



Acacia Equality, Diversity and Inclusion Strategy 2025

1. Introduction As a Christian charity Acacia is committed to fostering a culture of equality, diversity, and inclusion (EDI) where every individual feels valued, respected, and empowered to contribute. This strategy outlines our vision, objectives, and actionable steps to ensure EDI principles are embedded across all aspects of our charity.

We acknowledge the richness of having a diverse workforce and the benefits this will give us all. Inclusivity goes beyond simply acknowledging differences. It's about actively creating opportunities for everyone to have their voice heard and ensuring that all groups are represented in decision-making processes. This requires safe spaces for open dialogue, where ideas are discussed and valued equally, regardless of background, ability or identity.

2. Vision and Values Our vision is to create an inclusive environment that embraces diverse perspectives, promotes equal opportunities, and eliminates barriers to participation. This aligns with our core values of love....

3. Objectives

- **Promote Equality:** Ensure fair treatment and opportunities for all, addressing any form of discrimination or bias.
- **Celebrate Diversity:** Recognise and value the unique contributions of individuals from all backgrounds.
- **Foster Inclusion:** Build an environment where everyone feels a sense of belonging, safety and is empowered to thrive.

4. Key Focus Areas

4.1 Leadership Commitment

- Develop and uphold leadership accountability for EDI outcomes.
- Provide regular EDI training for leaders to champion inclusive practices.

4.2 Policy and Governance

- Review and update policies to reflect EDI principles and legal compliance.

- Establish a governance framework to monitor and report progress on EDI initiatives. –
Each Dept to have KPIs/targets

4.3 Recruitment and Retention

- Implement fair and transparent recruitment practices to attract a diverse talent pool of trustees, staff and volunteers.
- Develop retention strategies that include mentorship and flexible working arrangements.

4.4 Education and Awareness

- Deliver regular training sessions on unconscious bias, cultural competence, hidden disabilities and inclusive behaviours.
- Celebrate cultural and identity-based events to raise awareness and promote understanding.

4.5 Accessibility

- Ensure physical, digital, and systemic accessibility for individuals with disabilities.
- Regularly audit facilities and systems to identify and address accessibility barriers.

4.6 Community and Collaboration

- Engage with external stakeholders, including community groups and EDI-focused organisations, to share best practices and collaborate on initiatives.
- Create safe spaces and provide platforms for underrepresented voices to feel heard and understood.

5. Measurement and Accountability

- Set clear, measurable EDI goals and track progress through data collection and to be included in annual reviews with managers.
- Publish an annual EDI report to maintain transparency and accountability.
- Conduct periodic surveys and feedback sessions to assess employee and client experiences and identify areas for improvement.



6. Implementation Plan

- **Year 1:** Focus on awareness-building, policy reviews, and leadership training/development. To have a clear understanding of the barriers posed to the client group. Recruitment (volunteer) to encourage applications that reflect underrepresented voices and enhance accessibility. Staff to create initial SMART goals within each Department to promote ownership and provide initial impetus.
- **Year 2:** Recruitment (staff and trustees) to encourage applications that reflect underrepresented voices and enhance accessibility. Measures in place to address access issues.
- **Year 3:** Evaluate progress, refine strategies, and scale successful initiatives. Create new SMART goals with each Department for the next 3 years.