

## CCMAC STATEMENT ON EQUALITY, DIVERSITY AND INCLUSION

Approved by CCMAC on 2 November 2023

Amended [Meeting Date]

We believe in a fairer future for everyone in the Clapham Common community. We know that by working together and inclusively we can do more than working exclusively. We believe that everyone has the right to live without fear or prejudice regardless of race, age, sex and gender reassignment, disability, sexual orientation, social class, religion and belief.

All members should be able to make a full contribution to CCMAC in their own unique way and operate in a manner which demonstrates respect and values diversity.

CCMAC will treat any reports of abuse and discrimination seriously. Should such a report arise, CCMAC will ensure it is investigated and appropriate action taken in line with our internal policies and procedures.

CCMAC is striving to create an inclusive board and community and have drafted an EDI policy creating key values for all CCMAC board members to work towards:

- 1. Our Community** - We will value our differences and benefit from our diversity of thought, background, and experience. We will reflect the diversity of those that we work with and for.
- 2. Our Behaviours** – We will act as role models and champions. Individually and collectively we will uphold our shared vision and stand up to challenge behaviours that don't reflect it.
- 3. Our Progress** – We won't stop listening and learning and will be honest and transparent about our progress.

Our aim is to achieve a more equitable, diverse, and inclusive board by ensuring Equality, Diversity and Inclusion (EDI) is reflected in our values and embedded in our practices and individual behaviours. In the wider community we expect all board members and partners of our third-party suppliers and partners to commit to treating their volunteers, members and workforce with dignity and respect.

**Clapham Common Management Advisory Committee**  
November 2023