

## Mencap equity, diversity and inclusion (EDI)

# mencap

#### Legislative context

Our aim as shown below is to **achieve** more than compliance with the legislative requirements of the Equality Act 2010, demonstrate best practice and, ultimately, to be a leader of **Equity, Diversity and Inclusion (EDI)** in the sector and more widely.

#### What EDI means to us

**Equity:** we will better understand barriers that exist in Mencap; we will remove them; people increasingly do not experience barriers to thriving.

**Diversity:** we will better understand our diversity and its importance and report it, we will improve it at all levels, **people** will see diverse leaders and more people will want to work with us.

Inclusion: we will understand exclusion in Mencap; we will address it; all people will increasingly feel like they belong in Mencap.

#### FDI vision

Mencap is a place where **all** people thrive because:



**Equity** is experienced





**Inclusion** feels like really belonging



### Accepting no Barriers

Mencap's vision is for the UK to be the best place in the world for people with a learning disability to live happy and healthy lives.

We are committed to better understanding the experiences of people with a learning disability in the UK who are subjected to further inequalities as a result of their race, ethnicity, sexuality, poverty or other status, using this to inform our future work.

## **Principles**

Kind: all colleagues promote psychological safety at work. Leaders acknowledge and empathise with the trauma of discrimination.

**Inclusive:** active and deliberate engagement to enable people with different identities to feel valued, welcomed and included.

**Positive:** to seek positive outcomes for our colleagues and the people we support.

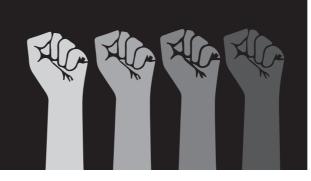
Brave: honesty, bold action and courageous leadership accountabilities.

**Passionate:** about making the world a better place (for everyone).

#### Black Lives Matter

#### **Anti-racism commitments**

- To understand and remove the barriers to racial equality.
- Use positive action to improve B.A.M.E representation in senior roles and develop leaders of the future.
- Develop a new group in the EDI network to represent the views of Black, Asian and other colleagues from ethnic minorities.



#### Our commitments

We accept that Mencap, in the past, has not done enough to prioritise and tackle inequalities in our work and we have a long way to go to realise our vision. We will hold ourselves accountable to tackle and eradicate inequalities and achieve positive change and inclusion for everyone.

**Inclusive Leadership:** We are committed to developing inclusive leaders who will proactively champion inclusion and build diverse teams who respect and support each other.

**Equitable and Inclusive Workplace:** We are committed to promoting activities and platforms that enable the voices of all of us, ensure that everyone has a say and can exist at work authentically.

**Community Engagement:** We are committed to engaging and working in partnerships with underrepresented communities to identify and eliminate barriers to equitable support and resources.

**Data:** We will use our people data to measure our progress on inclusive recruitment, retention and development of all our people and the progression of those from underrepresented groups.

Employee Feedback: Our employee surveys will include EDI indicators which will provide a baseline measurement and better understanding of the people experiences.

**External Standards:** We will gain and maintain accreditations in EDI recognised industry standards and report on progress.