



Equity, Diversity, and Inclusion Strategy

Last Reviewed: June 2023

Next Review: June 2024

The Enterprise East Group CIC

Equity, Diversity, and Inclusion Strategy

Our Vision

EEG will always strive to remain a safe and inclusive organisation that learns and grows to proactively dismantle barriers, eliminate discrimination, and creates equity for our people and those we serve.

Our Goals

Our people learn, understand, and take action to dismantle discrimination and create a safe and inclusive environment for anyone who engages with us.

Our workforce is built on diverse skills, experiences, and capabilities at all levels.

EEG embeds equity and removes barriers to participation across everything we do. Our equity, diversity and inclusion strategy is focused on breaking down barriers to inclusion and providing lasting solutions to key problem areas that our people experience and witness every day whilst working or volunteering. It gives clear direction for the improvements we want to see across all areas of our work and is guided by the principles of co-production, lived experience, power sharing and our values.

We want everyone at EEG to feel they can be their authentic selves at work; where they can thrive and progress their careers and know that all forms of discrimination will be tackled effectively with a zero-tolerance approach to any forms of discrimination.

To achieve this, we consistently ensure that:

1. Our leadership is diverse in its representation and thought, understands their position of privilege, and champions a zero-tolerance approach to all forms of discrimination.
2. Our culture reflects our values, embodies inclusive practises, creates an environment where people thrive and feel comfortable being themselves. We want everyone to take personal responsibility for learning, be equipped to recognise and challenge discriminatory behaviours and embed inclusive practices in all aspects of their work.
3. Our recruitment practices, career progression and personal opportunities actively addresses under-representation at all levels of the organisation.
4. Our data is robust and evidence-based and used to effectively monitor our progress, show where we need to focus our efforts and informs service delivery.
5. Our programmes and services are shaped by the needs and experiences of people who use our services and those who find it hardest to access support.

This a core strategy that encompasses every aspect of our business and everyone has their part to play. We'll learn and grow as we drive forward key elements of the strategy, but we also recognise that our progress needs to be visible and focused on tangible actions and results.