

The Diversity Forum Presents...

Manifesto 2.0

Towards inclusive
social investment
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DIVERSITY FORUM
Inclusive Social Investment

A brief introduction...

The Diversity Forum is a collective of individuals working within social investment from multiple roles and backgrounds working towards diversity, equity, equality and inclusion in our sector. We have created an action-oriented manifesto to ask sector leaders to commit to our values for meaningful change.

In signing this Manifesto you commit to the following:

- (i) Our 7 pledges linked to evidence criteria (see iii)
- (ii) Striving to making progress on our 10 initial actions in the first 6 months
- (iii) Annual reporting on the 7 criteria linked to each pledge

We believe equality, equity, diversity and inclusion is a journey, not a destination. Our goal is to work alongside social investment organisations to improve our sector and in doing so, realise our potential to improve inclusion and access for the communities we serve.

Why should I sign?

- **For your business**

Inclusive organisations benefit from increased creativity, profitability and innovation

- **For your employees (and you)**

Being seen, heard and included improves wellbeing, retention and productivity

- **For your customers/investees (and you)**

Improve relationships, reach and impact by being more inclusive

- **For marginalised communities**

Contribute to systems change to create a fairer world

- **For the next generation**

The future of your business lies in the hands of the next generation of leaders.



Manifesto

In signing this Manifesto I agree to...



DIVERSITY FORUM
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- 1 -

Take ownership of our commitment to equity, equality, diversity and inclusion

Write your own statement acknowledging the need for inclusion and your commitment to change internally and externally. Sign and share this manifesto on your website online.

- 2 -

Build accountability through meaningful collaborations & co-production with networks and marginalised communities

Identify, engage and collaborate with networks and communities.

Centre the needs & experiences of diverse communities in decision-making, processes and design.

- 3 -

Move beyond representation to work towards an inclusive culture

Empower and centre diverse employees and beneficiaries through policies and practice. Progress from transactional -> relational -> transformational relationships.

- 4 -

Accept the longevity and risk involved in meaningful pursuit of diversity and inclusion through open and transparent sharing

Be transparent in sharing mistakes and accountable in apologising when they are made. Make long term internal & external EDI plans and allocate time to continue this conversation.

- 5 -

Act with integrity through the investment of time, energy and resources in equitable representation

Review and address gaps in your knowledge, systems and processes. Invest in equity for marginalised communities through training, access, recognition, resources and time.

- 6 -

Engage in intentional systems change and sustainable inclusion

Equity, equality, diversity and inclusion is about redistributing power, finances and resources. Acknowledge systemic inequality, your intention to change this and commit to annual reporting on the 7 components of the Diversity Forum Manifesto toolkit.

- 7 -

Advocate for diversity and inclusion & amplify marginalised voices

After you've started your own EDI journey, encourage others to do the same in your personal and organisational networks. Be a great ally by advocating for others and stepping back to amplify the voices of marginalised communities where possible.

Signed..... (CEO)

Signed..... (Board Member)

I'm in! What's next?

The First 6 months: 10 initial actions

Here's a quick checklist of where to get started. You may have completed some of these already, in which case tick them off and move on to the 7 components of best practice. Please note these are suggestions and we understand some are more achievable than others. For support, questions, resources or ideas please contact us on info@diversityforum.org.uk

- ☐ Create an equity, equality, diversity and inclusion policy and sign off at Board level
- ☐ Designate and invest in EDI resources - e.g. Hiring a consultant, creating an internal network, hiring EDI staff, paying for training
- ☐ Measure the demographics of your organisation & (with consent) publish this data online. Be sure to include your team (including senior management), board and investment committee
- ☐ Report on your gender and ethnicity pay gap internally & share transparently online
- ☐ Develop a SMART equity, equality, diversity and inclusion action plan for organisational development and sign off at Board level
- ☐ Create a plan to and/or collect data on the diversity of your portfolio and begin creating/offer EDI guidelines for your portfolio companies to adopt (useful tools: BII Measurement tool & SIB Diversity Dashboard)
- ☐ Plan to/begin a review of your funding process from end-to-end with an EDI lens
- ☐ Have EDI as a standing agenda point on every Board level and Investment Committee meeting
- ☐ Ensure your policies are inclusive and address the following: anti-racism, menopause, socio-economic class, faith, trans and non-binary people, mental health, neurodivergence, physical, financial and emotional wellbeing, physical & learning disabilities and all sexualities, fertility treatment leave, adoption & fostering
- ☐ Become a member of EDI networks and actively participate to show your commitment to continuous learning and growth - start with the Diversity Forum by signing our Manifesto, adding our logo to your website and yours to ours with interactive links