

Equality, Diversity, and Inclusion (EDI) Action Plan 2021-24

CFO is a community development charity which helps diverse communities and individuals to identify issues that affect them and find their own solutions. We support and advise volunteer-led actions in Oxfordshire, helping hundreds of volunteers fulfil many roles in their communities.

We support the principles of Asset-Based Community Development (ABCD). We think that stronger, more sustainable communities are built using the skills and gifts that people already have. We are open to the needs of our diverse and hard to reach communities and aim to support targeted ABCD approaches. We know that one size does not suit everyone and will work with communities to identify what works for them.

Our Commitment to Equality, Diversity, and Inclusion

CFO is committed to providing the best possible services; to being inclusive, accessible, and fair in the way we design and deliver our services and to treating everyone with openness and respect.

As an employer, we aspire to being a diverse, inclusive, and responsible organisation. Our aim is to have a workforce that can reflect and best understand the communities we serve.

We respect and value our individual characteristics and differences, so staff can fully realise their potential. We aim to ensure that the people who work for us are the best they can be.

CFO's Equality, Diversity and Inclusion Action Plan

Equality and inclusion create strong, creative, and dynamic places to live and work.

We have designed our EDI Plan in order to hold ourselves accountable to those values and allow for an ongoing appraisal of how we can better embed those values in CFO's community work and working practices.

Equality, Diversity, and Inclusion Action Plan: 2020-24

Actions	Outcomes
<p>Improve community mapping</p> <p>Carry out mapping exercises to identify:</p> <ul style="list-style-type: none"> - underrepresented groups - vulnerable groups - more difficult to reach groups - communities living in deprived neighbourhoods - Armed Forces and supporting communities 	<p>Improving our knowledge of individuals and communities puts us in a better place to build relationships, understand needs, and discuss how might be able to provide responsive, flexible activities and services.</p>
<p>Build relationships</p> <p>Identify communities with little or no previous engagement or contact from CFO.</p>	<p>Building relationships with diverse communities.</p> <p>Increasing the number of individuals from diverse communities working with CFO on matters that affect them.</p>
<p>Develop relationships</p> <p>Focus on above groups to increase knowledge of activities that meet individual and community needs.</p> <p>Identifying and undertaking targeted work with underrepresented groups.</p>	<p>Improving the way we use information to respond to issues and deliver activities/ services.</p> <p>Improving our understanding about barriers to involvement.</p> <p>Increasing community data where we hold the least information about our individuals and communities.</p> <p>Increasing the number of communities and individuals who feel comfortable telling us about their specific needs.</p>
<p>Develop new community-led services/ projects</p> <p>Identify the requirements of under-represented groups.</p> <p>Discuss the options for helping support or provide those requirements.</p>	<p>Coproduction of CFO services/ projects to meet the needs of under-represented groups.</p>

Actions	Outcomes
<p>Advocate for the needs of under-represented groups</p> <p>Share and highlight knowledge of activities to meet the needs of underrepresented groups and communities with Parish, District and County Councils, and via our national networks.</p>	<p>Addressing known inequality of outcomes in the delivery of services.</p> <p>Using our influence and profile to make a positive difference.</p>
<p>Provide community development/ ABCD training and mentoring</p> <p>Encourage distribution of benefits into diverse communities.</p>	<p>Inclusive range of involvement opportunities and training on offer to diverse communities.</p>
<p>Communications Review</p> <p>Language is powerful and changing and evolving constantly – CFO aims to be open and responsive to change.</p>	<p>Better tailoring of messaging, language etc. to improve connections with diverse communities.</p>
<p>Recruitment Process Review</p> <p>CFO aims to have a workforce that reflects and best understands the communities we serve.</p>	<p>A sensitive and accessible recruitment process that ensures that people from all communities, backgrounds etc. can be fairly considered for employment.</p>
<p>Training and Personal Development</p> <p>Ongoing attention to skills, behaviours, and competencies that are required to promote equality, diversity, and inclusion internally and externally.</p>	<p>Critical engagement and deepening awareness of EDI issues, considerations etc. is a prominent element in continuous personal and professional development.</p>
<p>Trustee Recruitment Process Review</p> <p>CFO aims to have a board of trustees that reflects and best understands the communities we serve.</p>	<p>A sensitive and accessible recruitment process that ensures that people from all communities, backgrounds etc. can be fairly considered as a Trustee.</p>