# Equality Action Plan

This plan addresses the specifics of what is expected from the Directors and staff of CHWA.

## Background

In our [statement in support of the Black Lives Matter](https://www.culturehealthandwellbeing.org.uk/blacklivesmatter) movement we committed to building a focus on health and cultural inequalities into our structures. We committed to ensuring our Board, employees, freelance contractors, membership and stakeholder groups are representative in terms of ethnicity, as well as Disability, socioeconomic background, sexuality, age and all recognised protected characteristics. We committed to amplifying Black voices and the voices of ethnic minority communities through our website, bulletin and social media.

We are not a funder, but as an alliance and a sector support organisation we have also found the [Association of Charitable Foundations model of nine pillars](https://www.acf.org.uk/downloads/ACF_DEI_Thepillarsofstrongerfoundationpractice_final.pdf) a useful way of thinking about the steps we should take:

1. invest time and resources in understanding and defining diversity, equity and inclusion
2. produce and review strategies that will implement DEI [diversity, equality & inclusion] practices
3. collect, tracks and publish DEI data on its own practices and performance
4. have a diverse trustee board and staff team, both in terms of demographics and experience
5. reflect and implements DEI practices in its funding activities
6. express DEI commitment, policies and practices publicly
7. make itself accountable to those it serves and supports
8. use its own power to advocate for and advance DEI practices
9. collaborate with others to promote and implement DEI practices

We are taking the following steps with our members and partners. This is will be an ongoing process of gathering information, making changes, and assessing how we work – across both our structures and our programme. This work is essential to our [vision, mission and values as an organisation.](https://www.culturehealthandwellbeing.org.uk/who-we-are/about-alliance)

We will be working to make this a more thorough and complete plan across 2021-22, using ACE’s Equality Action Guide.

# Action Plan

The below template is from ACE’s *Guide to producing Equality Action Objectives and Plans for NPOs*

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| --- | --- | --- | --- | --- | --- |
| **Equality strand** | **Action** | **How will the impact of the action be monitored?** | **Who is responsible for implementing?** | **What are the timeframes?** | **Early success indicators** |
| Budget commitment | 1% budget commitment  | CHWA budget and accounts | Exec Director | Ongoing (assess March 2022) | % has had material impact on other strands |
| Gather information | Annual survey of members, SAMs, regional champions, Board and staff\* | Through an analysis of the survey against national figures (see [2020 results](https://www.culturehealthandwellbeing.org.uk/sites/default/files/ED%26R%20against%20population%20data%20at%20September%202020.docx)) | Exec Director | September 2021 distribution | Numbers of respondents and movement towards more representative figures |
| Adapt our structure  | Bring new members into SAMs whose primary focus is inequalities (cultural and/or health) | Through an assessment of SAMs membership | Exec Director and SAMs | March 2022 | Shifting conversations and priorities within SAMs |
|  | Appoint Co-Chair | Board minutes, and impact on developing business plan for 2023 onwards | Board and Exec Director | Appoint by autumn 2021 | Increased clarity on CHWA’s role in challenging health inequalities |
|  | Elect regional champions | Steering Group (of regional champions) minutes | Exec Director, Coordinator and regional champions | Appoint 2 new regional champions by March 2022 | Shifting priorities within Steering Group |
|  | Support LENs to become independent | LENs Steering Group minutes | Coordinator, Exec Director, LENs Coordinator and Steering Group | LENs an independent CIC by March 2022 | Independence |
|  | Honoraria for LENs | CHWA budget and accounts, LENs Steering Group minutes | Exec Director, Coordinator and LENs Steering Group | by July 2021 | LENs members’ time better valued  |
|  | Honoraria for freelancers | CHWA budget and accounts, makeup of Steering Group and events | Exec Director and Coordinator | By March 2022 | Freelancers active members of Steering Group and events |
| Develop our programme & communication | Amplifying underrepresented voices | Website, bulletin, events programme | Exec Director, Coordinator, Board | Ongoing (assess March 2022) | Proportion of content devoted to lived experience and underrepresented groups |
|  | Consultation on events programme | Event plans for 2022 onwards | Exec Director, Coordinator | March 2022 | Revised events model (leading to more representative attendance)  |
| Review this plan | Review annually alongside EDR policy | See above. | Exec Director, Board | March 2022 | See above. |

## Budget commitment

Further to a proposal by IncArts we are committing 1% of our overall budget to supporting this process. In the first instance this small amount of funding will be used to support organisations focused on inequalities to write blogs and features for our site and bulletin.

## Gather information

We note that we have not included pregnancy in this survey and commit to rectifying this in future surveys. Its language will also be adapted for 2021 in line with IncArts #BAMEover recommendations.

## Adapt our structure

### SAMs

From late 2020 we will be working with our [Strategic Alliance Members](https://www.culturehealthandwellbeing.org.uk/who-we-are/strategic-alliance-members-partners) group to build a new and simpler MOU between members and CHWA, and to bring in new members whose focus is overtly cultural and/or health inequalities.

### Flatten leadership models: Co-Chair

We will be appointing a co-chair of the Board of Directors in the next six months.

### Democratise structures: Regional Champions

Our [regional champions](https://www.culturehealthandwellbeing.org.uk/your-area) are now subject to an election process upon stepping down. This process was conducted successfully in the [West Midlands region](https://www.culturehealthandwellbeing.org.uk/be-more-involved-chwa-west-midlands) (May/June 2020) and will be used as a template for future elections. One key element is to broaden the regions membership prior to election processes to ensure we have reached out beyond our existing networks - in particular to organisations focusing on health and cultural in/equalities.

### Leadership from lived experience: LENs

Since early 2020 we have been supporting the [LENs group](https://www.culturehealthandwellbeing.org.uk/get-involved/lens) - for people with their own experience of the impact of culture/creativity on their own health and wellbeing - to become an independent CIC, following decisions taken at the LENs’ facilitated away-day and Steering Group meetings. The LENs is committed to remaining a critical friend to the Culture, Health & Wellbeing Alliance and in a joint MOU with CHWA and the NCCH.

### Honoraria

We are committed to providing honoraria for LENS members to attend quarterly Steering Group meetings as they become an independent entity. We hope to extend this commitment to all freelancers within our Strategic Alliance Members and Regional Champions groups in 2021.

## Develop our programme and communication

### Amplifying underrepresented voices

This applies to our website, bulletin, and public events, but also to other events we are asked to speak at. Since our website launched in 2018 we have featured [blogs that foreground the voice of lived experience](https://www.culturehealthandwellbeing.org.uk/learning-experience). Where CHWA is offered opportunities to speak, at least 50% are either co-presented or passed to LENS members, regional champions, or others outside our stakeholder groups from underrepresented groups. We also recommend participants focused on inequalities and/or from under-represented groups for others’ events and programmes.

### Consultation processes for events programme

We will be working with Culture& in 2021 to develop a more inclusive events programme.

## Review this plan

This plan will be reviewed alongside our [Equality, Diversity & Representation Policy](https://www.culturehealthandwellbeing.org.uk/policies-procedures). Feedback will be sought from staff, Board, stakeholder groups and members.