

Stroud Pride Committee

EDI Policy

Equalities, Diversity & Inclusion

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Version 1.0

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STROUD
PRIDE

Policy

- Stroud Pride recognises that in society, certain individuals and groups are oppressed and disadvantaged on an institutional level, and an individual level, through discrimination and prejudice.
- We are committed to promoting equality, diversity and inclusivity, and we actively stand for inclusivity both in the messages we give, the events we host, and how we as committee members conduct ourselves beyond this.
- We oppose discrimination against people on grounds of **Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex and Sexual Orientation, Colour, Ethnicity or National Origin**. *As listed in the Equality Act 2010.
- Although the core of our work is to foster a vibrant and supportive environment where everyone, regardless of their gender, sexual or relationship diversity feels valued and empowered, we are intersectional in our approach. This means we recognise that any one individual can fall into multiple oppressed identities of those listed in the Equalities Act, alongside disparity in wealth, and we extend our inclusivity to all.
- ‘Inclusion’ means ensuring that everybody has a voice (we challenge voices that foster hate) and a means to participate, and we continually make reasonable adjustments to our processes to help everyone feel accepted without fear of discrimination, or finding ways to make attending and joining our events practically possible.
- We believe that in fostering diversity, we progress to a more healthy community.

Calling out and addressing discrimination:

- Direct or indirect discrimination, discrimination by association, harassment and micro-aggressions will be called out and not tolerated. By having a voice, we also work to foster an understanding of the danger of unconscious bias which is often out of awareness.
- We actively promote inclusivity through awareness, questioning our assumptions, and promoting allyship.

Processes:

- Our EDI policy is shared with volunteers.
- Committee members review and agree our EDI policy annually.