

## Equality, Diversity and Inclusion Strategy

### Our Commitment

At Yellow Door, we believe that our community is enriched by, and thrives on, diversity. We believe that people from different backgrounds bring fresh ideas, thinking and approaches that can make our services more inclusive, flexible, effective and efficient. We recognise, however, that disadvantage and discrimination exist and that there is a need for positive action in respect of people who are at the receiving end of discrimination, injustice or inequality of income, resources and opportunities.

We are committed to creating an environment where:

- Everyone is treated with dignity and respect
- We proactively seek to identify and meet different needs and circumstances within our communities
- Inequity is challenged
- We strive to understand and address our own unconscious biases

### Yellow Door and our service users: Some key figures

- **We work with victims of all genders:** Whilst our clients are predominantly female (80%) we are seeing an increase in our work with people of other genders. We were awarded re-accreditation of our Limeculture Quality Standards for Services Supporting Male Victims/ Survivors of Sexual Violence demonstrating our commitment to reaching out and offering support to men and boys. We also deliver gender identity services to those who are seeking therapeutic support.
- **We are committed to reaching out to people of different backgrounds:** In 2015, 7% of our clients were from Black and Minority Ethnic backgrounds. We saw this rise to 17% by 2020/21 and will continue to work towards ensuring that all communities are equally well supported by Yellow Door.
- **We support clients with a range of different needs:** In 2020/21 90% of our clients reported having a disability. Our clients have a range of additional needs and this continues to increase over time. We have recruited staff members with a range of different specialisms in order for us to provide complete and effective support.

### Our Priority Areas

| Challenge  | Action   | Who                             | When                    |
|--|--|---------------------------------|-------------------------|
| Are we inadvertently 'missing' some demographic groups?  | We will regularly review client demographics to ensure we are reaching all sectors of our community. Eg. Gypsy, Roma Traveller community, sex workers. | DIA team and ED&I working group | Every six months        |
| Need for constant review and improvement of data quality | Seek to minimise any missing data to ensure our  | Systems Administrator           | Part of continuous data |

|   |   |  |                                    |
|---|---|--|------------------------------------|
|   | records are as complete as possible, and the right data is being collected  |  | cleansing work – ongoing objective |
| Staff/volunteer unconscious bias                          | Provide training for all staff – both formal and informal opportunities will be provided.   | Equality, Diversity and Inclusion (ED&I) working group | Ongoing development programme      |
| Staff/volunteer knowledge levels                          | Provide training for all staff – both formal and informal opportunities will be provided, including internal delivery of DIA courses. | ED&I working group                                     | Ongoing development programme      |
| We recognise that our Trustee Board could be more diverse | We will review Board diversity to ensure that our decision makers have a diverse range of backgrounds and experiences                 | ED&I working group and Chair of Trustees               | Every six months                   |

We will regularly review the priority areas and ensure that we are monitoring the experience of clients based on the following protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

## **Governance**

The Senior Management Team have overall accountability of the ED&I strategy. They will set the direction and agenda, review data, create action plans and monitor progress.

There is also a Yellow Door Equality, Diversity and Inclusion working group that will regularly review our priority areas ensuring that progress is being made.