



Equality, Diversity and Inclusion Action Plan

CARA seeks to be an inclusive organisation that actively encourages, supports and values diversity amongst both our service-users and our workers. We seek to create:

- A culture in which discrimination, in all its forms, is recognised and addressed.
- An equitable environment that recognises that our service-users and our workers have different circumstances and needs, and provides the resources and opportunities needed for them to achieve equal outcomes.

We recognise that people from some backgrounds are currently under-represented amongst our service-users and our workers. This action plan seeks to, amongst other things, address under-representations, improve accessibility and increase diversity at CARA. It also seeks to embed our commitment to understanding and tackling discrimination, in all its forms, into our everyday operations.

Through this Action Plan, CARA aims to:

- **Open up as a service-provider and as an employer to people from diverse backgrounds, creating conditions where they want to enter, stay and to thrive, where they feel their needs are responded to and they are uniquely valued.**
- **Identify and actively address specific under-representations in the diversity of our service-users and workers.**
- **Recognise and understand intersectionality, that everyone has their own unique experiences of discrimination, and we must consider everything and anything that can marginalise people.**
- **Reorientate our work to address discrimination in all its forms.**

The actions below are intended to act as a framework for our ongoing process towards improving equality, diversity and inclusion at CARA

As a service-provider, CARA will:

1. Conduct annual monitoring of service-user data, comparing it to local population data to identify under-representations.
2. Gather feedback on our services from under-represented groups, facilitating and supporting diversity in service-user voice and feedback.
3. Reach out to under-represented people and communities by developing links with “by and for” groups, working with them to identify and address barriers to accessibility, diversity and inclusion.
4. Consider and adapt all our operations and communications on an ongoing basis to improve inclusivity and accessibility and address discrimination.
5. At a management level, commit to ongoing learning about how sexual violence and sexual abuse affects people from diverse backgrounds, intersectionality, discrimination and current thinking around addressing discrimination.

6. Provide education, training and worker development so that workers have the knowledge and tools to work with service-users from diverse backgrounds and to address discrimination.
7. Allow space within management meetings, team meetings and service-user meetings to discuss diversity and inclusion in our service provision.

As an employer, CARA will:

1. Conduct annual monitoring of worker data, comparing it with local population data, to identify under-representations.
2. Gather annual anonymised feedback from CARA workers on equality, diversity and inclusion at CARA.
3. Consider and adapt all aspects of our recruitment and employment processes on an ongoing basis, to improve inclusion and encourage diversity at all levels within CARA.
4. Nurture and support diversity amongst our workforce and our management team.
5. Commit to training and education of CARA workers around diversity and inclusion, reviewing team training needs on an annual basis.
6. Commit to providing spaces for discussion about equality, diversity, inclusion and discrimination.
7. Develop channels for raising concerns and questions around inclusion and diversity and ensuring staff are confident in using these channels

As an organisation, CARA will:

1. Work in solidarity with Black and minoritised “by and for” organisations, supporting their need for independence and autonomy.
2. Commit to meaningful collaborative working with “by and for” organisations.
3. Ensure our policy positions centre on multiple forms of oppression – including on race, class, faith, immigration status and disability.

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