

DIVERSITY HOUSE

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COMMUNICATION ON ENGAGEMENT



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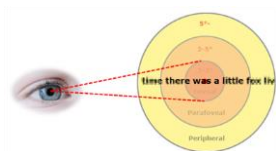


DIVERSITY HOUSE LIMITED
CONTENTS
Charity Number: 1122960

About Diversity House2
Diversity House Statement of Support3
Description of Actions and Measurement Outcomes4
.....5
.....6
.....7

About Diversity House

Diversity House is a registered Not-for Profit Organisation in the United Kingdom, established for the benefits of disadvantaged people, particularly those with a minority background. We provide numerous culturally proficient community services including – Advice, Information, advocacy and guidance on access to housing, employment, resolution of family and social problems, support to address race and hate incidents, health promotion and health education, social networking opportunities, drop-in-services, youth club, culture and heritage programs, provisions to enable women and girls' empowerment among others.



Our vision is a world where all individuals and communities feel valued, lead fulfilling lives, enjoy equal opportunities and share a common sense of belonging.



Our mission is to promote community integration, inclusion and cohesion.



To fulfil our mission and vision we have set the following four strategic objectives

1. **Collective wellbeing:** Empowering individuals and families through access to advocacy, information, advice and guidance, and through providing skills, education and development.
2. **Cohesive communities:** Promoting cultural and heritage understanding, acceptance and integration through educational workshops, events, cultural celebrations.
3. **Community Research and Inclusive Community Policies:** Working in partnership with local, regional, national and global organisations to maximise our impact, reach and efficiencies and share our knowledge and expertise.
4. **Strong and effective organisation:** Ensuring Diversity House achieves resilience and sustainability, is accountable and transparent, has the right skills and capacity to meet our objectives, and conducts good governance.

Period covered by this Communication of Engagement:**From: December 2017 - December 2019**

This report outlines Diversity House's activities to promote the tenets and principles of the United Nations Global Compact.

PART 1: Statement of Support by Chief Executive Officer, Diversity House, Christine Locke

To Our Stakeholders,

I am pleased to confirm that Diversity House (DH) reaffirms its support to the United Nations Global Compact, the Sustainable Development Goals (SDGs) and the UN Global Compact Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication on Engagement, we describe the actions that DH has taken to support the UN Global Compact and its Principles as suggested for an organisation like ours.

Yours sincerely,



Mrs Christine Locke (MA, MSc.) FCMI, ACIS
Founder & Chief Executive Officer
Diversity House

PART 11: Description of Actions and Measurement Outcomes.

Corporate sustainability starts with a company's value system and a principles-based approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. Responsible businesses enact the same values and principles wherever they have a presence and know that good practices in one area do not offset harm in another. By incorporating the Ten Principles of the UN Global Compact into strategies, policies and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and planet, but also setting the stage for long-term success.

In all its activities, Diversity House adheres to the above values and puts them in practice both within its own operation and with partner organisations.

- Engagement in local Global Compact networks, workstreams, and events - Diversity House is proactive in Global Compact Network by engaging with the Global Compact Network UK through meetings and attendance of Webinars. For instance, in 2019, Diversity House participated in Webinar on 'the SDG Compass Series'. Also, Diversity House through its community development activities encouraged its employees, volunteers and other organisations to join the network. Described below are some examples of our activities during the last two years:

Advocacy and influencing policy - mainly through events in public spaces, open workshops, community outreach and seminars on topics as gender equality, women and girls empowerment, bridging of gender pay gap, women's health, female genital mutilation, domestic violence, and addressing policy on 'no women who entered the UK domestic violence.

On Friday 23rd November subordination and minority women in the UK



within various spheres of health care, community leaders, community members, human rights campaigners, legal practitioners and a representative from the office of the Mayor of London came together to discuss and make recommendations for a white paper. The CEO of Diversity House

recourse to public fund' for migrant on spousal visas but are undergoing

2018, to challenge the raising differential treatment experienced by welfare system, a group of practitioners

Christine Locke spoke about the implications and the effects of ‘no access to public funds’ on Black and Ethnic Minority women, particularly, those of African descent.

Measurement Outcome

Women empowerment Principles –

Corporate mobilisation - Diversity House carried out roadshows and networking events to engage with ‘Not for Profit’ organisations, corporate businesses, Local Authorities and Academic institutes in its spheres of operation, creating awareness of the UN SDGs and its implications to organisations (public and private sectors). Some of the organisations engaged with in discussions, seminars, and workshops over the period were – Swale Borough Council, Kent County Council, Department of Works and Pension, Swale Council for Volunteer Services, Kent Community Foundation, Highsted Grammar School, DS Smith Kemsley Paper Mill, Sparshett Truck and Van Company, among others. Our CEO, Mrs Christine Locke spent time within the reporting period to visit public and private sector organisations, engaging those organisation’s leaderships on the importance of embracing and implementing the tenets of the UN Global Compact in their organisations.

Measurement Outcomes:

Human Rights, Principles 1-2 - The responsibility for human rights does not rest with governments or nation states alone. Human rights issues are important both for individuals and the organisations that they create.

Pictures below depicts two representatives of two organisations (SATEDA – Domestic violence support service and Involve- Housing organisation) proudly showing the SDGs that they are working towards in their separate organisations.



Promotion of 'Gender Equality' – Each year on March 8th Women from all around the world celebrate the collective power and contribution of women. The theme of the International Women's Day 2018 was "#balanceforbetter. Diversity House used the International Women's Day event as a platform to lobby for the rights of women in its spheres of operation in Kent, particularly in Swale District where women and girls are highly disadvantaged in almost all aspects of life. In terms of employment, women in Swale have the highest percentage of economic inactivity and those that are employed are paid lesser than the male counterparts. Therefore, we deemed it pertinent to work with local organisations to lobby and campaign for policies that will address the social factors that impedes women's progress in life. On March 8, 2019, we hosted several small sessions in collaboration with Kent Invicta, Kwik Fit and DS Smith Kemsley paper mill.

Our engagement with DS Smith Kemsley Paper Mill is vital to achieving social transformation for women living in Swale District as this organisation is the highest employer of people in the District with over 2000 employees. It is a multi-national organisation based in Kemsley, Swale District of Kent, and has a rich history dating back to the early 1900's. The industry is predominantly made up of men, however on March 8th, the 25 women who works in the Mill gathered together by the CEO of Diversity House, to celebrate and empower each other on their personal and professional journey's. At this event, workshop sessions were held to create awareness of women's rights in the workplace. It was noted that the women who participated in these workshops were unaware of their rights to flexible working hours, lone working, maternity and paternity leave and the existence of gender pay gap in the organisation where they work. Also, the women were not union members and did not understand the relevance of joining a union.

Measurement Outcomes – outcomes from these engagements were manifold, meeting both the Labour Standards and the Women Empowerment Principles, as discussed below.

Labour Standards

- Principle 6: the elimination of discrimination in respect of employment and occupation. The CEO of Diversity House held discussions with the Director for Equality and Diversity at DS Smith to outline ways in which the women working in the organisation could be supported to deal with issues at work, access flexible working scheme and how gender pay gap could be bridged or addressed. With the support of the Director, twenty-five women participated in an interactive workshop using a Diversity House Women empowerment framework as a tool to explore all the areas that puts them to disadvantage. They women involved in this

participatory activity gave some suggestions as to how the identified barriers could be resolved.

- **Women Empowerment Principles** - are a set of Principles for business offering guidance on how to empower women in the workplace, marketplace and community. The Principles emphasise the business case for corporate action to promote gender equality and women's empowerment and seek to point the way to best practice by elaborating the gender dimension of good corporate citizenship, the UN Global Compact, and business' role in sustainable development. Diversity House in engaging with the local organisations, particularly, DS Smith Kemsley Paper Mill, succeeded in getting the organisation's leadership to rethink on their Human Resources, Equality, Diversity and Inclusion, and flexible working policies. The Director for Equality and Diversity pledged to work with Diversity House to implement changes to their policies.



Engagement with the UN Global Compact

In May 2019, the CEO of Diversity House (depicted in the center of the picture below), attended the UN Global Festival of Action in Bonn, Germany. She networked with many participants from across the globe, gaining insight of how they are implementing the principles of the UN Global Compact and the SDGs.

Also, Diversity House participated with the UN Global Compact through its entry on two categories of the UN SDGs Action Awards in 2019. Although, it was shortlisted in the two categories, Diversity House did not win.

Our other activities and measurement outcomes are described in our project evaluation and charity annual report.

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