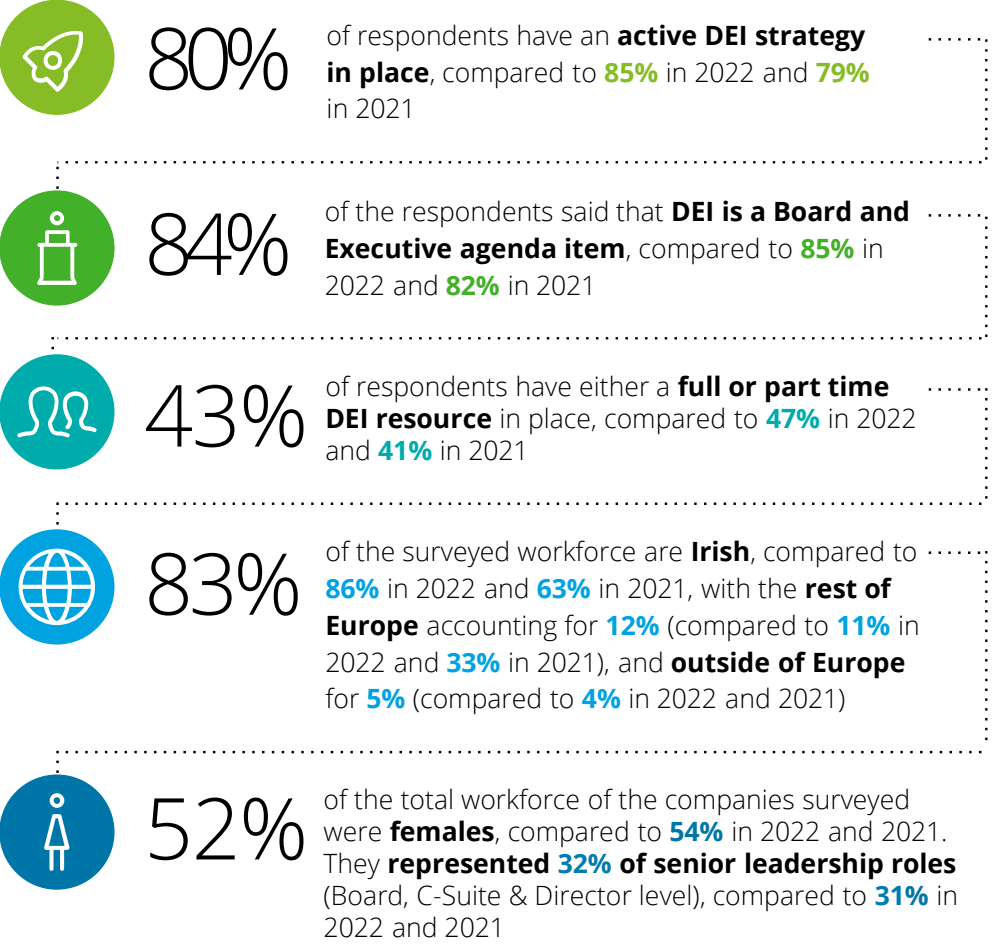


# Insurance Diversity, Equity, and Inclusion Survey 2023

Insurance Ireland are pleased to publish the **2023 Diversity, Equity, and Inclusion (DEI) Survey results** for the third year running, in collaboration with Deloitte. The purpose of this year's survey is to compare results across three years, since the inaugural survey in 2021, to better understand the diversity landscape within the industry and identify potential areas for improvement.

Insurance Ireland remain committed to working with their members, to continue to **gather and report on diversity data**, and **support members in their DEI efforts**.

**44** insurance companies across all sectors in Ireland completed the survey\*.



**Age**  
similar to 2022 and 2021, the **46-60** age range continues to be the most represented age category at Board, C-Suite, and Director and Principal levels. The most common age range of those in Managerial and Non-managerial roles is between 30-45

## Women in Finance Charter

**52%** of companies surveyed in 2023 have signed up to the Women in Finance Charter, and an additional **11%** are planning to after internal governance and approval procedures. This compares to **39%** of firms having done so in 2022







## How to Move the Dial on DEI

While many insurers are taking **positive steps to diversify their workforce**, and **create a more equitable and inclusive workplace**, there is more that can be done to realise the **positive outcomes** that DEI efforts can have for both **employees** and **employers** in the insurance industry.

- Diversity Data**
  - Set DEI metrics, and develop a DEI dashboard to track outcomes
  - Use your dashboard to analyse trends over time, and understand where gaps may be persisting
- Recruitment and Selection**
  - Pay attention to DEI throughout each stage of the recruitment and selection process
  - Identify your underrepresented groups and get them involved in recruitment and selection activities, ensuring diversity within interview panels and selection teams
- Training and Professional Development**
  - Provide DEI training to all employees, and develop specialised learning and mentoring opportunities for those in underrepresented groups
  - Offer accessible development opportunities, e.g., during working hours
- Structure and Culture**
  - Promote DEI policies regularly across the organisation, and encourage employee resource groups in relation to DEI
  - Ensure employees are comfortable with challenging non-inclusive behaviours, and provide multiple forums for feedback
- Inclusive Leadership**
  - Have leaders take a public stance and acknowledge that they are cognisant of their own biases
  - Hold leaders accountable for progress on DEI metrics

If you would like to talk to us about the results

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\*Brokers Ireland data was not captured this year