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DIVERSITY AND INCLUSION

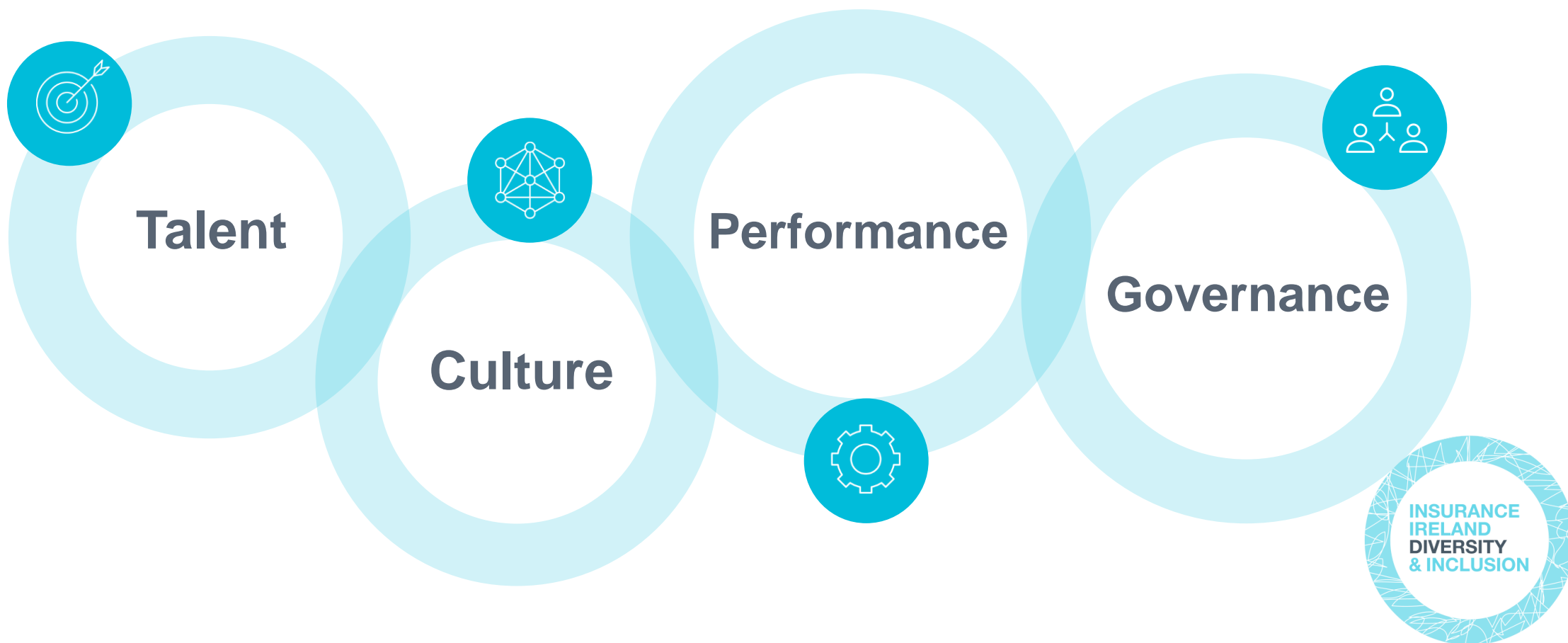
Teresa Kelly Oroz 11.09.19

DIVERSITY AND INCLUSION

Why is it important?



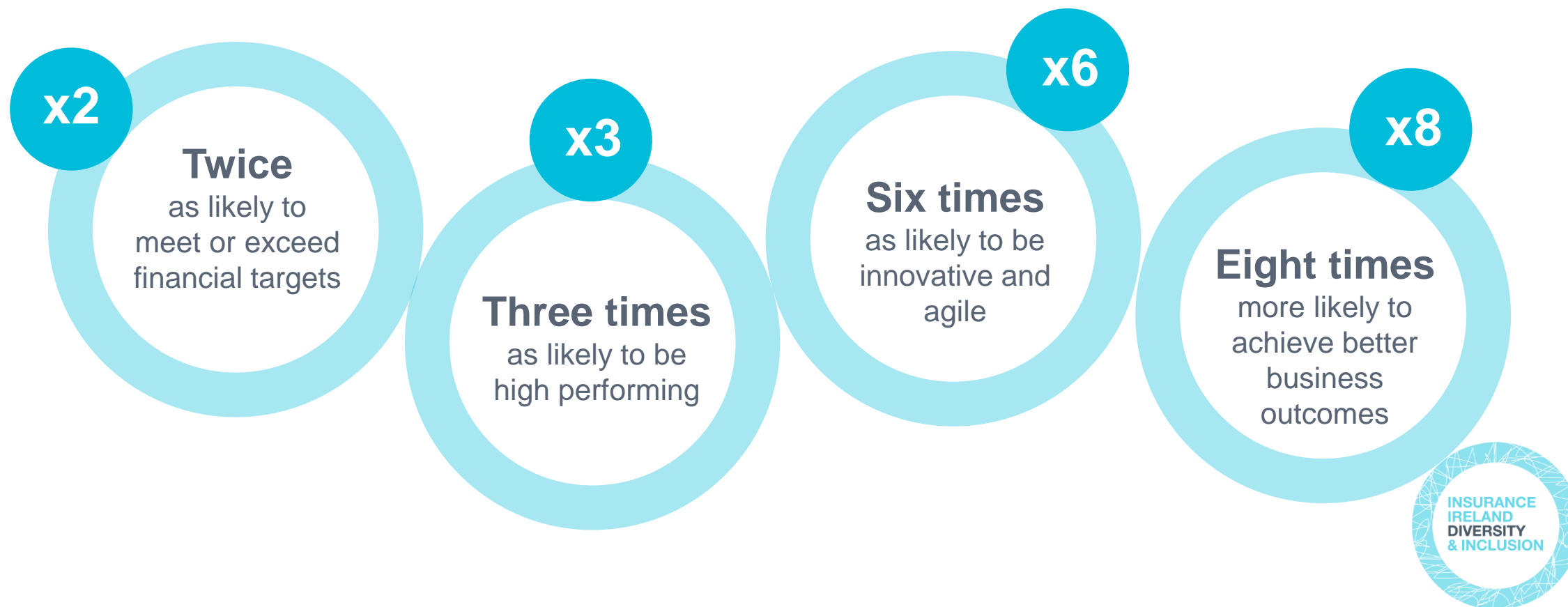
GOOD FOR PEOPLE, GOOD FOR SOCIETY, GOOD FOR BUSINESS.



DIVERSITY AND INCLUSION

Why is it important?

Organisations with inclusive cultures are:



DIVERSITY AND INCLUSION

The Insurance Ireland journey

Step

Setting up the
Inclusion Committee
in 2015 and building
the case for diversity



DIVERSITY AND INCLUSION

The Insurance Ireland journey



**Year of Inclusion
2017:** Creating
awareness,
understanding and
interest

Step

2



DIVERSITY AND INCLUSION

Step 2: The Year of Inclusion



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The Insurance Ireland journey

Step

3

2018 onwards:
Embedding change
& contributing to the
wider environment
including policy and
regulation




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DIVERSITY
& INCLUSION

DIVERSITY AND INCLUSION

Step 3: Embedding Change:



Interview: Cliona Merrigan, Irish Life Health



Cliona recently discussed her participation in our Fraud Conference with Laura Farrell to give an insight into her experience of the event.

Laura: What were your initial views on participating in the panel discussion at the Fraud Conference and had you participated in a conference of that size before?


Cliona: I was initially very apprehensive, I had been to previous Fraud Conferences and was aware that this conference was well attended by all sections of the industry. I wasn't unfamiliar with speaking in front of people but speaking to an audience the size of the Fraud Conference audience was not something I had done before.

Laura: Did you have reservations?

Cliona: Yes, I had a few reservations mainly around the idea of participating in a panel discussion. My initial thoughts were that if I was standing up doing a presentation then at least I would have material prepared in advance but in a panel discussion I thought it would be difficult to prepare particularly for questions from the audience.

Laura: Can you describe your experience of preparing for the conference, including your interactions with Insurance Ireland and the panel in advance?

Cliona: From the outset, Insurance Ireland put a lot of work into preparing candidates for the conference, commencing with an initial meet and greet for speakers and panelists followed up with individual preparation sessions for candidates. The night before the conference Insurance Ireland invited all speakers to dinner which was another opportunity to meet and discuss the agenda in advance of the




Your diversity and inclusion update July 2019

[← back to cover page](#)

Creating a network

As ever, we ask that you please send us photos, videos and details of activity you and your organisations have undertaken around this year's Pride Month (June) and we will share details in our upcoming newsletters.



But not only that, we want to take things a step further and facilitate an insurance industry-wide LGBTQ+ network and connect our members. What initiatives and structures does your organisation have in place in terms of an LGBTQ+ network? We would love to hear from you and we will share details in upcoming newsletters to get the programme underway. We know there is great work taking place with our member companies within this arena and want to share the word, publicising the activity.

Please send details to Natalie Moran, Events & Membership Services Executive at

Call outs to our members to increase female participation in our conferences and events

Newsletters and social media activity used to amplify member activities

Frequent newsletters to highlight best practices and to maintain momentum

Working with Insurance Europe on D&I initiatives at a European level

Profiling of female leaders



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Step 3: Insurance Ireland Deloitte Report on D & I

Building the
case for
diversity

Defining
diversity and
inclusion

Inclusive
leaders

Practical
considerations
to action D & I



DIVERSITY AND INCLUSION

Step 3: Insurance Ireland Deloitte Report on D & I

1

Diversity of thinking is the new frontier

2

Diversity without inclusion is not enough

3

Inclusive leaders cast a long shadow

4

Middle managers matter

5

Rewire the system to rewire behaviours

6

Tangible goals make ambitions real

7

Match the inside and the outside

8

Perform a culture reset, not a tick the box programme

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DIVERSITY AND INCLUSION

30% Club Report on diversity in Financial Services Making the Change Count

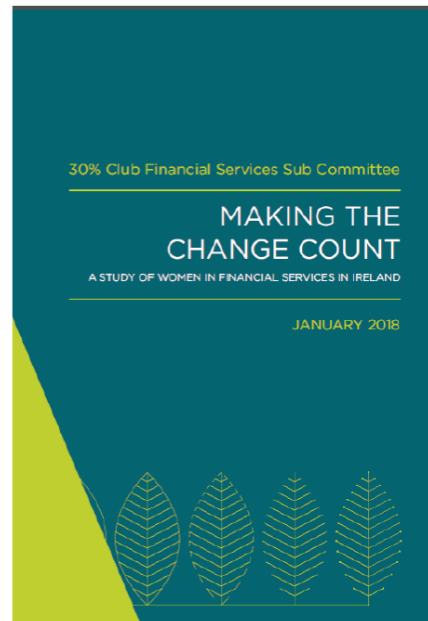
Recommendations:

1

Develop Diversity
& Inclusion in
Financial Services
in Ireland

2

Implement
gender targets
and blockers



3

Address
career
drivers

4

Target
perceptions and
practice in
relation to flexible
working

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DIVERSITY AND INCLUSION

The Regulatory Focus: Importance of Diversity & Inclusion in Regulated Firms

“Culture therefore drives the values and beliefs that govern how individuals treat others, perform their tasks, take decisions, assess risk, and perhaps most importantly, do the right thing to ensure they operate in a safe and sound manner. It is the foundation upon which effective governance is built and is critical to firms’ long term prosperity.”



Ed Sibley,
Deputy Governor,
Central Bank
of Ireland



DIVERSITY AND INCLUSION

The policy focus: Ireland for Finance



Michael D’Arcy TD
Minister of State for
Financial Services
and Insurance

“A key priority will be the push for greater diversity of talent in the sector. This goes beyond the number of women in the workplace or in leadership; it will also seek to improve diversity of age, ethnicity, sexual orientation, education, background, nationality, disability, beliefs, and more.”

