

Digital Hub Development Agency

Diversity, Equality & Inclusion (DEI) Policy

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1. Introduction

The Digital Hub Development Agency (DHDA) recognises that as a leading Irish state agency and enterprise cluster for the technology sector, it can play a key role in promoting Diversity, Equality & Inclusion within its sector, as well as its national and local community.

In developing its Diversity, Equality & Inclusion (DEI) Policy, the DHDA has undertaken a consultative process with its staff, external stakeholders and Board to understand its strengths and opportunities for development in regard to Diversity, Equality & Inclusion. This process has illustrated a number of actions that the DHDA commits to undertake (that will be set out in annual business plans), as well as a series of existing programmes that can be developed upon, due to their positive impact and scope.

The DHDA is committed to social progress and will strive to ensure that we actively challenge prejudice and discrimination, and that training and awareness development will feature throughout our work.

2. Purpose

This document will act as DHDA policy in our commitment to the Public Sector Equality & Human Rights Duty (the Duty¹). The Duty places a statutory obligation on public bodies to eliminate discrimination, promote equality of opportunity and protect the human rights of their staff and those to whom they provide services.

3. Statement of Policy

We want to ensure that Diversity, Equality & Inclusion (DEI) are embedded in our culture. As an organisation, the DHDA is committed to promoting diversity, equality & inclusion, and ensuring non-discrimination in relation to employment, as well as the clients and the public with whom we engage. We will treat all our stakeholders with dignity & respect and promote these values in the different sectors we do business with, and in the various communities we serve.

Diversity, Equality & Inclusion Policy Values:

Diversity, Equality & Inclusion
Diversity encompasses the different identities, experiences and perspectives of our employees, clients, and the public with whom we engage.
Equality is defined as the state of being equal, especially in terms of status, rights and opportunities. For the DHDA, this means ensuring that our employees and clients, the public we serve, and other stakeholders, are treated fairly and in accordance with existing equality legislation.

¹ Public Sector Equality and Human Rights Duty | <https://www.ihrec.ie/our-work/public-sector-duty/>

Inclusion centres on the practices and processes that we put in place to ensure that everyone is valued and included.

Non-Discrimination

Ensuring a culture of non-discrimination is at the heart of the DHDA's DEI Policy. In line with existing equality legislation, discrimination against employees, clients, the publics we serve and other stakeholders will not be tolerated.

The DHDA is committed to these values because we believe strongly in an ethical approach to doing business, where Diversity, Equality & Inclusion are central tenets of our work.

This commitment encompasses socio-economic status, and the nine grounds enshrined in equality legalisation², of gender (including gender identity), civil status, family status, sexual orientation, age, disability, religion, race and membership of the Traveller community.

4. Implementation and Monitoring of this Policy

The CEO of the DHDA is responsible for the implementation of commitments set out under policy. He/she will be supported by an Diversity, Equality & Inclusion Officer.

The successful implementation of all strands of this policy relies upon the mainstreaming of Diversity, Equality & Inclusion issues within DHDA processes. This will be achieved through agreed action plans, which will be developed and implemented by all staff in a consultative and inclusive manner. The implementation of actions under this policy will be a standing item on the agenda of fortnightly management team meetings.

5. Reporting

The DHDA will report on developments and achievements arising from implementation of the Duty in its annual report.

As set out in the Code of Practice for the Governance of State Bodies: Annex on Gender Balance, Diversity and Inclusion³, the annual report should give an account of the approach being adopted in regard to the promotion of Diversity, Equality & Inclusion, including with regard to gender, in the specific context of the organisation; and on the progress and achievements in this regard.

² The Employment Equality Acts (1998-2015) | <https://www.ihrec.ie/guides-and-tools/human-rights-and-equality-for-employers/what-does-the-law-say/eea-summary/>
The Equal Status Acts (2000-2018) | <https://www.ihrec.ie/guides-and-tools/human-rights-and-equality-in-the-provision-of-good-and-services/what-does-the-law-say/equal-status-acts/>

³ Code of Practice for the Governance of State Bodies: Annex on Gender Balance, Diversity and Inclusion | <https://govacc.per.gov.ie/wp-content/uploads/Annex-to-the-Code-of-Practice-for-the-Governance-of-State-Bodies.pdf>

6. Scope of this Policy

This policy applies to all Board Members and staff (including agency workers) of the Digital Hub Development Agency.

This policy also applies to the advertising of jobs and recruitment and selection, terms and conditions of employment, training & development, opportunities for promotion, conditions of services benefits and pay and performance review procedures.

A list of legislation which the scope of this policy falls under can be found at this [link \(https://www.ihrec.ie/guides-and-tools/human-rights-and-equality-for-employers/what-does-the-law-say/\)](https://www.ihrec.ie/guides-and-tools/human-rights-and-equality-for-employers/what-does-the-law-say/).

7. Approval and Revision

Authority for the approval of this policy rests with the Board.

We commit to undertaking a formal review of this policy every two years in consultation with all relevant stakeholders.

The Action plan underpinning the policy will be revised annually as part of the business planning process.

8. Version Control

Version number	Summary of Revision	Date of approval
1	First iteration of policy	10.12.2021
2	Changes include: Changing references to EDI to DEI	1.5.2025