



Diversity Representation Goals

Context

As part of our long-term commitment to diversity and inclusion (D&I), the Central Bank has introduced gender diversity goals in support of our D&I vision to have a diverse workforce reflecting society in Ireland.

We continue to value difference in all its forms and have a number of actions and measures in place to support this. Goals for other aspects of diversity may be introduced over time as data becomes available and if there is evidence that they are needed.

Overview of the goals

The Central Bank's goal is to have a gender balance at all levels of the workforce, focusing initially on the male and female genders. This includes a specific aim that:

Our Senior Leader population (Senior Leadership Team and Heads of Division) should be made up of at least 45% of males and females.

The Central Bank recognises and welcomes that some candidates and colleagues identify outside of these binary male and female genders. Our gender goals will be reviewed in the future to consider gender identity and expression along the full gender spectrum once further data and insights are available. In the meantime, we are committed to creating an inclusive and supportive environment for everyone. To support this, we have a Gender Identity Taskforce in place which is developing a Gender Identity and Expressions in the Workplace Policy and supports.

Supporting notes

- As at 1 January 2020, our overall workforce was 48% female and 52% male; and our combined Senior Leadership Team and Heads of Division population was 43% female and 57% male.
- Any actions the Central Bank takes in support of these goals will be proportionate and will reflect our own organisational context.
- Progress against goals will be reported annually.