

I'm in! What's next?

The First 6 months: 10 initial actions

Here's a quick checklist of where to get started. You may have completed some of these already, in which case tick them off and move on to the 7 components of best practice. Please note these are suggestions and we understand some are more achievable than others. For support, questions, resources or ideas please contact us on info@diversityforum.org.uk

- ☐ Create an equity, equality, diversity and inclusion policy and sign off at Board level
- ☐ Designate and invest in EDI resources - e.g. Hiring a consultant, creating an internal network, hiring EDI staff, paying for training
- ☐ Measure the demographics of your organisation & (with consent) publish this data online. Be sure to include your team (including senior management), board and investment committee
- ☐ Report on your gender and ethnicity pay gap internally & share transparently online
- ☐ Develop a SMART equity, equality, diversity and inclusion action plan for organisational development and sign off at Board level
- ☐ Create a plan to and/or collect data on the diversity of your portfolio and begin creating/offer EDI guidelines for your portfolio companies to adopt (useful tools: BII Measurement tool & SIB Diversity Dashboard)
- ☐ Plan to/begin a review of your funding process from end-to-end with an EDI lens
- ☐ Have EDI as a standing agenda point on every Board level and Investment Committee meeting
- ☐ Ensure your policies are inclusive and address the following: anti-racism, menopause, socio-economic class, faith, trans and non-binary people, mental health, neurodivergence, physical, financial and emotional wellbeing, physical & learning disabilities and all sexualities, fertility treatment leave, adoption & fostering
- ☐ Become a member of EDI networks and actively participate to show your commitment to continuous learning and growth - start with the Diversity Forum by signing our Manifesto, adding our logo to your website and yours to ours with interactive links