



EDI Champions Workbook

Why does EDI matter to you?

Why does EDI matter to your organisation?

How do you define:

Equality

Diversity

Inclusion

Any other terms

Does your organisation define anything differently? (try to understand why, if this is the case)

Which characteristics does your organisation make some kind of provision for, and how? (e.g. statement of equality, ethnicity network, pride event, equal parental leave)

What examples of intersectionality have you seen in your own life/work, and how might this inform part of your personal narrative?

What workplace micro-aggressions have you witnessed, and how have they been dealt with?

Which of the cases of EDI resonate with you, and your organisation?

Moral

Legal

Business

Where can value be added?

Think now about how your organisation's strategy is enhanced by your EDI strategy. You may want to sketch this out with the concentric circle approach.

How do you plan to embed it through:

Policy and process

Cultural change

Strategic communications

What will EDI look like in practice in these areas?

- Gap analysis
- Stakeholder mapping
- What does good look like?
- Define actions
- Key messaging

How will you measure success?

- Overall representation (demographics)
- Flow into the organisations (recruitment)
- Flow up the organisation (progression)
- Joiners v leavers