



## Equality, Diversity and Inclusion Charter

May 2024

### Introduction

The Association of Directors of Environment, Economy, Planning and Transport (ADEPT) is committed to promoting a culture of equality, diversity and inclusion (EDI) across its membership and beyond.

As the representative body for local authority place directors, we recognise the inherent value of embracing EDI principles in all aspects of our work. The place sector has traditionally lacked diversity and we understand there is a journey ahead, during which we need to remain realistic but also strive to create real and lasting change.

Local authorities are organisations that represent their places. It is crucial they reflect the diversity of their communities in order to effectively fulfil their responsibilities and deliver the best outcomes for all their residents.

### Our vision

ADEPT will lead by example, fostering environments where every individual can thrive and contribute to the creation of resilient, inclusive and sustainable communities and places.

### Our commitment

**Promoting diversity:** we will work to actively support and promote diversity in our membership, leadership and decision-making processes, ensuring that everyone feels respected, valued, and empowered to contribute their unique talents and perspectives. We recognise that our differences strengthen our collective abilities to tackle challenges and achieve our goals. We encourage our members to foster greater diversity within their workforce to better reflect the communities they serve.

**Preventing discrimination:** we are committed to preventing all forms of discrimination including race, ethnicity, sex, age, sexual orientation, disability, religion/belief or socioeconomic status and expect our members to exhibit behaviours that are inclusive and free from discrimination.

**Ensuring equal opportunities:** we will provide equal opportunities for professional development, advancement and participation for all members, regardless of their background or identity.

**Promoting accessibility:** we will ensure better accessibility for individuals with disabilities or additional needs and remove barriers to participation ensuring equal access to our programmes, events and resources.

**Collaborating for inclusivity:** we will actively seek partnerships and collaborations with organisations and initiatives that share our commitment to advancing EDI principles.

**Burden awareness:** we know that equality, diversity and inclusion efforts must be conducted with consideration and understanding, ensuring they do not place an undue burden on minority groups.

**Speaking Up:** we strongly encourage all members to actively speak out against behaviours or practices that are inconsistent with our values of equality, diversity and inclusion.

**Community engagement:** we expect our members to recognise the importance of engaging with and listening to the diverse communities and teams they work with, actively seeking their input to shape inclusive policies, projects and service delivery.

## **Our actions**

- We will present case studies that illustrate diversity characteristics, to promote deeper understanding of the challenges and opportunities, encouraging action in others to advocate for change.
- We will collect EDI data from across our membership to identify opportunities for improvement and monitor progress. We will ensure that analysis of this data influences our initiatives and demonstrates our commitment to equality, diversity and inclusion.
- We will take all appropriate actions to integrate EDI principles into our learning and development programmes.
- We will deliver a Gen Z recruitment campaign pilot that encourages 16–25-year-olds from all backgrounds and experiences to pursue careers in local government, and the place sector in particular.
- We will work to ensure our speakers and events are reflective of our diverse society and encourage more diverse voices to be heard within our work.
- We will champion best practice by showcasing examples of successful EDI initiatives and by collaborating with partners on EDI issues to share resources, coordinate efforts and amplify positive impacts.
- We will encourage our members to demonstrate best practice in EDI, leading by example and creating opportunities to share experiences and exchange ideas on EDI best practice.
- We will review our EDI charter every two years.