

Diversity, Equity and Inclusion

2021-23 Action Plan



Starting points

The logo for Black Lives Matter, featuring the words "BLACK", "LIVES", and "MATTER" stacked vertically in a bold, black, sans-serif font. The word "LIVES" is enclosed in a black rectangular box. The entire logo is set against a bright yellow background.

**BLACK
LIVES
MATTER**

“Matters of race, culture and power were high on the agenda at the start of Pilotlight.”

<https://www.pilotlight.org.uk/blog/what-is-pilotlight-doing-on-diversity>

It is only possible to tackle disadvantage if there is a recognition and commitment to overturn the intersectional dimensions of powerlessness and discrimination in the lived experience of those who are minoritised and underrepresented in society.

The organising and protests following the murder of George Floyd in 2020 raised the visibility of longstanding campaigns against racism, notably Black Lives Matter, and in the process underlined systemic inequalities within the voluntary sector in the UK.

In response, we have been running a working group on diversity, equity and inclusion from July 2020, with staff and trustee involvement to explore our strengths and weaknesses. This working group was tasked with building a practical action plan, which would help us improve diversity, equity and inclusion within Pilotlight, and positively influence our partner charities, businesses and members.

End points

Our goal is that Pilotlight becomes an effective champion for diversity, equity and inclusion, and is against racism, building our knowledge and networks to support this.

We will:

- ✓ Reflect this in the diversity of our key constituencies, including Pilotlighters and our charity partners, valuing the insights that difference brings and supporting each in terms of learning and development on diversity.
- ✓ Build on our current competences around bridging worlds and facilitating processes to achieve mutual learning, making diversity, equity and inclusion key to our success.
- ✓ Have internal expertise on equalities, both for the management of our programmes but also for the base of guidance and knowledge that we draw on to support charity partners.

DEI working group

Name	Role
Breanne O'Brien	Partnerships Manager
Katie Berwick	Project Manager
Sima Patel	Partnerships Manager
Bruce McCombie	Deputy CEO
Fiona Rodford	Trustee
Gary Hale	Trustee
Sally Bailey	Chair

What do we mean by Diversity, Equity and Inclusion?

When considering this plan, it is vital to ensure that our actions encompass all the protected characteristics under the Equality Act. Pilotlight aims to be inclusive of all differences and underrepresented groups. We will cultivate a sense of belonging at work by removing barriers, amplifying voices and appreciating each other for our unique backgrounds and experiences.

The protected characteristics are:

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



Progress in 2020 – a focus on anti-racism



DEI working group set up



Run an online member event on DEI



Recruited three new trustees with support from BAME Recruitment



Researched training options for staff sessions in 2021, & selected The Other Box



Conducted a DEI focused staff survey & explored training needs for staff on DEI



Published a progress update



Signed ACEVO Pledge on diverse charity leadership



Became a member of Inclusive Employers



Commissioned research on the organisational needs of BAME-led charities and social enterprise



Compiled available ethnicity data for Pilotlighters and charity leaders



Committed
Member of

Inclusive
Employers

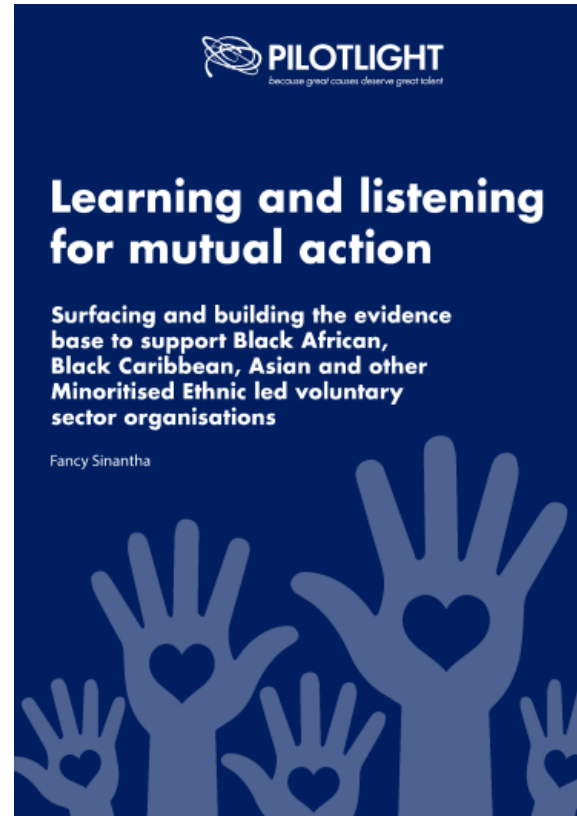


Highlights of 2021 progress so far



Staff & Trustees begin The Other Box training on:

- Allyship
- Know Your Bias
- Diversity Dictionary



Published research on the needs of Black, Asian & Minority Ethnic (BAME) charities & social enterprises



Morgan Stanley



Supporting a Lewisham-based mentoring charity, with a team of diverse Pilotlighters from Morgan Stanley via our Setting Directions Programme

Action plan objectives

1.

Equip the Pilotlight Staff Team with the skills and commitment to advance diversity, equity and inclusion, through a structured programme of learning and engagement

2.

Embed and ensure a diversity, equity and inclusion perspective within all our practices and procedures

3.

Understand and meet the needs of voluntary organisations led 'by, for and with' BAME communities, informing our delivery, collaboration and partnerships

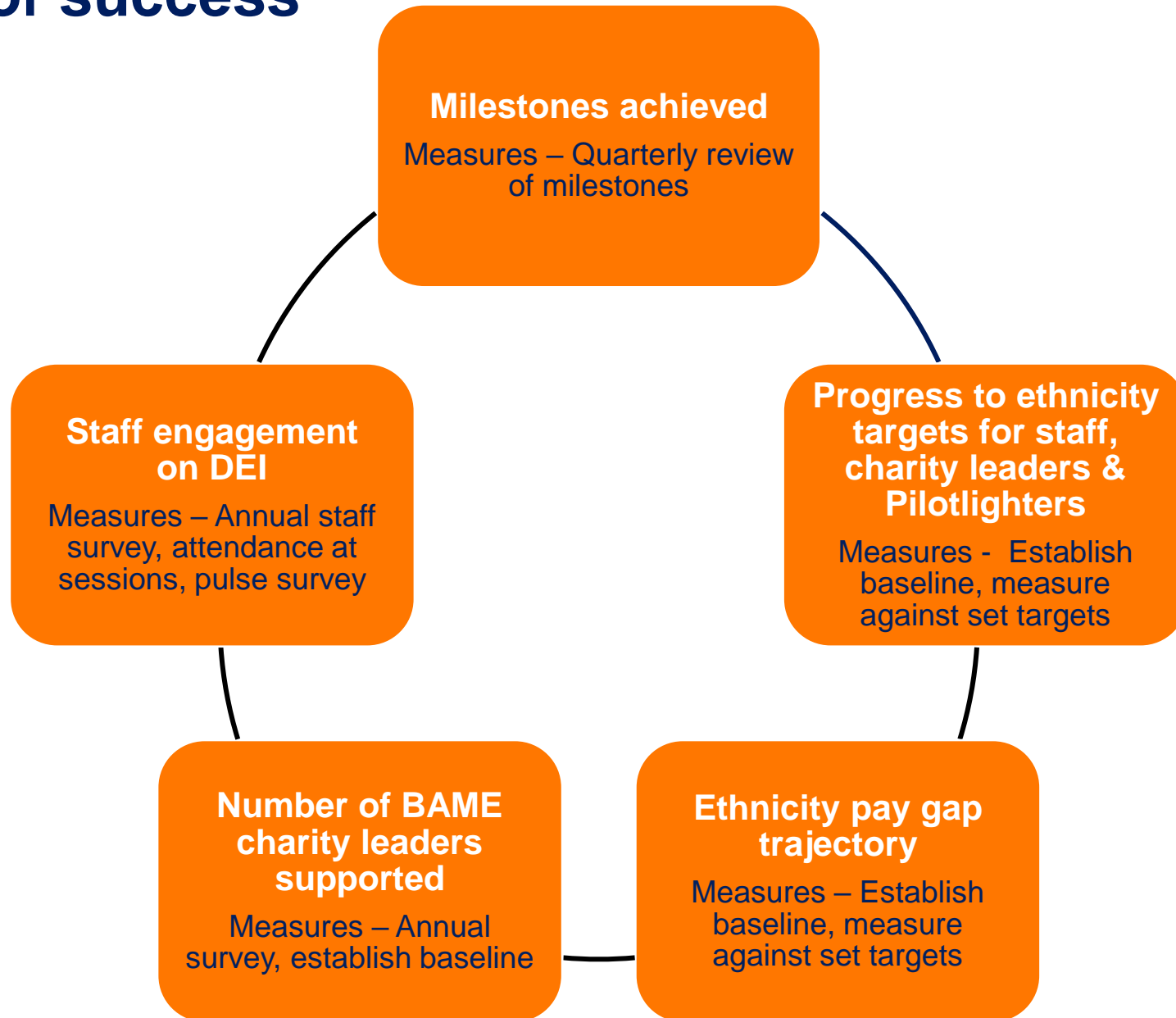
4.

Champion diverse leadership through Pilotlight opportunities

Objectives & Milestones

Objective	Q1 & Q2 2021	Q3 & Q4 2021	2022	2023
<p>Equip the Pilotlight Staff Team with the skills and commitment to advance diversity, equity and inclusion, through a structured programme of learning and engagement</p> <p>Lead: Bruce McCombie</p>	<ul style="list-style-type: none"> The Other Box Learning Sessions Nomination of DEI Champions at staff and Board level Integration of DEI in our framework of values-based behaviours The design of our new website integrates DEI good practice 	<ul style="list-style-type: none"> The Other Box Learning Sessions DEI Champions at staff and Board level encouraging learning & engagement activities Inclusion embedded into inductions DEI integrated in Board development plans 	<ul style="list-style-type: none"> DEI training (ongoing) Identity next priorities on DEI, such as disability, gender equality, LGBTQ+, neurodiversity or intersectionality Renewal of DEI champions DEI integrated in new trustee recruitment 	<ul style="list-style-type: none"> Review first year of Rising Talent programme Commence second year, based on findings
<p>Embed and ensure a diversity, equity & inclusion perspective within all our practices and procedures</p> <p>Lead: Mel Whitney-Long</p>	<ul style="list-style-type: none"> Inclusive Employers learning (targeted staff) & resources Inclusive Employers support to review website & marketing collateral DEI in our communications and images Scoping ethnicity pay gap Review of equal opportunities policy 	<ul style="list-style-type: none"> Inclusive Employers (targeted staff) Staff ethnicity data, first year update Scope <i>Rising Talent</i> programme for prospective/emerging trustees & collaboration potential Review recruitment process 	<ul style="list-style-type: none"> Renew Inclusive Employers membership & training Staff ethnicity data Publish ethnicity & gender pay gap and targets Commence <i>Rising Talent</i> programme 	<ul style="list-style-type: none"> Staff ethnicity data Publish ethnicity & gender pay gap Commence second year of <i>Rising Talent</i>, based on findings
<p>Understand and meet the needs of voluntary organisations led 'by, for and with' BAME communities, informing our delivery, collaboration and partnerships</p> <p>Lead: Charlie Medcalf</p>	<ul style="list-style-type: none"> Complete desk research Blog and report Presentation to share and learn with other support organisations 	<ul style="list-style-type: none"> Dialogue and co-design of support models with BAME led networks First exemplars of targeted support in place 	<ul style="list-style-type: none"> Collaborative partnerships in place in support of BAME-led voluntary organisations 	<ul style="list-style-type: none"> Review of work to date on support of BAME-led voluntary organisations Options on support for wider DEI facets of voluntary sector action
<p>Champion diverse leadership through Pilotlight opportunities</p> <p>Lead: Bruce McCombie</p>	<ul style="list-style-type: none"> Dialogue with business partners around DEI Explore options around donations to bursary Pilotlighters Launch of communications theme around inclusive leadership & bursary opportunity Draft & implement Code of Conduct 	<ul style="list-style-type: none"> Next steps with business partners around DEI Communications theme around inclusive leadership Support for National Inclusion Week Scope Pilotlighter ethnicity data We speak out on issues of anti-racism in a public context 	<ul style="list-style-type: none"> Dialogue with business partners around next priorities on DEI We speak out on issues of anti-racism in a public context Pilotlighter ethnicity data and targets 	<ul style="list-style-type: none"> Next steps with business partners around next priorities on DEI We speak out on issues of anti-racism in a public context Pilotlighter ethnicity data and targets Review Code of Conduct

Measures of success



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. The report will show multiple measures such as gender, ethnicity, LGBTQ+, disability, primary carer and under 45.

As outlined below, the action plan prioritises setting targets for ethnicity. Pilotlight's aim, following the ethnicity targets, is to focus on understanding disability in due course. In tandem with this, further work with Anna Grey will determine what data is most appropriate to be collected. This will be informed by guidance from the DEI Data group which advises data should only be asked and collected where it is intentional to the project/organisation.

Charity Leaders	Measure	Baseline 2020	National Context	Targets by 2022	Target by 2023
	Ethnicity	7% BAME	6% BAME	8% BAME	10% BAME
	Gender	70% Female	63% Female	n/a – continue measuring	

New Pilotlighters	Measure	Baseline 2020	UK Working Age	Targets by 2022	Target by 2023
	Ethnicity	10% BAME	14% BAME	14% BAME	17% BAME
	Gender	48% Female	n/a	40% male, 40% female, 20% either	