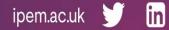
EDI Policy

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Importance of EDI in IPEM

Trusted Inclusive Progressive – our core values enabling a diverse and inclusive professional community based on these values: IPEM strategy **EDI** policy EDI action plan





Why does it matter?

1. Ethical case

Charity set up to benefit the whole of our society

2. Legal case

Equality Act 2010 / nine protected characteristics

3. Business case

Research shows many business benefits

4. Changing UK population trends Should our profession not reflect that?





EDI Policy - intent

What the policy does:

- •Show all stakeholders and partners how IPEM will enact its commitment to equality, diversity and inclusion.
- Guide all operational decisions and action, which may be taken by staff, volunteers and both working in partnership.



Governance of IPEM

- •EDI Champion on the Board of Trustees
- •Trustees will receive regular EDI training.
- •Terms of Reference for all IPEM boards, committees, groups, working groups etc will reinforce the need to ensure diversity of membership.



Recruitment of Members and Volunteers

- Process review to ensure <u>all eligible members</u> are welcome and equally considered in the process regardless of age, experience and background.
- All committees and groups need to give due regard to diversity and inclusion
- Aim for broad representation in terms of ethnicity, age, sex and other protected characteristics.
- Diverse teams and groups make better decisions.



Working practices

- IPEM will make reasonable adjustments to ensure employees and members with disabilities are not excluded.
- IPEM will not tolerate discrimination or harassment on the basis of any protected characteristics.
- Allegations of such discrimination by members and employees will be investigated and appropriate action taken



Data collection

- •Trustees have agreed on the importance of this process
- •Why? Without a baseline of accurate data we cannot make good decisions
- •EDI data will be collected during the volunteer recruitment process as well as applications, registrations, conferences (based on consent)



International

• Members are expected to act in accordance with our values and promote them with our international partners.

Speakers and Events

• IPEM will aim for diversity in speakers and all IPEM activities and ensure they are accessible to diverse audiences.

School Outreach and public engagement

• Where there is a conflict of resources IPEM will prioritise schools and programmes which make the biggest impact in terms of inclusion, widening participation and social mobility.



Being inclusive should be considered in the decisions made and actions taken in committees

- Are the decisions we make inclusive?
- Can we make it more equitable for everyone?
- Can we accept that we all have biases and are able to highlight it when we see it?
- Can we identify areas where there is or could be biases? Can we address it?





If you have any thoughts or suggestions please get in touch. eva@ipem.ac.uk



