

THE IMPORTANCE OF THE ROLE OF A

Diversity and Inclusion Officer



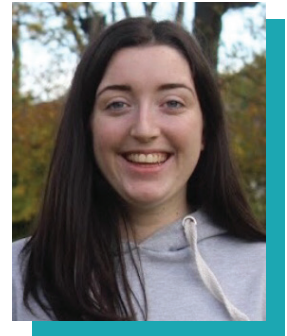
Note

From the Director of Engagement, Inclusion and Diversity

The importance of the role of an Inclusion and Diversity Officer shouldn't be underestimated since it was added to the constitution of Young Fine Gael at the National Conference in 2019. It is important that we have a culture in this organisation of inclusion, engagement, diversity, and equality and that it is promoted actively throughout structure of Young Fine Gael. Since the beginning of my term, I have noticed the confusion of what the role is and what it means to be an officer of diversity and inclusion on a committee. Alongside the Diversity, Inclusion and Engagement Committee we came up with these eight points or action plans on the role of a D+I officer. Each one provides a different purpose and importance for the overall functioning of a committee and in turn nationally. I hope that over time, the organisation will have an inclusion and diversity officer on every committee and will become a fundamental role on committees across the organisation. As always, I would like to thank my executive colleagues and our national youth officer Aoife McLoughlin Ngo for their support and kindness, Fine Gael HQ for publishing and designing this document and finally the hard work and dedication of the DIE committee, I would be lost without their support, help and guidance! (Adam O Donoghue, Ailbhe McNamara, Aoife Mannion, Rachel Nally, Lucia McNamara, Filip Guzu, Derval Cleary and Domhnaill Harkin.) As the only Director of Diversity and Inclusion so far on the national executives, I hope that this document among other things has allowed, encouraged and provided a wider movement of ensuring that Young Fine Gael is a place of equality, diversity and inclusion.

Is mise le meas,

Emily Larkin





The Role of a Diversity and Inclusion officer are as follows:

- To ensure that all members on a committee in Young Fine Gael have equal opportunities to provide input at committee meetings and events irrespective of which committee role they hold if they wish to do so.
- To ensure the committee in its entirety respects the diversity of opinion and differential views held by all committee members and that all views are respected as a broad-church party.
- To make sure that new members in particular are made feel welcome, supported and included in the branch. This can be done in many ways such as an informal buddy or mentor system, a quick call or chat to welcome them or answer any questions they might have.
- To make sure that new members are included in any group chats for the constituency, branch or committee, subscribed to the emails and in the national forum on Facebook so that they are able to engage and attend YFG meetings and events.
- To let members be aware of the different networking opportunities and to link up with them if they wish. These networks include Fine Gael Intercultural, Fine Gael LGBT, the Young Fine Gael women's network, Fine Gael Women's Network and the Young Professional Network.
- Any form of bullying or harassment or concerns should go straight to the National Youth Officer who will deal with the matter appropriately and discretely.
- To ensure that events, meetings and trips are accessible to everyone irrespective of disability, location, time etc.
- Finally, to ensure that any policy, events, campaigns, discussions etc. are inclusive and the respectful of the diversity, guidelines and values of the organisation.

www.yfg.ie

Fine Gael National Headquarters, 51 Upper Mount Street, Dublin 2



01 619 8444



yfg@yfg.ie



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