



Grant Thornton

An instinct for growth™

Diversity and Inclusion

Strategy 2017-2018



Introduction

In 2016, Grant Thornton launched the EMBRACE programme. Our mission is to ensure Diversity and Inclusion (D&I) becomes embedded within Grant Thornton's culture and is evident in our every day interactions both internally and externally within the market. The programme has a number of specific areas of focus, the 'pillars' are:

- Gender;
- Family and working parents;
- LGBTI;
- Multiculturalism;
- Disability; and
- Generational.

The EMBRACE programme is led by Sasha Kerins, Head of Diversity and Inclusion. Sasha chairs the Diversity and Inclusion committee which oversees and supports the EMBRACE programme and the respective working groups established against each of the pillars.

Our first year was a huge success and saw us break significant ground on our Diversity and Inclusion journey. Highlights included undertaking a firm wide diversity survey, the running of a diversity week, advancement of HR policies, the delivery of unconscious bias training at partner level, membership of the 30% club and the advancement of gender equality with the running of a bespoke female leadership development series.

We set a platform in 2016 from which to progress each of our areas of focus and this strategic plan for the EMBRACE programme will advance the pillars further. The plan sets out an ambitious agenda for the coming period. This level of ambition is necessary so as to ensure the EMBRACE programme continues to play its part in ensuring Diversity and Inclusion become embedded in the firms culture.



Sasha Kerins
Head of Diversity
and Inclusion



Mission statement

“Ensure Diversity and Inclusion becomes embedded within Grant Thornton's culture and is evident in our every day interaction both internally and externally within the market.”

About EMBRACE

EMBRACE

Diversity at our core

Our strategic aims



Key enablers:

- engaging with internal and external stakeholders to inform and drive our Diversity and Inclusion agenda;
- a data driven approach in understanding and assessing our progress; and
- working with our colleagues across the Grant Thornton International (GTIL) network to ensure we learn from and contribute to their Diversity and Inclusion agendas.

Areas of focus



Family and working parents

Promote inclusion:

- developing alternative working practices; and
- celebrating the wider Grant Thornton family.



Gender

Ensure equal opportunities for all:

- making a public commitment to having 30% female senior leadership by 2020; and
- complementing our existing talent development offering with female focused programmes.



LGBTI

Foster acceptance:

- promoting a culture of openness and acceptance;
- ensuring inclusive HR policies; and
- celebrating diversity with Pride.



Generational

Attract, retain and empower diverse talent:

- building generational awareness; and
- facilitating a multigenerational workplace.



Multiculturalism

Be respectful in our interactions:

- celebrating and respecting cultural differences; and
- providing practical supports to inbound and outbound talent.



Disability

Build diverse and dynamic teams to optimise client delivery:

- developing awareness, education and training; and
- enabling and empowering management to ensure equal opportunities for all.

Contact

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