

Manifesto

In signing this Manifesto I agree to...



DIVERSITY FORUM
Inclusive Social Investment

- 1 -

Take ownership of our commitment to equity, equality, diversity and inclusion

Write your own statement acknowledging the need for inclusion and your commitment to change internally and externally. Sign and share this manifesto on your website online.

- 2 -

Build accountability through meaningful collaborations & co-production with networks and marginalised communities

Identify, engage and collaborate with networks and communities.
Centre the needs & experiences of diverse communities in decision-making, processes and design.

- 3 -

Move beyond representation to work towards an inclusive culture

Empower and centre diverse employees and beneficiaries through policies and practice.
Progress from transactional -> relational -> transformational relationships.

- 4 -

Accept the longevity and risk involved in meaningful pursuit of diversity and inclusion through open and transparent sharing

Be transparent in sharing mistakes and accountable in apologising when they are made.
Make long term internal & external EDI plans and allocate time to continue this conversation.

- 5 -

Act with integrity through the investment of time, energy and resources in equitable representation

Review and address gaps in your knowledge, systems and processes. Invest in equity for marginalised communities through training, access, recognition, resources and time.

- 6 -

Engage in intentional systems change and sustainable inclusion

Equity, equality, diversity and inclusion is about redistributing power, finances and resources.
Acknowledge systemic inequality, your intention to change this and commit to annual reporting on the 7 components of the Diversity Forum Manifesto toolkit.

- 7 -

Advocate for diversity and inclusion & amplify marginalised voices

After you've started your own EDI journey, encourage others to do the same in your personal and organisational networks. Be a great ally by advocating for others and stepping back to amplify the voices of marginalised communities where possible.

Signed.....*Sarah Beattie*..... (CEO)

Signed.....*[Signature]*..... (Board Member)