

# TALK Surrey CIO

## Equality, Diversity and Inclusivity (EDI)

**To embrace and demonstrate our commitment to building an inclusive and diverse culture where equality of opportunity exists for all our stakeholders (recoverers, volunteers, employees and trustees), we will:**

- ✓ Provide an environment where everyone feels comfortable and is treated with dignity and respect
- ✓ Engage with people in ways that are inclusive, relevant and accessible
- ✓ Work with our referring clinicians to improve the accessibility and reach of our service provision
- ✓ Collect data where we do not have it, to improve our understanding of stakeholders and better inform our work
- ✓ Ensure our recruitment of volunteers, employees and trustees reflects the communities in which we operate
- ✓ Follow fair, open and transparent decision-making processes in all areas of employment in accordance with our Equality of Opportunity policy

### **Action priorities 2021-2023**

- 1. Consult with our stakeholders on our commitment to EDI to ensure that all views are considered in prioritising our actions**
2. Review all existing written policies and briefing notes to ensure they reflect and drive our commitment to EDI.
3. Review the way we recruit volunteers, employees and trustees to make sure we always have teams with broad skills and diverse perspectives that reflect the communities we serve.
4. Review and consider how we post information on our website to reflect our commitment to diversity, equality and inclusivity.
5. Develop a process of collecting and monitoring diversity data.

### **Assessing our progress**

**To make sure we are making progress on Equality, Diversity and Inclusivity at TALK Surrey CIO, we will:**

- Implement clear governance and accountability with regular formal review by the Board of trustees
- Using data collected, monitor shifts to reflect changes made
- Publish an annual update on our website