



# NATIONAL DI>ERSITY & INCLUSION AWARDS 2026

Celebrating  
**D&I EXCELLENCE**  
in the Workplace

Friday, 6<sup>th</sup> February 2026  
Clayton Hotel Burlington Road,  
Dublin 4

Brendan Courtney, MC

IRISH CENTRE  
FOR DI>ERSITY

[www.ndiawards.ie](http://www.ndiawards.ie)  
**#NDIA2026**




# Supporting progress for workplace cultures rich in FREDIE™ (Fairness, Respect, Equality, Diversity, Inclusion & Engagement)

## INVESTORS IN DIVERSITY

IID is Ireland’s premier D&I accreditation and framework for progress in the workplace.

Over **380** companies in Ireland are currently using the Investors in Diversity framework.



↑ **13%**



↑ **49%**



↑ **142%**



% of organisations undertaking IID Bronze, Silver & Gold in 2025 vs 2023

## TRAINING Ireland's leading provider of training in FREDIE

### Organisations

More than **185** organisations

### Training

Over **390** sessions delivered

### Growing Knowledge

**23 core topics** including 3 x new Mental Health in the Workplace courses and 4 x aligned with the Department of Social Protection 'Work & Access Scheme'

### Client Feedback

**98%** positive client ratings

**92%** facilitator excellence

**95%** would recommend

## OTHER SERVICES

Our team of highly-experienced consultants from many diverse backgrounds can support any organisation’s D&I journey.

D&I  
Benchmarking

eLearning  
courses

Bespoke  
Consultancy

and more



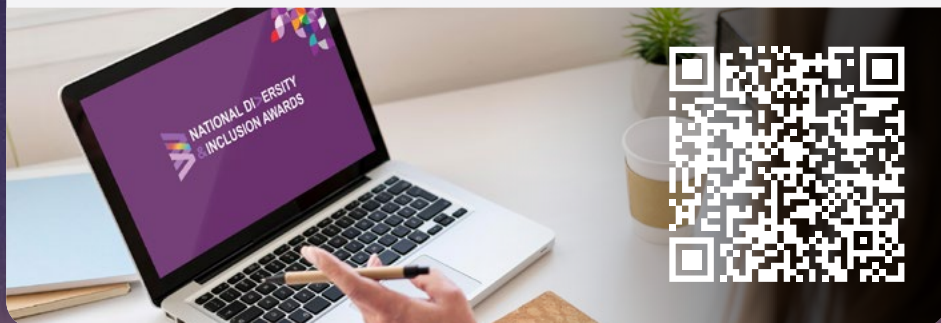
# NATIONAL DIVERSITY & INCLUSION AWARDS 2026

## Free Webinar Series

Everyone benefits when best practice on Diversity & Inclusion (D&I) is shared. The NDIA Sponsors, Winners, Highly-Commended and Finalists come together to share their insights and experience in a series of webinars. Each session (one for each award category – covering all areas of D&I) highlights the award-winning policies and initiatives that can be applied to other businesses and organisations of all sizes, from all sectors and at various stages of the D&I journey.

**The insights and experience shared can also help with composing entries and nominations for the next awards cycle.**

For information on dates, timings and how to register visit [www.NDIAwards.ie](http://www.NDIAwards.ie) or click on the QR Code.



# Meet the Judges

We are ever grateful to the NDIA2026 judging panel, who are leading advocates and experts in the world of D&I both in Ireland and globally.



*D&I has become a priority in many companies across all sectors. I look forward to celebrating the initiatives, recognising their achievements and inspiring others to follow their lead.*



**Margot Slattery** Global Head of D&I at ISS & Chair of Judging Panel



Adam founded Ireland's National Autism Charity based on his own experiences growing up.



**Adam Harris** Founder and CEO, As I Am



Kara is Ibec's strategic advisor and support on Diversity, Equity & Inclusion, labour market and skills for member organisations across multiple sectors.



**Dr. Kara McGann** Head of Skills & Social Policy, Ibec



Gavin has established ground-breaking programmes to reduce barriers to employment and he drives meaningful, lasting change in the workplace and wider society.



**Gavin Hennessy** D&I Lead, AXA Ireland



*D&I is not a "nice-to-have" but a "must-have". I am delighted to be among the judges for the NDI Awards.*



**Dr. Mamobo Ogoro** Founder and CEO, GORM



*Without diversity we lose innovation and without inclusion we lose collaboration. D&I doesn't just sit at the heart of creative and successful organisations, it sits at the brain.*



**Jed Dowling** Festival Director, Dublin LGBTQ Pride CLG







MEP Walsh sits on a number of the European Parliament's Committees including Women's Rights and Gender. Her priorities include regional development, justice and equality, mental health, and the future of the EU.

**MARIA  
WALSH**

**Maria Walsh** Member of the European Parliament, Fine Gael & EPP Group



*It is a privilege to be involved in these awards, that give a platform to efforts to cultivate spaces where diversity can flourish.*

**intel**

**Shane O'Brien** Business HR Partner, FCIPD, Intel Corporation



Siobhán is dedicated to improving the infrastructure to support social enterprises to ensure those furthest from the labour market are afforded the opportunity to work.

**simplified**  
brokering collaboration for social impact

**Siobhán Cafferty** Founder & CEO - Simplified



*Inclusion is essential to our way of working and creating content at Bauer Media Audio Ireland. The awards celebrate best practice in this space.*

**Bauer  
Media  
Group**

**Simon Myciunka** President Audio at Bauer Media Group



*I'm so pleased to be making a contribution to these awards that celebrate the individuals, groups and organisations that are making the differences we can all benefit from.*

**element**

**Siobhan Sweeney** Senior Director of Diversity, Inclusion & Belonging, Element Materials Technology



*D&I touches all aspects of our lives, and recognising those who are most passionate about moving the needle forward is not only needed, but a must, to help us move towards a fully inclusive world.*

**Mobility  
Mojo**

**Stephen Cluskey** CEO, Mobility Mojo





# We are proud sponsors of the National Diversity & Inclusion Awards 2026.

Congratulations to each of the shortlisted companies on your outstanding work in driving impact within your organisations.





Proudly Sponsoring

## ADVANCING DISABILITY EQUALITY AWARD

**Access Earth**



**Allianz**



**Central Bank of Ireland**



**ESB**



**National Treasury Management Agency (NTMA)**



**Sun Life**

# FBD stands for Support

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THE ADVANCING GENDER  
EQUALITY AWARD

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communities across  
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IT'S WHAT WE DO.



**FBD**  
INSURANCE





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## ADVANCING GENDER EQUALITY AWARD

**Allianz**



**Bus Éireann**



**Core**



**Glenveagh**



**Mary Immaculate College**



**Vhi Healthcare**



For the life  
you're after

Proud sponsors of  
**The National  
Diversity & Inclusion  
Awards 2026**



Proudly Sponsoring

## DIVERSITY & INCLUSION LEADER / EMERGING LEADER AWARD

Linda Allen, **Bus Éireann**



Danny Pio Murphy, **DBFL Consulting Engineers**



Angela Mojekwu, **Gentle Hands**



Soraya Power, **ICE Group**



Prof Lorraine McIlrath, **Mary Immaculate College**



Jeanne McDonagh, **Open Doors Initiative**



Róisín Shanahan, **South East Technological University (SETU)**



Anna Marie O'Connor, **Tayto Snacks**



Always a beat ahead



# Our new Gender Health Gap Report is here. Download it now.

Did you know 2 out of 3 women routinely take painkillers to get through the working day? Laya healthcare's new **Gender Health Gap Report** moves to the beat of Irish business, decoding facts and insights about the gender health gap and how we can make changes that matter.



Scan the QR code or  
download our report at  
[layahealthcare.ie/wellbeingindex/](https://layahealthcare.ie/wellbeingindex/)





Proudly Sponsoring

## OUTSTANDING EMPLOYEE RESOURCE GROUP AWARD

**Dornan Engineering**



**Greenhouse Software**



**Health Information and Quality Authority (HIQA)**



**Health Service Executive (HSE)**



**Sisk**



**US Bank**



Investors in  
**Diversity** | **GOLD**

Matheson is proud to once again sponsor the  
**Outstanding Diversity Initiative Award**  
at the  
**National Diversity & Inclusion Awards 2026**

# Matheson

In 2024, Matheson made history by becoming the first organisation in Ireland to be accredited with the **Investors in Diversity Gold** from the Irish Centre for Diversity for a third time, so we are delighted to support these awards.

Matheson, the law firm of choice for internationally-focused companies and financial institutions doing business in and from Ireland.

Visit [www.matheson.com](http://www.matheson.com) to find out more.

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Dublin

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Matheson LLP

# Matheson

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## OUTSTANDING DIVERSITY INITIATIVE AWARD

**Allianz**



**The Department of Public Expenditure, Infrastructure,  
Public Service Reform and Digitalisation**



**PTSB**



**Public Services Collaboration Group**



**Sample Studios**



**Sun Life**



**TG4**



**The Home Share**

**We don't just  
span the world.**  
We understand  
**yours.**



Having 76,000+ professionals across 150+ markets means you get personalised professional services support, anywhere you need it. It's just one way we go beyond what's expected to help your business succeed.



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## ADVANCING RACE / ETHNICITY EQUALITY AWARD

**Bank of Ireland**



**Broadlake**



**Eirgrid**



**ESB**



**RDJ LLP**



**Vhi Healthcare**



Investors in  
Diversity

**GOLD**

Nestlé Ireland is proud to sponsor a category at the  
National Diversity & Inclusion Awards 2026

# Advancing Social Inclusion

Congratulations to all the finalists for their  
remarkable efforts in fostering a more inclusive  
workplace for everyone.

[www.nestle.ie](http://www.nestle.ie)





Proudly Sponsoring

## ADVANCING SOCIAL INCLUSION AWARD

**A&L Goodbody**



**Coolmine Therapeutic Community**



**FFH Management**



**Intact Insurance & 123.ie**



**Mason Hayes & Curran LLP**



**Turas Nua**



# Hegarty

Building Contractors



Investors in  
Diversity

**GOLD**

## Building a Workplace Where Everyone Belongs

Diversity, Equality, and Inclusion are at the heart of everything we do. We're dedicated to fostering an environment where every employee, partner, and stakeholder thrives.

Proud sponsors of **Advancing Allyship & Bystander Engagement Award**. We wish all award nominees the very best of luck tonight.



For more information visit [www.pjhegarty.ie/dei-at-pj-hegarty](http://www.pjhegarty.ie/dei-at-pj-hegarty)

 [pjhegartysons](https://www.instagram.com/pjhegartysons)

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 [PJHegarty&Sons](https://www.linkedin.com/company/PJHegarty&Sons)





# Hegarty

Building Contractors

Proudly Sponsoring

## ADVANCING ALLYSHIP AND BY-STANDER ENGAGEMENT AWARD

**Bord Gáis Energy**



**FFH Management**



**Glenveagh**



**Hostelworld Group**



**Mary Immaculate College**



**Sisk**



National  
Lottery

18+

Support  
Responsibly

# YOU MADE THIS POSSIBLE

€4.5 Million raised every week\*  
for Good Causes



\*Average weekly figures based on 2024 financials



Proudly Sponsoring

## **ADVANCING LGBTQ+ INCLUSION AWARD**

**A&L Goodbody**



**Central Bank of Ireland**



**Eirgrid**



**Mason Hayes & Curran LLP**



**National Treasury Management Agency (NTMA)**



**Sisk**

IT'S NOT JUST TALK,  
**IT'S CONVERSATION**  
THAT COUNTS

**newSTALK**



## **PUBLIC SECTOR ORGANISATION OF THE YEAR AWARD**

**An Post**



**Bus Éireann**



**National Treasury Management Agency (NTMA)**



**Sustainable Energy Authority of Ireland (SEAI)**



**South Dublin County Council**



**University College Cork (UCC)**



# publicjobs

are proud to sponsor the

## Employee of the Year Award in the National Diversity and Inclusion Awards 2026

Congratulations to all finalists for their great work in making  
workplaces more inclusive



poistphoiblí  
publicjobs



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publicjobs

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## EMPLOYEE OF THE YEAR AWARD

Sharon Rothwell,  
**Bidvest Noonan**



Mitchell Okeke,  
**Medtronic**



Mariangela Esposito,  
**Royal College of Physicians of Ireland**



James Kilmartin,  
**SAP**



Sarah Sartori,  
**South East Technological University (SETU)**



Trevor O'Clochartaigh,  
**TG4**



# DIVERSITY DRIVES EXCELLENCE



## We're proud to sponsor the National Diversity & Inclusion Awards 2026

At Jones Engineering, diversity is our strength, and inclusion is our foundation. By valuing different perspectives, we build better teams, stronger communities, and a more innovative future.



Proudly Sponsoring

## COMPANY OF THE YEAR AWARD

**Broadlake**



**Glenveagh**



**Greenhouse Software**



**Hostelworld Group**



**Intact Insurance & 123.ie**



**MUFG Investor Services**



**PTSB**



**Uisce Éireann**

# Diversity & Inclusion Resources



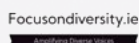
BelongTo is Ireland's national services and advocacy organisation with and for LGBTQ+ children and young people. [belongto.org](https://belongto.org)



The mission of Black & Irish is to advocate for the Black community in Ireland, build and connect all Black communities with wider Irish society and educate everyone in Ireland to adopt an anti-racist mindset. [blackandirish.com](https://blackandirish.com)



The DPO Network is an alliance of five national Disabled Persons' Organisations in Ireland working together to advance the full implementation of the UN CRPD in Ireland. [dponetwork.ie](https://dponetwork.ie)



An online hub for celebrating people, companies and programmes that are championing Diversity, Equality and Inclusion in society and the workplace. [focusondiversity.ie](https://focusondiversity.ie)



iNAR is a national Network of diverse Civil Society Organisations committed to combating racism and all related forms of discrimination in every sphere of life in Ireland. [inar.ie](https://inar.ie)



The Open Doors Initiative provides opportunities to some of the marginalised members of our society. We create pathways to work through training, education, employment and entrepreneurship. [opendoorsinitiative.ie](https://opendoorsinitiative.ie)



A national network of organisations and individuals working within the Traveller Community. ITM works in partnership with settled people to seek full equality for Travellers in Irish society. [itmtrav.ie](https://itmtrav.ie)



PWN is a global network of people accelerating gender-balanced leadership in business and society, through professional development and international, cross-industry, online and in-person networking. [pwnglobal.net/c/pwn-dublin](https://pwnglobal.net/c/pwn-dublin)



ShoutOut is a registered charity committed to improving life for LGBTQ+ people by sharing personal stories and running educational programmes. [shoutout.ie](https://shoutout.ie)



TENI's vision is a world where all people, regardless of gender identity or expression, enjoy full acceptance and equality. TENI's mission is to advance equality and inclusion, and improve the lives of trans people and their families. [teni.ie](https://teni.ie)



Mentoring supports for people that are recovering from difficulties with offending behaviour. [speirenuu.org](https://speirenuu.org)

# Entertainment



## Shamrock Bhangra

Shamrock Bhangra is Ireland's best ethnic dance group. Founded in 2012 to give something back to the community they have performed at several high profile events. They aim to spread this Punjabi dance culture in Ireland and connect generations growing up here to Punjabi culture, whilst embracing Irish culture.

## African Gospel Choir Dublin

African Gospel Choir Dublin is a 15+ member, all-volunteer choir of African descent, founded in 2008 by Adeniyi Allen-Taylor. The choir's love of music and joy for life illuminates through their music. They are known to delight audiences with repertoire sung in English and their native languages.



## Victoria Secret

Performing for over 19 years, Victoria is Ireland's worst kept secret. Best known for treading the stage at The George in Dublin, as well as touring to cities across Ireland, the UK & Europe - this is one hilariously talented Irish queen!

Victoria has opened for some of the world's biggest stars of music, drag and comedy but she's still stumped that she shared a (virtual) stage with an actual Spice Girl in 2020!

After electrifying last year's celebration, she's back to light up the NDI Awards 2026 with her dazzling energy and inclusive spirit, bringing glamour and entertainment to the night!





A very warm welcome to  
everyone attending



# NATIONAL DI>ERSITY & INCLUSION AWARDS 2026

The Irish Centre for Diversity wishes  
you all a very pleasant evening

Additional copies of this 'Book of The Night' can be  
downloaded from the Irish Centre for Diversity website.

Scan this QR code



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FOR DI>ERSITY

[www.ndiawards.ie](http://www.ndiawards.ie)  
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