

## Equity, Diversity, and Inclusion (EDI) Statement

**Our commitment to equity, diversity, and inclusion, so we are better, work in new ways and achieve more impact.**

Inspiring Scotland's vision is for every person in Scotland to enjoy a happy, healthy life free from poverty or disadvantage. By working with people, communities, organisations, and government, together our mission is to drive social change and transform lives.

To make that difference; to better serve those we exist to support, we recognise the need to examine the way we work both internally and externally and tackle questions of Equity, Diversity, and Inclusion head-on.

**Equity:** Our work is founded on an understanding that we do not all start from the same place. We know that the way society and services are structured can exclude those most in need, and that the root causes of inequality can stem from prejudice and discrimination. We need to acknowledge this in everything we do, adjust our practice, and remove (or challenge) the systemic barriers that cause inequality. This means we will consider what people need to make things fair.

**Diversity:** We recognise, respect, and celebrate diversity in life experience. Understanding human differences and the intersectional nature of identity not only helps us be better at what we do but is necessary to ensure we can live up to our values to be **knowledgeable, compassionate, effective, and bold**. We understand that promoting diversity at all levels of our organisation, and in our external work, is an integral step to true inclusion.

**Inclusion:** We want our work to be informed by those who experience challenges most directly. We recognise that with this comes a responsibility to proactively remove barriers to inclusion and empower people. We must do this, so people have a sense of belonging and feel safe and secure to participate in all areas of our work.

### What we are doing

One of four priority areas in our 2022-26 Strategy is to **Challenge Ourselves**. We are proud and confident in the organisation we have built since 2009. However, we are driven to be better, and to change and adapt our daily activities to achieve our long-term vision. We know this may involve hard discussions.

We acknowledge that there are many aspects to addressing EDI internally and externally, but we challenge ourselves to get started and make changes to the way we work. To support us on our journey, a staff group has formed to develop and oversee our **Equity, Diversity, and Inclusion (EDI) Strategy**. The strategy encompasses all that we are currently doing and the actions we wish to take and forms a route map for ongoing development of our EDI best practice.

**Priorities for 2023-24**

As a staff collective, we have agreed seven headline priorities for action in 2023-2024. The actions all have clear links to our charitable mission, will help improve our internal functioning, and will enable us to better support our charity partners and stakeholders.

We are not limited to these actions, as some programmes within Inspiring Scotland have additional or specific areas of EDI work, they will progress over the year.

We feel confident we can make timely progress against these priorities over the next year and will report on how we are doing. We know this is a continual process and recognise that some things will be easier and quicker to deliver. We are prepared that some things might take a longer period of focus and we will review our priorities as we go.

**In 2023-24 we commit to:**                      We will do this by:

**Invest time and resources in understanding and defining equity, diversity, and inclusion**

We will develop our understanding of how discrimination impacts people in Scotland and explore the impact of our activity on people who share protected characteristics and other marginalized groups.

1. Investing in staff training, workshops, and discussions. This includes:
  - Continuing mandatory Equality and Diversity training for all staff
  - Undertaking unconscious bias activities. This will include anti-racism training and explore privilege and allyship
  - Learning about the experiences of people who share protected characteristics through team sessions, where we will explore the impact of discrimination people face.

**In 2023-24 we commit to:**                      We will do this by:

**Produce and review strategies that will implement EDI practices**

We already have in place several policies and processes that support good EDI practice. We need to collate, communicate, and manage these better internally, and commit to reviewing them so they incorporate best practice.

2. Producing over-arching fund team guidance to support best EDI practice. This will include at a minimum:
  - Information (fund examples) and guidance on lived experience involvement throughout the funding programme from application and ongoing input (advisory/ events) and linked to:
  - Our autism programme paid participation policy
  - Guidance on accessible communications, including fund materials and accessibility at events. This will also include guidance on inclusive language use
  - Guidance on collection of equality data at application and ongoing through monitoring of programmes

This work will also help us in our aim to have a **more diverse trustee board and staff team, both in terms of demographics and experience.**

- Guidance on increasing diversity of representation in fund programme materials
  - Guidance on feedback from grantees and applicants
3. Reviewing our internal HR policies to look at how we increase staff diversity (and support) new and existing staff with protected characteristics. Our first priorities include:
- Development of a neurodiversity employment policy
  - Review of current Equal Opportunities policy including development of an Anti-racism policy
  - Review of our Flexible working policy
  - Review of recruitment policy and processes for staff and volunteers

**In 2023-24 we commit to:**

**Make ourselves accountable to those we serve and support**

We will build on the work we already do to gather feedback on our processes by undertaking a more in-depth review of our added value.

**We will do this by:**

4. Undertaking a wide-ranging stakeholder survey and interviews inviting feedback and challenge.

**In 2023-24 we commit to:**

**Collect, track, and publish EDI data on our own practices and performance**

We already collect and publish EDI data on our staff and different funding programmes. The range of Fund data collected and analysed depends on the requirements of the funding partner, and the rationale and appropriateness of collecting distinct types of data.

We recognise however that we can do more to collate and publish this information across Inspiring Scotland.

**We will do this by:**

5. Collecting and reporting on our actions as part of our annual reporting. We will include the data we have on:
- Our staff, board, and volunteers

We will also report on our ambition to analyse the equality data we collect for different programmes and report on how this supports learning and development of programmes.

**In 2023-24 we commit to:**

**Express our EDI commitment, policies, and practices publicly.**

**We will do this by:**

- 6. Publishing this EDI statement with actions to be pursued
- 7. Undertaking an annual review of progress

As stated above, we are not limited to these actions. Different programmes within Inspiring Scotland are developing and delivering different elements of EDI best practice dependant on the aims, stakeholders, and intended outcomes of that work.

The actions outlined on this statement link and cross over with work we are progressing through our strategic commitment to **Challenging Ourselves**. This includes our commitment to Fair Work First, and to embedding trauma-informed principles across our work as an employer and funder. These commitments are also being viewed within the context of our strategic priority to embed **Climate Action** into our work both in terms of carbon reduction and the concept of climate justice.

