies, which are further elaborated in the University of Dundee Gender Equality Plan and published on the University website.

We hereby confirm that we have dedicated resources to develop and implement policies in the areas of gender equality, diversity and inclusion with a team of specialist staff who support, coordinate and shape our policies to promote a diverse and inclusive learning and working environment. At School/academic level, we have nominated EDI Leads who play a central role in shaping the diversity policies.

The University of Dundee monitors and publishes equality outcomes covering all the protected characteristics, publishing information in a manner that is accessible and in accordance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. All documents relating to gender equality, including annual reports, evaluation of progress and outcomes are available on the EDI website. As a recipient of the Athena Swan Award, the University is committed to supporting the principles as well as organisational support to achieve the objective of the Athena Swan action plan.



All members of staff and postgraduate researchers are required to undertake a mandatory course on Equality, Diversity and Inclusion on commencement of their employment. This course provides the basic requirements that staff are expected to know about EDI. There is also a range of training courses available to all staff members in relation to gender equality. This includes unconscious bias training and gender-based violence reporting. The University regularly develops and reviews its policies, criteria, and processes by using equality impact assessments to identify, mitigate or eliminate potential indirect gender discrimination as early as possible. In addition, the University will be running a pilot scheme across 2024/2025 called Breaking Barriers. This initiative will establish a fund for proposals from the community to address barriers faced by groups of staff or postgraduate researchers, including those from underrepresented groups.

Equality, Diversity and Inclusion are core values of the University of Dundee and an integral aspect of who we are and what we do. We are committed to, and will continue to invest in, measures to advance gender equality in academia.

Yours faithfully

A handwritten signature in black ink, appearing to read 'Iain Gillespie', with a long, sweeping flourish extending to the right.

Professor Iain Gillespie
Principal & Vice-Chancellor