



YOU COUNT

BUILDING AN INCLUSIVE & DIVERSE PUBLIC SECTOR

Tuesday 14th March 2023
10:00am – 4:00pm
The Printworks, Dublin Castle



SPEAKER BIOGRAPHIES



Margaret McCabe

Margaret McCabe is the Chief Executive of the Public Appointments Service (PAS), a position she took up on 1 January 2023. In this role, Margaret is the Accounting Officer for the Vote of the PAS. She is answerable to the Board for the effective leadership, management and control of the administration and business of the Public Appointments Service. As Chief Executive she has responsibility for the development and implementation of strategy. This includes keeping abreast of developments in the recruitment industry and achieving greater efficiencies to maximise the quality and range of services provided for client organisations and candidates within available resources. Margaret is also guardian of the values and reputation of the organisation. A career civil servant Margaret has extensive experience in the area of Recruitment & Selection. Prior to becoming Chief Executive, she was Chief Operations Officer and she previously held the position of Head of Recruitment & Selection. Margaret holds a Masters in HR and a Higher Diploma from the IPA and she is a graduate of Common Purpose. A proud Leitrim woman, Margaret attended Marymount College (post primary school) in Carrick on Shannon, and joined the civil service when she left school. Her first post was as a clerical assistant. She has since worked her way to the top of the Public Appointments Service becoming the first internal Chief Executive Officer in the organisation in 22 years. A champion of a strong public sector ethos, Margaret is committed to a public service that is equal, diverse and inclusive.



Anne-Marie Taylor

Anne-Marie is a partner in Board Excellence, responsible for Non-Executive Director recruitment. She is on the board of the Public Appointments Service and the Irish Hospice Foundation and is a member of the Governing Authority of UCD. Anne-Marie's background is in management consulting, specialising in programme management and business transformation. She has been actively involved over many years in a number of initiatives to improve gender balance in leadership roles in Irish business. Specifically, she was co-founder of the Board Diversity Initiative which produced a directory of senior women for Board roles; she was a founding member of the 30% Club Steering Committee; and she was Programme Director for Balance for Better Business, the government-sponsored, business-led initiative which set targets for women on the Boards and in senior leadership positions in Irish corporates. Anne-Marie is also an executive coach.



Frances McGinnity

Frances is an Associate Research Professor at the ESRI, Adjunct Professor of Sociology at Trinity College Dublin and Visiting Senior Fellow at the Centre for the Analysis of Social Exclusion at the London School of Economics. She was awarded a doctorate from Oxford University (DPhil) in 2001 and worked as a postdoctoral fellow in the Max Planck Institute, Berlin. Dr McGinnity's primary research focus is equality, diversity and discrimination in the labour market and society more broadly, in Ireland and from a comparative perspective. This includes ethnicity, including Irish Travellers; gender equality, migrant integration, disability, mothers' employment, unpaid work and work-life balance. She was international expert on diversity and discrimination in the labour market in the Princeton-led *International Panel on Social Progress* (www.ipsp.org). She has over 20 years' experience in quantitative data analysis and has conducted a number of experiments. She is interested in developing effective use of multiple data sources for increasing our understanding of equality and diversity.



Emilie Priday

Emilie is the Director, Workforce Inclusion and Experience at the NSW Public Service Commission. Emilie joined the PSC in October 2018. Emilie has extensive experience in social policy and research and holds a Master of Criminology, Bachelor of Social Work and Arts and an Australian New Zealand School of Government Executive Master of Public Administration. Emilie currently leads the NSW PSC's Belonging and Inclusion Strategy and other programs of work which help promote a diverse, ethical, inclusive public sector. Prior to joining the PSC, Emilie led significant programs of work at the Australian Human Rights Commission, including the collaboration with the Australian Defence Force to embed cultural reform priorities and increase diversity and inclusion.



Fionnuala Meehan

Fionnuala is a seasoned leader & senior advisor, having extensive experience leading business operations for Irish and international companies, helping them scale and transform their business across global markets. During her career Fionnuala has started operations at different companies like Google, AOL and Best Western from scratch and scaled them rapidly and successfully time and time again. Within a few years, she set up Google's SMB advertising sales team in EMEA, growing it to a 1000-person organisation and multibillion dollar business, accounting for half of Google's advertising revenue in that region. In her role as Head of Google Ireland and VP SMB Sales EMEA Fionnuala championed coaching and made it a top priority for her organisations and embraced the concept of leading by example, particularly around diversity, equity, and inclusion. She ensured her leadership team and organisations were representative of the people, partners, advertisers they were serving, and spearheaded a number of DEI initiatives at the global level for Google as well as at the site level for Google Ireland. In this vein, she made community outreach the cornerstone of her time leading Google Ireland. Operational rigour and customer obsession are some of her key traits, along with her willingness to learn and invest in new skills to adapt to changing circumstances and requirements. After 25 years working in the multinational sector, Fionnuala now spends her time advising Irish start-ups and learning how to adapt her skills and experience to this new context.



Frank O'Mara

Frank took up the role of Director of Teagasc on 1 October 2021. He joined Teagasc in 2006 and was Director of Research since 2009. He is an agricultural scientist and sustainable livestock systems specialist, with over 30 years' experience in technical and senior managerial capacities in Agri-Food research, education, and development institutions. He is an ex officio member of Ireland's Climate Change Advisory Council. He was Chair of the Gender SMART European consortium project, which involved seven European research organisations developing gender equality plans. He is a strong advocate for ED&I, and since becoming Director, he spearheaded a diversity and inclusion cultural audit which was then followed by a series of D&I initiatives including a D&I leadership training programme for all managers. Teagasc is a multicultural organisation with over 40 nationalities on its staff.



Shirley Comerford

Shirley is an accomplished HR professional and people leader with extensive experience leading and delivering transformational change programmes. She has worked in a number of complex sectors including Health, Education and Central Government in Ireland, Australia, and the UK. Her award-winning work on developing and implementing HR and Organisational strategies is well recognised. She joined the Civil Service in 2012 and has held a number of senior roles including her appointment as CEO of the Public Appointments Service in 2018. During her time there she enhanced its organisational commitment to diversity and inclusion by establishing a dedicated Equality, Diversity and Inclusion Team and delivered its first Equality, Diversity, and Inclusion Strategy in 2021. She has recently been appointed as Head of the Public Service Workforce Division in the Department of Public Expenditure and Reform. This is a new and important role which will drive the delivery of targets and actions for the Workforce, Workplace and Organisation of the Future.



Yvonne Cooke

Yvonne, the acting Head of Human Resources, An Garda Síochána, joined the force in September 2021, having served in the Police Service of Northern Ireland for 20 years. She held the roles of Director of Human Resources and Head of Reducing Offending & Safer Custody. As an Occupational Psychologist Yvonne has a passion for individual, organizational and societal reform and has worked internationally across the public, private and not for profit sector. Yvonne was the 2018 Northern Ireland Eisenhower Fellow, is a CIPD Fellow, Chartered Occupational Psychologist, Master Practitioner in Neuro Linguistic Programming and has an MSc in Occupational Psychology and BSc in Psychology through Queens University Belfast. Yvonne is a member of the Public Appointment Service Board.



Francesca Kay

Francesca joined the CSO in December 2020 and is the Chief Information Officer (CIO). She is responsible for a broad remit covering technology, quality, methodology, administrative data as well as population and vital statistics. The overall goal of her area is to provide an integrated set of services to exploit new and varied data sources, collected and shared in a variety of ways, whilst modernising the technology used at the CSO. Frankie is the Management Board champion for ED&I, supporting initiatives to make the CSO a more inclusive organisation both for its employees but also to ensure our statistics and data reflect everyone in society. Frankie moved to Ireland after an extensive career leading technology and transformation in the private sector and most recently in several leadership roles at the UK's Office for National Statistics. These included heading both the Economic Statistics and Census Data Collection Transformation Programmes, before being appointed as the Interim Director General for Data Capability with overall responsibility for Technology, Methodology and Data Research and Data Science.



Alana Baker

Alana Baker is an OECD policy analyst in the Directorate for Public Governance, based in Paris. Her work involves developing policy advice and recommendations for public administrations, with specific expertise in leadership, skills and capacity building, and diversity and inclusion. Alana runs the OECD Global Network of Schools of Government, a forum for members globally to research, share and discuss best practice in public service learning and development, particularly at the most senior levels. Prior to the OECD and work in intergovernmental organizations, Alana worked in policy with several research institutes, in private business in international development, was previously a television and radio journalist for Canada's public broadcaster. She has a Master of Public Policy (MPP) from the University of Cambridge, a Master of Research in Management from University College London, and an MBA from Porto Business School.



Nadine Huggins

Nadine Huggins is an experienced leader with over 20 years in the public service and several years prior as a management consultant. Nadine excels at driving innovation and change, turning broad vision into practical action. She built her career finding solutions to complex issues, leading whole-of-organization and whole-of-government projects and supporting teams to work to their strengths. Nadine has a proven record of accomplishment. She uses leading edge solutions, sound judgement and effective relationship management to address current and emerging challenges, and effect positive organizational change. As the Chief Human Resources Officer for the Royal Canadian Mounted police Nadine emphasizes and drives integrity, inclusion, and a *people first* focus. She consistently strives to build a healthy, respectful, and diverse police service.



Binna Kandola

Binna Kandola is the co-founder and senior partner at Pearn Kandola in the UK. Binna has a particular interest in the study of gender bias and unconscious bias in organisations. He is the author of three critically acclaimed books on these subjects – 'The Invention of Difference: The story of gender bias at work', 'The Value of Difference: Eliminating bias in organisations', and 'Racism at Work: The Danger of Indifference'. His most recent book, 'Free to Soar: Race & Wellbeing in Organisations', which he edited, explores the relationship between race and wellbeing in the workplace. He is also the co-author of several other management books. One of which, 'Managing the Mosaic', won a Special Commendation at the 1994 Management Book of the Year Awards. Binna was the first Chair of the Standing Committee for the Promotion of Equal Opportunities of the British Psychological Society (BPS) and a member of Sir Robin Butler's Panel of Enquiry into Equal Opportunities in the Senior Civil Service. He has also been a member of the Board of Trustees of the BPS, and in 2002 was elected as Chair of the Division of Occupational Psychology. Additionally, in January 2004, Binna was invited to join the UK Government's National Employment

Panel and appointed Chair of the Minority Ethnic Group. He is currently a visiting Professor at Leeds University Business School and at Aston University Business School. In 2012 the University of Aston awarded him an Honorary DSc. Binna was awarded an OBE in 2008 for his services to Disadvantaged People and Diversity and he is also on the Asian Power List 2020.



Siobhán McKenna

Siobhán is the Head of Equality, Diversity & Inclusion at the Public Appointments Service (publicjobs.ie), Ireland's centralised provider of recruitment services across the civil and public service. Siobhán returned to Dublin in 2021 after spending 20 years in the non-profit and public sectors in London. She initially worked at the Open Society Institute, where her policy and advocacy work focused on supporting the global fight against HIV and AIDS. In 2009 she joined City Hall where she held several roles including youth programme manager, senior programme manager at London's Violence Reduction Unit and senior social policy advisor to the Mayor.

In 2018 she led the work on improving the representation of women in leadership roles in City Hall, developing a positive action sponsorship programme for women, and helping to reduce City Hall's gender pay gap in 2021 to less than 1%. In 2023 Siobhán won CIPD Ireland's inaugural Diversity Champion award in recognition of her leadership in ED&I. Siobhán holds a Bachelors degree in Social Science (International) from UCD and an MPhil in Ethnic and Racial Studies from Trinity College Dublin.



Salome Mbugua

Dr. Salome Mbugua is a researcher, gender equality activist and human right advocate. She is the CEO of professional experience spans over 20 years of work experience in civil society working with under-represented groups in particular women, children, and the youth, in Europe and Africa. Her strong belief in equality and justice has shaped her career, leading to engagement with policy makers in Ireland, Europe and Internationally.

Dr Mbugua serves at various advisory committee, expert groups and boards. In Sept 2018 she was appointed by Tánaiste to chair the working group developing Ireland 3rd National Action Plan on Women Peace and Security. She serves as the chair of Equality Diversity & Inclusion project board with Public Appointment Services. She is 2015 OHCHR-UN Fellow for people of African Descent and 2010 Eisenhower Fellow on women Leadership. Dr Mbugua holds a Doctorate from Trinity College Dublin and a master's degree from UCD.



Adeola X. Adeyemi

Adeola is Administrative Officer in Human Resources in the Department of Justice. Previously, she worked as civilian staff in An Garda Síochána and in the Courts Service. Before coming to Ireland, Adeola worked in the British Broadcasting Corporation London, UK as well as the private and non-profit sector in Nigeria. She holds a master's degree in human resources from Michael Smurfit Business School.



Gavin Hennessy

In his early career, Gavin worked across the globe in Africa, India and Eastern Europe developing projects to support the education and livelihoods of people living in poverty. Today, Gavin is D&I Lead at AXA Ireland, having previously held D&I roles at Irish Life, LinkedIn, and Business in the Community Ireland. With his work he has established ground-breaking programmes to reduce barriers to the workforce for family carers, hard to reach youth, persons with disabilities, and refugees. This has positioned him as a thought leader in the D&I space, most recently with Gavin acting as a Judge at the inaugural National D&I Awards. Gavin's passion lies in ensuring Irish Travellers and other minorities have access to work and feel included in the workplace. In his spare time, Gavin is a co-founder of the Traveller Graduate Network and a Board Director of the National LGBT Federation.



Allayne Cassidy

Currently serving as an Administrative Officer in the Department of Children, Equality, Disability, Integration and Youth (DCEDIY), Allayne has passion for human rights and equality issues, and advocating for a rights-based approach to working in the public sector. She developed her interest in these matters thanks to a diverse career history in public libraries, the Local Authority sector, and her roles in the civil service. From acting as committee secretary and public relations officer for Fórsa, writing her undergraduate thesis on street arts and spectacle, to co-founding LGBT+ staff networks in both Dublin City Council and the Department of Transport, Allayne has always sought out work that shared a common thread – understanding how society works and trying to influence positive change. Completing the Professional Diploma in Human Rights and Equality in the IPA cemented these ideals and catalysed her move to DCEDIY.



Elaine Corkery

Elaine Corkery works in the Department of Social Protection. She started with the civil service in 2006 as a temporary clerical officer in the Department of Justice, had various temporary contracts and roles in the public service until she came to Social Protection in 2011. Elaine initially worked as an EO in the local social welfare office in Carrigaline. Elaine was promoted to HEO in 2016 and is currently working as an Employment Personal Adviser engaging with jobseekers including jobseekers with disabilities about the supports and services that the Department provides to assist jobseekers with securing employment.

PERFORMERS



Esosa Ighodaro: Singer

Esosa works in a wide range of styles from classical, jazz, pop and R 'n' B to gospel and soul. A confident and charismatic performer, Esosa has performed in numerous venues throughout Europe & the UK, touring with Republic of Loose as well as leading bands of her own and releasing her debut solo album You Won't Believe It in 2019. Esosa has performed alongside musicians including Stevie Wonder, The Blind Boys of Alabama, Liam O'Maonlaí, Kíla, and Christy Moore. Most recently she performed as a featured artist at the renowned Creative Connexions in Sitges, Spain. Esosa is also a writer and director and has worked as an actor on stage and screen. She is currently developing projects for TV and Theatre. Her work aims to highlight black talent and tell more

varied stories of black experiences in Ireland, using humour to explore serious themes.



Vincent Lynch

Vincent Lynch freelances as a pianist and organist, and studied at Trinity College Dublin, The Royal Irish Academy of Music, TU Dublin Conservatoire and later at UCLA. He has played with the National Symphony Orchestra, RTE Concert Orchestra and Ulster Orchestra, and his work encompasses a broad range of genres including classical, opera, musical theatre, pop, Irish and church music.



Claire Sherry

Dublin born Claire Sherry has had a love for music from a young age. She is an accomplished player of many instruments including fiddle, mandolin, banjo, guitar, tin whistle and viola. Claire has performed in Europe and America and for the last eight years she has been invited by the Department of Foreign Affairs to visit and organize cultural exchanges in Malawi, Kenya and Ethiopia. Claire is a highly regarded and sought-after music teacher in Ireland and abroad and guested on over 30 albums on her various instruments.



Siobhan Buckley

Siobhan Buckley is from an area steeped in traditional Irish music in North Cork. Siobhan began her music studies at the Cork County School of Music (CCSM) under the direction of Damhnait Nic Suibhne and is now an accomplished musician on many traditional instruments as well as being a classical pianist. As a soloist, Siobhan is a multiple prize-winner at the O'Carolan Harp Festival, the ESB Feis Ceoil and at Fleadh Ceoil ná hÉireann. Siobhan has also performed for President Michael D. Higgins in Dublin Castle for the centenary celebrations of

the 1916 Easter Rising. Siobhan has also collaborated and performed with various groups and musicians including The ConTempo String Quartet, The Irish Memory Orchestra, Scottish Harpist Catriona McKay and Jack L. Siobhan performed as a guest musician on the title track of singer songwriter John Spillane's recent 'One Hundred Snow White Horses' which was released in April 2021. Siobhan regularly gives performances and harp workshops here in Ireland, in the UK for the Clarsach Society, and is currently delivering a series of workshops for the Murphy Roche Comhaltas Branch in Chicago, USA leading to a performance in May 2023.



Brian Fleming: Bodhrán

Brian is a musician, theatre maker and festival director, from Dublin. He has played in over 30 countries, at most major venues and festivals in Ireland and bigger international gigs include the opening ceremony of the 2002 FIFA World Cup in Seoul and Expo 2000 in Hanover. He has recorded on over 50 albums and performed with musicians such as Davy Spillane, Anuana, Mamady Keita, John Sheahan and The Chieftains. Brian is credited in the *Guinness Book of World Records 2001* as the creator of the “Millennium Drum,” the world’s largest drum, which he created for the Millennium Drum Carnival, a musical spectacle he created that played in every major festival in Ireland in the run up to the Millennium. His online tutorials on the bodhran have been viewed over half a million times. Brian loves are about interculturalism and social justice. He has worked with New York’s inclusive St Pat’s for All Parade as Artistic Producer annually since 2001.



John Nutekpor: Percussionist

John Nutekpor is a scholar, educator and performing arts practitioner with experienced skills as an event curator, musician, and dancer. He holds an MA in festive arts and a PhD in Arts Practice from the Irish World Academy of Music and Dance, University of Limerick, Ireland. His research is focused on exploring Irish - Ghanaian cultural relationships with sustainable models of cultural integration. John is an instrumentalist and demonstrates his dexterity on African drums and western instruments. He has presented academic and performing arts workshops at national and international music and dance conferences. His experience in event curation in the Irish community played a crucial role in developing the annual Africa Day events in Ireland. In recognition of his contributions to organizing and curating, John has received several grants and awards including Ireland’s community integration grant. His works have supported the development of networks between the African community in Ireland, including educational and community-based initiatives. John is the initiator of *Gabla* children and youth drumming ensemble at the Irish Institute of Music and Songs, Balbriggan, Ireland. He currently heads the percussion department and coordinates the institute’s outreach programmes.