

Climate Action Ilkley

Equality, Diversity and Inclusion Policy

Version no.: 1

Last updated: 16 November 2021

1 Note

The initial draft of this document was created by members Wendy S and Will McBain in the summer of 2021. The trustees thank them for their valuable time and input.

This policy will be reviewed every year by the group of trustees.

2 Aims

Climate Action Ilkley (CAI) is committed to equality, diversity and inclusion (EDI). We recognise that solving the climate and ecological crises will require people with a variety of different perspectives, skills and experience to work together. The quality of the solutions we develop will often be enhanced by the diversity of the group's membership. We therefore welcome all members of the community who are concerned about the climate and ecological crises and want to get involved in local initiatives. Specifically, we aim to:

- Engage everyone in the community, treating them equally, fairly, and with dignity and respect.
- Be an organisation that people want to join and feel welcomed and accepted as part of the team.
- Work with other groups with complementary aims, sharing knowledge and resources.
- Ensure that our communications are transparent and accessible to all.
- Enable members and others to contribute, making best use of their abilities and experience.

The trustees will aim to have a balanced female/male representation as a group of trustees.

Our trustees request that members who are developing and implementing project ideas to consider and, wherever possible, act in the spirit of these aims.

If for any reason you feel that you have been on the receiving end of discriminatory actions or behaviours please contact any of the trustees.

3 Rationale

CAI's commitment to EDI is motivated by our understanding of its many benefits, which include:

- Treating everyone equally, fairly, and with respect and dignity so that they feel accepted and valued helps to bring out the best in people and will make it more likely that they stay involved and contribute to CAI's projects and initiatives.
- A diverse organisation generally makes better decisions that reflect a variety of different perspectives. These varied perspectives will also help to improve the creativity of our organisation and its capacity to innovate.
- Diverse teams are able to solve problems faster and more effectively than a team comprising people from similar backgrounds.
- When people are included they feel more engaged and are more likely to participate. We want as many people to be actively engaged and participating in solving the climate and ecological crises as possible.

4 Equality Statement

CAI will not discriminate on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. [NB this aligns with nine protected characteristics in the Equality Act, 2010.]

5 Disability

If you require any accommodations related to your disability or have questions about access, please contact the manager of the relevant event or project. Failing that, please contact one of the trustees.

6 Specific Responsibilities by Group

Members are expected to behave in a way that furthers the aims of CAI. Any member behaving in a way that causes harm to other members or goes against the aims of this policy, or the aims or reputation of CAI will be expected to account for themselves to the Trustees and may be asked to resign, stop attending meetings, and/or be removed as a member according to the procedures laid out in the constitution.

The **Operations Group** is responsible for the day to day management and operation of CAI. Its members are responsible for ensuring that all members are aware of CAI's EDI aims and will support project teams with this, if necessary.

The **Trustees** are responsible for ensuring that CAI members, events, projects, and any other activity comply with equality legislation, as well as the organisation's EDI aims and policies contained within this document. Trustees will be ultimately responsible for addressing any issues related to actions and behaviours that contravene the EDI aims of the organisation.