

SIIG Diversity Equity & Inclusion Charter

At the SIIG we are committed to diversity, equity and inclusion (DEI) in social impact investment.

In line with ACF's Stronger Foundation's DEI report

https://www.acf.org.uk/downloads/ACF_DEI_Thepillarsofstrongerfoundationpractice_final.pdf and the work of the Diversity Forum (<https://www.diversityforum.org.uk/manifesto>), we commit ourselves to:

1. Encouraging a strategic approach to DEI at both staff and governance level among SIIG members and within the SIIG team.
2. Exploring approaches and methods that help ensure a DEI framework is applied to how investment decisions are made
3. Exploring mechanisms to support organisations within the social impact investment sphere to become more aligned to DEI best practice.
4. Finding ways to encourage social investments to support the full range of applicants, recipients and issues we have in the UK.

This commitment aims to improve diversity of thought and representation, ensure equity of opportunity and outcomes, and implement inclusive practice by broadening the range of experiences and perspectives we bring to bear in our processes and decision-making, to ensure better decisions are made.

In concrete terms, from 2020 the SIIG will:

1. Carry out and share with SIIG Members an annual audit of presenters at our events and learning sessions.
2. Actively encourage presenters and presenting organisations to apply a DEI lens to their contributions and speakers including those with direct experience of the issues
3. Convene diverse panels, both in terms of demographics and lived experience of the social issues being addressed
4. Promote schemes that bring diverse and frontline voices into our sector, for example the 2027 and Equality Impact Investing initiatives
5. Annually review and share with SIIG Members additional ways that the SIIG can pursue stronger DEI practice

Definitions

In ACF's 2019 report (p. 13), it set out that diversity, equity and inclusion can be defined as follows:

“Diversity” is defined broadly to include various elements of human difference, including gender, race and ethnicity, faith, sexual orientation, disability and class. Nuanced definitions of diversity also recognise the intersectional nature of identity and the complex and cumulative ways in which different forms of discrimination (based upon these attributes) combine, overlap, and intersect.

“Equity” involves the promotion of justice and equality of opportunity and outcomes within the procedures, processes and distribution of resources by institutions or systems. Tackling inequity requires an understanding of the underlying or root causes of disparities, both at the point of access and in terms of outcomes, within our society.

“Inclusion” refers to the degree to which diverse individuals are able to participate fully in all aspects of activity, including decision-making. While a truly ‘inclusive’ group is necessarily diverse, a ‘diverse’ group may or may not be ‘inclusive’.

These definitions are based on the work of the D5 Coalition, a five-year initiative in the US to advance philanthropy's approach to diversity, equity, and inclusion (adapted from Grantcraft [2018] ‘From Words to Action: A practical philanthropic guide to diversity, equity and inclusion’)