



Equity, Diversity, Inclusion and Belonging Commission

Established August 2022

Vision, Mission, Values and Action Plan

Sponsored by Equality and Diversity UK Ltd



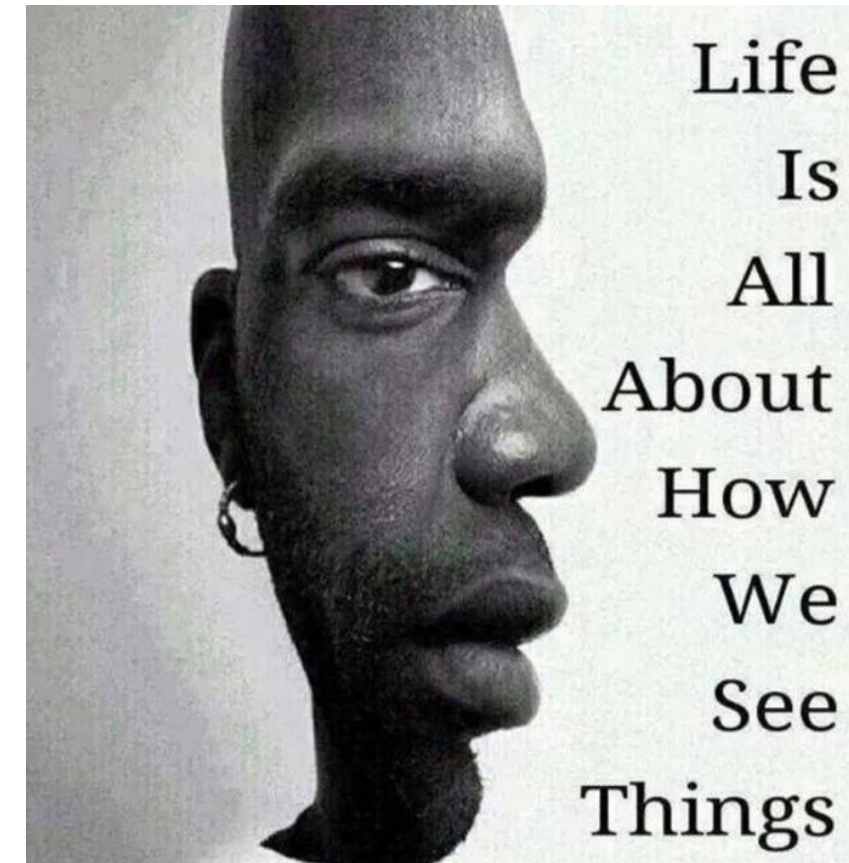
THE DIFFERENCE WE CAN MAKE TOGETHER

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What is 'racism at work'?



- Today, although the idea makes many uncomfortable, it's crucial that we accept that racism at work exists. In order to find ways of handling it, we firstly must understand what can be considered as racism in the workplace.
- There are different kinds of racism that can severely affect a company, its employees/reputation. Discrimination has evolved. When we talk about racism in the workplace today, we should be aware of hostile attitudes and aggressive behaviours towards people of a different race.
- However, the predominant form of racism at work today is subtle, often difficult to identify and particularly hard to prove. Nowadays, most incidents of racial abuse reported are related to situations where ethnically diverse people are ignored, criticised and overlooked due to assumptions and stereotypes.
- This type of bias can be conscious or unconscious, but it's just as damaging.



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	





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

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

Mission



Our Mission is to

- 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.

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

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Our Values



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

Our Priorities



- Children's Services
- Education
- NHS
- Parents, Carers and families
- Intersectionality
- Employers
- Employees
- Voluntary/Community Sector
- Governance
- Leadership

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 produce 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, 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

EDIB Commission

Action Plan 2022/2023





IT'S A PRIVILEGE TO
EDUCATE YOURSELF
ABOUT RACISM
INSTEAD OF
EXPERIENCING IT

@sirjohn

THE NEED
FOR
CHANGE
IS
OVERDUE

- GEORGE THE POET

Action Plan



Develop

- Develop an EDI advice, guidance, support helpline: Alyson

Establish

- Establish partnerships with unions: Alyson:

Seek

- Seek sponsorship from large sectors: Alyson

Secure

- Secure advice/guidance from EDI specialist within diverse sectors (Solicitors, Councillors, Businesses etc.) Alyson

Develop

- Develop a Human Library resource with real lived experience stories and podcasts around specific EDI issues: Chiz: Ellie: Alyson: Gail: Claude: Ellie

Offer

- Offer a diverse range of resources as part of the membership for employers and free advice and guidance for people/communities experiencing inequalities: Alyson

Agree

- Agree an annual membership fee for our services/support to allow continual advice and guidance to employers/others: Alyson

Produce

- Produce an annual report of our work and successes: Alyson

EDBI members Support for Action plan



Exploring

- Exploring what is known about discrimination and disadvantage

Developing

- Developing evidence-based better practice to promote racial equality: Gail Fielding

Sharing

- Sharing better practice through educational activities, conferences, written & online material: Claude: Chiz: Alyson

Working

- Working with national and local partners from ethnically diverse communities, voluntary, statutory and social enterprise sectors. Alyson: Chiz:

Securing

- Securing sponsorship: Alyson

Ongoing Activities 2023



Quarterly Blogs
written by members
around race, good
practice, success, etc.

Share news related to
our agenda and
action plan

Provide advice and
guidance to all that
need it

Provide Equality Act
advice related to race

Plan a conference for
February 2023

Send out surveys to
employees/managem
ent about lived
experience, good
practice and needs

Production of
podcast, Human
Library videos and
resources

Timescales



Member Name	Member Pledge	Date for completion
Alyson Malach	Development of a Bystander Toolkit	March 2023
Haroon Bashir	Establish Links with Birmingham LA/Toolkit for Children services	March 2023
Gail Fielding	Create a Human Library HR Resource	February 2023
Claude Hendrickson	Support Alyson to produce the Bystander Toolkit	March 2023
Judeline Nicholas	Develop a Race Equality resource for HR Managers	March 2023
Chiz	Offer her lived experience to the Human Library developers	November 2022 - March 2023
Ellie Grady	Film/pose questions for Human Libraries Co-create anti racism training resources and analyse data and report on it	March 2023