

SUPPORTING DIVERSITY & INCLUSION
PROGRESS IN WORKPLACES ACROSS IRELAND

2024 IMPACT REPORT

OUR 2024 MILESTONES

It's been a busy year and as our team grows, we remain focused on creating an inclusive, supportive, fun and productive work environment where everyone thrives. This is key. We know that the inclusive culture we build together every day, ensures we can deliver the best for our clients so we can enjoy the journey together. Diversity and Inclusion are at our core, and we're proud of the impact we are having every day.



Team grows 18% to 33



Launched the Inclusion Score metric

Enables easy tracking and monitoring of an organisation's D&I progress at national and sector levels



Established eLearning modules

Cost-effective online scalable D&I training



Our National D&I Awards are the biggest in Ireland

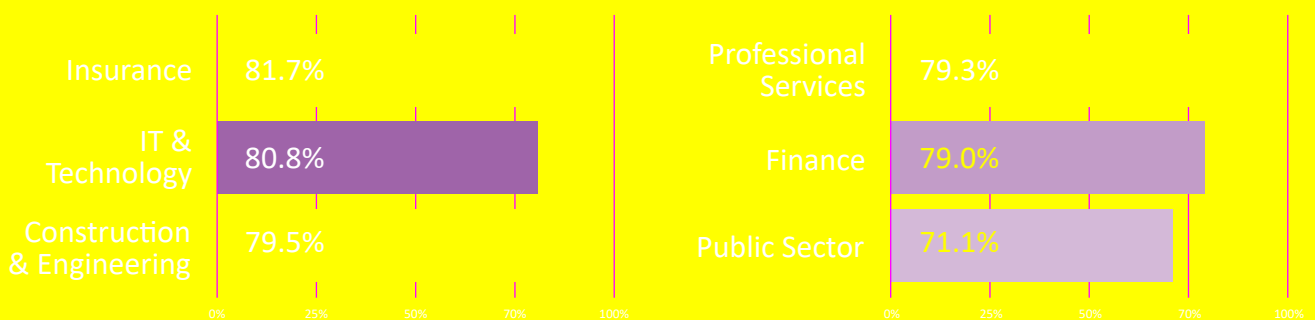
Moving venue to accommodate a growing audience up 28%, the NDIA's have become the biggest celebration of D&I in the workplace

WE BUILD BELONGING

THE NATIONAL INCLUSION SCORECARD

In 2024, we introduced an **Inclusion Score** metric that quantifies the sense of belonging and culture of inclusion within an organisation based on employee feedback to our Investors in Diversity (IID) Silver Survey. We benchmark this score at a sectoral level to assess and track progress across key industries.

NATIONAL INCLUSION SCORE: **78.0%**



Note: The inclusion score has been compiled from more than 130 organisations across Ireland that collectively employ more than 120,000 people across both the public and private sectors.

*FUELING AMBITION

- ✓ 95% of organisations aspire to meet or exceed their Inclusion Score
 - ✓ 83% of organisations are striving to surpass the sector average
- 95% of organisations that implement and re-accredit Investors in Diversity, improve their inclusion score.**

*SUSTAINABILITY REPORTING

60% of organisations report using data and insights from Investors in Diversity to monitor and report on D&I progress for sustainability purposes. This data supports organisations to deliver in tangible ways.

Driving ESG
Accountability

Benchmarking
Progress

Reporting
Impact

Supporting Regulatory
Compliance

*ICFD surveyed in 2024 on the impact of Investors in Diversity which this feedback is based on.

INVESTORS IN DIVERSITY FRAMEWORK DRIVING D&I PROGRESS

IID is Ireland's premier D&I accreditation and framework for progress in the workplace. Built over three levels – Bronze, Silver and Gold – it provides a clear and structured approach to guide your organisation to D&I excellence against five key pillars.



Over **320** companies in Ireland are currently using the Investors in Diversity framework



MAKING PROGRESS

We are seeing a significant increase in organisations successfully making progress across each level.



Investors in
Diversity

BRONZE

Establishing a strong D&I foundation.



24%



Investors in
Diversity

SILVER

Measuring the culture of your organisation with a D&I lens.



33%



Investors in
Diversity

GOLD

Making D&I part of the DNA of your organisation.



44%

% of organisations undertaking IID Bronze, Silver & Gold in 2024 vs 2023

RESULTS ARE IN: IT'S WORKING

Feedback tells us that the top advantages of liD are:

BRONZE

Improving and enhancing policies

✓ 85% agree

SILVER

Assisting leadership in setting D&I strategy

✓ 80% agree

Introducing data-based decision making to drive D&I progress

✓ 80% agree

GOLD

Talent Attraction

✓ 100% agree

Brand Awareness

✓ 88% agree

Making progress in embedding a D&I culture

✓ 89% agree

THERE'S MORE TO DO:

When asked if their career progression had been negatively affected

4.7% Yes

due to Gender

5.0% Yes

due to Age

INVESTORS IN DIVERSITY IMPACT

My organisation

Prevents discrimination

78% (up  16% on 2023)

Tackles discrimination if it occurs

64% (up  14% on 2023)

 On-site

 Virtual

 eLearning

LEADING D&I TRAINING



Organisations

More than **200** companies



Training

Over **350** sessions delivered



Growing Knowledge

19 core topics (+127%) with new topics introduced regularly.

Client Feedback

98%
positive client ratings

92%
facilitator excellence

95%
would recommend



**IRISH CENTRE
FOR DI>ERSITY**



WORKPLACE EXCELLENCE NATIONAL D&I AWARDS

Our National D&I Awards have grown to become Ireland's biggest celebration and recognition of excellence in the workplace across the nation.

2023 → 2024

↑↑ 10% increase in entries
↑↑ 28% increase in attendance

11 Categories

+ addition of
Advancing Social Inclusion Award

Deadline for 2025 has passed with an exciting ↑↑ 20% increase in entries.

66 companies shortlisted with
11 winners in 2024 +
4 Highly Commended



 NATIONAL DIVERSITY
& INCLUSION AWARDS

