Cyswllt Amgylchedd Cymru | Wales Environment Link

Mewn Partneriaeth â Llywodraeth Cymru
In Partnership with Welsh Government

Diversity workshop: Diversity Action Plans

Attendees

Kit Stoner	Bat Conservation Trust
Joe Nunez-Mino	Bat Conservation Trust
Clare Dinham	Buglife
Claire Holmes	Cymdeithas Eryri/Snowdonia Society
Maria Wilding	Llais y Goedwig
Eleni Morus	RSPB Cymru
Roger Thomas	WEL
Karen Whitfield	WEL
Susan Evans	WEL
Liz Smith	WEL

This session was led by Ele Hicks, Policy, Engagement and Research Manager at Diverse Cymru.

WEL Diversity Action Plan

Ele used WEL's Diversity Action Plan, developed as part of this project, as a case study on how to go about developing an organisational plan. We looked at the plan in detail as well as why each section is included.

Tips on creating an effective plan include:

- Look at all of the work that the organisation does with staff, volunteers, trustees and beneficiaries – use that to frame your own action plan and think about areas you need to cover
- Structure the plan to focus on staff, volunteers, and internal policies separately from the organisation's work with external beneficiaries

- Set out why equality, diversity and inclusion matters to your organisation and what you want to achieve
- Use quantitative evidence and data where you have it, but remember that qualitative data (stories, experiences, feedback, engagement groups etc.) matters just as much as quantitative data. Involve all staff, volunteers and beneficiaries in developing your plan co-produce it if possible.
- Build relationships: expert help can be useful in drafting, but also speak to your beneficiaries and external organisations that represent or work with diverse people across all characteristics and beyond.
- The plan should cover policy, practice and procedures. Think about how it works in practice and how people will experience things differently, not just about the content of policies.
- How you communicate the plan and actions, as well as all aspects of your communication and information are critical.
- Make sure that your action plan includes clear actions, outcomes and milestones or targets that are reviewed regularly.

Consolidation of learning

This session also offered an opportunity for questions on subjects that haven't been raised in previous sessions or follow-up question from those sessions. These are noted below.

1. **How do you know when your organisation is diverse?**

Improving diversity is an ongoing process, not a destination. The best way to know you are improving is to keep reviewing your policies, processes and project, speak to beneficiaries and also communities that you are building relationships with. Monitor recruitment and if you find that diverse communities are consistently not applying, or getting interviews, then review why that might be the case and make changes to your processes if required.

2. **How do you manage anonymity and monitoring in relation to equality forms for recruitment if your organisation is very small, without additional staff who can filter information to interviewers?**

Application forms and monitoring forms should be given the same number and the monitoring forms filed away and not read until after the recruitment process is complete. At that point you can look at the forms for analysis. If your organisation is very small and doesn't recruit very often, it may be better to gather forms from two or three recruitment processes to provide more meaningful analysis.

3. **How can you show support for diverse groups on social media in the right way, when your organisation is not usually associated with such messaging?**

Allies are important and organisations shouldn't worry about showing their support due to lack of expertise on a particular characteristic or group. However, there are some things to consider:

- If retweeting to show support, be sure of your source as some organisations purporting to be supporting diverse causes are actually the opposite, and others may simply not be trustworthy or knowledgeable sources.
- Showing support is easier to explain externally if you have a Diversity Strategy or Action Plan that you can relate your comms to, or if you are working with particular communities already.
- Linking your support, where possible, to your organisation's purpose, activities or mission is also important.
- There are clear links between the environment and equality, including the fact both affect everyone and matter to everyone.

4. **How can we take account of the learnings from remote working as life begins to return to normal, to ensure that meetings are accessible to all?**

The pandemic has taught us all that we can work more flexibly and remote meeting have become the norm. Remote meetings can work better for some disabled people and carers and can reduce travel time, costs and

carbon emissions. On the other hand, some disabled people find remote meetings inaccessible. However, human contact is also important. In the future, meetings are likely to be a mix of remote, face to face, or hybrid, where some people are physically present, and others are dialling in remotely. Hybrid meetings are sometimes necessary, but they do tend to disadvantage those who are not “in the room”. Hybrid meetings should only be used if there is a second facilitator in the room dedicated to those accessing the meeting remotely and bringing them into the meeting. It’s important to be clear about why people want to meet using a particular format and that the format chosen is not an unnecessary barrier to access for some.