

Common Purpose Equity, Diversity and Inclusion Statement

Equity, diversity and inclusion matters

Common Purpose champions equity, diversity and inclusion for everyone. It is at the core of who we are and what we stand for. A vision of a more equitable and connected society is integral to our mission, and we work proactively to contribute to this goal.

Our work is rooted in the principles of cross boundary leadership, and supporting people from all walks of life to be better able to work and thrive together.

We don't just accept difference - we celebrate it. We see the coming together of difference - diversity of thought, culture, lived experiences and perspectives – as a true driver for positive change.

We are committed to and accountable for advancing equity, diversity & inclusion in all its forms. That starts with us. We are committed to being an organization that embraces equity, diversity & inclusion through every aspect of our governance, staffing and programmes.

We strive to create a culture that is equitable, inclusive and supportive. One without barriers. One where individual uniqueness is embraced. One where people from all backgrounds can feel safe, feel they belong, are treated with respect and can work to their full potential.

We strive to ensure that our governance and operations are a representation of the society we represent.

We are conscious that many groups of people have been historically excluded from positions of power and leadership, and strive to ensure that the voices and experiences of people with lived experience of exclusion are heard and recognized in all facets of our work, including our governance, management, staffing and approach to how we curate our leadership programmes.

We are committed to become a better reflection of the world we live in.

At Common Purpose:

- We will have zero tolerance to discrimination of any kind against anyone
- We will foster and maintain a safe environment of respect, dignity and inclusion for staff, trustees, programme participants / contributors and members of the communities we serve
- We will educate our staff to be social justice advocates, creatively providing insight and environments that reflect the diversity of our communities, and elevate cultural awareness
- We will ensure fair and inclusive access for all and ensure that all of our policies and practices are inclusive and equitable
- We will advance and build our workforce by assessing hiring practices and performance review procedures to attract, retain, and develop talented staff from diverse backgrounds and under represented communities
- We will comply with the legal principles set out in the Equality Act 2010