

# Diversity, Equity and Inclusion (DEI) Statement

Version 1, Published 13.10.21 (Last updated 09.09.21)

---



## 1. Why does DEI matter for Corra?

Corra's vision is for a society in which people create positive change and enjoy fulfilling lives. Diversity, equity and inclusion (DEI) is fundamental to our [ten-year strategy](#), which centres on three themes:

- Voice
- Power
- Change

At the heart of the strategy is the belief that when people find their voice, they unlock the power to make change happen. Change needs to be shaped by diverse communities and too often that doesn't happen. Many people feel their voices aren't heard or listened to and that their lives are impacted by decisions which they aren't part of shaping.

Equity – including the sharing of power – underpins Corra's mission to make a difference with people and communities, by encouraging positive change, opportunities, fairness and growth of aspirations, which improve quality of life.

We seek to support people and communities to challenge the barriers that get in their way, with the aim of people being heard and having the power to create change.

This is closely aligned with a human rights based approach, with its emphasis on: participation; accountability; non-discrimination and equality; empowerment; and legality.

## 2. Making a reality of Corra's commitment to DEI

At Corra we have been talking, listening, learning and thinking about what DEI means and how it can be embedded throughout our work. This includes practical steps in how Corra acts as:

- An employer.
- A charity and independent foundation.
- A funder.
- A partner (including delivering funding on behalf of others).
- An organisation that seeks to influence change more widely in Scotland.

### 3. Being open and accountable

Corra is committed to transparency, including participating in [360 Giving](#) and being part of the [IVAR Open and Trusting Grantmakers pledge](#). Progressing a commitment to DEI is a long-term journey that involves ongoing listening, reflection, learning and change. This will be done with a principle of openness so that we are accountable to the communities and organisations we exist to serve.

Progress on DEI will be shared through a dedicated page on [Corra's website](#), along with blogs, social media, our Annual Report and an annual DEI progress summary (the first planned for spring of 2022).

### 4. DEI actions

Corra's approach to DEI has been, and continues to be, shaped through learning from our own work as well as engagement with a wide range of reading, events, discussion and thinking. The framework we have adopted is based on the [in-depth work developed by ACF \(Association of Charitable Foundations\)](#). This includes the [DEI: Pillars of Stronger Foundation Practice report](#) and the associated self-assessment tool. This work has involved leading DEI experts, is grounded in evidence and is continually updated. We also use the [DEI Data Standard developed by the Funders' Collaborative Hub](#).

#### **Invest time and resources in understanding and defining diversity, equity and inclusion**

We have:

- Dedicated significant time and energy with staff and Trustees engaging with the DEI agenda as it has evolved within the charity and funding sector.
- Spent time as a staff team exploring aspects of DEI. This has included reaffirming our commitment to tackling racial injustice and working alongside, and learning from, Black, Asian and Minority Ethnic communities.
- Listened to the voices of colleagues with lived experience of discrimination and responded by taking action, for example establishing an internal Anti-racism Working Group (comprising staff and Trustees) which has progressed a range of actions to-date.
- Anti-racism training for all staff and Trustees, follow up with a team-wide session on anti-racism that used story telling and discussion on how Corra can apply a racial justice lens to funding.
- Several members of the Corra team recently completed deaf awareness training.
- Developed a DEI statement, along with a set of principles for *how* Corra works.

We will:

- Continue to centre DEI within our work and resource this properly. This includes ensuring staff and Trustees have time and support to develop and deepen their understanding.

### **Produce and review strategies that will implement DEI practices**

We have:

- Produced Corra's first DEI Statement, closely linked to our ten-year strategy (2020-2030).
- Developed an anti-racism action plan which is being progressed by the Anti-racism Working Group, which includes colleagues from a Black, Asian and Minority Ethnic background. This will help to inform and drive wider DEI actions.

We will:

- Review existing policies and processes through a DEI lens. This includes approaches to recruitment, grant giving and data. This work has begun, with progress towards greater diversity within Corra's team and the groups we support.
- Refresh Corra's approach to accessibility, with the aim of adopting best practice throughout our activities.

### **Collect, track and publish DEI data on our own practices and performance**

We have:

- Adapted our data collection to reflect the DEI Data Standard developed by the Funders' Collaborative Hub. We have sought to strike a balance between not asking groups for too much information, whilst gathering enough to enable us to meaningfully increase our reach, relationships and understanding across different groups as well as assess progress against our KPIs (Key Performance Indicators), which reflect DEI.

We will:

- Embed DEI as part of our approach to learning and improvement, including gathering data on: diversity of staff/Trustee team, as well as other decision making or advisory groups; reach of funding; speakers/attendees at Corra events; and participation in place-based work.
- Agree an approach to how we analyse, review, share and act on the above data.

### Have a diverse trustee board and staff team, both in terms of demographics and experience

We have:

- Purposely designed Trustee recruitment to try and reach, attract and retain a more diverse range of applicants.
- Considered DEI as part of 2021 Board Effectiveness Review.
- Joined as a partner in [Programme 2027](#), with a candidate due to start in summer 2021.

We will:

- Offer a placement as part of the [Minority Ethnic Emerging Leaders programme](#).
- Review (during 2021) our approach to recruitment of staff and Trustees with the aim of reaching and attracting a more diverse range of candidates.

### Reflect and implement DEI practices in our funding activities and place-based work

We have:

- Designed a short-term (initially) internal change project which has focused on embedding anti-racism in Corra's grant making.
- Applied an anti-racism lens to Henry Duncan Grants and made several changes as a result. This included introducing [project grants open exclusively to Black, Asian and Minority Ethnic led charities](#).
- Developed a [participatory grant making programme working alongside Black, Asian and Minority Ethnic communities](#) impacted by the pandemic. This has been possible through a donation made by Stewart Investors.

We will:

- Agree an approach to applying a DEI lens at all stages of work, including the initial design of programmes. As far as possible this will include grants that Corra delivers on behalf of partners.
- Build on our anti-racism work and further develop our approach to funding Black, Asian and Minority Ethnic led activity.
- Learn from our anti-racism work and use this to progress wider DEI issues (including intersectionality) within funding activity.
- Look at our place-based work through DEI and anti-racism lenses to check whether it is inclusive of diverse communities.
- Community Co-ordinators to be trained in third party reporting of hate crime to better support the communities we work alongside.

### Express our DEI commitment, policies and practices publicly

We have:

- Developed and published our first DEI Statement.
- Created a dedicated DEI page on [Corra's website](#).
- Provided [updates on our anti-racism work](#).

We will:

- Share progress through our website along with blogs, social media, our Annual Report and an annual DEI progress summary (the first planned for spring of 2022).

### Make ourselves accountable to those we serve and support

We have:

- Continued to develop a relationship-based approach to our work, so that we work closely alongside people and build up trust and openness.
- Engaged regularly with the communities and charities Corra exists to serve (for example through an annual customer satisfaction survey and focus groups linked to specific programmes).
- Increasingly focused on participatory approaches, in which people with relevant lived experience are involved in programmes (e.g. in decision-making panels), or are leading (e.g. in community-led grant making).

We will:

- Apply a DEI lens to our approaches to gathering feedback (e.g. surveys/focus groups), and to our participatory work, and adapt these if necessary to reach a diverse range of people.

### Use our own power to advocate for and advance DEI practices

We have:

- Published a [statement on anti-racism](#) in response to the murder of George Floyd, the Black Lives Matter movement and the voices of our staff.
- Produced a [response to the Commission on Race and Ethnic Disparities Report](#) and signed a letter from foundations to the Prime Minister about the report.
- Sought to amplify the voices of groups particularly impacted by the pandemic, for example through [community stories](#) and [policy responses](#).
- Designed events (e.g. Change Conventions, Parliamentary receptions) to bring people who are seldom heard together with people who hold power and supported conversations about change.
- Worked with Making Rights Real and Human Rights Consortium Scotland to try to progress an [independent human rights funding agenda for Scotland](#).

We will:

- Further embed DEI throughout Corra's influencing work, including through: policy activity; events; creating spaces where voices are amplified; and getting alongside

communities who are challenging power and creating change. This will include working alongside Black, Asian and Minority Ethnic communities to advance and support racial justice work.

### **Collaborate with others to promote and implement DEI practices**

We have:

- Engaged widely with a range of recent activity focused on DEI in the charity/trusts and foundations sectors.
- Offered peer support to [Next Step Initiative](#) in their development as an intermediary funding partner for Comic Relief.

We will:

- Work as part of a group of Scottish funders who are forming a peer learning group to collectively progress DEI practice.

## **5. Measuring progress**

Progress on this statement will be tracked as part of Corra's wider learning and development approach. We have already updated our data collection (informed by [the Funders' Collaborative Hub DEI Data Standard](#)) to support better understanding of our work through a DEI lens.

Measurement and reporting will include:

- Reporting on DEI as part of Corra's Pace and Performance Reviews (shared with Trustees every 6 months) and within our annual report.
- Analysing Corra's annual customer satisfaction survey through a DEI lens.
- Producing an annual DEI progress summary.

Corra is also working with partners to set up a DEI peer learning group as part of Scotland Funders' Forum.

## **6. Corra's ways of working**

This DEI Statement reflects the set of principles that articulate *how* Corra works in everything we do:

- Listening and responding to people, communities and organisations and amplifying voices – their wisdom is at the heart of Corra's approach.
- Building relationships, always working alongside others on the basis of shared power, mutual trust and shared learning.
- Pursuing diversity, equity and inclusion (DEI).
- Being an [open, trusting and flexible grant maker](#).

- [Contributing to tackling climate change.](#)
- Willing to be bold, taking considered risks and supporting others to do the same.

Final version, agreed by Trustees 9 September 2021