



## Equality Diversity and Inclusion Action Plan 2023-24

This plan has been developed by the Equality, Diversity and Inclusion Working Group and a wider group of staff, trustees and volunteers invited to participate in a workshop in Spring 2023. The working group will oversee its implementation. The EDI coproduction panel formed in 2022 will develop initiatives relating to this plan and feed this back into the group. Alongside this plan there is also a plan – Our Board Diversity Plan – to widen the diversity of our Board of trustees.

Area	What is needed/issues	2023/24 Goals
1. Culture and Inclusivity	How do we ensure that Equality, Diversity and Inclusion is on everyone's agenda and that we can create an inclusive workplace	Bringing values into our recruitment process  Ensuring values are across everything we do  Service Plans all having an EDI focus  Visibility and prominence of EDI work amongst teams  Using key messages and exploring "talking head" sessions to raise awareness of different cultures/cultural events.

		<p>Survey for staff to better understand some of the suggestions coming from the EDI workshop relating to inclusion – to include:  Staff, peer led mental health group.  Staff willing to run “talking head” awareness sessions  Explore issues with ME Learning?  Explore the demand for body doubling offer</p> <p>Project to upgrade toilets at the Gateway and create gender neutral toilets</p>
2. Co-production	How we ensure service user/lived experience voices are involved in our work to achieve goals	<p>Co-production panel continues to link to EDI Working group and take forward initiatives on its behalf.</p> <p>EDI working group agreeing projects to be led by this group and receiving progress/feedback.</p> <p>Review of EDI policy and coproduction of the policy statement.</p>
3. Reaching out	How services reach out to and are more connected with community groups and organisations. Eg: more deprived areas, LGBTQIA+ community, rural communities, ethnically diverse communities	<p>Learning lessons from our Adur outreach project</p> <p>Supporting service users with cost of living</p> <p>Supporting Ukranian Refugees and extending our work to support Syrian and Afghan refugees (working with Sanctuary in Chichester)</p> <p>Supporting the Polish community</p> <p>Setting up LGBTQIA+ Peer Support group/s</p> <p>Communicating our EDI work</p>

4. Data	How we know who we are reaching and is using our services. Diversity data.	Sharing what the census tells us about the changing shape and needs of our communities
5. Development and training	Awareness training	<p>Organisational Learning and Development plan to include focus on opportunities for staff/volunteers/trustees to receive training in areas including;</p> <ul style="list-style-type: none"> <li>• How to challenge when people say something inappropriate</li> <li>• Racism and becoming an anti-racist organisation</li> <li>• Opportunity to attend Allsorts LGBTQIA+ training for new staff/trustees</li> <li>• Neurodiversity awareness training course</li> <li>• EDI members to trial deaf awareness training and consider making it more widely available</li> <li>• EDI training made available to peer volunteers</li> </ul>