

# Diversity, Equity and Inclusion

2022- 2023 Action Plan

January 2022

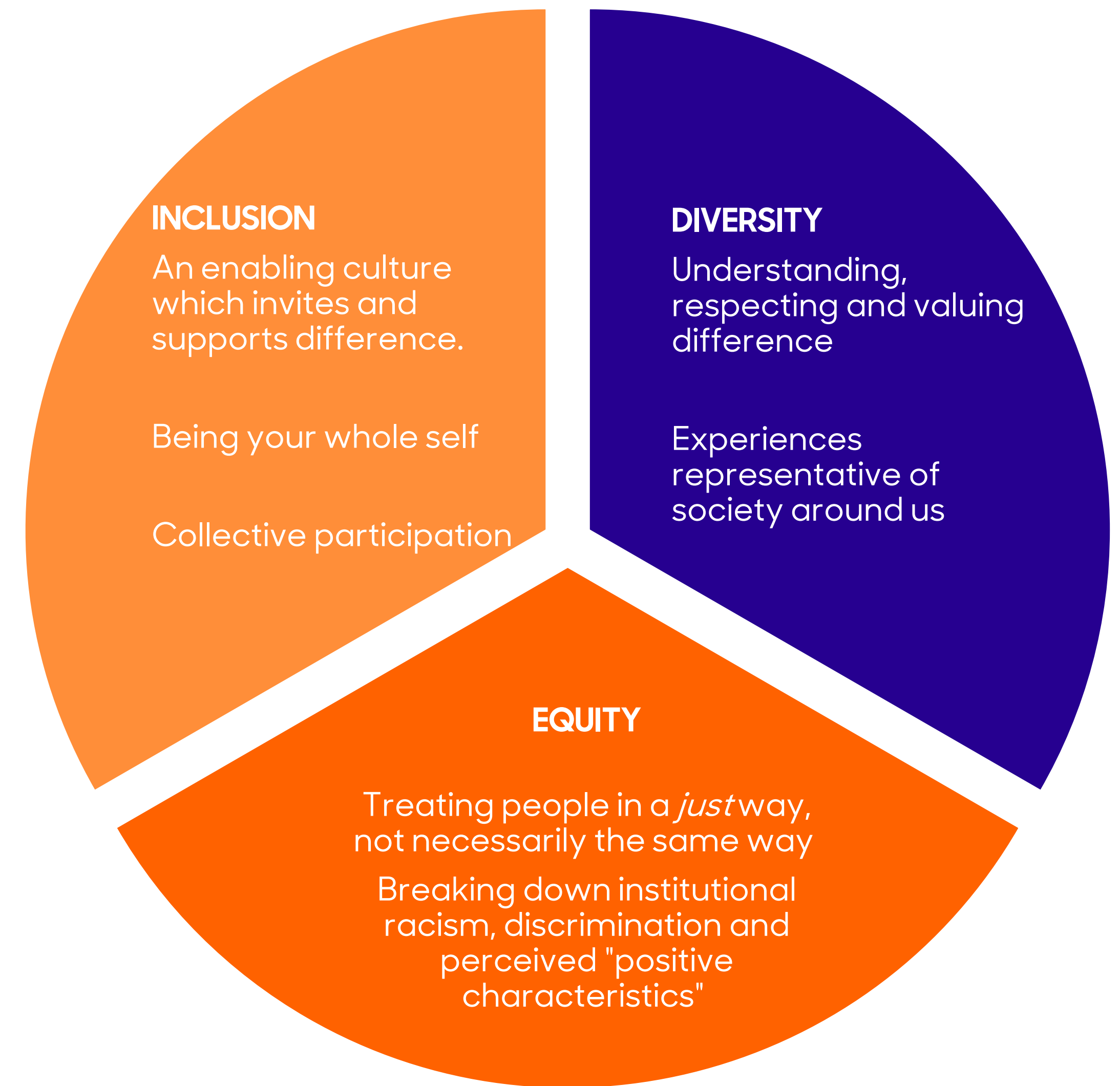


**pilotlight**

# What do we mean by Diversity, Equity and Inclusion?

Pilotlight aims to be inclusive of all differences and underrepresented groups. We will cultivate a sense of belonging at work, recognising protected characteristics of:

- Age
- Disability
- Gender reassignment
- Marriage & civil partnerships
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation



# People

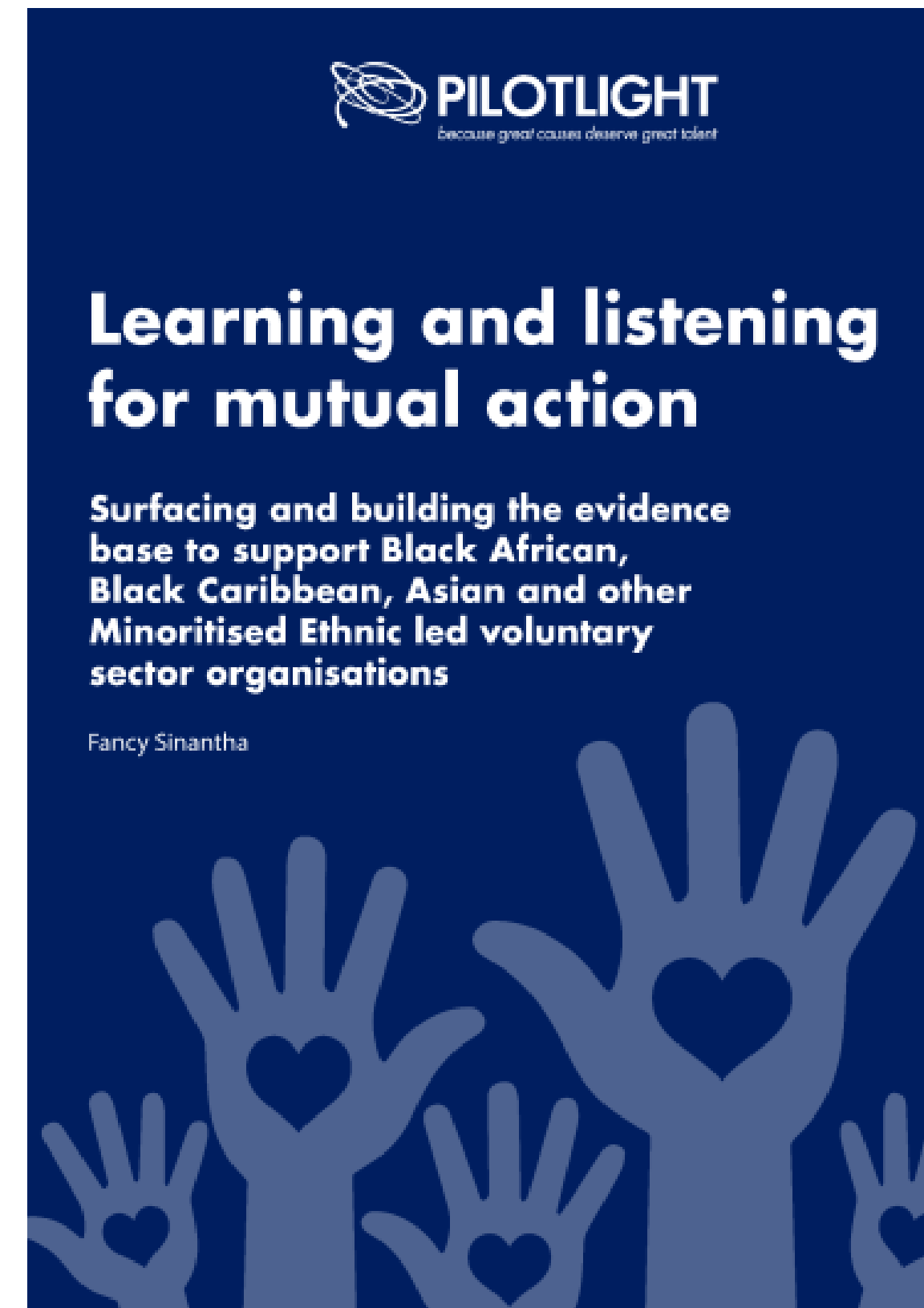
Remit	Name	Role
DEI Committee – Convenor	Breanne O'Brien	Partnerships Manager
DEI Committee	Reena Pastakia	Project Manager
DEI Committee	Simona Bojare	Marketing Executive
DEI Committee	Darrell Stenering	Project Manager
Leadership Team DEI lead	Ed Mayo	CEO
Trustee DEI lead	Gerry Anyanwu	Trustee
Trustee DEI lead	Katherine Mathieson	Trustee

# Progress to date

We started our DEI journey in 2020, signing up to a pledge coordinated by the voluntary sector leadership network ACEVO and developing our work with participation from staff, trustees and partners. We became a member of Inclusive Employers, ran training with the support of The Other Box and looked at how to integrate DEI across all of our operations and programmes.

As part of this, we published a short research report on the organisational development needs of minoritised led voluntary organisations and we supported a Lewisham-based mentoring charity, with a team of diverse Pilotlighters from Morgan Stanley through our Pilotlight Direction Programme.

A review of our work in Autumn 2021 welcomed progress but stressed the need to integrate our DEI work with a line of sight through to our plans, values and culture.



**Morgan Stanley**

# Actions and targets

# DEI Action Plan 2022 (i)

## Building more of a focus on disability rights

	Q1	Q2	Q3-4
Charity Experience Lead: Charlie Medcalf	<ul style="list-style-type: none"> <li>Review needs of charity and gaps in support, including around diversity and disability</li> </ul>	<ul style="list-style-type: none"> <li>Implement findings of the review, including initial testing and training</li> <li>Develop options for tracking charity needs and gaps in provision</li> <li>Complete a knowledge management plan, including relevant factors on Diversity, Equity &amp; Inclusion (DEI)</li> </ul>	<ul style="list-style-type: none"> <li>Review our work with diverse-led charities communities and consider next steps</li> <li>Implement improved knowledge management process</li> </ul>
Marketing Communications Lead: Ed Mayo / Lucy Avery	<ul style="list-style-type: none"> <li>Set brand themes for 2022 for content and social media, including issues of equity and discrimination we will speak out about</li> <li>Complete brand training for staff, including guidance on inclusive communications</li> </ul>		

# DEI Action Plan 2022 (ii)

## With commitments integrated in our overall Operational Plan

	Q1	Q2	Q3-4
<p>Operations Lead: Mel Whitney-Long</p>	<ul style="list-style-type: none"> <li>• Complete training for DEI champion and roll out 2022 DEI training for staff, including on disability</li> </ul>	<ul style="list-style-type: none"> <li>• Design our approach to pay gap reporting</li> <li>• Complete Disability Confidence accreditation</li> </ul>	<ul style="list-style-type: none"> <li>• Review progress on DEI across all our practices and procedures</li> <li>• Review PL progress on DEI</li> <li>• Complete Inclusive Employers Standard accreditation</li> <li>• Gender pay gap reporting</li> <li>• Ethnicity pay gap reporting</li> <li>• Identify DEI priorities for 2023/4</li> </ul>
<p>Partnerships Lead: Tom Leavesley-Matthews</p>		<ul style="list-style-type: none"> <li>• Launch the Ignite Initiative</li> </ul>	

# Baseline diversity data & targets

As reported in our latest annual Impact Report a fully comprehensive, stand alone, diversity and inclusion survey was introduced for new Pilotlight Members in 2020. We now have a baseline for our new Pilotlighters, which will help us set our targets for the next few years. Following the setting of ethnicity targets, we will look to see what is appropriate in terms of data on disabled persons.

Group	Measure	Baseline 2020	National Context	Target by end 2022	Target by end 2023
Charity Leaders	Ethnicity	7% BAME	6% BAME	8% BAME	10% BAME
	Gender	70% Female	63% Female	n/a - continue measuring	
New Pilotlighters	Ethnicity	10% BAME	14% BAME	14% BAME	17% BAME
	Gender	48% Female	n/a	40% male, 40% female, 20% either	



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