

DkIT Equality statement

Dundalk Institute of Technology is committed to fostering a welcoming, inclusive, and equitable environment in which all members of our community can learn, work, and thrive. Equality, Diversity, and Inclusion (EDI) is a fundamental theme in our institutional strategic plan at every level of the Institute.

We value diversity in all of its forms and actively promote equality of opportunity for all, regardless of gender, marital or family status, age, disability, sexual orientation, race, religion, socio-economic background, or membership of the Traveller community. We believe that a diverse community enriches the educational experience and working environment for everyone.

DkIT strives to ensure that every student, staff member, and visitor is treated with dignity, fairness, and respect. We are committed to eliminating discrimination in all its forms, and to building a culture where differences are not only recognised but valued and celebrated. Our goal is to continue to build an environment in which everyone feels a sense of belonging and is empowered to reach their full personal and professional potential.

Our core institutional values; Inclusive, Sustainable, Collaborative, and Innovative guide and underpin all aspects of our work. These values are central to our strategic direction, including our commitment to *“maintain a high-quality, inclusive, and flexible student experience that supports all students, holistically and in their diversity, to achieve their full potential.”*

As part of this commitment, DkIT works to widen access to higher education by providing multiple entry pathways for learners across the North East and surrounding regions within our catchment area. Access initiatives play a vital role in supporting individuals returning to education, helping to remove barriers and create meaningful opportunities for lifelong learning.

We offer a comprehensive range of supports to ensure student success and wellbeing. Dedicated teams within areas such as Student Services, Pastoral Care, Counselling, Disability office, Equality, Diversity and Inclusion (EDI), Ending Sexual Violence and Harassment Prevention and Student Finance work collaboratively to provide guidance, support, and resources tailored to the diverse needs of our students.

DkIT also maintains a strong institutional focus on advancing Gender Equality and Race Equality. Through active working groups and targeted initiatives, we are committed to driving meaningful progress, raising awareness, and implementing actions that create lasting positive impact across the Institute. Staff are treated in a fair and equitable manner, supported by clear policies that promote equality, dignity and respect. These policies are underpinned by prevailing legislation and human rights principles, ensuring that all staff are afforded fair opportunities, protection from discrimination and a safe, inclusive working environment

We are proud of our vibrant and diverse community and remain dedicated in promoting an environment where human rights are respected, diversity is embraced and where all individuals are valued and empowered to thrive.



Dr Diarmuid O'Callaghan
President

14 July 2026