

SHROPSHIRE GOOD FOOD PARTNERSHIP

RACE, EQUITY, DIVERSITY & INCLUSION IN FOOD NETWORKS



REDI for CHANGE CONVERSATION STARTER

A conversation about the importance in our work of equity, diversity and inclusion

The background to this Shropshire Good Food Partnership work

Why is equality, diversity and inclusion so important?

Group chat

Does it sometimes feel difficult to talk about these topics?

Group chat

A commitment to equalities, diversity and inclusion should run through everything we do, but what are some specific examples of when HTL should be particularly aware?

Some examples –

- The access to activities, services and buildings
- The ways activities are designed, promoted and delivered – creating information that reaches beyond the 'usual' community

- Staff and volunteers feeling confident in supporting people with different backgrounds
- Not making any assumptions when we're finding out about the people we're working with or supporting
- Staff, trustee and volunteer recruitment
- How other people respond to staff and volunteers with different backgrounds

The impact of this and what we can do about it

Group chat

What do **we** want to do? Some actions.

Examples of actions from elsewhere –

- Reviewing current policies and procedures to ensure they are proactively inclusive
- Ask ourselves who we're not currently supporting, and why that might be
- Bringing in specialist expertise, such as speakers and facilitators to build knowledge, understanding and confidence
- Paying people from diverse backgrounds and those with lived experience of discrimination or disadvantage – especially those on low income or from cash-strapped groups – to lead or contribute to training sessions, events, webinars and communications.
- Paying for skills and resources to help us communicate about, or portray, diversity in line with our diversity guidelines, for example photography and editorial.
- Enabling events and activities that focus on or include diversity themes.

Organisational culture

Example statement –

Sustain supports and promotes a culture of diversity and respect.

We commit to treat everyone as equals, with courtesy and respect.

Offer flexible working arrangements to help people manage a healthy balance of work and personal circumstances or other commitments.

Provide a programme of staff training and other support on a range of issues and skills identified by the staff team as useful for personal and professional development.

When writing or speaking about, portraying or providing a platform for diversity, follow Sustain's Diversity Style Guide.

Such principles and resources are actively cultivated through induction, staff training, everyday good practice and policies and resources available on the Sustain intranet, as well as being reflected in our Organisation Development Plan

Resources for E,D & I information

Sustain - <https://www.sustainweb.org>

Census data - www.census.gov.uk

www.shropshiregoodfood.org

