



Banc Ceannais na hÉireann
Central Bank of Ireland

Eurosystem

Diversity and Inclusion Policy Statement

Introduction

The Central Bank of Ireland is committed to being an organisation that recognises the value of diversity among its staff, and where all staff feel included and valued irrespective and indeed because of their differences. We endeavor to ensure that this commitment to diversity and inclusion¹ (D&I) is reflected in what the Central Bank does and in how it does it. This is something that the Central Bank is committed to because we see the huge benefits that diversity and inclusion bring. Our Public Interest mandate also means that we have an obligation to do what is right and uphold the highest standards of ethics and integrity.

Purpose

In order to perform our mission and our statutory mandate optimally, we need staff with diverse experiences and from diverse backgrounds and who bring diverse knowledge and thinking styles. We are privileged to have fantastic staff who are male, female, LGBT+, have disabilities, are from different ethnic groups, have different religious beliefs, are in different age brackets, are from different socio economic classes, are from different countries, are parents and/or carers and are different in many other ways.

The Central Bank has had a wide range of policies and practices in place for many years which have strived to create a diverse and inclusive working environment. Good progress has been made, particularly regarding gender parity. However, we recognise that much more remains to be done and there is an opportunity now to take a broader, more integrated approach to D&I.

¹ Diversity refers to the existence and acceptance of differences between people in whatever form they take.

Inclusion is about helping people feel involved and valued regardless of their difference and making the best use of diverse talent.

While we will continue to strive to maintain and improve gender parity, the Central Bank now wishes to lay out and drive towards a more ambitious vision which brings about meaningful and sustained progress as set out below:

- The Central Bank will have a diverse workforce reflecting society in Ireland.
- The Central Bank is a recognised 'thought leader' on Diversity and Inclusion.
- The Central Bank makes conscious decisions about how to harness 'difference' to its benefit.
- The Central Bank's focus on diversity has a positive influence on the behaviour of the financial services industry.

We will enable the realisation of this Vision by

- Resourcing D&I activity
- Having clear governance and accountability around actions to deliver on the Vision
- Having the active support and involvement of our senior leaders and managers
- Developing and supporting Employee Networks including the existing Women's Network, LGBT+ Network, Parents and Carers Network and the BankAbility Network
- Encouraging employee volunteers
- Developing our Employer Brand as a Diverse and Inclusive workplace; and
- Embedding D&I awareness via our induction and training curricula.

The key principles which underpin this policy are:

- Diversity and inclusion affects everybody and we all have a role to play in helping to create a more diverse and inclusive workplace where everyone feels valued and respected.
- We will take a coherent, integrated and collaborative approach to managing and progressing the Diversity and Inclusion agenda.

- Our workplace policies, practices and behaviours will provide equality of opportunity and foster an open and inclusive culture.
- Diversity and Inclusion activity and impact will be measured, monitored and reported on internally and externally.
- We will take a data-driven, evidence-based approach to decision-making and action where possible.
- Creating a culture of inclusion is a long-term commitment and a continuous process of improvement.

Implementation of this policy is supported by a comprehensive, focussed action plan.

The Policy will be reviewed annually and up-dated to reflect our progress, new thinking and activities on Diversity and Inclusion.

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