

## **Quaker Congo Partnership UK**

### **Equality and diversity Policy**

Quakers believe that all are equal and as a Quaker organisation our historic testimonies to equality, justice, peace, simplicity and truth are central to our work.

Quaker Congo Partnership UK is committed to treating all people equally and with respect regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. We want to work in ways that are inclusive and welcome diversity.

Within the UK we will try to ensure that our meetings and events are accessible to all; e.g., accessible venues, meetings held at times that don't prevent attendance, with hearing loop if possible, accessible by public transport.

We will use methods of communication and language that are easy to understand and help trustees and associates in use of new technology and social media if appropriate

In deciding what we fund and the direction of our support and our priorities, we will aim where relevant and possible to address inequalities; e.g., supporting women and girls, disabled people, those who have not had access to education, land, water, or good health.

#### **Diversity.**

Our three year agreement 2019 – 2021 states that:

'We will aim to reflect the membership of Britain Yearly Meeting and in line with our commitment to equality in particular to appoint at least two trustees under 40 within the lifetime of this agreement.' We will continue to work towards this objective. We are aware that our current trustees are all white, middle class, and mostly over 60. We will use a variety of methods to look for new trustees and associates.' In common with Quakers nationally we will try and take opportunities to consider our own privilege.

#### **Inclusion and respect**

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable at meetings, in emails or in other communication.

#### **Dealing with discrimination and harassment**

If there is a complaint the procedure will be for the complainant to contact the QCP UK clerk who will investigate the complaint involving an independent person such as a trustee of a charity which is a member of Quaker Africa Interest Group, or a relevant staff member or officer of BYM.

#### **Work with partners**

We will work with CEEACO our partner in DR Congo to encourage them to work towards equality within their projects, staffing and committees.

Adopted: 14<sup>th</sup> April 2021

Review date: 2024