



NATIONAL DIVERSITY AND INCLUSION DAY JULY 5TH 2023

The aim of National Diversity & Inclusion Day 2023 is to create awareness around the topic & provide insight into how we all can contribute towards a more diverse and inclusive workplace.



Key Benefits of Diverse and Inclusive Workplaces

Higher Revenue Growth

Greater readiness to innovate

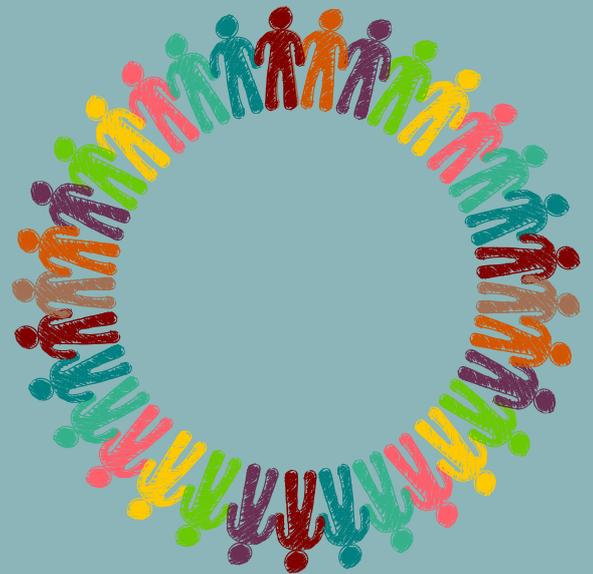
5.4 time Higher Employee Retention

Increased ability to recruit a diverse talent pool

5 Actions you can take to foster inclusion

1. Involve all employees

All employees need to understand their role in building inclusive workplaces. This involves employers setting clear standards of behaviour for inclusion, treating all colleagues with dignity and respect, and empowering employees to challenge exclusionary behaviour.



What you can do:

- Make inclusion relevant to people at all levels of the business; what does inclusion mean in their job role and what they can do to be more inclusive?
- Work with employee resource groups to highlight employees' roles in inclusion, promoting alliance.

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2. Develop line manager capability

Managers are key in inclusion. The relationship they have with employees, and how they carry out people management practices and policies, will impact employees' opportunities and experiences of work.

Treating all employees with respect, supporting their development and ensuring they have a say in the workplace is core for any manager. Managers need to ensure there's a level playing field for their team, and support employee's individual needs. However, bias can play a role in the opportunities that individuals are given at work – given our preferences for people 'like us'.



What you can do:

- Examine progression and hiring data to ensure that there's a level playing field and address any bias.
- Embed inclusion in line manager training and development – for example, raise awareness of issues relating to inclusion and empower managers to carry out people management practices effectively.

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3. Build senior commitment to inclusion

Many senior leaders are line managers themselves; they set the tone for the behaviour that's expected in the business. And, with a drive towards increasing diversity on boards, attention must also be paid to how inclusive the boardroom is. People professionals should work with senior leaders to embed inclusion into the organisation's way of doing things, highlighting the importance of their advocacy and buy in.



Senior Leaders need to:

- Actively champion and sponsor inclusion activities.
- Develop self-awareness and understand their own biases.
- Role-model inclusive behaviour in their own people management, and in their own leadership team.

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4. Evaluate policies and practices

A two-step approach is needed to put in place people management practices and policies to support inclusion:

1. Consider the formal and informal mechanisms that can be improved to enhance inclusion for all employees. For example, ensure that there are clear mechanisms for feedback that allow employees to feel like they have a 'say' in the organisation.
2. Create specific policies and practices that support groups or individual needs. For example, make sure there are clear policies in place to support individual needs; these need to be implemented by managers and backed up by a supportive workplace environment.



Consider how you can:

- Embed inclusion into wider people management practices.
- Communicate the policies in place that support inclusion.
- Use organisational data to review policies and practices.

5 Actions you can take to foster inclusion

5. Examine organisational culture, climate and values

Creating an inclusive climate and culture requires fair policies and practices, recognising and valuing difference, and including all employees in decision-making processes. Senior commitment in the form of real advocacy and buy-in is important in creating a truly inclusive organisation. In some cases, organisation's might need to evaluate their own norms and values.



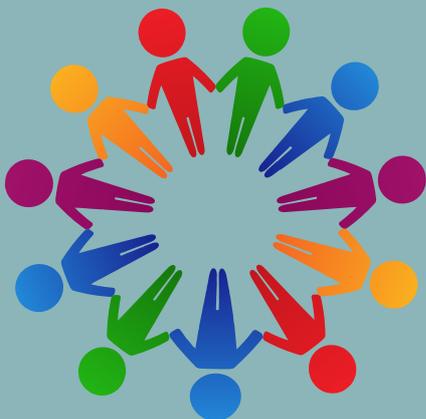
What you can do:

- Work with employees throughout the business to understand current norms and values; is 'difference' seen as positive or negative, and do employees understand their role in inclusion?
- Evaluate people practices through an inclusion 'lens' – do practices and policies align with inclusion?
- Ensure that senior leaders support inclusion, and, importantly, role-model inclusive behaviour and value difference, rather than distrust it.

Ideas for D&I activities

Virtual

- Events
- Cultural Speakers
- D&I training
- Create a slideshow of how your company promotes D&I
- Recognition: develop a D&I pledge



On site

- Events
- Cultural Potluck or canteen meal
- Coffee morning on D&I topic
- Lunch and learn on D&I topic
- Recognition: develop a D&I pledge



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Workplace Conversations

What is the difference between diversity & inclusion?

Diversity and inclusion are two interconnected concepts—but they are far from interchangeable. Diversity is about representation or the make-up of an entity. Inclusion is about how well the contributions, presence and perspectives of different groups of people are valued and integrated into an environment.

An environment where many different genders, races, nationalities, and sexual orientations and identities are present but only the perspectives of certain groups are valued or carry any authority or influence, may be diverse, but it is not inclusive.



What is diversity & inclusion in the workplace?

A diverse and inclusive workplace is one that makes everyone, regardless of who they are or what they do for the business, feel equally involved in and supported in all areas of the workplace. The “all areas” part is important.

Do you have diversity in your recruiting, in each of your departments, and in your leadership?
Or do you have a workplace where 50% of your employees are women but 0% of your women are managers? Do you have good representation of employees of colour overall, but all of them are in the same department?





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Where to find more information to support
workplace conversations about D&I

**A collection of TED Talks
on the topic of diversity**



Training courses on D&I



**Great places to work
article: Why D&I in the
workplace is important?**



**Bord Bia and AON
Diversity Toolkit**

