



## Sandra Healy

inclusio

Sandra Healy is founder and CEO of inclusio and founding Director of the DCU Centre of Excellence for Diversity and Inclusion. Prior to joining Dublin City University, Sandra's career spanned 20 years in the global technology industry.

Sandra holds an Honours Degree in Psychology and a first-class Master's in Organisational Psychology. Over the past fourteen years, Sandra has championed and driven diversity and inclusion practice across industry and is considered one of the country's leading experts. She was a member of the Expert Advisory Group for the Citizens Assembly on Gender Equality in Ireland (2020-2021) and contributes to the work of the Ibec Diversity Forum, CWIT and 30% Club Ireland. Sandra provided critical diversity expertise and sectoral knowledge for the establishment of the EU Diversity Charter Ireland in 2014.

In 2016, Sandra identified a problem she set out to solve; how to measure impact and return on investment on workplace culture and diversity. In 2018, the inclusio team secured Enterprise Ireland Commercialisation funding to research and build a cutting-edge SaaS solution set for the global market. The software provides employers with access to rich diversity data and scientific culture metrics. Employee and manager development is delivered through AI personalised content, providing organisations with a time and cost-efficient approach to culture and diversity learning. Unlike other solutions, the software tracks trends and changes using scientific culture metrics and directly links them to business KPIs. inclusio was shortlisted for a European Compliance and Ethics Award (ECEC, 2020).

In 2018, Sandra was named in the top three Diversity Leaders to Watch by Diverseln as a 'game changer for diversity and inclusion'. She was also shortlisted for the European Diversity Awards in the 'Head of Diversity' category in 2019.

[www.inclusio.io](http://www.inclusio.io)

