

Inclusion, Diversity and Belonging

A value of the NTMA is working in the National Interest for the long-term benefit of Ireland's citizens and this is central to its deliberations and decisions. To achieve this the NTMA recognises that a diverse and inclusive workplace informs better decision making, creative thinking, innovation and drives business performance.

As an employer, the NTMA has deepened its understanding of the evolving organisational and societal challenges regarding inclusion and diversity. Continuing to engage in collaborative external partnerships, such as that with the 30% Club Ireland and the Business Disability Forum, has enabled the NTMA to gain this further understanding through cross sector and industry best practice and knowledge sharing. Internally, the NTMA has continued to gain an understanding of the evolving organisational and employee needs through various feedback forums such as employee surveys and Employee Resource Group feedback.

The NTMA's vision is to be a recognised leader on inclusion and diversity and to have an inclusive and diverse workplace where people can bring their full authentic self, share their perspective, and feel like they belong.

Inclusion and Belonging at the Heart of Hybrid Working

In 2022, the world of work continued to evolve. The NTMA navigated how and when to return to in-person collaboration, as well as navigate the challenges that came with a hybrid working environment. It was more important than ever to ensure that the NTMA focused on building an environment that was designed around inclusion, and where people felt a sense of belonging.

The NTMA launched its hybrid working model in April 2022 offering a blended working arrangement. The vision is to create a working environment that is purposeful, flexible and digital, and that will successfully deliver on the NTMA mandates for the benefit of stakeholders and employees. The hybrid working model is guided by a set of six principles which were co-created with and by NTMA employees. One of the six hybrid working principles is 'Conscious Inclusion', which has been developed to ensure that equality and inclusion is viewed as essential as we navigate and shape the future of the organisation.

The Power of Belonging

The NTMA recognises that understanding the lived experiences of our employees and listening to employee voices helps build a true sense of belonging. In 2022, the NTMA conducted a survey which asked employees to share their experiences and perceptions about the culture within the organisation.

While measuring the level of workplace inclusion can be challenging, overall employees reported high levels of belonging, fairness, and trust.



>75%

of employees responded favourably that a sense of belonging has been maintained well with the adoption of hybrid working.



>85%

of employees positively indicated that they are being treated fairly, irrespective of their hybrid working pattern.



>90%

of employees feel supported and trusted by their manager.

Our Commitment

The NTMA is proud to have been recognised for its commitment to inclusion and diversity. In 2022, the NTMA was selected as a finalist in the CIPD HR Ireland Awards – Inclusion and diversity category and as a finalist in the inaugural National Diversity and Inclusion Awards - Public Sector Organisation of the Year.

The NTMA will continue to focus on embedding inclusion and diversity within its strategies throughout the years ahead to ensure that the organisation is representative of society and to ensure that the organisation is one where each person has a true sense of belonging.

The NTMA's work in this area reflects the Public Service Duty requirement set out in Section 42 of the *Irish Human Rights and Equality Commission Act 2014*.

Other Developments

The NTMA continued to maintain a strong focus in 2022 on the influence and impact its business mandates have on external stakeholders.

ISIF

Details on ISIF's diversity, equity and inclusion and information on its ambition to invest a minimum of €50m in private equity firms that are majority owned by women can be found on page 28 of ISIF's section.

NewERA

NewERA works in conjunction with relevant stakeholders with regard to appointments to the boards of the commercial State sector companies designated to it. Further detail available on page 45 of the NewERA section.

Inclusion, Diversity and Belonging (continued)

Building Inclusive Communities

The NTMA's inclusion and diversity programme is led voluntarily by communities of Employee Resource Groups (ERG). They aim to create a safe space where employees can bring their whole selves to work, raise awareness to challenges, and help to foster a diverse, inclusive workplace aligned to the values of the NTMA. The NTMA recognise the importance of ERGs and encourage employees to voice their views through participation in these groups.

Gender Matters

NTMA Gender Pay Gap

The NTMA remains fully committed to reducing its Gender Pay Gap over time. The NTMA published its Gender Pay Gap Report in December 2022. In line with statutory reporting obligations the NTMA will publish its next Gender Pay Gap Report in December 2023.

The NTMA Gender Pay Gap Report can be found on the NTMA website.

LGBT+

Throughout 2022, the NTMA's LGBT+ Committee continued to promote an inclusive and diverse working environment. During the year the LGBT+ Committee focused on raising awareness and promoting education as a basis for understanding, and on delivering high quality internal events to engage a wide audience within the NTMA.

The Committee is also conscious of the positive impact its work can have in addressing the challenges faced by the wider LGBT+ community. As such, LGBT+ engaged with colleagues from across the public and private sectors, including members of the Financial Services Inclusion Network (FuSiON), the Central Bank and the Public and Civil Service LGBT+ Networks, inviting them to attend key NTMA hosted events including:

'Minorities within Minorities'

This event was chaired by the broadcaster and journalist Dil Wickremasinghe, with panellists from the gay, trans and traveller communities. The panel discussed the complex nature of minority intersection and how it affects a range of minority groups, including the LGBT+ community, people of colour and the Traveller community.

Pride

Pride month returned in person this year to much celebration. It continues to be the focal point in the LGBT+ calendar. The NTMA marked Pride physically with rainbow lighting on Treasury Dock and virtually with rainbow banners across its websites and social media platforms. Employees added rainbows to their email signatures and came together to support the annual quiz in aid of BelongTo. During Pride month, the Committee also held other events such as its annual LGBT+ History Walking Tour and a Sports Panel discussion which was chaired by the CEO of the charity ShoutOut.

The LGBT+ Committee continues to support the NTMA as a public sector body ensuring that it meets its obligations as contained in the National LGBT+ Inclusion Strategy. NTMA allies continue to provide support throughout the year and in particular during Pride month. The Committee looks forward to further developing the LGBT+ strategy throughout 2023.

Disability Advocacy Team (DAT)

The DAT aims to make the NTMA an inclusive and supportive workplace that embraces disabilities, and to assist the NTMA in meeting its statutory obligation to have employees with a disability comprise at least 3% of its workforce. The most recent return to the National Disability Authority (NDA) in December 2022 reported that 3.6% of the NTMA's workforce has a disclosed disability.

Over the past year, the DAT has continued to undertake advocacy within the organisation for employees with a disability, particularly in accessible communications, building internal and external networks to leverage best practice, increasing participation across the business units of the NTMA and providing support to employees and managers. Some key highlights and events from 2022 included:

- Hosting the Companies Accessibility Network in Treasury Dock for a roundtable session with attendees from partners including ESB, LinkedIn, Vodafone and Central Bank.
- The DAT arranged and facilitated site visits by current students of the Together Academy to the NTMA.
- The NTMA supported Ahead's Build the Future recruitment event in August 2022.
- The NTMA was awarded a Willing Able Mentoring (WAM) Leadership Award for promoting the employment of graduates with a disability in 2022.
- The DAT supported an internship with the NTMA for a student attending Trinity Centre for People with Intellectual Disability (TCPID).
- The DAT continues to work with Ahead and Specialisterne to recruit employees for general roles and for the NTMA graduate program.
All interns and employees recruited through DAT partners are assigned a mentor from the DAT.
- In 2022, the NTMA became a member of the Business Disability Forum (BDF), an organisation that can provide practical and expert support to the DAT.
- DAT continued its engagement with organisations that can assist it in achieving its objectives such as AHEAD, TCPID, Specialisterne Ireland, and the Together Academy.

The International and Multicultural Awareness Team (IMAT)

The IMAT employee resource group is at an early stage of development with the establishment of the team in late 2021. A key focus during 2022 was promoting awareness of multiculturalism within the NTMA and to engage employees and leaders to support IMAT initiatives. IMAT's focus is to create an environment where employees of all cultures and backgrounds feel valued and supported and to build an inclusive culture within the NTMA irrespective of background.

The ambition of IMAT is to support employees from different cultures within the workplace and to promote and bring awareness to the diversity of the wider communities within the NTMA through a number of initiatives such as understanding the diversity of nationalities and celebrating a number of key ethnic or international events, a sample of which includes Chinese, Lunar New Year and Italian Republic Day.