

DIVERSITY HOUSE

Email: info@diversityhouse.org.uk

Website: www.diversityhouse.org.uk

COMMUNICATION ON ENGAGEMENT



Christine Locke, CEO
christine.locke@diversityhouse.org.uk



CONTENTS

About Diversity House2

Diversity House Statement of Support3

Description of Actions and Measurement Outcomes4

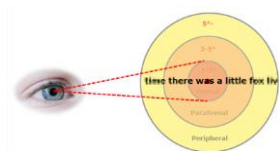
.....5

.....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 2019 - December 2021

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

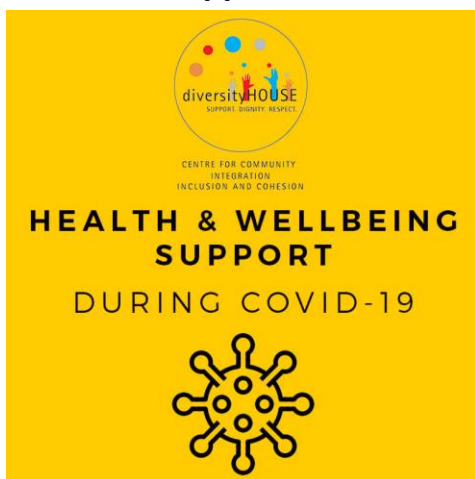
PART 11: Description of Actions and Measurement Outcomes.

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.

This reporting period has been marred by the global pandemic. Our charity has spent the past two years delivering activities to mitigate the negative impact of the COVID-19

COVID-19 Support and Addressing Health Inequalities.



The past year has been a period of turbulence and upheaval, a situation caused by the global pandemic. Covid-19 severely disrupted our plans for the year. However, our charity used the pandemic and lockdown in the United Kingdom as an opportunity to address social inequalities, lobbying and campaigning for human rights.

Race, Ethnicity and COVID-19 in the UK.

This year we understand that the COVID-19 pandemic has had a significant impact on the lives of everyone. However, research regarding the number of deaths from COVID-19 has identified that "People from all minority ethnic groups (apart from Chinese and mixed-race groups) are at greater risk of becoming very sick with COVID-19 than the white population in the UK. Black men and women are nearly twice as likely as white people to die from COVID-19" (NRHI, 2020).

We realise that although BAME women have been impacted more by the pandemic, many have also demonstrated strength and courage during this time. Therefore, to support the BAME groups that have borne the brunt of the upsurge of the pandemic, we engaged with 191 BAME women across Kent and Medway to identify the experiences of these BAME women, portraying how they coped during the COVID-19 pandemic. The legacies from the participatory work with the BAME



women were later shared with others in the communities, showing how one can gain inner strength and power to address social difficulties and learn from them.

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. We engaged with the 'debating a climate -first approach to corporate sustainability on 21 July 2021. Also, on 15 September we attended an online event tagged 'climate resilience via a people and nature centred approach' organised by the UN Global Compact UK 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, violence against women and girls, and addressing policy on 'no recourse to public fund' for migrant women who entered the UK on spousal visas but are undergoing domestic violence; Refugees and Asylum seekers; taking climate and environmental actions; among others.

Also, on 19 June 2020, we engaged women and organisations in our spheres of operation on a webinar to explore the issue of 'women empowerment post COVID-19. This webinar was as a result of our engagement with the Leaders' Summit on 15 to 16 June 2020.



census
2021

Census Champion

In recognition of your hard work
and support in helping promote
Census 2021 in your community.

Sir Ian Diamond
Professor Sir Ian Diamond
National Statistician



Office for National Statistics

In recognition of the hard work of our charity and that of our CEO Christine Locke in supporting the UK government particularly the Office of National Statistics to facilitate and promote the engagement with Census 2021, Diversity House and our CEO were awarded the Census Champion Certificates of Appreciation.

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, the National Health Service, Department of Works and Pension, Swale Council for Volunteer Services, Kent Community Foundation, The Sittingbourne School, Mid-Kent College, and 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.

Diversity House Supports Kent Police.



Due to the increase in the violence against women and girls, Kent Police decided to hold a roadshow to talk to community members about the actions that the Police is taken to ensure that women and girls are safe. Diversity House supported the Police on this occasion, the CEO of the charity and the Chair of the Swale Independent Policing Advisory Group were present.

Diversity House had a stand to display at the event, the interventions it provides for women and girls to avert violence and empower them

(<https://www.diversityhouse.org.uk/violence-women-girls-event/>).

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 Equality, Diversity, Inclusion & Intersectionality (EDII) in the Workplace



The charity has been working relentlessly to support corporate organisations, education institutions and businesses to embrace EDII as the culture of their organisations. We supported organisations such as the Dreamland Margate, Kent Community Foundation, and the Bradstow School with the audit of their policies, making recommendations so that their staff and clients are treated fairly and equitably. Due to the charity's activities in this area, it was nominated for the prestigious Diversity Award by the British Chambers of Commerce.

Climate and Environmental Actions

Diversity House in line with its commitment to the United Nations Global Compact and the



Sustainable Development Goals, particularly SDGs 13, 14, and 15, held a month-long climate and ecological campaign in its spheres of operations. The campaign involved creating awareness of climate and ecological actions, encouraging people to take bold personal actions to reduce their carbon foot prints. Several activities including litter picking, cloths swapping, encouraging bikeability and public engagement through environmental sustainability workshops were carried out. The month-long campaign ended with a family festival and parade in the Town Centre of Sittingbourne (<https://www.diversityhouse.org.uk/family-fun-day-festival/>). #swaleclimateaction came to life on Saturday 25th September at @diversityhouse headquarters at ISP House, Church street Sittingbourne ME10 3EG. Many participants from diverse backgrounds were treated motivational talks on taking climate action, cultural talks, food, and performances. The Kent Police were not left out in the action as they used the opportunity to celebrate their Diversity week. We appreciate #Familyhomes and #Morrisonssittingbourne for their support.



Promotion of 'Gender Equality' – Each year on March 8th Women from all around the world celebrate the collective power and contribution of women. However, due to the COVID-19 Diversity House the International Women's Day online, urging individuals and organisations to think about the challenges of women particularly during the global pandemic.

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 Army Engagement Group (AEG), the Armed Forces Diversity Engagement Team, and the Army Youth Outreach Team regarding the army reaching out to people of all backgrounds in their recruitment, particularly young people, women, and those with a minority background.



Diversity House works collaboratively with the Kent Police and at the start of the pandemic our CEO was elected the Chairperson of the Sittingbourne Independent Policing Advisory Group and since then, our charity has stepped up activities to promote Equality, Diversity, Inclusion, and Intersectionality in the Police Force.

- 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.



UN Global Compact

COMMUNICATION ON ENGAGEMENT

Engagement with the UN Global Compact

Due to the global pandemic, our engagement with the compact has been via virtual platforms. Our CEO attended 'The Leaders Summit' on 15 and 16 June 2021 virtually.