



Rialtas na hÉireann
Government of Ireland

Meeting of Corporate Social Responsibility Stakeholder Forum
26 November 2019
Abbey Theatre, Dublin 1
8.30am-10.30am
Minutes

Chair: Ms. Catherine Heaney, DHR Communications
Attendance and Apologies at Appendix A

1. Welcome and Opening Comments

The Chairperson, Ms Catherine Heaney, welcomed attendees to the Abbey Theatre. The theme for the meeting was 'Workplace' which is one of the Four Dimensions of Corporate Social Responsibility (CSR) in the current National Plan on CSR.

The Chairperson, thanked Mr. Neil Murray, co-director of the Abbey Theatre for hosting the meeting. Mr Murray welcomed the Forum and highlighted some of the CSR activities currently taking place in the Abbey including the 5x5 development series. Under this initiative, the Abbey Theatre have shared the Peacock Stage with ten community projects over the past two years. More information on this initiative can be found [here](#). Mr Murray said the Abbey Theatre was delighted to host the CSR Stakeholder Forum.

2. Chairperson's Update

The Chairperson congratulated Forum and Network members who were successful at the recent [CSR Chambers Awards](#) in September 2019 and also highlighted the work of the judges which included the Department of Business, Enterprise and Innovation's representative Deborah Dignam. She encouraged all Forum and Network members, in particular SMEs, to apply for the awards in 2020 and beyond.

The **Minutes** of the Forum meeting of 19 September were agreed.

The Chairperson thanked Lorraine Corcoran, Afanite, for her work on the **new Case Study Template** and reminded Forum and Network members of the benefits of having case studies and to submit a case study if they had not done so already.

The secretariat updated members on the new '**Upcoming Events and Information**' section on csrhub which acts as a noticeboard to highlight CSR related events happening throughout the country. The secretariat invited members to use the noticeboard to highlight CSR related events by submission to the secretariat.

The Chairperson highlighted the invitation to speak at the **Joint Oireachtas Committee (JOC)** on Business, Enterprise and Innovation received by the CSR Stakeholder Forum. The CSR Stakeholder Forum delegation included Catherine Heaney, Chairperson, Bernadette Phelan, BITCI, Céline McHugh and Deborah Dignam attended the JOC on 15 October 2019. The Chairperson highlighted the preparation involved on behalf of the delegation and thanked the Department for their support. The Chairperson noted the committee's interest in measurement of the impact of CSR and KPIs as part of their questioning. Following the presentation to the JOC the Chairperson and the Department wrote to each member of the Committee to address

their specific queries and /or provide more detailed information on the queries or issues raised during the meeting.

The Chairperson updated Forum members on the recently published Circular 20/2019. **Circular 20/2019** which provides for the promotion of Environmental and Social considerations in Public Procurement was published in October 2019. The purpose of this Circular is to promote the wider use of environmental and social considerations in public procurement with specific regard to the Climate Action Plan 2019.

This circular

- Instructs Departments to consider including green criteria in public procurement processes in the following circumstances;
- Informs Departments that the Department of Communications, Climate Action and Environment and the Office of Government Procurement (OGP) will support the implementation process to ensure that Green Public Procurement becomes part of the mainstream public procurement process.
- Requires Departments to incorporate relevant green procurement measures into their planning and reporting cycles.
- Highlights the possibilities for Departments to deliver wider social and environmental aims through public procurement. In this regard, public bodies are encouraged to engage with the OGP to use frameworks which include relevant social and environmental considerations and
- Draws the attention of Departments to the cross-departmental Social Considerations Advisory Group which aims to promote and facilitate their incorporation of social considerations, including environmental considerations, into public procurement projects.

The Chairperson said this is an important CSR development that aligns with Action 15 in the current National Plan on CSR. She said that the secretariat has and will continue to promote this and asked businesses, including SMEs, to become familiar with the circular.

As part of her final update the Chairperson addressed the Work Programme over the next 6 months and the need for supporting teams as below:

1. **CSR Check Team** –an editorial/drafting team would be required for CSR Check 2020 and called on members to revert to the secretariat of their availability to be part of the team.
2. **CSR 2020 and Beyond Team** – The next meeting of the Forum will be on the 12 February and for Forum members only as the only agenda item will be CSR 2020 onwards.

Minutes to be placed on the website. [Minutes uploaded]
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3. 'Workplace' Theme of Meeting

Speaker 1: Biddy O'Neill, Healthy Ireland

Ms O'Neill updated the Forum on the work of Healthy Ireland and the development of the Healthy Workplace Framework is one action. Ms O'Neill previously presented on Healthy Ireland at the CSR Stakeholder Forum SME Outreach Event in Doolin, Co Clare in 2017.

Healthy Ireland is a government-led initiative, under the Department of Health, aimed at improving the health and wellbeing of everyone living in Ireland. Healthy Ireland Framework 2019-2025 is based around four key goals:

- to increase the proportion of people who are healthy at all stages of life
- to reduce health inequalities
- to protect the public from threats to health and wellbeing
- to create an environment where every individual and sector of society can play their part in achieving a healthy Ireland

Ms O'Neill added that in relation to the Healthy Workplace Framework it focuses on four elements

- Environment
- Culture/ethos
- Health and well-being programmes
- Link to the community.

Ms O'Neill outlined the work to date in relation to Healthy Workplaces

- Extensive Literature Review
- Review of Tools and Resources
- Consultation
- Post Graduate Training
- Resources
- CIPD /NISO Awards

Ms O'Neill distributed the following documents to attendees

- Healthy Meeting Guidelines (available on gov.ie)
- Healthy Workplace Research Infographic (available on gov.ie)
- Postgraduate Certificate in Health Promotion: Workplace Wellness (available on nuigalway.ie)

The framework will be launched early 2020.

Speaker 2: Kate Kidd, Workhuman

Ms Kidd is HR Director in Workhuman. Workhuman, previously known as Global Force, is an integrated social recognition and continuous performance management platform based in Dublin and Boston. Their mission is to make work more human and have close to five million users worldwide. She added that they are moving away from Performance Management eg PMDS and to continuous conversations.

They are currently been ranked 1st in the medium sized companies category with Great Place to Work Ireland. The Great Place to Work Ireland is a two part assessment involving:

1. Employees asked to partake in their Trust Index© Employee Survey, which measures employee sentiment across a range of business drivers
2. Organisation provides them with a Culture Audit© submission: a document which outlines the policies the organisation has in place across the nine key Practice Areas that create a Great Place to Work

Before the next speaker the Chairperson invited Ms Deborah Dignam, Department of Business, Enterprise and Innovation to update the Forum on **CSR and Policy Alignment**. Action 4 in the Ireland's National Plan on CSR states 'encourage relevant Government Departments to reflect responsible business practices in their national policies and strategies, where appropriate.'

Ms Dignam advised, that there are a number of examples across Government of where public policy and CSR align. She added that she has seen an increase in the number of Departments seeking input on CSR, which highlights the increase in the understanding of CSR across Government. Ms Dignam advised that the unit are now contributing (Forum/Working

Group/Advisory Group representation/ leading on the delivery of actions) to a number of policy papers including:

- National Forum on Business and Human Rights (Department of Foreign Affairs and Trade) and
- Sustainable Development Goals (SDGs) National Implementation Plan 2018-2020 (Department of Communication, Climate Action and Environment);
- Climate Action Plan 2019 (Department of Communications, Climate Action and Environment)
- LGBT+ Strategy (Department of Justice and Equality)
- National Volunteering Strategy (Department of Rural and Community Development).

Speaker 3: Deirdre Kearney, Department of Rural and Community Development (D/RCD)

Ms Kearney provided an overview of the process undertaken by D/RCD in the development of Ireland's National Volunteering Strategy. A call for input (CFI) was launched in December 2018 and the inputs from the CFI and D/RCD's National Advisory Group have informed the Department's development of the draft strategy. D/RCD are currently seeking further observations on the draft strategy and Ms Kearney called on attendees to engage with the public consultation and revert to D/RCD.

The chairperson expressed the importance of engagement with business and civil society in the consultation process.

A copy of this presentation is available on csrhub.ie

Speaker 4: Trudi McHugh, Laya Healthcare/Microsoft

Ms McHugh is Laya Healthcare's Occupational Health Advisor and clinical lead within Microsoft. Microsoft & Laya Healthcare have developed a Connected Health approach that enables Microsoft to empower their employees to lead healthier lives. Microsoft's programme connects the right services, people, data, and systems in an innovative way to build tailor made health and wellbeing programmes.

The Chairperson asked Ms McHugh a number of questions relating to her work in Microsoft including:

- ***What supports are available in Microsoft?***
Support depends on employee needs. In Microsoft, a connected health approach has been taken and consideration is given to psychosocial environment, job-role, and employee wellbeing. Laya Healthcare provides experts on various topics, whether they be one-to-one sessions or seminars. An onsite gym with classes throughout the working day ensures an integrated approach to employee health.
- ***What programmes are in Microsoft?***
There are various health programmes in Microsoft, and they are all based on what employees have asked for e.g. Gardening, parenting, financial, mental health. Each employee brings their whole person to work and is given the opportunity/space to prioritise their wellbeing during the workday.
- ***What 3 tips would you give to companies?***
 - Design a good job with plenty of variety
 - Create the type of environment that encourages creativity
 - Foster the link between management style and employee wellbeing

Following the presentations a number of questions/issues were raised by attendees and speakers including:

- Gender neutral job description
- Unconscious bias training
- Supporting 'return to work'
- Learning from pre-existing models
- Challenges with Diversity and Inclusion (Claire Bergin, Project Lead for the Diversity and Inclusion team talked about the challenge for business to change the culture of the workplace to really affect meaningful change in diversity and inclusion.
- Sabina Cotter, DCU, gave an overview of their 'access to the workplace' programme which seeks to provide greater access to the workplace for marginalised students.

Actions:

All available presentations to be uploaded to CSRhub.ie [**Presentations uploaded**]

7. AOB & Date of Next Meeting

The next meeting of the CSR Stakeholder Forum is 12 February 2020 in the Department of Business, Enterprise and Innovation, Kildare Street. This meeting is for CSR Stakeholder Forum members only.

APPENDIX A**Attendance:**

Chairperson: Catherine Heaney, DHR Communications

Members

Organisation	Attendee
BITCI	Marian Curry
Chambers Ireland	James Kiernan
ICTU	David Joyce
Afanite	Lorraine Corcoran
Deloitte	Claire Bergin
ESB	Fergal Fitzgerald
KPMG	Karina Howley
LIDL	Daniel Kelly
Pramerica	David Roche
Transdev	Neil Menzies
Ulster Bank	Suzanne Johnston
Department of Business, Enterprise and Innovation	Céline McHugh
Department of Business, Enterprise and Innovation	Declan Hughes
Department of Communications, Climate Actions and Environment	Anthony
Department of Employment Affairs and Social Protection	Kathryn McGinn
Department of Business, Enterprise and Innovation	Céline McHugh
Department of Business, Enterprise and Innovation	Declan Hughes
Department of Health (Healthy Ireland)	Biddy O'Neill
Department of an Taoiseach	Michael Bruton
SEAI	
Kemmy Business School, UL	Dr Briga Hynes
DCU	Sabina Cotter
Business to Arts	Andrew Hetherington
Volunteer Ireland	Terri O'Brien

Fourm Member Apologies:

Abbott	Sinead Hickey
Ernst & Young	Lorraine McCann
IBM	Deirdre Kenedy
Department of Employment Affairs and Social Protection	Jacinta Gray
Department of Employment Affairs and Social Protection	Evelyn Langan
Department of Foreign Affairs and Trade	Aoife McGarry
Bord Bia	Martin Hofler
Enterprise Ireland	Alexa Toomey
NSAI	Maria McKeown
Science Foundation Ireland	Ciaran Seoighe
Science Foundation Ireland	Cathy Foley
SEAI	Andrea Carroll

Northside Partnership	Paul Rogers
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Presenters (excl Members):

Workhuman	Kate Kidd
Laya Healthcare/Microsoft	Trudi McHugh

Network Members/Guests:

Failte Ireland	Conor Coppinger
Irish Human Rights and Equality Commission	Paul McKeon
Social Innovation Fund	Anne Dermody
GIY	Karen O'Donoghue
DBEI, TeamCSR	Caroline Savage
DBEI, TeamCSR	Noel Jordan
HSE	Aine O'Reilly
DBEI	Annmarie St John
DBEI	Colm O'Neill
DBEI, HR	Shane Lyons
Valeo Foods	Grainne O'Halloran
Youth Work Ireland	Anne L'Henoret
Probation Service & Irish Prison Service	Siobhan Cafferty

Network Members/Guest Apologies:

Age Action	Caroline O'Connell
Arthur Cox	Jean Maxwell
Community Reuse Network Ireland	Claire Downey
D/Agriculture, Food and Marine	Karl Goggins
Diageo	Jeanne McDonough
Social Innovation Fund	Deirdre Mortell
DBEI, TeamCSR	Cathering Curran
DBEI, TeamCSR	Anne Ribault-Reilly
UCD	Eleanor O'Higgins

Secretariat

Deborah Dignam	Helen K MacDonough
Sandra Mullen	