

Equality, Diversity and Inclusion Action Plan

Area	Actions
Governance	1. Assessment of board practice (diversity, inclusion, accessibility) including listening to and acting on the outcome of the EDI audit
	2. Setting organisational approach with anti-discriminatory plans/policies
	3. Ensuring resources are in place to deliver, monitor and publish information
Organisation	4. Issuing the EDI statement of intent and action plan 5. Addressing the internal culture with an EDI listening exercise for staff and board. 6. Addressing the actions from the EDI listening exercise, including recruitment and diversity
Communications - internal and external	7. Work with people impacted by discrimination to determine the language we use 8. Develop practice guides on all communications (internal and external) to ensure diversity, accessibility and inclusivity 9. Factoring anti-racist and anti-oppression positions into how we frame health inequalities 10. Establishing communications between board and staff EDI group for transparency and accountability
Programmes, networks and Policy	11. Listening to and understanding discriminatory, racist and oppressive experiences individually/collectively for the people we fund (our funded partners) to ensure how funding programmes, networks and processes can change to meet the needs of those who wish to work with us 12. To gather EDI data and practice through the networks and funded partners to inform our work and programmes and to ensure our EDI work is having impact in combatting discrimination and health inequalities.