***Diversity, Equality and Inclusion HSE Strategy 2019 – 2024: Goals***

**Priority Goal**

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| 1. Strategic Positioning
 | Planned, systemic 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 |
| 1. 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 |
| 1. Recruitment and Selection with Traveller Inclusion
 | Using system information to assess recruitment and selection practices regarding DEI proofing. Identify and remove barriers and move towards to progression in a collaborative way. |
| 1. Women in Leadership
 | Using system information and research from international best practice to identify pay and pension gaps in the HSE and create support/remove barriers to progression in a collaborative way. |
| 1. Disability Action Plan
 | Improving the recruitment, support and retention of people with disabilities in the organisation through awareness-raising. Achieve as a minimum the NDA goal of 6% by 2024. |
| 1. Culturally Diverse Teams
 | Recognising the positive aspects of culturally diverse teams and promoting the effective working of teams. |
| 1. Review of leadership Education and Development training to Incorporate DEI messages
 | To embed a consistent set of DEI messages into all training provision |
| 1. Corporate Social Responsibility
 | To develop the HSE brand as an employer of choice for diverse groups by creating pathways to employment. Having visible and felt presence and supporting the principles of equality |
| 1. Diversity Champions for all
 | Increase staff awareness and inclusivity measures for all employees |