

DIVERSITY, EQUITY AND INCLUSION PROGRESS REPORT, APRIL 2024

Background

Against a backdrop of high profile social justice movements, the charitable sector, including funders, has come under heightened scrutiny in recent years. In light of this, in June 2020, we created a working group of trustees and staff to improve our performance with respect to diversity, equity and inclusion.

The response to the Coronavirus pandemic, and in particular the way the pandemic affected more marginalised groups in society, created a further focus and urgency for change. Here at SCF we take this very seriously and have taken time to understand more about concepts like intersectionality and adopted an approach of continual improvement.

This, our second progress report, highlights what we have done so far and what our next steps will be. It also provides an analysis of who we are. We recognise that there's much more we can and must do. Please do let us know your thoughts on this report.

Progress in 2023/24

1. We've created a more inclusive office workspace, including a new accessible bathroom.
2. We continue to offer flexible working practices to remove barriers to employment and enable our staff to get the right work-life balance for them.

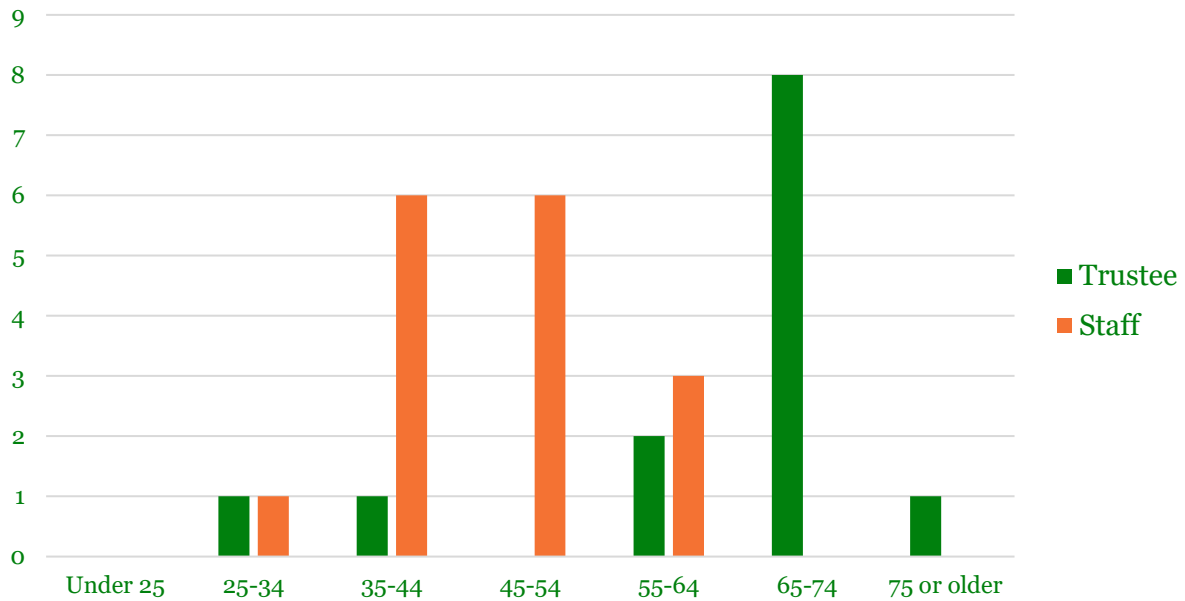
3. We've introduced a Menopause Policy to support women who are experiencing perimenopausal and menopausal symptoms and we continue to build awareness and understanding across the organisation.
4. Our new website is designed to be easier to navigate and has a built-in accessibility functionality.
5. We continue to ensure that our internal and external communications reflect the diversity of the communities we serve.
6. In recognition that some communities struggle to access our funding we're working with partners to distribute community grants on our behalf, particularly to projects led by people within minority ethnic communities and the most economically disadvantaged communities.
7. Finally we have made good progress working with regional and national stakeholders to consider how the needs of people living in rural communities might be better served by philanthropy.

Who we are today¹

Metric	UK	Somerset	Our Board	Our staff	Combined
Female:Male	51:49	52:48	50:50	75:25	63:37
% identifying other than straight/heterosexual	4%	5%	0%	14%	7%
% self-identify living with disability	19%	19%	8%	30%	17%
% self-identify as neurodivergent			8%	23%	14%
% from Black, Asian or other non-White backgrounds	15%	2%	8%	6%	7%
% educated to degree or above	34%	30%	85%	69%	76%
% in receipt of benefits growing up	-	-	8%	37%	24%

¹ Based on survey March/April 2024

Age Profile



With such a small team (at the time of the survey, the number of trustees and staff combined was 26), we have to be careful of attaching too much statistical significance to these results, but they do reveal that within the organisation we have a level of diversity and lived experience that is not immediately obvious.

We can note that at the time of survey:

- We have an equal gender balance on our Board, and a significant weighting towards women within our staff, many of whom have caring responsibilities.
- While we have representation across the age range within the organisation, the Trustee average age is around 60 (which is close to the UK average for charity boards), and the staff average age is around 45.
- The survey reveals a significant number of us are living with a disability and/or identify as neurodivergent.
- The Trustees and staff team are, overall, educated to a higher level than the general Somerset population.
- A third of our team have experience of growing up in low-income households.

Next steps

We'll continue in our efforts to better reflect, and become more inclusive of, the communities we serve. In the coming year we have a number of priorities and actions:

As an employer

1. Introduce menopause-friendly working practices.
2. Explore appropriate ways to recognise the lived experiences of our staff and Trustees, and extend our diversity survey to take account of people living with long-term illness and neurodivergence.
3. Strengthen our recruitment practices to ensure we attract talented people from the widest range of backgrounds.

As a funder

4. Continue to provide funding to historically underfunded communities and their support organisations.
5. Create a system for recording how our funding reaches historically underfunded communities, including groups led by minority ethnic groups.
6. Create more opportunities for people from different backgrounds and cultures to shape our programmes and/or join our funding panels for grants and social investments.

In our influencing role

7. Continue to take a leading role within UK Community Foundations on investigating how rurality impacts on issues of inequity, and the response of philanthropy to this

This list is not meant to be exhaustive but it does reflect the next steps we feel we can and should take at this stage.

Annex 1: Resources used by Trustees and staff

DEI Coalition - Transforming UK Philanthropy

<https://deicoalition.com/>

ACF - DEI: The pillars of stronger foundation practice

https://www.acf.org.uk/common/Uploaded%20files/Research%20and%20resources/Stronger%20foundations/ACF_DEI_Thepillarsofstrongerfoundationpractice_final.pdf

CAF - From the margins to the mainstream

<https://www.cafonline.org/docs/default-source/about-us-policy-and-campaigns/from-the-margins-to-the-mainstream--philanthropy-diversity-equity-and-inclusion-in-our-society-june-2020.pdf>

Grant Givers Movement - Discrimination, prejudice and isomorphism

https://www.grantgiversmovement.org/files/ugd/oed318_096bd55a4f7f410e896646af6d3e86aa.pdf