



# Delivering Inclusive Practice Education in the Age of Diversity



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PECNET training day 16 October 2025



# Learning Objectives

On completion of this session, participants will be able to:

- Recognise key concepts relating to Diversity, Equality and Inclusion (DEI).
- List examples of unconscious bias that may occur relating to clinical education
- Recognise how diversity can impact on clinical education
- Manage common workplace diversity issues as they arise in education
- Highlight the Clinical Educator's role in encouraging more inclusive teams



# A snapshot of Diversity in the HSE

1 in 10 doctors is from  
Pakistan

About 1 in 6 of the  
workforce are likely to  
have a neurodiversity  
condition

16% of the nursing  
workforce has Indian  
nationality



14% of the HSE  
workforce has a  
disability

People with Irish  
nationality make up  
approximately 85% of  
the HSE's workforce

1 in 10 HSE employees have personally  
experienced discrimination from the  
public or a colleague.

Source: HSE Workforce Planning  
& HSE Staff Survey 2025



# Diversity, Equality and Inclusion



Diversity

Recognising and  
respecting  
difference



Equality

Treating individuals  
and groups fairly  
and equally



Inclusion

Feeling valued,  
respected and  
supported



# Equality vs Equity



In the first image, it is assumed that everyone benefits from the same support.

They are being treated **equally**



Individuals are given different support to make it possible for them to have equal access to the view.

They are being treated **equitably**



All three can see the view without any support because the cause of inequality was addressed.

The systemic barrier has been **removed**



# Types of unconscious bias

## TYPES OF UNCONSCIOUS BIAS



### Affinity Bias

Feeling a connection to those similar to us



### Perception Bias

Stereotypes and assumptions about different groups



### Halo Effect

Projecting positive qualities onto people without actually knowing them



### Confirmation Bias

Looking to confirm our own opinions and pre-existing ideas.



# Common issues



# **Disability at work – a matter of support**







# Reasonable Accommodations

What are Reasonable Accommodations at work?

- Removing barriers for employees with disabilities or health conditions so that they can carry out their duties on an equal footing with their colleagues.

The need for a Reasonable Accommodation....

- May be communicated during recruitment/contracting/onboarding process, e.g. Occupational Health Fitness to Work form
- May become apparent during induction, adaptation or clinical education
- May be communicated once person is in role
- May not be shared at all

It is the employer's responsibility to provide Reasonable Accommodation.



# What kind of Accommodations are Reasonable?

- Adapting the physical environment
- Providing equipment or assistive technology
- Adapting the employee's workload
- Providing flexible working arrangements
- Ensuring accessible communication
- Providing training, coaching or other supports.

Contact the DEI team at [Diversity.HR@hse.ie](mailto:Diversity.HR@hse.ie) for information or help with any of the above disability support issues



# HSE staff diversity networks



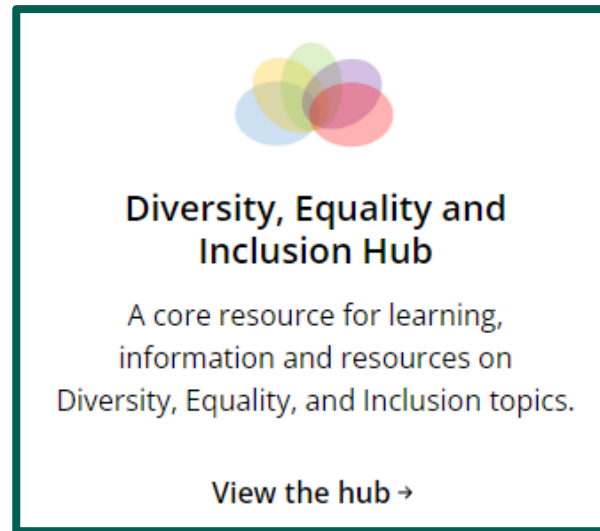
- The HSE has three staff diversity networks to provide peer support, advice, a safe space to discuss issues and to help improve workplace policies:
  - For employees with a disability and their allies: the Le Chéile Network
  - For LGBTQIA+ employees and their allies: the Reach Out Network
  - For employees from different cultural and ethnic backgrounds, and their allies: the Cultural Diversity Network
- All meet via Zoom, typically every couple of months
- Contact [Diversity.HR@hse.ie](mailto:Diversity.HR@hse.ie) to find out more



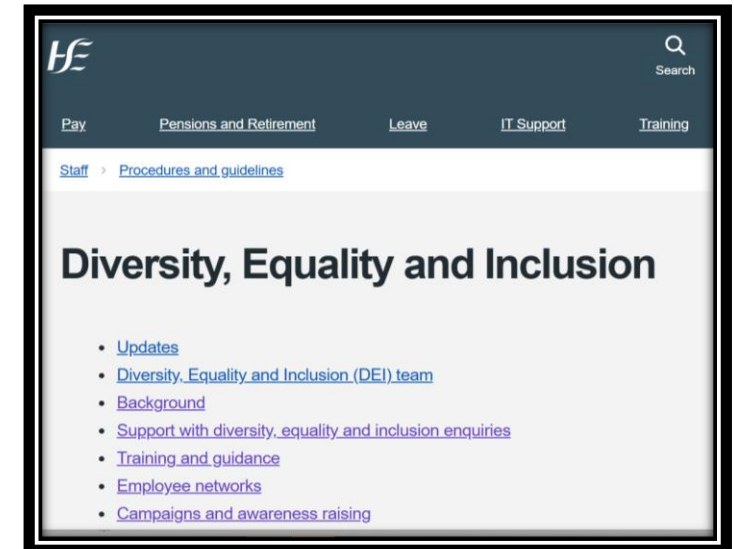
# Diversity, Equality and Inclusion Resources



Email us at:  
**diversity.HR@hse.ie**



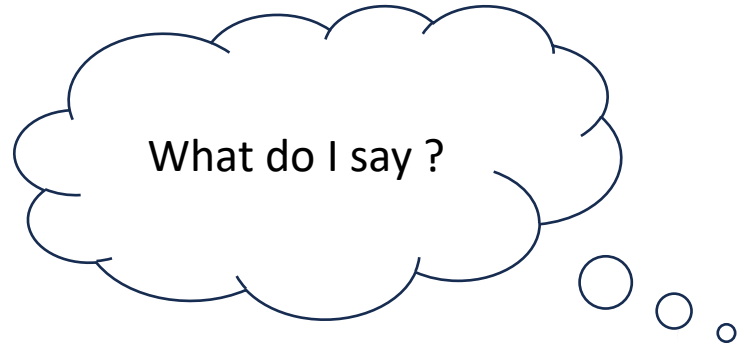
Learning Hub on  
**HSeLand**



Web pages at  
<https://healthservice.hse.ie/staff/procedures-guidelines/diversity-equality-and-inclusion/>



# What can I do as a Practice Educator to help promote inclusion in my work?





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# Recap and Key Takeaways

Email us at: **diversity.HR@hse.ie**