

VODG's focus on Equity, Diversity and Inclusion: Our Action Plan 2021-23

VODG is committing to a direct focus on equity, diversity, and inclusion (EDI). We recognise our progress in this area has been slow and it is an area rightly demanding greater attention.

We recognise that on this journey we cannot do everything at once and will need to prioritise. We will focus first on disability, race, ethnicity and colour as our starting point.

We will keep our commitments under regular review and publish our progress in our annual reports. We are committed to reviewing our guiding statement with VODG's Board of Trustees, at least annually, and keeping this Action Plan regularly up to date.

This Action Plan was last updated on 4 March 2022.

Current actions

#	Action	Target date	Outcome(s)	Status
1. Organisation and governance				
1.1	Review staff learning requirements and deliver development support.	December 2021 and then annually.	Capacity to address EDI within VODG is increased and kept under review.	ONGOING. EDI learning reviewed. Anti-racist learning programme commissioned January 2022. Programme underway.
1.2	Produce equality impact assessment framework and implement.	January 2022.	Better informed decisions are made within VODG because of EDI insight and intelligence.	BEHIND SCHEDULE. Draft produced.
1.3	Board of Trustees' recruitment 2022.	November 2022.	2022 recruitment round will seek to further diversify VODG board representation based on clearly identified gaps set out in an open recruitment pack.	ON SCHEDULE. November 2022.
1.4	Build EDI specialist capacity.	From April 2022.	VODG builds EDI capacity and has access to specialist advice.	ON SCHEDULE.
1.6	Monitor performance on EDI, including board representation.	April 2022 and then annually.	VODG objectives are kept under regular review.	COMPLETED March 2021. Planning to be brought forward for 2022 recruitment round.

#	Action	Target date	Outcome(s)	Status
2. Membership				
2.1	Further development of principles for VODG networks and events including EDI.	April 2022.	Refreshed principles ensure that an EDI lens is held up at VODG events.	ON SCHEDULE.
2.2	Annual flagship EDI event.	November 2022.	EDI focus is strengthened across our membership, with actions and opportunities for further activity identified.	ON SCHEDULE. Planning to be brought forward for 2022.
2.3	Focused membership discussions and collation of ideas, resources and priorities.	From September 2021 and ongoing.	EDI focus is strengthened across our membership, with actions and opportunities for further activity within professional networks identified.	ONGOING. To date three EDI network meetings. One focused session with VODG member Chairs of trustees. Development of EDI resource centre for members.
2.4	Diversify membership (ongoing) and review (annually), to include a focus on under-represented groups.	Ongoing.	VODG meets pan-disability objective, and a diverse group of members enhancing the group as a whole.	ONGOING.

#	Action	Target date	Outcome(s)	Status
3. Policy, communications, and public affairs				
3.1	Review of VODG's internal (to membership) and external communications.	November 2021	VODG communications using relevant platforms to maximise reach.	BEHIND SCHEDULE.
3.2	Publish original EDI research.	November 2022	VODG contributes to evidence base with clear recommendations.	ON SCHEDULE.
3.3	EDI focus throughout policy and influencing work.	Ongoing	VODG continues to share insight and intelligence on EDI.	ONGOING.
3.4	Publish on our progress.	December 2021 via our statutory report and then annually.	VODG invites accountability of its progress against this plan and targets.	ON SCHEDULE. November 2022 annual general meeting.
4. Development				
4.1	Development of principles for securing non-membership income.	April 2022	An EDI lens is held up when VODG secures non-membership income.	ON SCHEDULE.

Previous actions

#	Action	Target date	Outcome(s)	Status
1. Organisation and governance				
1.1	Development and publication of guiding statement and action plan.	January 2022.	Clear position from VODG published, also signalling opportunities for wider engagement and action.	COMPLETED February 2022.
1.4	Board of Trustees' recruitment 2021.	November 2021.	2021 recruitment round will seek to further diversify VODG board representation based on clearly identified gaps set out in an open recruitment pack.	COMPLETED November 2021.
#	Action	Target date	Outcome(s)	Status
2. Membership				
2.1	Annual flagship EDI event.	November 2021 and then at least annually.	EDI focus is strengthened across our membership, with actions and opportunities for further activity identified.	COMPLETED. Event last held in November 2021. Planning to be brought forward for 2022.
#	Action	Target date	Outcome(s)	Status
3. Policy, communications, and public affairs				

3.1	Publish on our progress.	December 2021 via our statutory report and then annually.	VODG invites accountability of its progress against this plan and targets.	COMPLETED. November 2021 annual general meeting
4. Development				
4.1	Secure grant funded resources to strengthen a focus on EDI in the areas within which our members operate.	January 2022	Strengthened capacity to address EDI issues within the sectors within which our members work.	COMPLETED. Grant funding secured for April 2022.