

Diversity, Equity and Inclusion (DEI) Plan - 2022-2024

Last updated: March 2022



Introduction

Diversity is one of the many reasons why Islington is such a great place to live and work. As an organisation, we value that and acknowledge that a more diverse and inclusive organisation leads to more innovation and better decision making.

However, we recognise systemic and structural inequalities that disproportionately impact particular communities or social groups in one or multiple levels in Islington and beyond. Identities such as gender, sex, race, class, sexuality, religion or disability can combine to create unique forms of disadvantage in life.

We are committed to working for social justice and equality for all communities and our aim is to ensure that we understand, consider and address inequalities in everything we do at Cripplegate Foundation and Islington Giving. In doing so, we strive to become a more diverse and inclusive organisation that truly reflects the community.

We will do this by:

- Considering and addressing inequalities locally through our grant making, advocacy, and convening, and to ensure our funds get to where they are needed most.
- Enabling and ensuring our grantees and partners adhere to agreed equalities principles.
- Ensuring that our organisation and processes are robust and fit for purpose to enable us to achieve our ambitions in this area, including but not limited to our policies, investments, recruitment, procurement, communications, events and governance.
- Creating inclusive environments and spaces, including in the workplace, in which individual contributions and differences are recognised and valued, and where individuals can raise concerns or make suggestions to enhance our inclusivity or make changes.

Cripplegate has been considering its role in embedding DEI within the organisation for several years. We established a DEI workplan in 2020, from which we made significant progress in diversifying our board and establishing a DEI trustee committee. The latest version of our DEI strategy (see below) links directly to our overarching Cripplegate Foundation strategy and each of our DEI objectives flows directly from these wider organisational strategic goals, as demonstrated in the list of priorities in the table below. We see DEI as an integral part of our organisational mission.

Working definitions: Diversity, Equity and Inclusion

Our understanding and working definitions of Diversity, Equity and Inclusion are:

Diversity: the existence of differences within a given setting. These differences may include, but are not limited to, gender, age, race, class, sexuality, religion, disability (hidden or apparent), background, heritage, ethnicity, and nationality. We also recognise that it is organisations and groups that are “diverse”, rather than individuals themselves; however, an individual can bring a diverse range of perspectives and experiences that, along with others, creates a more diverse and inclusive environment.

Equity: recognising that everyone has different needs, challenges, opportunities, and experiences. People from marginalised groups, for example, often have barriers to accessing opportunities and resources than those from more privileged groups. We also recognise that systemic and structural inequalities have and can disproportionately impact communities and social groups in one or multiple levels. e. Equity is a strategic approach that recognises the differences between individuals and groups and strives to provide equal access and outcomes for all.

Inclusion: a proactive approach in ensuring that everyone feels recognised, valued, and respected. It is about creating environments and spaces that are collaborative, supportive, and respectful of individual needs and differences. As an organisation, we aim to foster a culture of inclusion for our employees, partners, and groups we work with. This includes striving to address and tackle any barriers, internally and externally, which are affecting an individual or group’s ability to fully engage with us and the work we do.



Images: Help on Your Doorstep, New River, Good Neighbours Scheme, Nov 2021

Our Priorities and Plans – 2022-24

STRATEGY PRIORITY	DEI: OUR APPROACH AND PLANS – 2022-24
Listen, Learn and Act	
Conduct a new research project into the impact of the pandemic on the most disadvantaged residents in the borough and adapt our grant making and wider work as a result.	Community-led research to be developed and implemented with a Diversity, Equity and Inclusion lens and focus.
Expand the ways people from all backgrounds can get involved in our work, including developing our residents' led grant making panels.	Work further towards sharing power by increasing the number of opportunities to get people involved in our work e.g. community-led research, participatory grant making panels, using expertise of panel alumni.
Better engage with our key partners and stakeholders and develop a strategic approach with people and organisations who can help us to achieve our goals	Review how we currently engage with our key partners and stakeholders to see how this could be improved and whether there are communities we are not engaging.
Review each programme we fund and our overall impact, communicating and using this information to better inform future grant making and our wider work.	Taking our grants equality audit a step further with a focus on understanding where gaps exist, why they exist and possible solutions.
Reach out to new local organisations to develop new grant programmes in response to local need.	As above.

Money In, Money Out

Make grants to local organisations and projects.

As above.

Engage more supporters with our vision and increase our voluntary income from individual donors, Trusts and Foundations and corporate organisations through our work with Islington Giving, and our work in partnership with Islington Council.

Create a compelling case for support, sharing the need, people's stories and evidence, that will engage a broad range of donors, from individual Islington residents to Trusts & Foundations.

Invest our endowment responsibly and strike a balance between maximising income for our local work with at least one social impact investment.

Explore social impact investment opportunities and review the Foundation's Investment policy to ensure these mirror our wider DEI goals.

Amplifying local voices

Use our independence and local networks to increase and amplify the experiences and ideas of our partners, local organisations, residents and supporters.

Change the narrative and perception of our donors and grantees – emphasise that everyone has something to give in challenging poverty and inequality.

Produce and implement a plan for raising awareness of local issues that contribute to poverty in Islington, as experienced by our partners, grantees and residents, to galvanise more support for residents.

Use existing research, partner experiences and new research to create an annual content plan to highlight the main areas of poverty and inequality in Islington.

Bring together organisations, partners and others for discussion, learning, collaboration, advocacy and sharing good practice.

Continue to engage with our partners and networks to keep learning and sharing good practice and trial innovative ways of doing so

Organisational excellence

Produce and implement an action plan to push forward on diversity, equity and inclusion (DEI) ambitions in all that we do, creating an inclusive organisation where everyone is welcomed, valued and supported.

Make DEI a transparent and embedded part of the organisation that can clearly be demonstrated in our day- to-day work with a commitment to ongoing learning and collaboration.

Identify specific ways we will work to improve the environmental sustainability of our work and the work that we support, in line with our mission and with the Funder Commitment on Climate Change.

Develop a sustainability plan in line with the Funder Commitment on Climate Change

Ensure the Foundation's operational structure and governance arrangements have the right skills, systems and processes in place and are as efficient as possible across Cripplegate Foundation and Islington Giving.

Ensure the operational review of the organisation includes an analysis of key DEI metrics of our staff/board, and the organisation as a whole.

This will include: reports in the Annual Budget on ratios between the different uses the Foundation makes of its resources and activities.

Embed long term financial planning to deploy our resources in the most effective manner. This will include: three-year financial forecasting alongside the annual budget, and ensuring a balanced budget on a rolling three-year basis.

Provide adequate and sustainable resourcing to allow our DEI ambitions to become reality.

Cripplegate Foundation

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