

Diversity, Equality and Inclusion HSE Strategy 2015-2018: Goals

PRIORITY	GOAL
1. Strategic Positioning	Planned, systematic approach to the mainstreaming of DEI in employment in the HSE. That everything we do as an organisation is DEI proofed and the HSE works towards becoming a world class employer.
2. Data Analytics and Informatics	Gather, collate, interpret, research and analyse data with a view to inform best practice in DEI in employment through the DEI Strategic Plan.
3. Recruitment and Selection	Using system information to assess recruitment and selection practices regarding DEI proofing. Identify and remove barriers and move towards best practice at all stages of employment cycle.
4. Women in Leadership	Using system information and research from international best practice to identify pay and pension gaps in the HSE and create supports/remove barriers to progression in a collaborative way.
5. Disability Action Plan	Improving the recruitment, support and retention of people with disabilities in the organisation through awareness-raising. Achieve NDA goal of 3%
6. Culturally Diverse Teams	Recognising the positive aspects of culturally diverse teams and promoting the effective working of teams.
7. Review of Leadership Education and Development training to incorporate DEI messages	To embed a consistent set of DEI messages into all training provision.
8. Corporate Social Responsibility	To develop the HSE brand as Employer of choice for diverse groups by creating pathways to employment. Having a visible and felt presence and supporting the principles of equality.
9. LGBT Champions	Increase staff awareness and inclusivity measures for LGBT employees.
10. Traveller Inclusion	Engage with Traveller representative organisations to establish pathways to employment in HSE and to support existing employees.