



iapi

DIVERSITY &

INCLUSION

POLICY

LAUNCH

June 2021

OUR PURPOSE IS:

To firmly position our industry as a fundamental engine of Ireland's future growth.



The aim

is to ensure that the industry is representative of all sections of society and that all employees, job applicants, clients and suppliers are respected, valued and given equal and fair opportunity to perform at their best.



Agenda

1. Goals & Aspirations

2. Talent Acquisition & Hiring Process

3. Equality & Transparency

4. Inclusive Leadership & Accountability

5. Clients & Third-Party Suppliers

6. Community Support

Appendix

Key Definitions

Goals & Aspirations

How do we deliberately create change?

Status
Organisation
DEI

Action
Measure
Accountable

IAPI
Initiatives

Research
Industry/
Agency



Objectives

Where do you go
from here?

What's your goal?



Key Results

How will you know
you're getting there?



Initiatives

What tasks will you
do to get there?

How will you spend
your time?

Talent Acquisition & Hiring Process

What are the key considerations?

Out
Reach

Fair
Chance

3rd
Parties

I-API
Support

Equality & Transparency

How do we level the playing field?

Transpar
ency

Zero
Tolerance

Empower
People

Authenticity
Culture



Inclusive Leadership & Accountability

Is your core leadership team living your D&I goals & ambitions?

Sound
Business

Celebrate
Differences

Accountable
People

Hire for
Inclusivity



Clients & Third-party Suppliers

Are your D&I efforts felt?

Felt &
Seen

Diverse
Suppliers

Niche is
Good

Duty of
Care

Community Support

Are your D&I efforts positively impacting the community?

Encourage
Engagement

Local
Schools &
Centres

Aligned
Values

iapi

Thank You

Key Definitions

Definitions

Forging for systemic change, means we start with a clear understanding of some of the key terms relating to diversity and inclusion.

These are often used interchangeably when discussing diversity and inclusion initiatives, but we all know the words we use matter as they can reflect bias or challenge it.

Below are some of the terms worth understanding if we want to foster more meaningful connections and more accurate narratives.

(Source: Catalyst.org)

Equality - treating everyone the same way, often while assuming everyone starts out on equal footing or with the same opportunities. If not, ensuring a fair chance for and equal outcome.

Equity - working toward fair outcomes for people or groups by treating them in ways that address their unique advantages or barriers.

Diversity – describes the demographic of the organisation where there is a representation of people from protected groups.

Neurodiversity - The concept that there is great diversity in how people's brains are wired and work, and that neurological differences should be valued in the same way we value any other human variation.

Inclusion - refers to an organisational culture where people from diverse backgrounds and protected groups are truly valued.

Unconscious Bias - An implicit association, whether about people, places, or situations, which are often based on mistaken, inaccurate, or incomplete information and include the personal histories we bring to the situation.

Belonging - means that people can bring their full selves to work, and not feel like they're a different person there than at home.