



Every woman deserves
respect and support

As a leader I will:

- 1. Acknowledge that there is a problem with racial diversity in the charity sector and commit to working to change that.**

Absolutely. #charitysowhite wants the charity sector to take the lead to root out racism. I acknowledge this and agree to play my part. I recognise the positives about diversity and strive to continually improve things in our organisation. Staff survey showed wide diverse organisation, including staff and trustees. We are diverse, I am now committed to ensure we are INCLUSIVE.

- 2. Recognise the important role leaders have in creating change by modelling positive behaviour and taking action.**

Ongoing. I try to lead positively and inclusively, but I need to recognise that I need to learn all the time.

- 3. Learn about racial bias and how it impacts leadership decisions.**

Ongoing. Already aware, but I have led the organisation into investing in unconscious bias training of all the Senior Leadership Team and the management team (including all managers and Team Leaders). We explored how unconsciously we can make decisions based on our prejudgement and established bias. We must recognise this and act on it.

- 4. Commit to setting permanent and minimum targets for diversity that reflects the participants, donors, beneficiaries and the population of the area that my charity operates in.**

After the staff survey we published the results of the diversity within the organisation and the board reviewed and decided we didn't want to set targets as the organisation had a wide diversity. However, it was recognised that there is less diversity the higher up in the organisation you go. That needs to be a priority. Work is being done to look at diversity across the organisation and a structural review will be undertaken this year to review what we need and how we can encourage a wider diversity across all levels of the organisation.

5. Commit to action and invest resources, where necessary, in order to improve racial diversity in my charity.

We have started the process, but we need to do much more. We are investing in diversity training, but there is more we need to do. We'll be asking staff what they want, how they want to be supported, and also be reinstating that tolerance and inclusivity is what we expect. Everyone should be safe, both physically and emotionally, whilst working for LWA.

6. View staff as the sum of many parts rather than a single entity and recruit to build a diverse group of talented people collectively working towards a shared vision.

Totally agreed and I think that our newer and longer serving staff will agree we've made some pretty marvellous appointments into the organisation and look forward to more to come!

7. Recruit for potential, not perfection.

Always!

8. Value lived experience, the ability to draw from one's lived experience and to bring insights to an organisation that can develop its work.

Yes yes yes