



Tackling EDI challenges

If your organisation is struggling to address an internal EDI challenge, it can feel frustrating if there is limited or no progress. Below are some top tips on ways to approach the challenge and ensure that your EDI aims remain central to your organisation.

Please note, the tips were generated through member discussions at our January 2023 AGM and relate specifically to tackling **internal EDI challenges** as opposed to wider societal inequalities. For example: how to improve your service accessibility (as opposed to tackling societal ableism).

Top Tips

Check the Consortium Equity and Inclusion resources via the Dashboard for guidance.

Ask your team and / or services users for their input in order to get as many different ideas as possible. Often when we are very close to an issue, it can be difficult to explore creative solutions.

Consider creating a document or visual, to map out the issue and what you have already put in place.

Explore past approaches – sometimes we can dismiss ideas because they were tried previously and didn't work. It is important to remember that the landscape is always changing and so a past idea that was unsuccessful may now work because your organisation is in a different position.

Seek suitable funding streams if finances are the main barrier to overcoming an EDI challenge. For example, if you cannot update your video resources with subtitles and / or a signer due to the costs, obtain quotes so you know how much you need to raise to resolve the issue.

Reach out to other organisations to ask for their input. For example, if you are struggling to diversify your staff team, it could be helpful to approach another organisation who you know have a more diverse team, as they may be able to offer some guidance.

Do keep in mind potential power dynamics when seeking support – and be mindful of other people's time and capacity.

For example, a large, funded mainstream LGBT+ organisation seeking guidance from a volunteer-led black queer grass roots group should consider an equitable approach to engagement. This may include paying for their time, ensuring the timings meet the voluntary group's needs (recognising they may work full time in a separate paid post) and respecting their expertise.

Contact our [Engagement Team](#) by email or book a 1:1 to talk through the challenge. We have over 500 members and may be able to connect you with another member group who have overcome a similar challenge.

Interim messaging

If you have been unable to resolve an EDI challenge it is best practise to clarify this to your team and / or service users.

For example, if you hire a venue space that does not have step free access and there are currently no affordable alternatives, you could include a message to state this on your website so that potential services users are aware. It doesn't 'solve' the issue but at least indicates you are aware of the barrier and provides relevant information to anyone seeking to attend your groups.

Depending on the challenge, there may be interim solutions that partly address an issue. For example, if you hire a venue space that does not have gender neutral toilets, you may be able to use temporary signage that you can pin up during your session slots and then take back down afterwards.

Embedding EDI

Whilst it is helpful to implement interim solutions as outlined above, this should not be the 'end' action. It is important that you continue to tackle unsolved challenges, to ensure EDI is embedded within your organisation.

It may be useful to schedule regular review periods to ensure unsolved challenges remain on your agenda.

Consider developing a basic action plan to record your EDI aims and progress to date and this will ensure unsolved challenges remain present. Below is a simple format for an action plan that you can adapt to suit your needs.

EDI aim	action required	By who	By when	Outcome/output

It may be appropriate to explore external consultation if it is an area that has been stuck for some time. If your group does not have funding to hire a consultant, you could consider potential collaboration or reciprocal arrangements, such as providing LGBT+ training or a policy review in exchange for input from the external organisation.

Share your solutions!

If you find a successful way to overcome an EDI challenge, please do let us know. We are keen to develop the Equity & Inclusion resources with member input and your solution may be able to help other members who are tackling the same issue!