

Inclusion & Diversity Group

Statement of intent

The purpose of the group

The purpose of the BCD Inclusion & Diversity Group is to explore how we as an organisation can better reflect the diversity of the communities we work with in our staff team, trustees and across the service-users we aim to serve. We aim to improve our policies, procedures and practice on an organisational as well as on an individual level, and to raise the profile of BCD as an inclusive and diverse organisation.

What we want to achieve

- Promote anti-discriminatory practice
- Identify where BCD is not fully meeting the needs of diverse and minority groups
- Explore whether there are barriers to some marginalised groups within BCD
- Make recommendations to address areas of development and agree a plan with defined objectives, steps, milestones and timeframes

How we will do this

- We are working in partnership with BRAP ([brap | equality](#)) to complete an organisational Inclusion & Diversity needs assessment and identify our areas of growth.
- We will reach out, build relationships and seek opportunities with specialist services and groups from marginalised and minority communities. Communities we want to include LGBT+, black, Asian and other ethnic minorities, refugee and migrant, disabled and older people.
- Our Inclusion and Diversity Group will meet regularly and oversee the delivery of our I&D development plan.