

Equity, Diversity and Inclusion Policy

October 2022

Purpose

This purpose of this policy is to guide The BEARR Trust in promoting equity, valuing diversity and creating an inclusive environment. It applies to all The BEARR Trust's activities and informs our ways of working with third-party organisations in receipt of BEARR grants and other support.

Definition of equity, diversity and inclusion

Equity, diversity and inclusion are defined as follows¹:

Equity means treating people in ways that make sure they are not unfairly prevented from accessing resources and opportunities. 'Equity' is different from 'equality', because it recognises that providing the same thing to everyone is insufficient to overcome the barriers to access that some people may face.

Diversity means having differences within an organisation or setting. People with differing identities, backgrounds and experiences should all have equitable access to resources and decision-making.

Inclusion means taking action to make sure people of different backgrounds, experiences and identities feel welcomed, respected and fully able to participate.

Policy statement

The BEARR Trust seeks to support civil society organisations (CSOs) working with vulnerable people in Eastern Europe, Central Asia and the Caucasus. As part of this mission, we are committed to:

- Promoting the dignity and basic rights of every person
- Supporting the development of strong and cohesive communities, in which community capacity is strengthened, and in which all people are valued and have a stake
- Recognising differences between individuals and respecting the talent and contribution of all people.

The political, economic and cultural context for equity, diversity and inclusion varies in the different countries in which The BEARR Trust operates. This means that people face different legal and practical barriers based on their race, age, gender, disability, sexual orientation, faith and other characteristics. In supporting vulnerable people in

¹ This definition draws on the National Council for Voluntary Organisations (August 2021), [Getting Started with Equity, Diversity and Inclusion](#)

Eastern Europe, Central Asia and the Caucasus we seek to empower CSOs to challenge discrimination and to promote inclusion within the local context in which they are working.

BEARR Trust commitments

The BEARR Trust will:

- Provide financial support through our Small Grants Scheme to CSOs that seek to positively promote equity, diversity and inclusion, especially among groups that face discrimination or are marginalised.
- Facilitate the exchange of good practice and mutual support among CSOs, to enhance their ability to promote equity, diversity and inclusion, including through conferences, webinars and information exchange.
- Carry out proportionate due diligence and monitoring to ensure that projects delivered by those CSOs that we support financially are in accordance with our Policy Statement. We recognise that the majority of the organisations with which we work are small, community-led groups working in a range of cultural contexts: our focus is on developing the principles of equity, diversity and inclusion and encouraging improvement, rather than on formal 'compliance'.
- Seek the views of partners, especially those partners that are based in Eastern Europe, Central Asia and the Caucasus, as we develop our approach to equity, diversity and inclusion.
- Ensure that information about The BEARR Trust is accessible to a range of audiences. This includes making sure that the process of applying to The BEARR Trust for grant support is simple and understandable.
- As an employer, ensure that recruitment processes are fair and consistent; that The BEARR Trust provides a safe and accessible working environment that values the requirements of the individual and is free from discrimination; and that all those working for The BEARR Trust are managed in a fair and equitable way.
- Seek to attract a diverse range of volunteers by making information about volunteering opportunities widely available and by managing volunteers in a fair and equitable way.
- Develop our Trustee Board over time, attracting Trustees with variety of backgrounds and experiences.
- Report on progress against our Policy Statement within every Annual Report.

Responsibility and oversight

All Trustees, employees and volunteers with The BEARR Trust are responsible for upholding our equity, diversity and inclusion Policy Statement. The Policy Statement will also be reflected in grant agreements with third party organisations.

Where an individual or group believe that they are experiencing treatment that is not in keeping with the Policy Statement or its spirit, they should raise the matter with the Chairman of The BEARR Trust. Any concerns should be considered by the Trustees at the earliest opportunity.

Review

The BEARR Trust is committed to continuous improvement. This policy will be reviewed by Trustees at least annually and will be supplemented with process notes and best practice as appropriate..

October 2022