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## Achieving Equality within EMD UK — *It's about all of us!*

Equality within EMD UK is all about fairness, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of physical activity and sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality or socio-economic status. EMD UK is committed to providing equitable guidance and governance to all our member organisations and to ensuring that all activities provided by member organisations are accessible and open to all.

To demonstrate and embed this commitment, EMD UK aims to maintain:

- a minimum standard of 40% of each gender
- the national average representation from the Black, Asian and minority ethnic communities when seeking the skill sets it needs for its Board.

As of 1 April 2017, the EMD UK Board is achieving these standards.

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### Diversity Action Plan

In order to maintain these standards for the future, EMD UK are working to the following Diversity Action Plan:

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#### **We ensure that when we recruit we promote the opportunity as widely as possible**

Aim: To ensure that we reach as diverse an audience as possible

How: Through our partner Sporting Equals  
Through gender focussed channels like Women on boards  
Through our partner WDSA

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#### **We equip our senior leaders to support diversity**

Aim: To provide the awareness and tools to lead by example

How: We will provide training opportunities for the senior team to develop their skills around fair selection and unconscious bias training

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#### **We will be held accountable**

Aim: To be transparent in our actions

How: We will publish, on our website, an annual update of the activity we have undertaken to maintain our diversity standards in the preceding 12 months