

Equality, Diversity & Inclusion

Statement of Intent from Lincolnshire YMCA Board of Trustees

YMCA Lincolnshire is committed to creating a truly equal and inclusive environment. The people we support are diverse individuals and so are we. We aim to recruit and retain great people from a wide variety of backgrounds, not just because it's the right thing to do, but because it makes us stronger.

We are committed to ensuring a welcome for all, and we will do all we can to ensure an inclusive environment where everyone can fulfil their potential and achieve great things, regardless of race, colour, religion, gender, gender identity or expression, sexual orientation, marital status, pregnancy and maternity, national origin, disability or age.

We do not tolerate discrimination of any kind. We challenge all forms of discrimination and social injustice, and we work with offenders to educate and enlighten.

In accordance with our YMCA Lincolnshire Core Values;

- **WE SEEK OUT and WE WELCOME**

We will work hard to be an organisation that truly embraces human uniqueness and that thrives because we know how to harness difference to positively impact our communities and transform lives.

- **WE INSPIRE**

We will develop a culture where EDI is at the core of who we are and how we operate. Our clarity of thought and practice lived values will inspire a positive shift in attitudes and behaviours in our local communities.

- **WE CHALLENGE TO CHANGE**

We will liberate our people to challenge the norm and to call out when they believe we are falling short of our intentions and include them in finding the solution. At the same time, we will all challenge our own thinking and behaviour and make personal changes to achieve our vision of an inclusive world.

- **WE SPEAK OUT**

We will clearly state our values and challenge discrimination or prejudice which affect our sphere of work. We will help the people we support to find confidence in their own voice on issues that affect their lives. We will speak on their behalf if they are unable to.

OUR PROGRESS

Over the course of 2020–2021, YMCA Lincolnshire has;

- Consulted employees and Trustees on their views and levels of diversity, and have established a benchmark of our levels of diversity internally.
- Refreshed our Equality, Diversity and Inclusion Policy and have pledged to do this each year to ensure relevance.
- Established a Trustee working group that focusses on Equality, Diversity and Inclusion

- Established an EDI Link Trustee/Champion role.
- Established Link Trustees to take 'responsibility' for a particular area of work/service delivery across the charity and encourage these to consider EDI issues.
- Formulated a clear statement from the board and published this.
- Established an employee EDI forum.
- Commissioned Just Lincolnshire to facilitate a whole charity 'Big Conversation' to encourage openness, discussion and learning.

Over the course of 2021–2022, YMCA Lincolnshire will develop an Equality Action Plan to be published by the end of 2022 (at the latest). We expect this to include:

- Identify any existing lack of diversity at board and staff level, and put forward policy or practice changes to address these issues.
- Set out a framework for the ongoing collection of data to allow us to set targets, monitor our own performance and the effectiveness of any changes we introduce.
- Remove any barriers in boardroom practice which might discourage a wider range of candidates joining or taking a full active role.
- Establish formal procedures for recruitment of Trustees and ensure those procedures promote equity and inclusivity and encourage all to apply.
- Consider the internal and external perception of YMCA Lincolnshire and take steps to ensure that our Equality action is visible and inspires confidence.
- Identify a minimum standards training schedule for Trustees that includes diversity, equality and Lived Experience training upon induction and at regular periods throughout a Trustee's tenure.
- Establish a standing agenda on Board Meetings that considers Inclusion.
- Develop beneficiary feedback mechanisms to inform the Board on EDI issues.
- 'Twin' and work with other organisations (at Board level and Exec) with different levels of diversity to share learning and reflections.
- Establish Board Level performance indicators that track our progress and highlight areas of weakness.