

EDI Commission

Context



Aims: we aim to:

- Have a structure to the work we do
- Be a respected and well utilised body
- A resource for other agencies who want to work in partnership
- Develop a Human Library of cases for people to listen, learn, understand, empathise and take action
- Raise our visibility locally/nationally
- Cross fertilise good and developing practices across sectors
- Evaluate our success, publish reports on our work



Who we are and what we do

- We make EDI information available to employers, service provider 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 discrimination, harassment, victimisation and protects and promotes people's rights.
- If you are an employer or service provider the EDI Commission can provide you with advice and best practice guidance on implementing equality, diversity and inclusion in your workplace and or treating people fairly with dignity and respect.
- The EDI Commission is open to all who face discrimination, harassment, victimisation arising from protected characteristic i.e. age, sexual orientation, religion/belief, pregnancy/maternity, civil partnerships/marriage, race, sex, gender reassignment. We are also including socio-economic status and menopause within our offer of support

How we will operate

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

We will produce quarterly newsletters on our work and an annual report

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

Our plan is to work in partnership with unions, sponsorship from large sectors and to gain advice/guidance from EDI specialist within diverse sectors

Values/Priorities

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

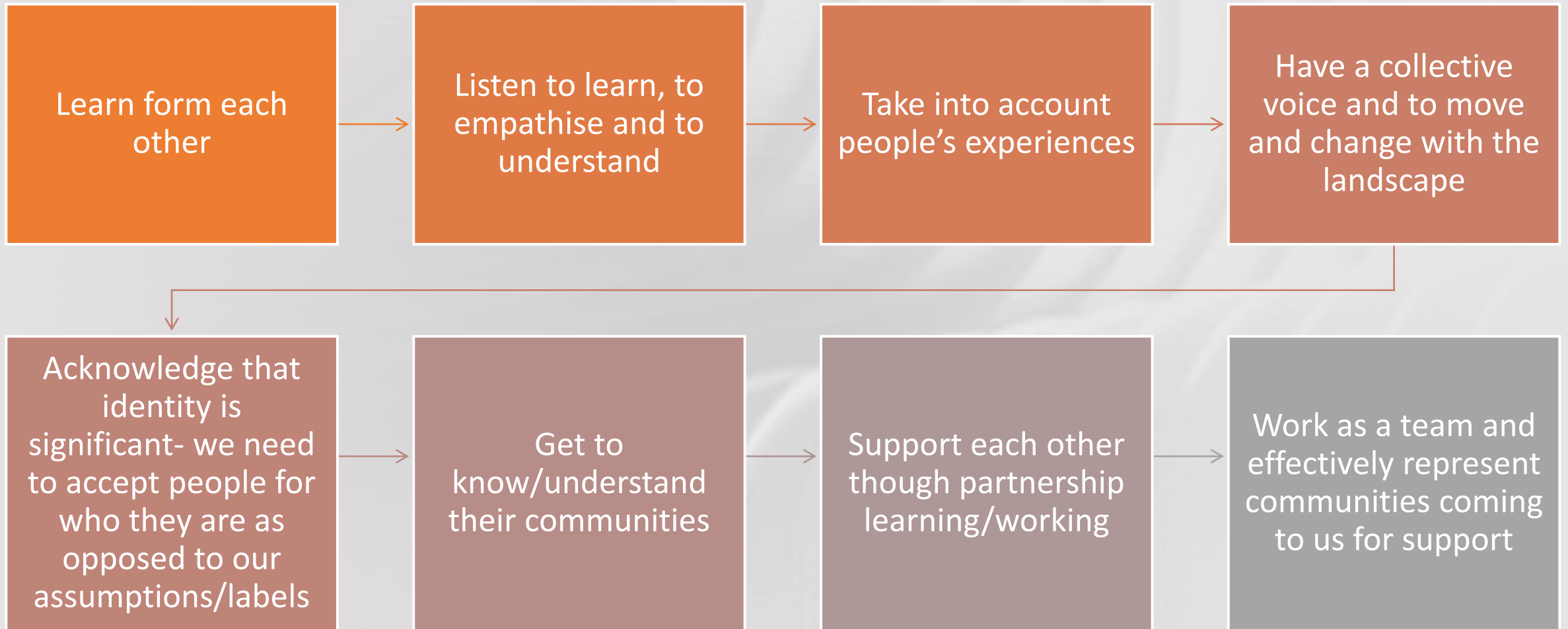
Everyone has a right to a voice: We value all views/opinions, we welcome discussion and we treat people as they want to be treated, – with respect, understanding, empathy and patience.

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

We expect the board to:



EDUK: Hosting the commission will:

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 all regardless of their PC