

INCLUSION INDEX

A Review of Race and Ethnicity in Ireland



“For knowledge is the light that illuminates the path to solution”



OBSERVATIONS

A Review of Race and Ethnicity in Ireland



All 25 companies reviewed have Diversity and Inclusion goals.



Out of the companies reviewed, 36% (9) had initiatives encompassing race & ethnicity, with six being US multinationals and three being Irish-only.



US multinationals tend to prioritise Diversity and Inclusion initiatives that encompass race & ethnicity 1.4 times more than Irish-only companies.



Legislative requirements significantly influences companies' focus on race & ethnicity initiatives.



Irish-only companies prioritise LGBTQ and gender initiatives compared to race & ethnicity initiatives.

EVALUATION

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#	Metrics	How points will be awarded	Points
1	Evidence of general Diversity & Inclusion goals	Has general DEI goals - award full points.	10
2	Evidence of Diversity & Inclusion Goals (race & ethnicity)	Has specific race & ethnicity goals - award half points if focus is US/non EMEA	20
3	Evidence of progress on Diversity & Inclusion Goals	Progress has been made on DEI goals - half points if not related to race & ethnicity.	10
4	Evidence of support to Community Networks	Supports Black History, ERG Black/minority group internally and externally - half points if non-race & ethnicity groups.	10
5	Evidence of leader with Diversity & Inclusion responsibility	Head of Inclusion with responsibility for Ireland or EMEA at least - half points if in US/other location	10
6	Evidence of Black Leader in leadership team	Leadership team in Ireland/EMEA - half points if in US/other location	20
7	Evidence of Black Leader in leadership team	Program in Ireland/EMEA - half points if in US/other location	10
8	Evidence of internship program open to all nationalities	Company gives input (metric 5-7)	5
9	Organisation provides input by completing feedback form	Chance for employees to agree with score/rank for their employer (metric 9)	5

RESULTS

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Company Name	Total Score	Our Comment on Score
Irish Rugby Football Union	65	Company has diversity and inclusion goals with no emphasis given to race and ethnicity in Ireland. Company has provided input.
Google	50	Company incorporates race & ethnicity into their DEI efforts on a global scale. Input is awaited for Metrics 5-9.
Bord Bia	50	Company incorporates race & ethnicity into their DEI efforts on a global scale. Input is awaited for Metrics 5-9.
Accenture	50	Company incorporates race & ethnicity into their DEI efforts on a global scale. Input is awaited for Metrics 5-9.
Qualtrics	50	Company incorporates race & ethnicity into their DEI efforts on a global scale. Input is awaited for Metrics 5-9.

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Company Name	Total Score	Our Comment on Score
CPL	45	Company has diversity and inclusion goals with no emphasis given to race and ethnicity in Ireland. Company has provided input.
Bord Gais	40	Company has diversity and inclusion goals with no emphasis given to race and ethnicity in Ireland. Input is awaited for Metrics 5-9.
Cisco	40	Company incorporates race & ethnicity into their DEI efforts, with a focus in USA. Input is awaited for Metrics 5-9.
DHL Express	40	Company has diversity and inclusion goals with no emphasis given to race and ethnicity in Ireland. Input is awaited for Metrics 5-9.
Kerry Group	40	Company has diversity and inclusion goals with no emphasis given to race and ethnicity in Ireland. Input is awaited for Metrics 5-9.

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Company Name	Total Score	Our Comment on Score
Ryanair	40	Company has diversity and inclusion goals with no emphasis given to race and ethnicity in Ireland. Input is awaited for Metrics 5-9.
PWC	40	Company has diversity and inclusion goals with no emphasis given to race and ethnicity in Ireland. Input is awaited for Metrics 5-9.
Salesforce	30	Company has diversity and inclusion goals with no emphasis given to race and ethnicity in Ireland. Input is awaited for Metrics 5-9.
Guidewire	30	Company has diversity and inclusion goals with no emphasis given to race and ethnicity in Ireland. Input is awaited for Metrics 5-9.
Hilton	30	Company has diversity and inclusion goals with no emphasis given to race and ethnicity in Ireland. Input is awaited for Metrics 5-9.

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Company Name	Total Score	Our Comment on Score
Bristol Myers Squibb	30	Company incorporates race & ethnicity into their DEI efforts, with a focus in USA. Input is awaited for Metrics 5-9.
Liberty IT	30	Company has diversity and inclusion goals with no emphasis given to race and ethnicity in Ireland. Input is awaited for Metrics 5-9.
Microsoft	30	Company incorporates race & ethnicity into their DEI efforts, focus is USA. Input is awaited for Metrics 5-9.
Meta	30	Company incorporates race & ethnicity into their DEI efforts, focus is USA. Input is awaited for Metrics 5-9.
Medtronic	30	Company incorporates race & ethnicity into their DEI efforts, focus is USA. Input is awaited for Metrics 5-9.

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Company Name	Total Score	Our Comment on Score
Pfizer	30	Company has diversity and inclusion goals with no emphasis given to race and ethnicity in Ireland.
AIB Group	30	Company has diversity and inclusion goals with no emphasis given to race and ethnicity in Ireland. Input is awaited for Metrics 5-9.
Cairn Homes	30	Company has diversity and inclusion goals with no emphasis given to race and ethnicity in Ireland. Input is awaited for Metrics 5-9.
Bank of Ireland	30	Company has diversity and inclusion goals with no emphasis given to race and ethnicity in Ireland. Input is awaited for Metrics 5-9.
Glanbia	30	Company has diversity and inclusion goals with no emphasis given to race and ethnicity in Ireland. Input is awaited for Metrics 5-9.

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