

# EQUALITY, DIVERSITY & INCLUSION STRATEGY

## 2021-2024

Raven's Equality, Diversity and Inclusion (EDI) strategy, approved by the Board in 2021, set out some commitments and immediate actions to be undertaken across the organisation in 21/22; an update on those commitments is set out below. We have identified:

- Board and Executive EDI champions
- Assigned budget
- Made EDI a key strategic theme
- Joined the Housing Diversity Network
- Established EDIT, our EDI staff representative forum

● Successfully collected diversity data from 23% more of our employees across every category. This improved level of data gives greater clarity on our current position and therefore what improvements need to be made.

● The Board has developed a Board Member Training Programme to help candidates from diverse backgrounds gain the skills and experience required to enable them to apply for NED positions at Raven or other voluntary sector organisations.



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## EQUALITY

We have published our gender pay gap report on our website, we now pay all staff the Living Wage and we have undertaken focus groups to understand any barriers to progression at Raven.

## DIVERSITY

The composition of our workforce and the extent to which this reflects our customer base and the areas we recruit from is now published on our website. We promote diversity regularly by sharing the work that EDIT do. In particular highlighting events and dates which recognise and promote understanding and inclusivity in support of all minority groups and those with protected characteristics.

We use specialist agencies when recruiting to our Board who are experienced in attracting diverse candidates. We are also members of the Women in Trade network.

## INCLUSION

We are working hard to improve the use of imagery on our website and in communications that promotes inclusivity. We are tracking two measures of inclusion in our staff pulse survey and as a result know that 85% of our staff are comfortable being themselves at work.



We have adapted our leadership and management training to cover areas such as inclusive leadership and psychological safety and we have undertaken extensive research on the varied impact of distributed working on staff with protected characteristics.

Our EDI strategy recognises that there is no 'end point' and there is a lot of work for Raven to do which includes our commitments to customers which will be set out in early 2022. The starting point is to listen to our customers and understand what is important to them in relation to EDI. This customer insight will be used to lead a conversation about what we want to be known for in the community we serve.

In addition, we will find the right opportunities to further engage with staff through our staff engagement framework, to determine what actions will be undertaken from 2022 onwards to build on the progress we've already made.