

Diversity, Equity and Inclusion

2023- 2024 Action Plan

December 2022

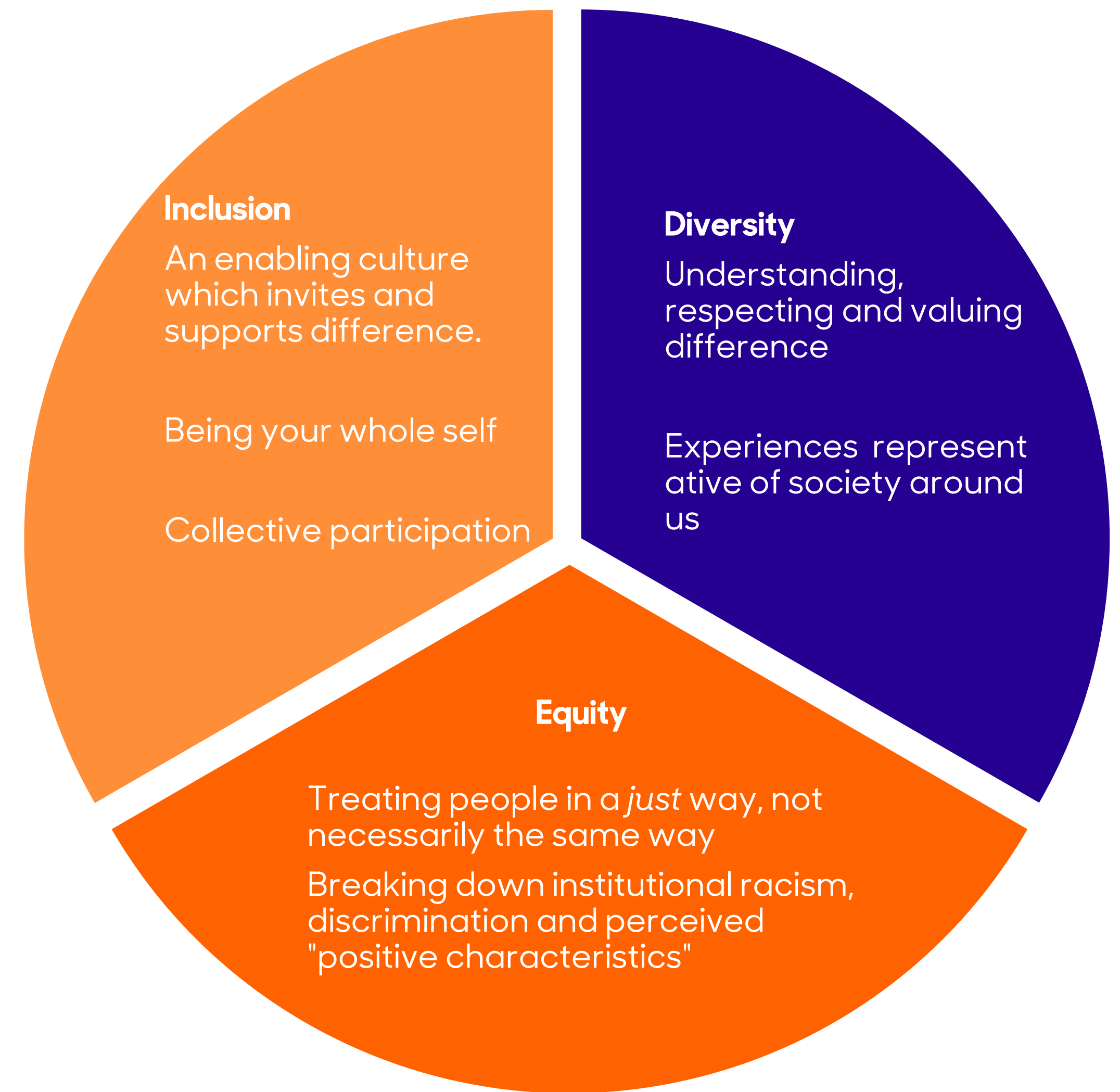


pilotlight

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



How we champion DEI

Building a culture of inclusion

We do not look at DEI as a set of actions, but rather as a sustained process of commitment and learning through action. Within the UK charity sector and in collaboration with the business sector, we recognise that we are operating in a context of overlapping and multi-generational challenges of power inequalities, racism and injustice. To be part of changing that requires us to operate as a community in ways that shift power and dismantle privilege.

The system of engagement for our work on DEI therefore involves every level of governance and places a premium on deliberative processes of learning in which we aim to equip our staff and our community to champion the cause of DEI.



Review of our DEI Action Plan

November 2022

We operate with a multi-year action plan, with key milestones integrated in the annual Operational Plan. DEI champions across the charity met in early November to review our progress, facilitated by Reena, Chair of our staff DEI Committee.

Attendees	
Reena Pastakia	Chair, DEI Committee
Ed Mayo	Leadership Team DEI lead
Mel Whitney-Long	Leadership Team
Gerry Anyanwu	Trustee DEI champion
Katherine Mathieson	Trustee DEI champion
Diana Squires	Member, DEI Committee
Emily Snape	Member, DEI Committee
Kate Allen	Member, DEI Committee

Strengths, Weaknesses

An exercise to look at strengths and weaknesses included, among others:

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- Strong commitment to DEI, with commitments engrained in operational strategy, with accountability and transparency
- High level awareness of DEI issues and a culture of respect and inclusiveness – where people feel valued
- Good learning through collaboration with partners

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- Levels of stretch and stress can get in the way of well-being
- Lack of expertise and resources around challenges of inclusion
- Inclusivity unproven around all disabilities, visible and invisible.

Actions and targets

DEI themes for staff training and engagement

Building on previous themes of race (2021) and disability (2022)

2023 Focus: Sex, Sexual Orientation & Gender	2024 Focus: Marriage & Civil Partnerships, Pregnancy & Maternity	2025 Focus: Age and Religion/Belief
Making tactile books for the visually impaired (January)		
National LGBT history month – HIV awareness (February)		
International women’s day (March) – Consent through an intersectional lens		
Antisemitism talk (March)		
International day against homophobia, transphobia and biphobia (May)		
DEI Champion Training (June)		
BSL training cohort 2		
International men’s day (November)		
International day for the elimination of violence against women (December)		
<p>‘The Other Box’ Training is provided for all staff: DEI training that centres on emotional intelligence, critical thinking and human connection, including:</p> <ul style="list-style-type: none"> a. Know Your Bias: An unconscious bias course, where you will learn about the brain, stereotypes, 3 common workplace biases and raise awareness to your own autopilot tendencies. b. Allyship in the Workplace: A course about privilege, systemic oppression, and will equip you with the tools and actions to be a better human teammate to those who are marginalised. c. Diversity Dictionary: An inclusive language course that teaches about mindsets, microaggressions, vocabulary and 5 key tools on how to communicate inclusively when faced with difference. 		

DEI Action Plan 2023 (i)

Making DEI part of how we work

	Q1	Q2	Q3-4
Charity Experience Lead: Mila Evanics	<ul style="list-style-type: none"> Develop a process for horizon-scanning of charity needs and partner charity profiles, with a view to reflect on org DEI goals and environmental charities 		<ul style="list-style-type: none"> Design of targeted 2023 recruitment process of charities working in specific DEI and environmental spaces
Marketing & Communications Lead: Lucy Avery	<ul style="list-style-type: none"> Establish brand themes for the year for social media and create social media plan and implement 		<ul style="list-style-type: none"> Lead marketing training (e.g., storytelling etc) for the wider staff team
Delivery Lead: Sam Matthews		<ul style="list-style-type: none"> Review project methodology for the inclusion of DEI and sustainability 	<ul style="list-style-type: none"> Review project methodology for the inclusion of DEI and sustainability

DEI Action Plan 2023 (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"> • Launch updated L&D framework • People data being tracked quarterly including review of data • Review of staff benefits • Achieve Inclusive Employers (IE) accreditation 	<ul style="list-style-type: none"> • Staff survey • Carry out review of our recruitment practices • Review and updating of priority P&Ps • Start implementation of actions from feedback of IE accreditation • Develop action plan following pay gap reporting 	<ul style="list-style-type: none"> • Review PL progress on DEI • Gender pay gap reporting • Ethnicity pay gap reporting • Identify DEI priorities for 2024
<p>Partnerships Lead: Tom Leavesley-Matthews</p>	<ul style="list-style-type: none"> • Undertake activities relating to bursary & Ignite Pilotlighters 	<ul style="list-style-type: none"> • Undertake activities relating to bursary & Ignite Pilotlighters 	<ul style="list-style-type: none"> • Undertake activities relating to bursary & Ignite Pilotlighters

Next steps - 2023-4

Additional options for action

Alongside the milestones identified in the 2023 Operational Plan, the review has identified practical actions for future planning, including:

- Review of our recruitment processes
- Clarifying terminology, including 'DEI' or 'EDI'
- Extending data collection, such as around class and considering targets on disability
- Staff knowledge/ resources, such as exploring intersectionality in focused training events
- Marketing and communications, such as using staff training to support external communications
- Policies, such as testing whether there are gaps
- Adjustments, such as 'how best to work with me' forms



Diversity data & targets

Group	Measure	Baseline 2020	National Context	Data 2022	Target by end 2023	Target by end 2024
Charity Leaders	Ethnicity	7% BAME	6% BAME	22% POC	16% POC	16% POC
	Gender	70% Female	63% Female	53% female	40% male, 40% female, 20% other	
New Pilotlighters	Ethnicity	10% BAME	14% BAME	16% POC	17% POC	
	Gender	48% Female	n/a	54% Female	40% male, 40% female, 20% other	
Staff	Disability	-	22%	8%	50% increase 2022	100% increase 2022
	Ethnicity	-	14% BAME	25% POC	25%	25%
	Gender	-	51% Female	63% Female	40% male, 40% female, 20% other	

**We bring together charities,
businesses and skilled
individuals. As a result we
amplify the good work that's
done in the world.**

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