

British Council approach to Equality, Diversity and Inclusion (EDI)

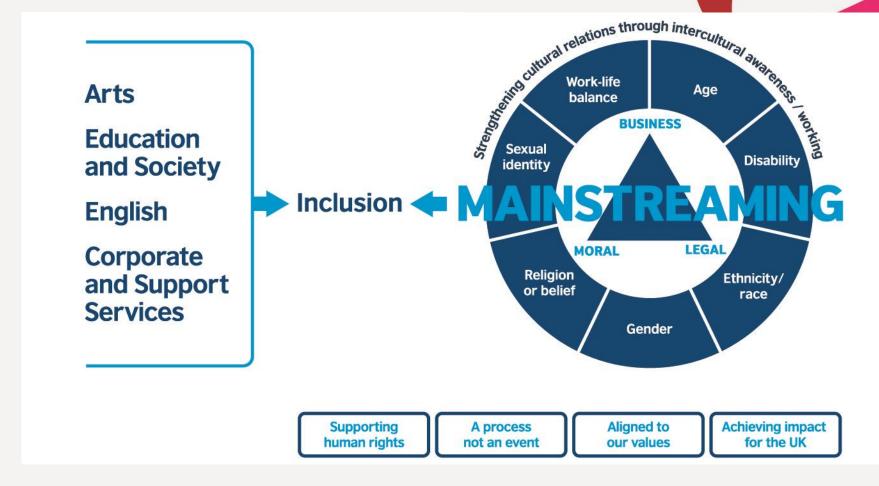
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9 October 2020

An inclusive British Council



## Our approach to EDI



## Our approach

- EDI Strategy and Policies
- Mainstreaming EDI through all of our programmes and internally within our work force
- Providing learning and development opportunities for staff
- Designing and implementing tools and measures to assess our performance in EDI
- Shared responsibility for living our values and demonstrating understanding and respect

## **Our EDI tools**



Equality, Diversity & Inclusion Strategy



Diversity Assessment Framework (DAF)



Equality Screening and Impact Assessment (ESIA)

**Equality monitoring** 



Understanding and Mainstreaming e-learning

Living library



Diversity web and intranet sites



Global diversity mailbase



# **Diversity assessment**

framework

### The process



## The target



Our Diversity Assessment Framework organisational target is eight (not ten)

Given the different resources / scale of our operations. it's acknowledged that not all indicators might be met.





- 1. The focus of the Diversity Assessment Framework is on mainstreaming.
- 2. To meet an indicator, there must be confirmation that the practice has taken place across whole operation, across the full 24 month reporting period.
- 3. Integrity is crucial. If there's no / limited evidence please don't send any - we need the DAF result to reflect reality.
- 4. The Diversity Assessment Framework aims to drive and to measure progress.



# What are some of the things we've done in the Czech Republic?

- EDI Working Group
- External connections with e.g. Hate Free and Prague Pride and programme activities with partners
- Diversity Week staff talks/film screenings
- Premises access audits
- Recognition of 'international days'
- 'Exams for All', Roma scholarship and internship schemes