Equality, Diversity, and Inclusion (EDI) Policy - June 2024

Introduction

The CSA is committed to promoting equity, diversity, and inclusion in all aspects of our work. We believe that a diverse and inclusive environment enriches our Alliance and enhances our ability to fulfil our mission.

Purpose

The purpose of this policy is to ensure that the CSA is an equitable, diverse, and inclusive organisation where all individuals feel valued, respected, and supported.

Definitions

- **Equality:** Ensuring fair treatment, opportunities, and outcomes for all, while recognising and addressing any barriers that individuals may face.
- **Diversity:** Recognising, respecting, and valuing the differences in individuals, including but not limited to race, ethnicity, gender, age, disability, sexual orientation, religion, and socio-economic status.
- **Inclusion:** Creating an environment where all individuals feel welcomed, valued, and able to fully participate and contribute.

Scope

This policy applies to all board members of the CSA.

Policy Statement

1. **Commitment to EDI:**
   - The CSA commits to creating and maintaining an environment that promotes equity, diversity, and inclusion.
   - We will actively work to eliminate discrimination and promote equality in all our activities.
2. **Recruitment and Employment:**
   - We will ensure that our recruitment processes are fair and accessible to all.
   - We will provide equal opportunities for employment, development, and advancement.
3. **Programs and Services:**
   - We will ensure that our meetings and event programs are accessible and meet the diverse needs of our beneficiaries.
   - We will seek input from those with lived experience and diverse groups to inform our work and improve our services.
4. **Communication:**
   - We will use inclusive language in all our communications.
   - We will ensure that our communications are accessible to all.
5. **Accountability:**
   - We will regularly review and assess our EDI practices and progress.
   - *We will create mechanisms for reporting and addressing any issues related to EDI.*

Implementation

- The whole of the CSA board will oversee the implementation of this policy.

- The chair will be responsible for the day-to-day implementation and monitoring of this policy.
- All the board are expected to adhere to this policy and contribute to a culture of equity, diversity, and inclusion.

Review

This policy will be reviewed annually to ensure it remains relevant and effective.

To be reviewed June 2025