



**Health Service Executive  
National HR Capability and Culture**

**Staff Enquiries to  
the Diversity, Equality  
and Inclusion Team**

**Annual Report  
2022**



## Introduction

In January 2023 the HSE's Diversity, Equality and Inclusion (DEI) team published the HSE's first national [DEI Strategy](#). Developed to support the implementation of the HSE's People Strategy 2019-2024, this strategy sets out the main priorities and actions to enhance diversity, equality and inclusion in the HSE. The six strategic priorities outlined in the DEI Strategy collectively support the development of an organisational culture where employees are valued and supported, and work in an environment free from discrimination. Priority 6 focuses on developing systems and processes to enhance DEI support, advice and guidance to all employees.

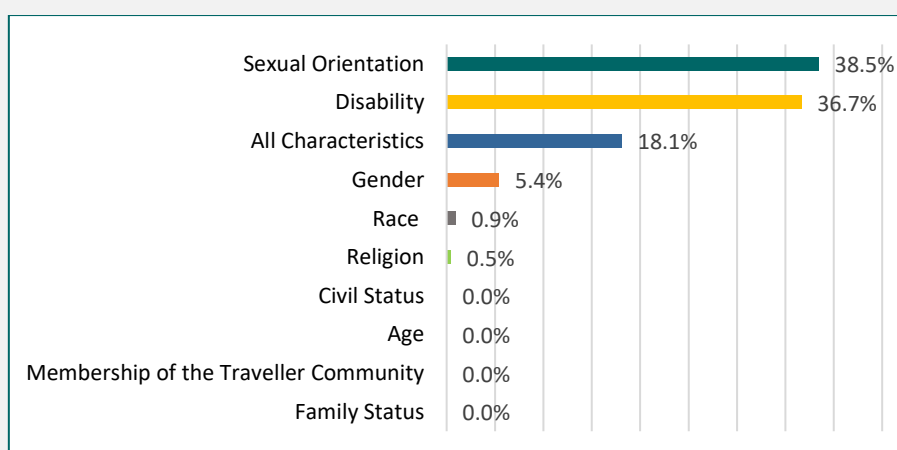
In late 2021, the DEI team established a formal process to record, analyse, respond to and report on enquiries from HSE employees. All enquiries are treated as confidential, responded to and non-identifying data extracted for reporting. This report presents an overview of enquiries received by the team throughout 2022.

### 1. General Overview

Two hundred and twenty-one enquiries were received by the DEI team in 2022:

- 86% of enquiries originated within HSE services and functions nationwide
- 14% of enquiries originated outside of the HSE
- Enquiries included one-off requests for information or advice and also those which involved more detailed engagement with the DEI team and/or other HSE divisions.

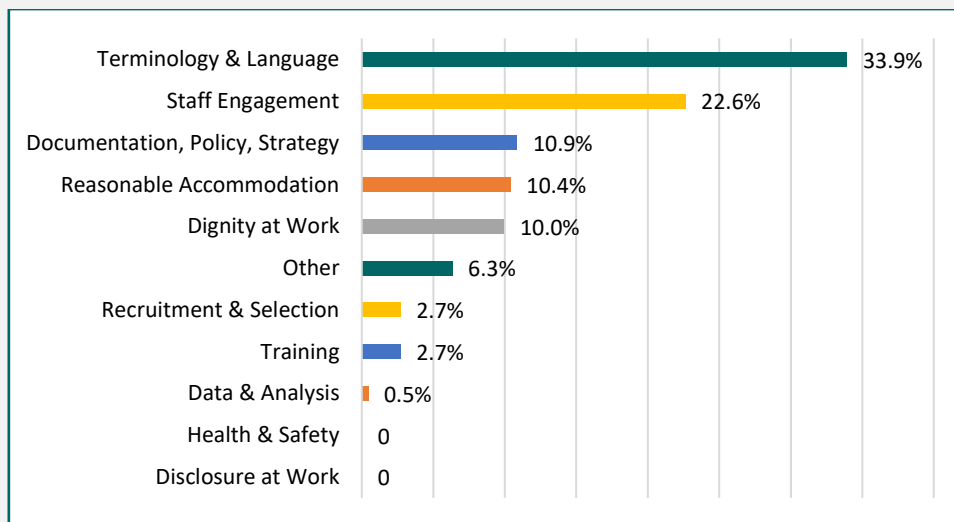
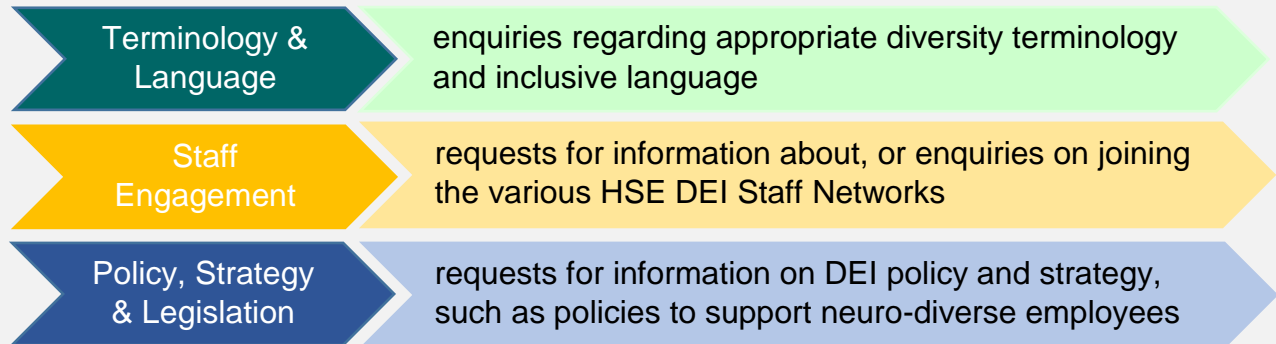
Irish equality legislation offers protection to individuals under nine specific grounds: Age, civil status, disability, family status, gender, membership of the Traveller Community, race, religion/no religion and sexual orientation. The majority of enquiries received related to sexual orientation (38.5%), disability and other health conditions (36.7%), and all diversity characteristics (18.1%) as shown in Figure 1.



**Figure 1.** Enquiries relating to the nine Equality ground

## 2. Enquiry Categories

Enquiries related to a wide range of subjects, divided into categories as shown in Figure 2. The top three categories included:

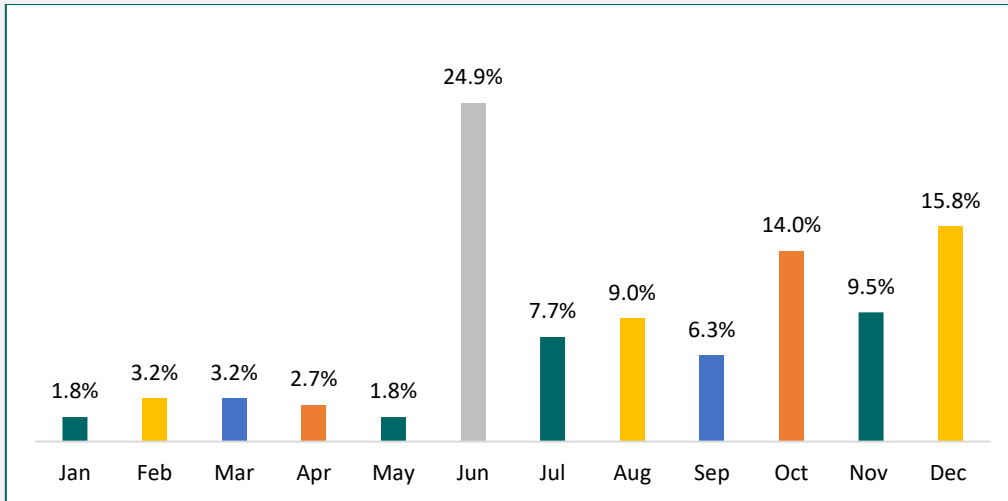


**Figure 2. Enquiry categories**

## 3. Monthly Enquiries and Engagement Activities

The largest volume of enquiries was received in June (25%), October (15%) and December (16%) as highlighted in Figure 3. The DEI team ran a series of awareness campaigns in collaboration with HSE Staff Networks during these months:

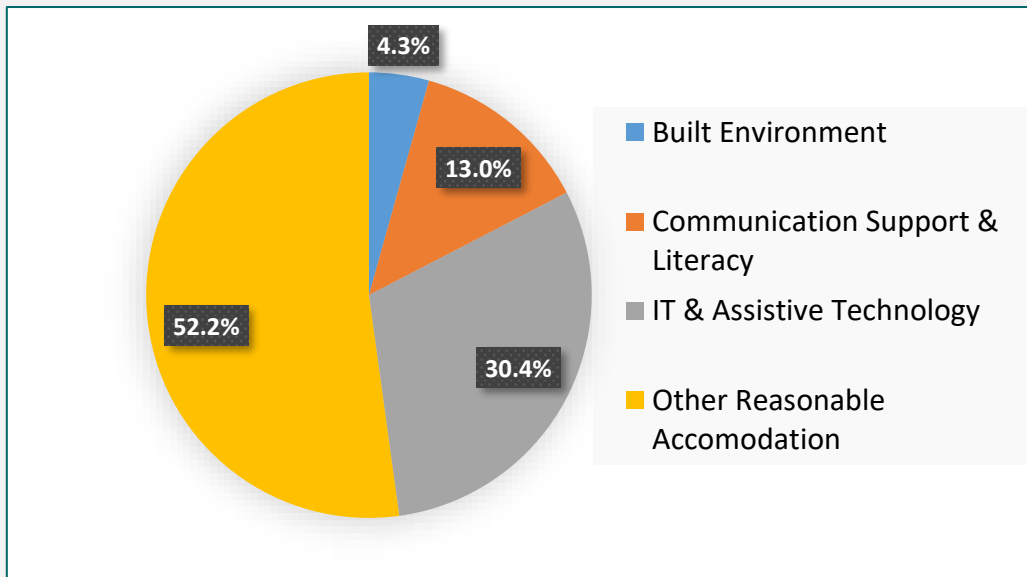
- The Reach Out Network, the HSE's staff network for LGBTQIA+ staff and allies, celebrated Pride in June and National Coming Out Day in November.
- The Le Chéile Network for employees with a disability marked Stammering Awareness Day in November and officially launched their network in December to coincide with the International Day for Persons with Disabilities.



**Figure 3. Monthly enquiries and awareness raising activities**

### Spotlight on Disability

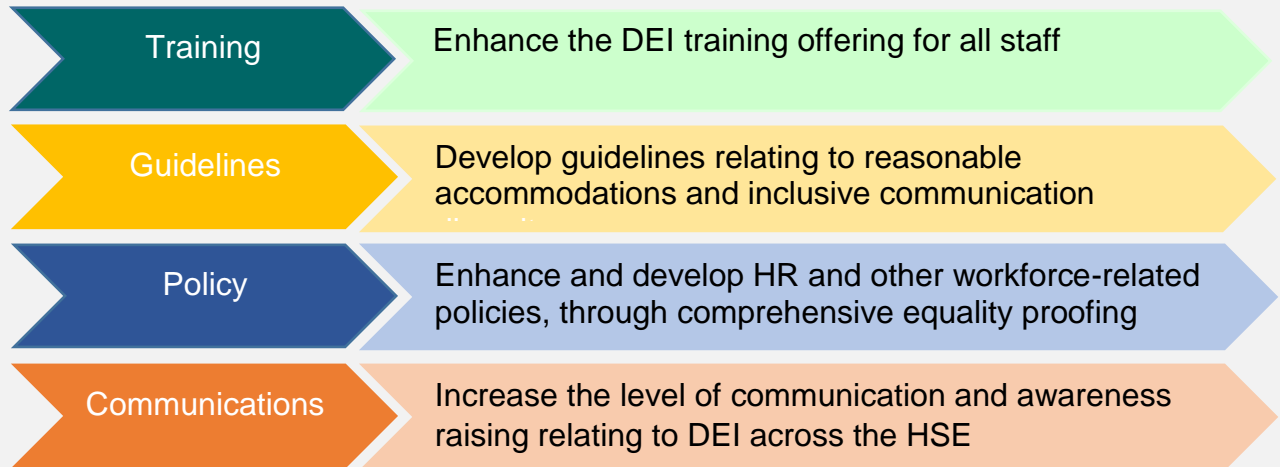
Disability inclusion is a key priority for the HSE. A total of 81, or 36.7% of enquiries related to disability and other health conditions. Of these enquiries, 28.4% related to workplace supports (referred to as Reasonable Accommodations in the Disability Act 2005). Reasonable accommodation enquiry types are shown in Figure 4.



**Figure 4. Enquiries relating to Reasonable Accommodations**

#### 4. Conclusion

The insights and themes gathered from DEI enquiry data were used by the DEI team to support the implementation of key headline actions outlined in the DEI Strategy:



Providing advice and guidance on DEI enquiries to all HSE staff is a key function of the HSE's DEI team. Managers and staff are welcome to contact the DEI team at any stage in relation to DEI enquiries or requests for DEI information.

Further information and resources on DEI topics is available on the DEI Hub on HSeLanD (go to Hubs & Resources → Diversity, Equality & Inclusion Hub).  
Email: [diversity.HR@hse.ie](mailto:diversity.HR@hse.ie)