

Diversity, Equity and Inclusion (DEI) Plan - 2022-2024

Last updated: June 2023



Introduction

Diversity is one of the many reasons why Islington is such a great place to live and work. As an organisation, we value that and acknowledge that a more diverse and inclusive organisation leads to more innovation and better decision making.

However, we recognise systemic and structural inequalities that disproportionately impact particular communities or social groups in one or multiple levels in Islington and beyond. Identities such as gender, sex, race, class, sexuality, religion or disability can combine to create unique forms of disadvantage in life.

We are committed to working for social justice and equality for all communities and our aim is to ensure that we understand, consider and address inequalities in everything we do at Cripplegate Foundation and Islington Giving. In doing so, we strive to become a more diverse and inclusive organisation that truly reflects the community.

We will do this by:

- Considering and addressing inequalities locally through our grant making, advocacy, and convening, and to ensure our funds get to where they are needed most.
- Enabling and ensuring our grantees and partners adhere to agreed equalities principles.
- Ensuring that our organisation and processes are robust and fit for purpose to enable us to achieve our ambitions in this area, including but not limited to our policies, investments, recruitment, procurement, communications, events and governance.
- Creating inclusive environments and spaces, including in the workplace, in which individual contributions and differences are recognised and valued, and where individuals can raise concerns or make suggestions to enhance our inclusivity or make changes.

Cripplegate has been considering its role in embedding DEI within the organisation for several years. We established a DEI workplan in 2020, from which we made significant progress in diversifying our board and establishing a DEI trustee committee. The latest version of our DEI strategy (see below) links directly to our overarching Cripplegate Foundation strategy and each of our DEI objectives flows directly from these wider organisational strategic goals, as demonstrated in the list of priorities in the table below. We see DEI as an integral part of our organisational mission.

Working definitions: Diversity, Equity and Inclusion

Our understanding and working definitions of Diversity, Equity and Inclusion are:

Diversity: the existence of differences within a given setting. These differences may include, but are not limited to, gender, age, race, class, sexuality, religion, disability (hidden or apparent), background, heritage, ethnicity, and nationality. We also recognise that it is organisations and groups that are “diverse”, rather than individuals themselves; however, an individual can bring a diverse range of perspectives and experiences that, along with others, creates a more diverse and inclusive environment.

Equity: recognising that everyone has different needs, challenges, opportunities, and experiences. People from marginalised groups, for example, often have barriers to accessing opportunities and resources than those from more privileged groups. We also recognise that systemic and structural inequalities have and can disproportionately impact communities and social groups in one or multiple levels. e. Equity is a strategic approach that recognises the differences between individuals and groups and strives to provide equal access and outcomes for all.

Inclusion: a proactive approach in ensuring that everyone feels recognised, valued, and respected. It is about creating environments and spaces that are collaborative, supportive, and respectful of individual needs and differences. As an organisation, we aim to foster a culture of inclusion for our employees, partners, and groups we work with. This includes striving to address and tackle any barriers, internally and externally, which are affecting an individual or group’s ability to fully engage with us and the work we do.



Images: Help on Your Doorstep, New River, Good Neighbours Scheme, Nov 2021

Our Priorities and Plans – 2022-24

STRATEGY PRIORITY	APPROACH AND PLANS	PROGRESS TO DATE
<h3>Listen, Learn and Act</h3>		
1	<p>Conduct a new research project into the impact of the pandemic on the most disadvantaged residents in the borough and adapt our grant making and wider work as a result.</p>	<p>Community-led research to be developed and implemented with a Diversity, Equity and Inclusion lens and focus.</p>
2	<p>Expand the ways people from all backgrounds can get involved in our work, including developing our residents' led grant making panels.</p>	<ul style="list-style-type: none"> • We have met with three shortlisted research organisations, all of whom will be including community researchers in their approach. We will appoint one of these researchers by end July 2023 to begin the project. <ul style="list-style-type: none"> • Sharing power with the local community through the expansion of resident-led grant making. This includes our fifth Young Grant Makers Programme and our first Golden Grant Makers for older people. • Inviting people with lived experience to join the Development Partner programme. Eight women who have experienced DVA are now participating. • The next YGM programme, starting in October 2023, will be led by 2 former Young Grant Makers (young Islington residents), bringing lived experience directly into the leadership of the programme.

3	<p>Better engage with our key partners and stakeholders and develop a strategic approach with people and organisations who can help us to achieve our goals</p>	<p>Review how we currently engage with our key partners and stakeholders to see how this could be improved and whether there are communities we are not engaging.</p>	<ul style="list-style-type: none"> • Conducted a social media content audit with a focus on DEI and accessibility. • Published the working DEI plan on our websites with a view to update this regularly. • Produced programme reports and campaigns that include DEI-specific information/data where available. • Held event for new Cripplegate main grantees (led- by minoritised communities); asking them about their experiences of the fund, which will inform how we develop and run future funds. • Reviewed the application processes to reduce barriers, for example a video option for people for whom writing puts them at a disadvantage. For example, we have had feedback from a group leader with ADHD that said long complex forms are impossible for them. We also seek to meet all groups who apply for funding, to mitigate some of the challenges that the application process may pose. There is more work to do here. • Consultation with experts locally, to inform the development of the Mind the Gap Fund for people experiencing homelessness.
---	--	---	---

4	<p>Review each programme we fund and our overall impact, communicating and using this information to better inform future grant making and our wider work.</p>	<p>Taking our grants equality audit a step further with a focus on understanding where gaps exist, why they exist and possible solutions.</p>	<ul style="list-style-type: none"> • Renewal of the Disability Fund, supporting organisations to identify and remove barriers for people living with disabilities to access their services and programmes. • 360 Degree website updated with our grant making data. • Delivered a new programme fund, distributing £400,000 to support local groups led by and for marginalised communities. As part of this programme, we are also bringing funded groups together to share and learn from each other. • Development of new programmes eg. Mind the Gap in line with Islington Giving strategy, including focus on isolation and mental health. • Programme team has now reviewed the Young Jobs programme, the Catalyst programme and all PGM programmes to ensure learnings are captured, shared, and incorporated into the next phases of these programme in 2023.
5	<p>Reach out to new local organisations to develop new grant programmes in response to local need.</p>	<p>As above.</p>	<ul style="list-style-type: none"> • Delivered new Mind the Gap Fund for people living with multiple and complex needs - creating accessible opportunities for mental health support for a group which is generally underserved and marginalised. • Distributed over £120,000 in cost of Living grants to individuals (through charity partners) in response to increased need locally. • Worked with the Islington Food Partnership to create a new Islington Food Fund, distributing £140,000 to 30 local food services, supporting Islington’s most vulnerable residents, many of whom are from marginalised communities. • 2023 Make It Happen Fund supported 19 organisations locally with microgrants of up to £500.

Money In, Money Out

1	Make grants to local organisations and projects.	As above.	
2	Engage more supporters with our vision and increase our voluntary income from individual donors, Trusts and Foundations and corporate organisations through our work with Islington Giving, and our work in partnership with Islington Council.	Create a compelling case for support, sharing the need, people’s stories and evidence, that will engage a broad range of donors, from individual Islington residents to Trusts & Foundations.	<ul style="list-style-type: none"> • Refreshed both websites, and publishing more stories of residents and groups, including a quarterly series on specific funds with a DEI focus, e.g. CF Main Grants Fund 2022, Islington Food Fund, and Mind the Gap Fund. Actively exploring new communications channels and marketing activities for the second round of 2023 Make it Happen fund to reach and receive applications from more diverse communities in Islington. • 2023 council tax appeal and associated digital marketing delivered in March 2023 to raise new funds for mental health projects in Islington. We worked with local groups to create diverse range of case studies to raise awareness of need. • Produced and published the 2022 Impact report, which was shared at an event in April. The event showcased speakers from range of local groups, representing different communities and programmes.

3	Invest our endowment responsibly and strike a balance between maximising income for our local work with at least one social impact investment.	Explore social impact investment opportunities and review the Foundation’s Investment policy to ensure these mirror our wider DEI goals.	<ul style="list-style-type: none"> • Review of ESG principles to see if a more specific DEI focus can be included with our investments. • Joined and learned from peers through the Charities Responsible Investment Network (CRIN) to help with review in wider sector. Collaborative work underway relating to their Responsible Investment scoring based on research conducted by CRIN. • Continue to hold Newton and Ruffer to account around specific DEI metrics e.g. asking them to declare where they have voted against gender imbalances on board, pay gap metrics etc. • DEI metric to be developed and used to score tenders for endowment carve out tender.
---	---	--	--

Amplifying local voices

1	Use our independence and local networks to increase and amplify the experiences and ideas of our partners, local organisations, residents and supporters.	Change the narrative and perception of our donors and grantees – emphasise that everyone has something to give in challenging poverty and inequality.	<ul style="list-style-type: none"> • Share more representative and reflective stories and experiences to change the traditional donor/beneficiary narrative, challenge preconceptions, and continue to develop a collective purpose in challenging local poverty and inequality. • Delivered social media campaigns and marked several awareness days / weeks to amplify local stories and experiences including: mental health awareness week (working with local MH orgs to share real stories), International Women’s Day (Sharing DEI Committee quotes), and included personal staff reflections around faith celebrations like Ramadan. • Introduced new governors and staff members (including DEI committee members) on website/ social media platforms. • Co-created content for social media with Young Grant Makers to tell their own stories.
---	--	---	--

			<ul style="list-style-type: none"> Added new stories to the IsGiv stories page of website as a space to share local peoples' experiences and amplify local voices.
2	Produce and implement a plan for raising awareness of local issues that contribute to poverty in Islington, as experienced by our partners, grantees and residents, to galvanise more support for residents.	Use existing research, partner experiences and new research to create an annual content plan to highlight the main areas of poverty and inequality in Islington.	<ul style="list-style-type: none"> Annual content plan created to ensure we amplify voices and stories, particularly around key awareness moments. Used data and information from local groups focused on mental health support to design a mental health appeal for young people as part of council tax appeal 2023. Use data from Islington Council's '2022 State of Inequalities' report and Trust for London's Islington profile to share the latest evidence of need – this is used in our impact reports, the annual report, on our websites and in social posts.
3	Bring together organisations, partners and others for discussion, learning, collaboration, advocacy and sharing good practice.	Continue to engage with our partners and networks to keep learning and sharing good practice and trial innovative ways of doing so	<ul style="list-style-type: none"> Continued attendance at all partnership meetings involved in addressing issues related to DEI in the community e.g. Fairer Together, Islington Challenging Inequalities Partnership, Funders for Race Equality Alliance, Charities Finance Group, ACF. Joined the Diversity Forum and signed up to the Manifesto 2.0 – the next step is to cross match the the manifesto with this DEI plan to ensure strategic alignment. Held regular internal lunch and learn sessions focusing on different DEI characteristics as an open forum across all Elliott's Place organisations for sharing, learning and challenging. Held a networking session for all new grantees of our main grants programme supporting local organisations led by and for marginalised communities, with a second session planned for summer 2023.

			<ul style="list-style-type: none"> • The Community Chest event in July 2023 will bring together 100 people from local community organisations to celebrate their contribution to a diverse and connected community through our CF Community Chest event in July. • Bringing all RSS partners (VCS groups and Housing Associations) together for a 10-year milestone partner event. • Developed the Elliott's Place Values Statement demonstrating commitment to DEI with all building users.
--	--	--	---

Organisational excellence

1	<p>Produce and implement an action plan to push forward on diversity, equity and inclusion (DEI) ambitions in all that we do, creating an inclusive organisation where everyone is welcomed, valued and supported.</p>	<p>Make DEI a transparent and embedded part of the organisation that can clearly be demonstrated in our day-to-day work with a commitment to ongoing learning and collaboration.</p>	<ul style="list-style-type: none"> • Published this DEI plan online and we are communicating our progress (both internally and externally) through this plan online, at team meetings, at board meetings and through external blogs and social media. • Plan to publish further progress report at end of 2023 against DEI Manifesto targets to ensure harmonised reporting. • All staff participated in the Social Justice Collective training around organisational culture and inclusion.
---	---	--	---

2	<p>Identify specific ways we will work to improve the environmental sustainability of our work and the work that we support, in line with our mission and with the Funder Commitment on Climate Change.</p>	<p>Develop a sustainability plan in line with the Funder Commitment on Climate Change</p>	<ul style="list-style-type: none"> • An action plan has been developed for our commitment to climate change as a member of ACF's Funder Commitment to climate change. • Publish this plan on the Cripplegate.org website as part of our accountability and transparency approach.
3	<p>Ensure the Foundation's operational structure and governance arrangements have the right skills, systems and processes in place and are as efficient as possible across Cripplegate Foundation and Islington Giving.</p> <p>This will include: reports in the Annual Budget on ratios between the different uses the Foundation makes of its resources and activities.</p>	<p>Ensure the operational review of the organisation includes an analysis of key DEI metrics of our staff/board, and the organisation as a whole.</p>	<ul style="list-style-type: none"> • Redeveloped the Foundation's DEI Monitoring form for use during recruitment and working with colleagues in the Diversity Forum to continue evaluating its effectiveness and the wider approach towards data collection. • Review of the Foundation's key policies to take place in the Autumn of 2023 with a specific focus on ensuring DEI considerations included. • At the Cripplegate Foundation Governors' away day in 2022 we invited external speakers to provide Unconscious Bias training as part of our journey towards being a more equitable organisation.
4	<p>Embed long term financial planning to deploy our resources in the most effective manner. This will include: three-year financial forecasting alongside the annual budget, and ensuring a balanced budget on a rolling three-year basis.</p>	<p>Provide adequate and sustainable resourcing to allow our DEI ambitions to become reality.</p>	<ul style="list-style-type: none"> • The 2022-24 annual and three-year budgets include specific financial provision for DEI work including external consultancy as needed.

Cripplegate Foundation

Registered Charity No: 207499
13 Elliott's Place, London N1 8HX
www.cripplegate.org