



EDI Update

January 2024

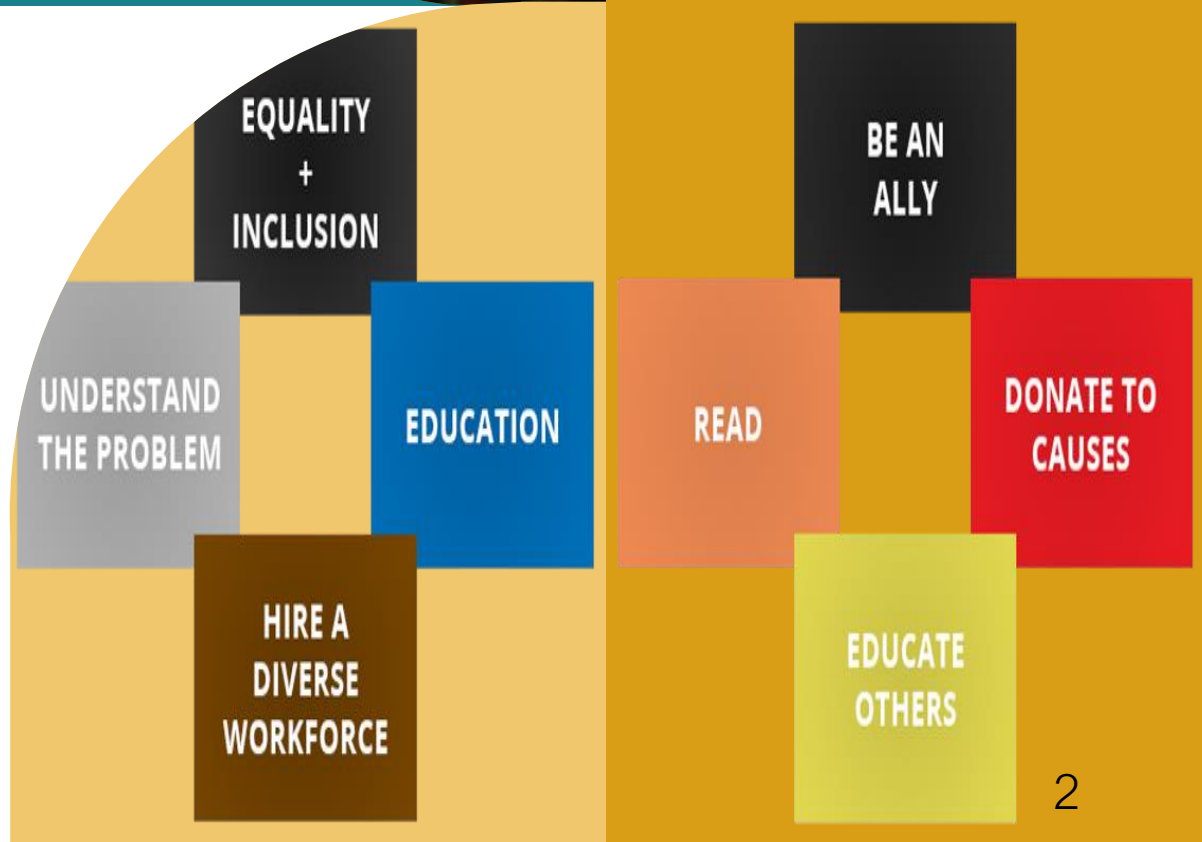
Agenda



Progress to date

Ongoing work

What next



Progress to Date – Update

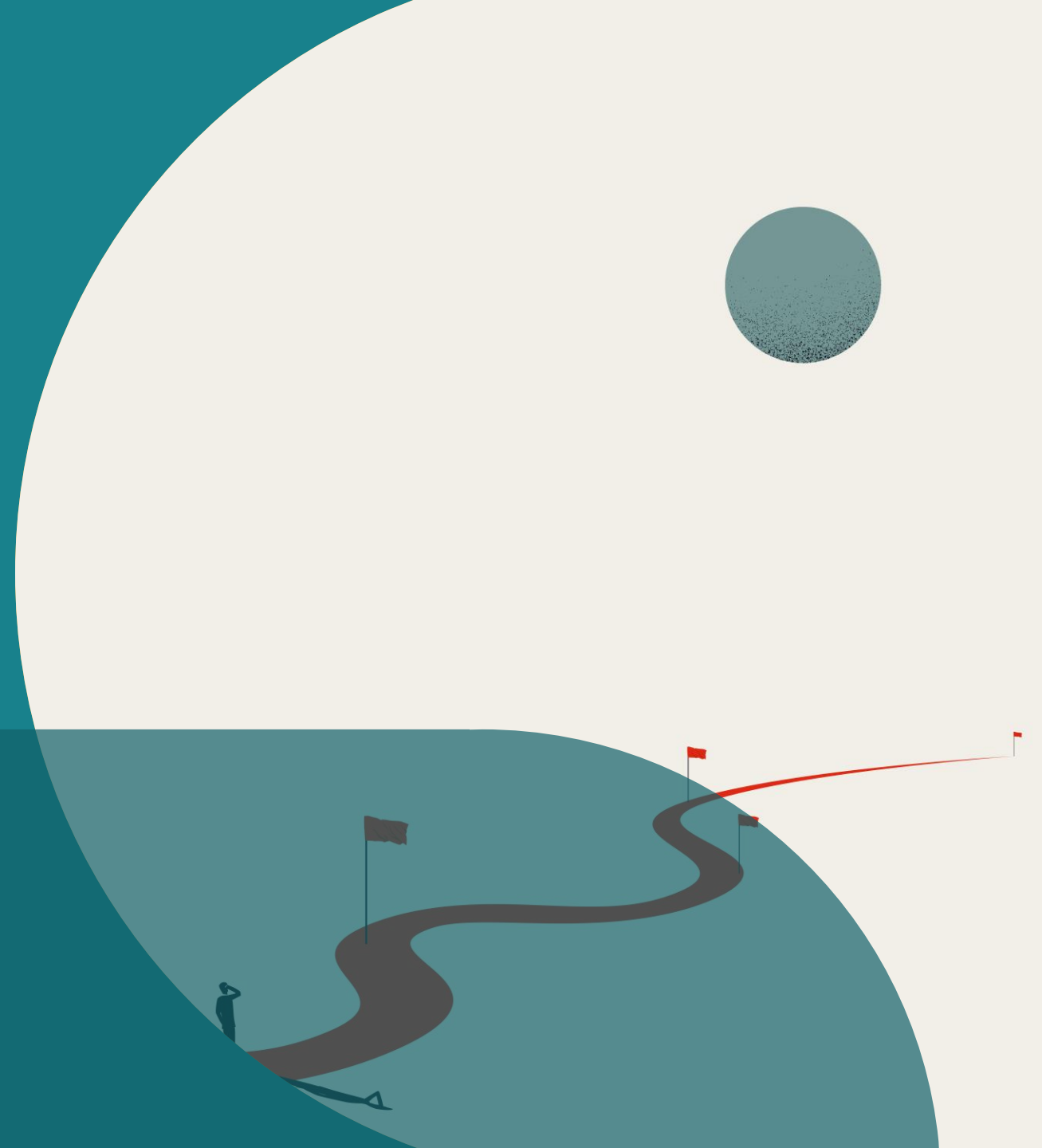
- Allyship Training
- EDI Roundtable
- Website updated images, plug in and dedicated EDI page
- #everyonecanlead campaign
- Regular newsletter item
- Inviting those we most want to reach to join CLOA
- Ensuring diverse representation of speakers at roundtables and events
- Induction/buddy system for new members
- Formal item at the AGM to update on EDI progress

Ongoing actions?

- Reminders to all speakers to embed EDI
- Accessibility of roundtables and meetings always asked (BSL/Translation needs)
- Regular update in newsletter
- Promoting and encouraging applications during the year from protected characteristic representatives
- Ensure that events, roundtable and annual conference include speakers from under-represented backgrounds
- Informal coffee mornings/induction meetings/buddying

What Next?

ACTION PLAN FOR 2024



Maturity model



Taking action



Remember

Remember that we can all, always, do better



Define

Define your organization's commitment to EDI



Promote

Promote diverse leadership and enable growth of diverse talent



Track

Track progress and course correct if needed

Monitor

Monitor why people are leaving

Recognise

Recognise overlapping identities and experiences

Adopt

Adopt an abundance mentality

Continue

Continue to talk, challenges won't magically disappear!

What next?

1. DIVERSITY AND INCLUSIVITY OF THE EXEC COMMITTEE

- Continue to integrate public facing comms campaign
#everyoneCANlead
- Encourage applications throughout the year – invitations to take part and comment on EDI plan, public sharing of progress against EDI plan once a year
- Collate where we are now as a baseline (protected characteristics)

DIVERSITY OF THE STAFF TEAMS IN LEISURE AND CULTURAL SERVICES

- Engage with existing networks to invite to contribute to thinking
- Soft comms campaign repeated common messaging invitation to join EDI working group
- Language auditing of the website – common agreed terminology

DEVELOPMENT OF GOOD EDI PRACTICE ACROSS THE SECTOR

- Toolkit development, shared resources and guidance
- EDI Roundtable
- Roundtable with LGA/SOLACE/WLGA
- Consider diversity of councils represented cross reference with national census data, areas of diversity

Promotion of our commitment and visible demonstration of it in practice

- EDI Blog, series of thought pieces
- EDI self-assessment
- Allyship statement
- Toolkits to signpost speakers to
- Executive to identify a protected characteristic

Additional resources

Short Case Studies and Links to Toolkits



How to be an Ally

[7 Examples of Allyship in the Workplace | Ongig Blog](#)

Allyship Toolkit –

[allyship-toolkit_14_03.pdf \(imperial.nhs.uk\)](#)

TED Talk ‘3 ways to be a better ally in the workplace’

<https://youtu.be/k12j-E1LsUU>

ALLYSHIP

How to be an Ally for others



- 1 BECOME A SPONSOR**
Be a champion and advocate for someone from an underrepresented community to support their career growth.
- 2 CALL OUT BAD BEHAVIOUR**
Call out unacceptable behaviour. People in underrepresented groups may not feel comfortable raising issues.
- 3 USE INCLUSIVE LANGUAGE**
Be aware of gendered terms and use language that embraces all people.
- 4 FOLLOW AN ARRAY OF VOICES & LISTEN**
Seek out a variety of diverse voices and LISTEN to understand. Learning and growth will not happen without being challenged.
- 5 AMPLIFY VOICES OF OTHERS**
Never speak FOR a person or on behalf of that person. You are not the keeper of their stories and experiences. Recognize your privilege and amplify the voices of others.
- 6 SEEK TRAINING & BEYOND**
Training will help you understand others beyond stereotypes and biases. Examine your own biases and privilege. Learn how intersectionality affects our experiences in life.

BE CAUTIOUS OF THE 'PEDESTAL EFFECT'
This is when, for example, men are given special treatment & shout outs for even small acts of gender equality - when women have for years done the emotional labour and carried the load for advancing equality. Do not over-focus on men or your dominant identity group as it may ultimately strengthen rather than dismantle the gender hierarchy status quo.

WWW.CANADIANEQUALITY.CA

Case Studies & Toolkits



Microsoft

[Allyship Training](#)



Visit Britain

[Accessibility Tool Kit](#)



LGA Equalities
Hub

[Equalities Hub](#)



NAHT EDI
Calendar

[Diversity](#) Calendar