



Mighty Girls

Diversity and Inclusion Policy

At Mighty Girls CIC (MG CIC), diversity, equity, and inclusion are at the core of who we are. Our commitment to these values is unwavering. We know that having varied perspectives helps generate better ideas to solve the complex problems of a changing—and increasingly diverse—world.

Participation at MG CIC events and activities

Diversity and inclusion should always be taken into account in the participation of our activities and events. We will ensure that everyone feels included and is treated equally and fairly:

- Diversity amongst our participants will be valued. Differences and individual skills will be promoted and utilized
- The same opportunities for involvement will be provided for every participant
- The differing needs of our individual participants will be taken into account when booking venues and arranging the dates and times for sessions/meetings
- Sessions/meetings will be arranged so that as many people as possible have the opportunity to attend and to gain access to a venue

Involving and representing the community

- actively seek to increase membership in order to represent an accurate cross-section of the community, including hard to reach groups and those who are under-represented
- increase involvement and representation by advertising sessions/meetings through appropriate channels
- Publicity and advertising, where possible, will be made available in a variety of different formats to include the whole community
- seek to assist minority and hard to reach groups by identifying their needs in the community and establishing links with other organisations

Commented [le1]: Is this realistic?



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Additionally we welcome volunteers, organisers, participants and employees who have diverse backgrounds, ways of thinking and experience.

Conduct during sessions/meetings

- All meetings will be conducted in an inclusive manner to ensure all members feel valued and included
- discriminatory or offensive behaviour or language will not be tolerated. Any inappropriate behaviour will be dealt with in accordance with our code of conduct.
- MG CIC will not tolerate racist, sexist or discriminatory remarks (relating to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation) during any sessions/meetings.

Recruitment and selection of staff, helpers/volunteers and conditions of employment

- provide equal opportunities for our employees, job applicants, and helpers/volunteers
- values the diverse skills of individuals from a wide range of backgrounds who will all play their part in making the club successful
- job applicants will not receive less favorable treatment on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race including ethnic or national origin, colour and nationality, religion or belief, sex and sexual orientation or any other factor that is irrelevant to the selection process.

Training, development and supervision

- Raise awareness of equality and diversity issues will be offered to all members of the organisers/committee, staff, helpers/volunteers
- Training to be provided to ensure that all our members are aware of their rights and responsibilities under the Diversity & Inclusion Policy.

Unacceptable behaviour

- Our participants have a responsibility to report all incidents of harassment or discrimination to the board/organiser

Commented [le2]: do we do this? If we don't perhaps there should be an action to put together some materials to share?



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- Incidents of discrimination or harassment will be treated seriously by the board/organiser and dealt with fairly
- The board/organiser will put in place an adequate system or procedures in order to deal with any form of harassment, unfair discrimination, incidents or complaints. See our Disciplinary and Grievance Policy for Paid Staff (Employees) for further information
- Should the incident involve the organiser another relevant individual will be put in place to hear the complaint

Implementing and following the policy

- All staff, helpers/volunteers and members will lead by example by adhering to all responsibilities as outlined in the Diversity and Inclusion Policy
- The implementation and effectiveness of the Diversity and Inclusion Policy will be monitored and reviewed on an annual basis.