

EQUITY, DIVERSITY AND INCLUSION (EDI) STRATEGY 2023-2026

This is Brigstowe's first Equity, Diversity and Inclusion (EDI) Strategy.

It sets out Brigstowe's commitment, vision and ambition to do more to create an inclusive society and workplace and outlines the commitments we are making over the next three years. This strategy is a 'live' document that can be adapted in line with the changing needs of our beneficiaries, volunteers, and the external environment.

"We work in the 10th largest city in the UK with an increasingly diverse population. Bristol City Council has reported that Bristolians are from at least 187 countries of birth and speak at least 91 languages."

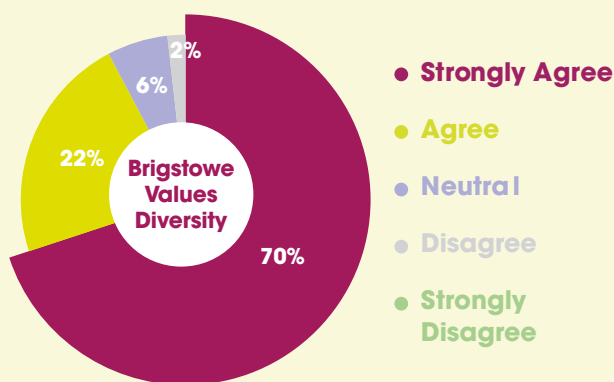
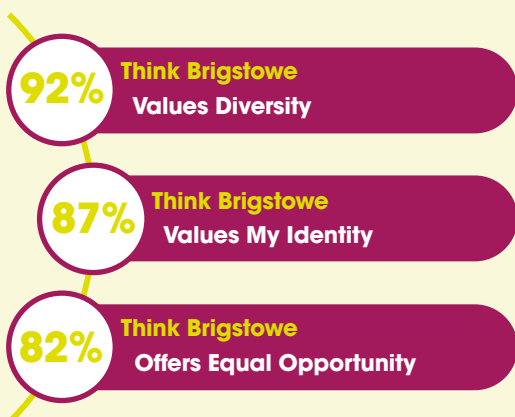


What We Believe

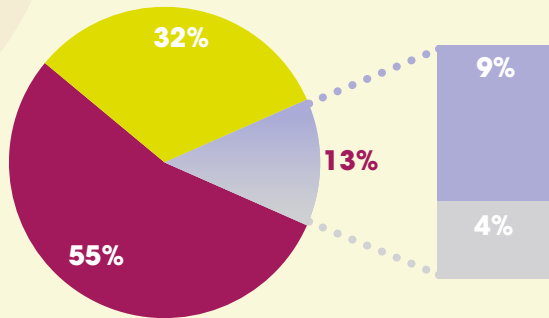
- We believe that everyone has the right to live without fear or prejudice regardless of characteristics, including their HIV status
- **Everyone should be able to make a full contribution to society in their own unique way**
- We want to live in a world which demonstrates respect and values diversity
- **We are committed to driving change within our organisation and beyond whilst always ensuring that our beneficiaries remain at the heart of our thinking and decision making**

"All forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not."

From November 2021 to May 2022, Brigstowe undertook an EDI review of our organisation. We released a survey to all our clients, volunteers, trustees, and staff and received 89 responses. Our survey participants overwhelmingly view Brigstowe as valuing diversity, valuing the personal identities of the individual, and offering equal opportunities for people to advance their lives.



Brigstowe Values My Unique Identity



- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree



We were pleased to hear that our survey participants felt Brigstowe is doing well, but there is room for improvement.

"You're doing a great job, though I would like to see ALL types of diversity take the lead on events you are doing."

"Ensure staff and volunteer roles are advertised as widely as possible to encourage diverse applications."

"Include diversity training as part of the induction of volunteers."

"Focused work to be done for the organisation to be more trans-inclusive."

Our Vision

Brigstowe is committed to developing an organisational culture where everyone feels responsible for and contributes positively to the progress of equal opportunities, a culture that respects and values each other's differences, promotes dignity, equity and diversity, and encourages individuals to develop and maximise their true potential.

"We pride ourselves on treating our clients with respect and dignity, with the highest regard for confidentiality."

Our Priorities

- 1. Develop and annually review the strategy and action plan in line with data, and remain accountable through annual reporting**
- 2. Focus on EDI in all recruitment, training and organisational policies**
- 3. All communications speak to and on behalf of the diverse communities we work with and for**
- 4. Recognise, understand and respond to the needs of the diverse communities we work with and for**

Our Objectives

YEAR 1 - 2023/24	YEAR 2 - 2024/25	YEAR 3 - 2025/26
<ul style="list-style-type: none"> • Launch the strategy and action plan within our networks and partnerships • Review internal data and that of our clinic partners to identify gaps in representation • Develop targets and include them in the business plan • Appoint staff and board champions • Review our recruitment process, ensuring we are incorporating positive action measures • Develop a plan for improving board diversity • Develop a calendar of cultural events to celebrate diversity • Regularly include EDI statements in communications • Consider how EDI is kept live through specialist training, our networks, and close partnership working 	<ul style="list-style-type: none"> • Report on our progress and publish a summary in our annual report • Consider appointing additional champions for protected characteristics • Review the use of Equality Impact Assessments in our networks and other organisations and develop our own • Review all policies • Improve our recruitment process, and if necessary, appoint a partner to help increase applications from underrepresented people • Consider introducing maximum terms for trustees • Review our publicity materials • Develop and communicate a disability policy 	<ul style="list-style-type: none"> • Review and revise strategy, targets and action plan • Evaluate the effectiveness of champions • Consider reviewing some policies annually through an EDI lens • Seek feedback from applicants on the recruitment process • Consider recruiting trustees living with other long-term health conditions • Amend and update the calendar of cultural events • 100% of events to be fully accessible

What Will Our Measures Of Success Be?

- We want to see a 5% annual increase in recruitment applications from non-white British individuals
- Year on year, we want to see an increase in the proportion of volunteers who identify as non-white British
- We will ensure continued accountability by reporting on our progress in our Annual Report
- We will report annually to the Board of Trustees to enable the effective review of our progress

