

Inclusion London's Intersectional action plan 2022-2025 final

This plan details the work Inclusion London (IL) will carry out to make all our work better reflect, promote and represent the needs of Disabled peopleⁱ who experience intersectionalⁱⁱ discrimination and exclusion including: Black Disabled people; Disabled people of colour, Disabled women and girls, working class Disabled people and Disabled LGBTQI people.

Implementing this intersectional plan is key to Inclusion London achieving its mission to challenge discrimination and build a more inclusive DDPO sector and society.

It gives an overview of the work we will do plus a timetabled annual action plan which will be developed, reviewed and updated at the end of each financial year.

Our vision, mission and values

Over the next 3 years we will be actively moving towards ensuring all Inclusion London's disability equality work takes an intersectional anti-racist approach. We will:

- Explicitly reference our commitment to take an intersectional anti-racist approach in all our vision, mission and value statements
- Explicitly reference our commitment to take an intersectional anti-racist approach across all our strategic communications and on our website
- Create and maintain an intersectional action plan and publish it which will detail actions we are taking to implement our intersectional anti-racist values
- We will report progress against the action plan in our yearly annual report and our website
- Include specific intersectional work and outcomes in our 3-year strategic Business plan 2022-2025

Building IL's intersectional understanding, knowledge and evidence base

We will:

- Work closely with, and resource where possible, intersectional DDPOs and Disabled people who experience intersectional discrimination to develop our intersectional work.

- Carry out desk-top research / evidence gathering across our core policy areas looking at intersectional perspectives and data and how policy themes specifically impact on Disabled people who experience intersectional discrimination
- Identify gaps in intersectional data and commit to addressing these gaps by carrying out work and/or securing funding to do this work
- Include in all future IL funding applications dedicated outcomes and resources/time to co-produce and carry out intersectional work
- Identify on-going intersectional 'deep-dive' policy themes to do specific work on
- Carry out a programme of further staff training on intersectional issues and practice and create opportunities for IL staff to explore resources developed by the With Us project
- Clarify and agree our language and terminology positions
- Work in partnership with user-led organisations from other equalities groups to increase our knowledge and understanding

Embedding an intersectional approach in all our work

We will:

- Work with intersectional DDPOs and Disabled people who experience intersectional discrimination to ensure IL work highlights and centers their voices across our policy, research and project work
- Develop an intersectional impact process to be used at the development, planning, review stages of all projects to ensure an intersectional lens is used and specific intersectional issues identified, addressed and evaluated
- Support setting up and running specific staff networks e.g. people of colour staff network if requested

Representation: ensuring we reflect the communities we serve

Internally

We will:

- Carry out an in-depth review of IL's recruitment & retention process and policies including: advertising, recruitment procedures (application process,

short-listing and interviewing), job requirements, equalities monitoring of recruitment drives

- Carry out a review of career progression pathways to ensure formal, open and equitable protocols for staff promotion, professional and personal development
- Set and report against targets for diversity representation for IL staff team and Board

Externally:

We will:

- Carry out specific mapping and outreach work to establish contact with marginalized / intersectional DDPOs and networks.
- Work with marginalized / intersectional DDPOs and networks to understand their needs and what they need from IL and co-produce support in response.
- Work with marginalized / intersectional DDPOs and networks to ensure their maximum take up and involvement in IL services
- Create capacity to carry out partnership working with other equality organisations and networks
- Develop specific on-going resources, training and advice to actively enable our DDPO sector to become more intersectional and anti-racist

Year 1 Action plan: April 2022 to March 2023

Note: We are currently reviewing progress against the year 1 action plan and will be publishing an updated year 2 action plan by early 2024.

| Work | Lead | By when |
|--|-------------|----------------|
| Explicitly reference our commitment to take an intersectional anti-racist approach in all our vision, mission and value statements | CEO | April 2022 |
| Include specific intersectional work and outcomes in our next 3-year strategic Business plan | CEO | April 2022 |

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| Explicitly reference our commitment to take an intersectional anti-racist approach across all our strategic communications and on our website including this action plan | Operations Manager | Sept 2022 |
| Ensure an intersectional lens is applied to all our work and explicitly addressed in service development work, supervision and work/project plans and delivery | Senior Management Team/ All staff | July 2022 |
| Carry out desk-top research / evidence gathering across our core policy areas identifying intersectional perspectives and issues and how our priority policy themes specifically impact on Disabled people with intersectional experience | Director of Campaigns & Justice | Sept 2022 |
| Research and embed intersectional issues related to housing & social care/independent living | Director of Campaigns & Justice | March 2023 |
| Set up further staff training and opportunities for staff discussion and learning | Senior Management Team | Dec 2022 |
| In-depth review and revision of IL's recruitment & retention process and policies | Operations Manager/Director of Services & Development | Dec 2022 |
| Review of career progression pathways | Operations Manager/Director of Services & Development | Dec 2023 |
| Set and report against targets for diversity representation for IL staff team and Board | CEO | Sept 2022 |

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| Carry out specific mapping and outreach work to establish contact with marginalized / intersectional DDPOs and networks (including organisations / groups that meet our DDPO definition but do not identify or define themselves as DDPOs) . | Director of Services & Development | Sept 2022 |
| Work with 5 marginalized / intersectional DDPOs and networks to map information on needs and co-produce support in response. | Director of Services & Development | March 2023 |
| Promote and use With Us intersectional resources across all work | Senior Management Team | March 2023 |
| Provide a rolling programme of DDPO intersectional training at least two (4 module courses) per year | CEO | March 2023 |

ⁱ We use the term Disabled people to cover all groups of people with impairment including: people with learning difficulties, people who experience mental distress, Deaf people, people with visual impairment, people with hearing impairment, people who are neuro-divergent, people with long term health conditions, people with invisible impairments and people with physical impairment. We recognise and respect that some of the groups (in our definition) do not think of themselves as being disabled but we believe we are united by the disabling barriers we face in an ableist society.

ⁱⁱ We are using the following description of intersectionality: “ways of working and thinking that include the interconnected nature of social categorisations such as race, class, gender and disability and the inter-dependent and compounded systems of discrimination, exclusion and disadvantage experienced by people who are subject to more than one of these social categorisations”.