



*Foras na Mara*  
*Marine Institute*

# POLICY STATEMENT 2021 TO 2023

## AND OUR

# ACTION PLAN FOR 2022 & AMBITIONS FOR 2023.

EQUALITY,  
DIVERSITY &  
INCLUSION

*“We must not only learn to tolerate our differences. We must welcome them as the richness and diversity which can lead to true intelligence”.*

Albert Einstein

## INTRODUCTION

The Marine Institute is committed to supporting a culture of high performance, driven by our people, whose skills, experience and passion for the marine are central to the work we perform for government and other stakeholders (MI Strategic Plan 2018 to 2022). Our organisational priorities for 2022 highlight that we will continue to implement, and take positive actions to support our equality and diversity policy.

Our people are important and central to everything we do. Our Board and Senior Leadership Team are champions of **Equality, Diversity & Inclusion**. We foster a Culture of passion for our work, collaboration, inclusion, fairness, respect and transparency with clear, honest and inclusive communications. Celebrating our people and achievements where we can and highlighting the importance and benefits of diversity is a top priority for the Marine Institute.

As a public body in Ireland, the Marine Institute has a responsibility to promote equality, prevent discrimination and protect the human rights of our employees, customers, service users and everyone affected by our policies and plans.

**Equality, Diversity & Inclusion** is an organisational priority. **Equality, Diversity & Inclusion** in the Marine Institute recognises the many different ways that we work, think, and contribute. Diversity brings the opportunity for more creative discussions, decision making and innovation. The Marine Institute will therefore ensure that **Equality, Diversity & Inclusion (ED&I)** is visible and continues to evolve and be prioritised across the organisation, building on our actions and learning in 2021 and evolving our focus for 2022 and beyond.

## EQUALITY, DIVERSITY & INCLUSION GROUP

The Marine Institute have a **Equality, Diversity & Inclusion** Group that will, with the Senior Leadership Team, champion actions that promote ED&I and reflect our organisation values.

### EDI Policy Statement

WE WILL – Work Together with the aim to “Broaden and Strengthen the Conversation on ” **Equality, Diversity & Inclusion** “ right across the Marine Institute; ensuring a voice for those who may not be heard, those feeling marginalised or facing barriers both seen and unseen and taking action where required.”

As a Group, we are proud to sign our EDI Policy Statement and our Action Plan for 2022 highlighting our commitment to Equality, Diversity & Inclusion. We will evolve this policy over 2022 and 2023 with a focus on developing a Gender Equality Plan.

### CHIEF EXECUTIVE OFFICER AND SENIOR LEADERSHIP TEAM



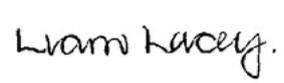
Paul L. Connolly



Ciaran Kelly



Joe Silke



Liam Lacey



Niall McDonough



Patricia Orme



Mick Gillooly



Catherine Johnston



Fiona Grant



Laura O'Leary



Ailbhe Kavanagh



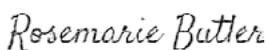
Julia Calderwood



Glenn Nolan



Kate Farrell



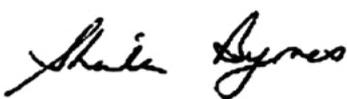
Rosemarie Butler



Laura McDonagh



Helen Boles



Sheila Byrnes



Gearoid Nicholson



Jonathan White



Natasha Louw

## **ORGANISATION COMMITMENT TO EQUALITY, DIVERSITY & INCLUSION**

The Marine Institute values its people and holds our values of Commitment, Integrity, Excellence, Innovation, Collaboration and Respect as central to how we work. Our Board and Senior Leadership Team are champions of **Equality, Diversity & Inclusion**. Our people are central to everything we do. We foster a Culture of passion for our work, collaboration, inclusion, fairness, respect and transparency with clear, honest and inclusive communications. Celebrating our people and achievements where we can and highlighting and supporting our diverse and high performing organisation is a top priority for the Marine Institute. We hold Platinum Level Excellence Through People Certification, a people focused NSAI quality standard that we have held at various levels since 2014.

As a public body in Ireland we also have a responsibility to promote equality, prevent discrimination and protect the human rights of our employees, customers, service users and everyone affected by our policies and plans. This is a legal obligation - the Public Sector Equality and Human Rights Duty, and it originated in Section 42 of the [Irish Human Rights and Equality Act 2014](#).

Evolving our **Equality, Diversity & Inclusion** is an organisation priority for 2022. This recognises the many different ways that we work, think, and contribute to the outputs of the organisation. These contributions are enriched through diversity, inclusion and equity.

There are many facets to **Equality, Diversity & Inclusion** and these facets differ for many reasons including those linked to our gender; neurodiversity, anything that may impact our physical or mental ability; disability, race, religious beliefs / faith, sexual orientation, our social or economic environments, education etc.

Increasing awareness of how this diversity enriches our organisation and contributes to our successes and achievements is key to our culture and our future success. We believe that diversity brings the opportunity for more creative discussions and innovation. We will therefore ensure that **Equality, Diversity & Inclusion (ED&I)** is visible and continues to evolve and be prioritised across the Marine Institute, building on our actions in 2021 and evolving our focus for 2022 and beyond.



# Organisational Commitment to Gender Equality 2021 - 2023

## OUR COMMITMENT TO GENDER EQUALITY

### STATEMENT FROM CEO

As our **Equality, Diversity & Inclusion** policy continues to grow, evolve and embed in the culture of the Marine institute, there will now be a focus on gender equality.

In Quarter four of 2021, 49% of employees in the Marine Institute were female and 51% male. While there is overall gender balance in our scientific, technical and mid management roles, there is an imbalance at our senior leadership level, with a higher percentage of males holding these key roles.

As part of our Gender Equality Plan, we are committed to better understand why this has arisen and to take any necessary corrective action to redress this imbalance, ensuring equality of access to all opportunities.

It will be the responsibility of everyone working within the Marine Institute to ensure that a culture of Gender Equality continues to grow, evolve and embed in our organisation providing equal opportunity and access for our female and gender diverse employees. Together we will challenge unconscious bias, agree our set of gender values, established a clear set of strategic objectives and implement the required actions to deliver on our objectives, be they recruitment related or access to development opportunities or to research funding and supports.

Research is a critical area for the Marine institute, where we act as both a research performer and as a research funder. We must integrate gender perspectives across all of our research programmes and actively seek to achieve gender equality and equal opportunities for all principal investigators, scientific leads, researchers and students. This will ensure more creative science, foster innovation and lead to more impactful research.

As we craft our new Strategic Plan (2023 to 2027), diversity, inclusion and equality will be priority areas in the discussions around ensuring "our people" grow and flourish in a culture that embraces diversity, inclusion and equality.

# Summary of our progress and ambition

## ACTIONS TAKEN TO 2021

- Review of **Equality, Diversity & Inclusion** in Marine Institute and launch of Action Plan for 2021 and revised Policy on Diversity, Inclusion & Equality.
- Monitoring and sharing of gender ratios and staffing profiles.
- Highlighting mentoring and development supports for future female leaders.
- Promote our longstanding commitment to Work-Life Balance and supports in place for those returning from maternity or other leave.

## ACTION PLAN FOR 2022

1. Establish a **Equality, Diversity & Inclusion** Group – championed by Senior Leadership and driven by staff.
2. Publish the commitment of the Marine Institute to Gender Equality Values and related Gender Equality Plan (GEP).
3. Launch Diversity and Inclusion and Gender Awareness training, including mandatory unconscious bias training for everyone working with Marine Institute.
4. As a research funder the Marine Institute will actively seek to achieve gender equality and equal opportunities for all principal investigators, scientific leads, researchers, students and other personnel involved in research funded under the Marine Research Programme.
5. Commit to challenge stereotypes and our unconscious biases and promote this challenge for everyone working with the Marine Institute.
6. Review of recruitment practices and job descriptions / role specifications to ensure accessibility and equality of access.
7. Consider future recruitment and how to reach out to future employees ensuring we reach a diversity of audience.
8. Gender Sensitive Communications – Increase awareness in this area through training and internal communication campaigns.
9. Increased data collection and monitoring of gender related statistics in general and for research related activities, such as through the annual Marine Institute research return to the Department of Further and Higher Education, Research, Innovation and Science, with a view to utilising those to inform future planning in this area.

## OUR AMBITIONS FOR 2023

1. Implement an agreed programme of events and training tailored to the organisation and people working with us for 2023.
2. Mentoring for staff to provide equal platform for all.
3. Prioritise and seek to improve Gender Balance for committees, events and gender representation for interview panels.
4. Increased data collection and monitoring of gender related statistics in general and for research related activities, such as through the annual Marine Institute research return to the Department of Further and Higher Education, Research, Innovation and Science, with a view to utilising those to inform future planning in this area
5. Identify the constraints (internal and external) and biases causing underrepresentation of women in senior management and decision making positions with a view to developing plan to address same.
6. Develop our Gender Equality Values and Gender Equality Plan for 2023 to 2025.