

The importance and relevance of DEI for funders



**Small
Charities
Coalition**

Informing | Supporting | Connecting

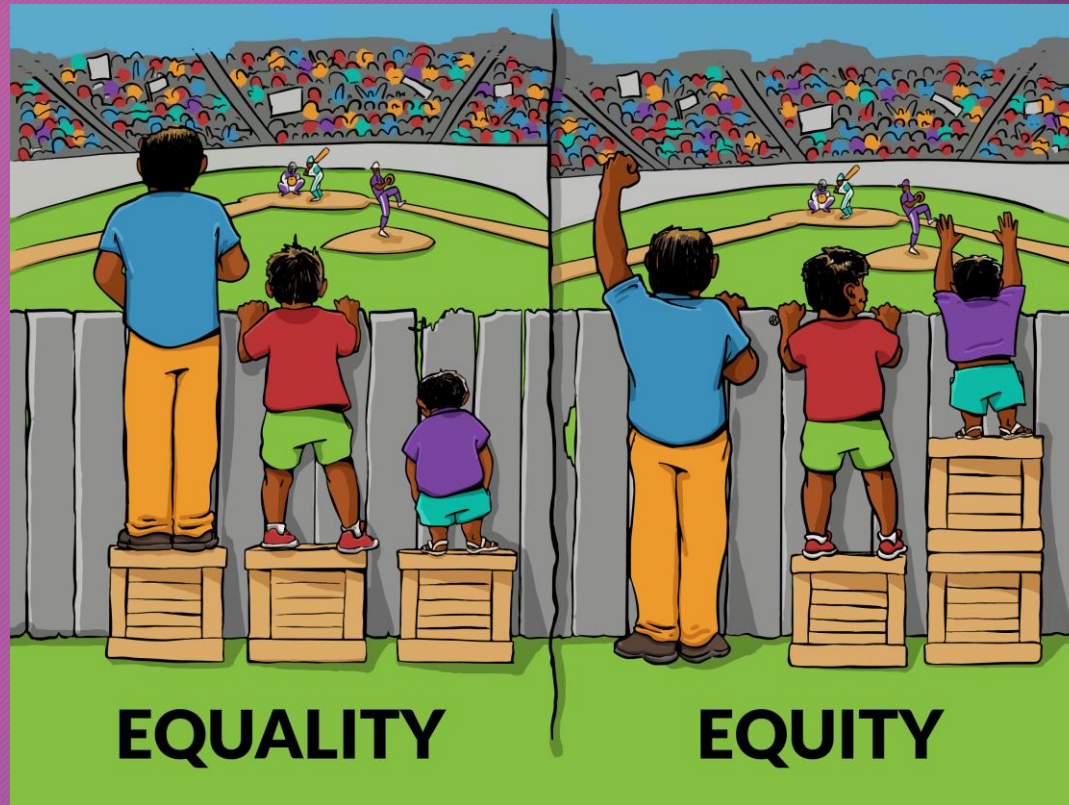
May 2021

Let's get comfortable

- No question or comment too silly
- Language is constantly evolving
- Terms are interlinked and used sometimes interchangeably
- We can all learn and we all can contribute
- The situation and context of discussions is important

Buzz words

- Equality
- Equity
- Diversity
- Inclusion
- Integration
- Justice
- Fairness
- Power & Privilege



General characteristics of small charities that are DEI Focused

General issues for all small charities

- Definition of small
- Born out of a personal hurt, feeling of marginalisation or injustice
- Often initiated as self-help groups
- Beneficiary focused based on rich and close relationships
- Limited understanding of unit cost or full cost recovery

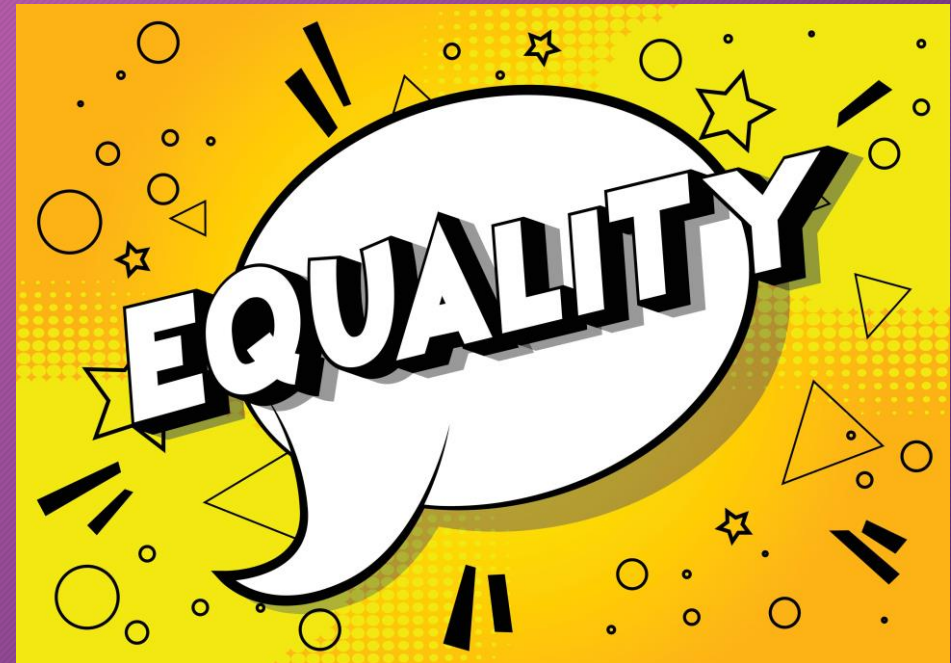


Protected characteristics

What are protected characteristics?

It is against the law to discriminate against someone because of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation



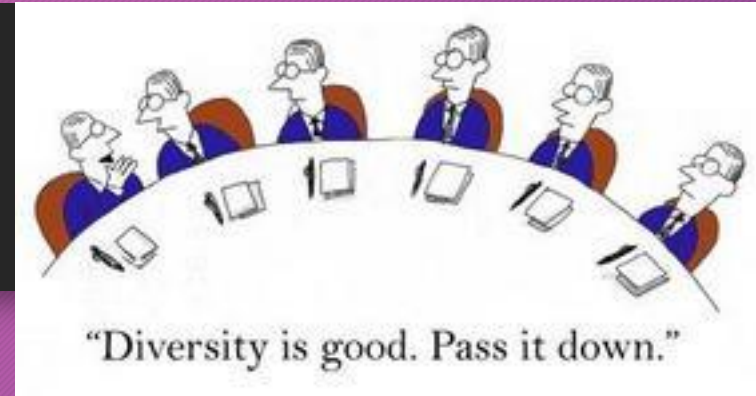
Enhanced Characteristics

- Social economic background
- Education
- Health determinants, physical and mental well-being
- Place
- Immigration Status

small charities responses to DEI

- Group 1 - Generic, open to all, no specialist or targeted services for DEI
- Group 2 - Generic, open to all, specialist and targeted services for specific or a variety of protected characteristic groups
- Group 3 - Single or multiple protected characteristic focused

Why focus on DEI



- Meets the needs of your beneficiaries and meets your charitable objectives - **moral imperative**
- Generates new income, business, services, enables sustainability - **business imperative**
- Promotes a sense of well-being amongst stakeholders - **social imperative**
- Minimises risk and reputational angst - **managing risk imperative**

Top ideas and Tips



- Think beyond just recruitment and representation
- Consider system change approaches, how do your systems engage with the broader debate on DEI
- Are you measuring the right things? - look at 360 Giving new proposed taxonomy
- Consider an Equality Impact Assessment
- Horizon scan - Census 2021, Index of Multiple Deprivation, legislative and public policy changes as a result of COVID-19, Levelling Up agenda which campaigners will use to move beyond place based disparities
- Especially for foundations, is participatory grant making an opportunity to help readdress the imbalance? Reforming application processes
- Inviting observers, advisors, co-optees

Equality Impact Assessment

Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	
2. Summary of aims and objectives of the policy/funding activity/event	
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	
4. Who is affected by the policy/funding activity/event?	
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	

Protected Characteristic Group	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the policy)
Disability			
Gender reassignment			
Marriage or civil partnership			
Pregnancy and maternity			
Race			
Religion or belief			
Sexual orientation			
Sex (gender)			
Age			

Evaluation:

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?		
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed .		
2. You can decide to stop the policy or practice at some point because the data shows bias towards one or more groups		
3. You can adapt or change the policy in a way which you think will eliminate the bias		
4. Barriers and impact identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.		

Will this EIA be published* Yes/Not required (*EIA's should be published alongside relevant funding activities e.g. calls and events:	
Date completed:	
Review date (if applicable):	

Change log

Name	Date	Version	Change
	When published	1	

Next steps

For further advice and help contact support@smallcharities.org.uk or ring 0300 466 8012

If this session has been helpful please do share on social media so we can uplift and encourage more small charities to be part of the Small Charities Movement

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