Diversity & Inclusion
Policy Statement
Introduction

The Central Bank of Ireland (the Central Bank) 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 inclusion\(^1\) (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. There is a strong body of evidence, consistent with our own experience, which shows the benefits that different backgrounds and perspectives can bring to problem-solving, decision-making, risk management, employee engagement and more. 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 mandate optimally, we need staff with diverse experiences and backgrounds who bring different knowledge and thinking styles. We are privileged to have fantastic staff who are male, female, LGBTQ+, have disabilities, are from different ethnic groups, have different religious beliefs, are in different life stages, are from different socio economic backgrounds, 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 diversity. However, we recognise that much more remains to be done. We are continuing to enhance our strategic focus on D&I, as reflected in the

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\(^1\) 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.
Central Bank Strategy 2019-2021, which has D&I to the fore of our renewed vision, priorities and desired culture.

We have created an ambitious D&I vision which will guide our work in this area:

- 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 and prioritising D&I activity.
- Having the active support and involvement of our senior leaders and managers.
- Having clear governance and accountability around actions to deliver on the vision.
- Enhancing D&I awareness and understanding via our induction, learning programmes and communication activities.
- Embedding D&I into our people policies, processes and practices.
- Developing and supporting our thriving Employee Networks.
- Developing our employer brand as a diverse and inclusive workplace.

The key principles which underpin this policy statement 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 foster a fair, 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 statement is supported by a comprehensive, focused action plan which is agreed, supported, monitored and measured by the Diversity and Inclusion Working Group. This group reports to the Central Bank’s Senior Leadership Committee.

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

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