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# Equity, Diversity, Inclusion and Belonging Commission

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## Introduction

When you're one of the chief decision-makers in your business, you need to have total confidence that what you're doing around EDI is right so you can act proactively and correctly. Your time is too precious to be spent experimenting with different solutions – you need quality EDI guidance and support that's to the point and means you can move forward with complete confidence.

The EDIB Commission is a newly established organisation to support you to navigate each and every challenge EDI throws your way – even the ones you don't see coming.

Give your whole organisation **access to:**

- **up-to-the-minute EDI articles/resources** on all aspects of EDI leadership, so you'll know exactly what to do and how to do it right
- **templates, policies, processes, procedures, practices and proformas** to give you a head start on EDI jobs to be done
- **Curated quarterly tailored EDI Newsletters** with supporting articles and resources on best EDI practice
- **Ready-to-use checklists** to keep you on top of EDI and confident you've got everything covered
- **Monthly EDIB Surgery meetings** to share experience and problem solve

## **Introducing the Board**

**Alyson Malach**

### **Supporting the EDI Commission**

I am establishing the EDI Commission to make a difference and begin to see change and help others. I am creating the Commission as I feel that we need an independent body to support all protected groups and add in some groups not currently protected. I am aiming to develop the TOR and focus initially on race but wish to include all Protected Characteristics going forward

I welcome the opportunity to share and exchange my knowledge, skills, and professional/lived experience to move the discussion on Equality, Diversity, and Inclusion matters into strategic actions. Addressing gaps, connecting the links, strengthening the resources. My background is in social work, education, and social care. I have been a college lecturer and later a senior manager at 3 FE colleges and one 6<sup>th</sup> form college. I spent 3.5 years as a research and development officer for a national organisation on Race/Equality and have written numerous publications. I was the Head of Lifelong Learning Education at Manchester City Council from 2001-2005. I am currently the Managing Director of EDUK and have held this role for 25 years.

This alone has given me an insight into how EDI is perceived and handled by professionals and by those who are completely unaware of the impact.

I have been highly commended for my work on EDI matters, and I am currently on the Shortlist for the National Diversity Awards for my work on race/religion and belief

I am Chair of Governors at a local primary school and support them with EDI in the curriculum, and diversity in teaching/learning/ recruitment and selection. I run race awareness sessions for the school and fund library books and other EDI initiatives to ensure the children experience diversity in reading/learning.

I am Chair of Trustees at a local arts organisation in Greater Manchester and support them with EDI to ensure accountability rather than statements

This voluntary activity highlights the opportunity for making effective change inside and outside of organisations and in people's lives

My work spans all sectors, communities, and employees at all levels, from football clubs to the police, probation, NHS, schools/colleges/universities, and the voluntary and community sectors in the public and private sector, nationally and internationally. This includes consultancy, mystery shopping, coaching, mentoring (including reverse mentoring), action planning and policy review, DVA, training and development and courageous conversations about race. I believe that the newly established EDI Commission can focus on data, collecting it, analysing it, and using it to plan, to ensure that policies, processes, practices, and people development are key to change. My 5Cs framework supports all that I do and aims to contribute to the Change Agenda for access for all.

The impact of racial injustice in this country has been with me throughout my career and personal life, particularly the murder of 18-year old Stephen Lawrence, a Black teenager murdered in a racially motivated attack in 1993, and the murder of 8-year-old Victoria Climbié in 2000, tortured and murdered by her guardians.

Both saw extreme racial injustices by the systems that should have protected them. These are just two examples of systemic racism that had a profound impact on my life choices to try to make a difference, as well as more recently, the killing of George Floyd, the rise of the Black Lives Matter Movement and COVID 19 inequalities, to name but a few significant impactful events, it is so important to get active, show solidarity, support, and action.

**Ellie Grady**

## **Supporting the EDI Commission**

I am interested in being part of the commission because I feel the UK needs to have a better system for holding people and organisations to account around matters relating to equality, diversity, and inclusion. The EHRC, which is meant to be an impartial governing body for equalities in the UK, is now very much serving a conservative agenda at the expense of people's human rights - in particular, trans rights.

I am an EDI trainer- an associate trainer for Equality and Diversity UK with expertise in delivering EDI, Unconscious Bias, Train the Trainer, and Equality Champions training. I also run my own business delivering EDI training to educators in schools and initial teacher training.

Prior to this line of work, I was a Head of Drama at a secondary school in Greater Manchester and Lead Practitioner for Community and Inclusion.

In this role, I played a significant part in transforming the school from two warring schools that previously existed on separate sites, to a more inclusive community through the introduction of EDI policies and training for all staff and students and the introduction of a range of initiatives with the focus on promoting equality, tackling discrimination, and fostering positive relationships.

Whilst I work across a range of sectors, I am particularly interested in the education sector and in LGBTQ+ rights. The Conservative government and the EHRC have talked of restricting trans rights, and I am determined to fight any proposal to reintroduce Section 28.

I also want to put added pressure on the government to ban conversion therapy as they have dropped their proposal altogether. I would also like to see racial literacy training become mandatory in all state schools and ITT providers, as far too many educators are ill-equipped to deal with racism and have a lack of understanding of structural/ institutional racism.

## **Jax Effiong**

### **Supporting the EDI Commission**

I am passionate about intersectionality, thinking about the layers that make up who we are, that intersect with Race: All Genders, Gay, Queer, Trans, Non-binary, Disabilities, Neuro diversities, Mindfulness, Faith, Culture or Class. All forms of discrimination, hate crime and inequalities unite us! Through an awareness of intersectionality, we can better acknowledge and ground the differences among us. My beliefs and values are central what I do. Helping to shape equity and equality is part of my every day!

- Young Carer for parent with Bipolar
- Volunteer homelessness Project in Manchester
- Youth Worker
- Youth Work Manager
- Community Safety Manager
- Equality Diversity and Inclusion Manager
- Co-founder of most recent LGBTQ+ and Allies Staff Network for GMCA & Greater Manchester Fire and Rescue Service (Now Rainbow staff network)
- Member of our RISE staff network for employees tackling Race and Faith inequalities in the workplace
- Support all five staff networks now in place across the service for GMCA/GMFRS.
- Deputy Chair of Board of Trustees for LGBTQ Foundation, part of their QTIPOC steering group.
- Recently stepped down from GM LGBTQ Equality panel.
- Member of new Intersectionality Working Group for Covid Health Equity Manchester. (CHEM)
- Married to my multi racial wife of 22 years, with two awesome multi racial daughters.

My passion and energy to continually move me forward, going beyond visibility to influence change and address inequities no matter how small, to try to make a difference!

I strive for race equity in my work; influencing structural change, designing EDI strategies and Anti Racist Practice Plans for my organisation.

I bring my whole self to work every day and support others to do the same. I would like to be a part of the committee to look at how I can support the group and others influence change.

**Judeline Nicholas**

**Supporting the EDI Commission**

I would welcome the opportunity to share and exchange my knowledge, skills, and expertise to move the discussion on Equity, Diversity and Inclusion matters into strategic action. Addressing gaps, connecting the links, strengthening the resources.

I am an Employment Tribunal Panel member and have held this role for 15 years. This alone has given me an insight into how EDI is perceived and handled by professionals and by those who are completely unaware of the impact.

I have been highly commended for my work on EDI matters by the Institute of Directors, and the IoD Norfolk Ambassador for EDI.

I chair the Norfolk Race Equality and Human Rights Network, and am a member of the Independent Advisory Group for the PCC and on the Working for Women subgroup. These two areas of activity alone have shown me the potential for making change happen by building on the networks, their ToR, and resources.

I am a Fellow of the CIPD and RSA. In my professional life, I work with clients in the public (statutory / 3<sup>rd</sup>) and private sector, both nationally and internationally. This includes facilitation of workshops as well as coaching C-Suite members on EDI matters and challenging conversations.

In this area, I believe the EDI Commission could focus on several areas: from the low-hanging fruit of quick wins to long term change initiatives. For example, politically, we are currently in a time of challenge that has been on the agenda since Brexit. There is confusion about what 'Human Rights' means and the impact of the EA2010. One area of influence could be to contribute on the use of language engaging with key institutions.

## **Claude Hendrickson**

### **Supporting the EDI Commission**

I am a founder member of Racial Justice Network set up in West Yorkshire, a member of Windrush National, the founder of Black Male Role Models West Yorkshire. After over 40 years of working in and around racially diverse community development I feel I am ready to share the good practice I have leaned over the years

I feel the UK is not truly benefiting from the opportunities diversity brings to the country, and until a system is created which benefits all in an equitable way, giving all ethnically diverse individuals/groups the feeling that their contributions are valued and respected.

I am an EDI advisor for the Community Led housing sector and an ambassador for the Community Land network. In this role I run EDI workshops exploring conscious/unconscious bias within working practices of the sector. At present I am doing research into barriers for people/ communities experiencing racial inequalities in the CLH/CLT sector.

I believe my role is playing a significant part in transforming the views and practices of stakeholders i.e., lead bodies and funders with this work. I am working with groups nationally from Brighton right up to Newcastle

In my work I am promoting equality and advocating that every organisation should have an active EDI policy that includes programmes of training delivered by trainers who have lived experience who also oversee progress made using a traffic light graded system

Over the years I have been a lone voice on many strategic groups promoting EDI with the Police, NHS, Education (schools and colleges) in West Yorkshire in the promotion of EDI. This led me to head up the “show Racism the Red Card” research project looking into how far the African/Caribbean community have come in last 50 years. Themes covered include education and employment, media, police health and wellbeing

I am passionate about helping create change so generations coming after us do not face issue around exclusion, discrimination, harassment and victimisation. I dismiss the view that ethnically diverse people are hard to reach; the real problem is that in the past ethnically diverse communities have been easy to ignore due to conscious/unconscious biases both within the workplace and in the provision of goods/services.

To this end I feel that the creation of EDIB commission is a step in the right direction



**Haroon Bashir**

### **Supporting the EDI Commission**

I am interested in being part of the commission as I am very passionate in making a difference in a person's life. In the world today, we often see how differences are used in an extremely negative way; this is not talked about or used in a very divisive manner. I am hopeful this commission will help discuss, challenge, and support these issues in a safe, progressive, and developmental framework.

Working in education put me in a privileged position to make a positive impact on young people's lives. I am currently the deputy Designated Safeguarding Lead and Head of Equality and Diversity at a FE College.

In my role I have delivered training on several topics such as:

- Unconscious bias
- Equality in Education
- Anti-Racism
- County Lines
- Online Safety
- CEOP
- Prevent & WRAP Training
- Safeguarding Training

I successfully led the college to achieve Leaders in Diversity status from the National Centre of Diversity.

I am a motivated and passionate manager who has worked successfully in safeguarding, pastoral, and curriculum roles in the Further Education Sector. By managing both the quality side of FE as well as the pastoral side, this has enabled me to ensure students obtain the best possible learning experience.

I am also the Chair of Governors at a local Primary School, which has shaped my understanding of education at different levels.

### **Our Board, sponsors, and support team pledge to:**

- Provide resources to support the work of the commission
- Provide personnel to promote equality, tackle discrimination and to foster positive relationships between diverse range of people
- Challenge, influence, and question
- Support and empower others
- Build professional relationships- stronger together
- Use the commission as a leverage to get the issues on the agenda
- Consult, collaborate and coproduce alongside others
- Create safe spaces to speak up, speak out and advocate for people/communities experiencing racial inequalities

### **Our point of view**

- Race discrimination is an everyday reality for many ethnically marginalised people living in the UK and we know from our own work that a high percentage of ethnically marginalised people experience prejudice, harassment, victimisation, and discrimination.
- We also know that organisations are repeatedly failing to protect employees/members of the public from racial discrimination, harassment, victimisation and abuse and that barriers exist for those seeking redress.

### **Introducing Commission Support Team**

- Shareen Shareen
- Chiz Chiama

### **Accountability Is 'The Key'**

Accountability is the key to achieving results. This is even more critical when there is so much discrimination and inequality in the workplace and in society as a whole

### **'Ignorance of the Law is no excuse'**

The work we are doing is not just about the law, it is about human rights, it is about people's lives. Ignorance of the law is no excuse and individual employees/ employers, and providers of goods and services should be held to the same standard as the rest of us.

Simply saying that a company supports an issue is no longer sufficient; people want to see real resources being put toward change. They want actual money to go into under-resourced communities and for transparency on internal matters related to equity, diversity, inclusion and belonging

## **Advice for Business Leaders**

### **Take Voices Seriously**

The voice and feelings of all employees should be taken seriously.

### **Intentions**

If the company is truly a proponent of social justice, your intention will show up in every thread of your everyday practice/ operations—from the board of directors, through the C-Suite, right down to the staff level.

### **Close The Gap**

Most companies are spending their time on recruiting more diverse candidates, but a gap exists when it comes to retaining and integrating diverse talent within these organisations.

### **Make The Most Impact**

Organisations that make the most impact are the ones that weave their equity, diversity, inclusion and belonging (EDIB) efforts into all aspects of internal operations, and external communities in which they operate.

A symbiotic relationship must exist between internal and external work to create real change. Invest in EDI internal resources and provide the runway for success. Too often the voice of the person leading EDI initiatives is silenced or suppressed by corporate politics.

### **Who we are and What we do**

- We make EDI information available to employers, service providers or other organisations to assist you to put in place the best policies, processes, procedures, practices, and people development to enable you to develop an inclusive workplace environment, which prevents racial discrimination, harassment, victimisation and protects and promotes people's rights.
- If you are an employer or service provider, the EDIB Commission can provide you with advice and best practice guidance on implementing anti-racist strategies within your workplace and or treating ethnically diverse people fairly with dignity and respect.
- The EDIB Commission is open to all who face discrimination, harassment, victimisation arising from nationality, national or ethnic origin, ethnicity, or skin colour.

## **We advocate for accountability**

Advocacy

Change

Challenge

Outcomes

Understanding

Navigate, Negotiate, Nudge

Tackling

Allyship

Belonging

Inclusion

Learning

Intersectionality

Trust

You/I

We are a not-for-profit organisation working towards eradicating discrimination, harassment, victimisation, and exclusion. We are an advice, guidance and support group for individuals experiencing inequalities in the workplace.

We support individuals who need a helping hand to fight racial discrimination but also focus on intersectionality

## **How we will operate**

We plan to deliver the service with the support of an EDI advice, guidance, support helpline.

- Our plan is to work in partnership with unions, sponsorship from large sectors and to gain advice/guidance from EDI specialist within diverse sectors
- We will provide a Human Library resource with real lived experience stories and podcasts around specific EDI issues
- We will offer a diverse range of resources as part of the membership for employers and free advice and guidance for people/communities experiencing inequalities
- Annual membership fee will be charged to sectors/employers to allow continual advice and guidance to employers
- EDI support to individuals will be funded through sponsorship and donations
- We will produce quarterly newsletters on our work and an annual report

## **Our vision**

- Sustaining the current foundations that build equity into everyday practice
- Constructing equitable and fair systems to embed equity, diversity, inclusion and belonging into workplaces/society
- Promoting equality, tackle discrimination and foster positive relationships between diverse groups of people.
- Accountability for our language, actions, behaviours, and values
- Action based initiative, policies, processes, procedures, practices, and people development to change the status quo.
- Work as a pressure group to stop discrimination, start fighting for respect, equity and commit to working with Allies to eradicate discrimination, harassment, and victimisation in the workplace and in provision of goods and services
- Standing up, speaking out and committing to equity for ethnically diverse groups/individuals whilst at the same time considering intersectionality/the whole person
- Have a structure to the work we do
- Be a respected and well utilised body

## **Aims: we aim to:**

- Act as a resource for other agencies who want to work in partnership
- Develop a Human Library of race equality case studies/videos/podcasts for people to listen, learn, understand, empathise, and act
- Raise the visibility of our work locally/nationally
- Cross fertilise good/developing EDIB practices across sectors
- Evaluate our success, publish resources and re on our work

## Our Mission

- Seek to improve outcomes for victims of race discrimination, harassment, victimisation, and bullying
- We want to support individuals/groups to take legal action against organisations who may have broken equality law.
- We want to do this to advance race equality across organisations by tackling the abhorrent race discrimination that takes place against ethnically marginalised individuals/groups, and to increase awareness among employers/public service providers about what the consequences are for not following the law.
- We know that the law is a powerful way to make change.
- To make a difference we want to use the UK's legal powers to take robust action against those who do not comply with the Equality law or try to water it down or weaken it.

## Values and priorities

We are all about helping organisations/individual experiencing workplace EDIB issues resolve them. Our values are as follows:

- **Everyone has a right to a voice:** We value all views/opinions, we welcome discussion, and we treat people as they want to be treated, – with respect, understanding, empathy and patience.
- **Doing the right thing** means not accepting 'that one size fits all', and by being an active Bystander not walking by when we could make a positive difference.
- **Embedding equality into a changing workplace/space:** upholding human rights/equality in everyday practices.
- **Fostering positive relationships:** between diverse groups of people whilst ensuring an effective advice and guidance framework to protect Human Rights

## **Terms of reference (ToR)**

- To promote and uphold equality and human rights laws
- To research and explore how we live and work together, revealing truths and uncovering injustices.
- To defend everyone's right to an equal chance in life.
- To engage in partnership working/learning to come up with practical answers/solutions that get to the greatest good.
- To prove that the principles of equality and human rights can help people in live well together, making life experiences safer, happier, and more prosperous for all regardless of lifestyle/background
- To advance equality and end violence and hate crimes.
- To transform unequal power structures and support violence prevention efforts to thrive in a rapidly changing world - through research, learning, creative communications, and policy change.
- To actively apply an understanding of intersectionality in our work and aim to have diversity reflected on our Board/Membership.
- To provide inspiration, education, and support for you to practice and spread anti-discrimination