

## **Appendix 1: Indicative actions for inclusion in EDI Action Plans**

### Theme 1: Organisational equality, diversity and fairness

*Promoting best practice in employment by ensuring workers are treated and paid fairly, tackling discrimination and bias and advancing equality, diversity and inclusion to make every employee feel valued.*

Indicative actions within this theme include:

- Improving board and senior management diversity
- Promoting development of staff from underrepresented groups
- Providing additional training, support and resources to support diversity within organisations
- Signing up to existing Mayoral-supported initiatives, e.g. Leadership 2025 and the London Healthy Workplace Award
- Ensuring that all staff are employed on fair terms, reducing the use of non-standard contract workers and those on zero hours contracts.
- Use of staff feedback surveys to measure staff satisfaction across protected characteristics.
- Improving recruitment practices to support a more diverse workforce, such as:
  - Gender neutral language used in job advertising and communication;
  - Review of candidate assessment processes to ensure that they mitigate opportunities for unconscious bias e.g. evaluation criteria set ahead of interviews, removing personal information from applications ahead of evaluation etc;
  - Minimum requirements for diversity of recruitment panels.
- Wider outreach activities to encourage a more diverse workforce to enter the industry e.g. work placements, mentoring, curriculum support sessions, supporting flexible working (including part-time and job shares) to support people in different circumstances.

### Theme 2: Sustainable and diverse supply chains

*Ensuring that environmental, social and economic sustainability is promoted throughout organisations' activities and supply chains and encouraging diversity through procurement activities.*

Indicative actions within this theme include:

- Removing barriers that inhibit small to medium enterprises, community sector organisations, diverse enterprises and under-represented groups from easily entering the supply chain

- Adopting procurement methods that encourage suppliers to reduce their environmental impact, including certification to independent environment accreditation schemes
- Providing training and employment opportunities for local people
- Schemes that encourage suppliers to employ a workforce that reflects London's diversity and address under-representation of diverse groups.
- Adopting procurement methods that evaluate 'social value' or 'EDI' as a scored quality criterion when commissioning work.

### Theme 3: Working together with Londoners

*Amplifying the voices of residents and Londoners through organisations' work, especially those that are under-represented or face significant housing-related inequalities.*

Indicative actions within this theme include:

- Ensuring that residents' voices are represented in governance and decision making, such as residents' forums and Board membership. Support for specific diverse residents forums, such as LGBTQ+ resident forums, can encourage underrepresented voices to be heard in a safe space.
- Maximising opportunities to take a meaningful and participatory approach to working with diverse community groups and organisations when designing and delivering affordable homes
- Providing additional community assets within developments that can support local people and help tackle inequalities
- Signing up to wider initiatives to improve resident experience, such as the HouseProud LGBTQ+ PledgeCard
- Committing to high standards of transparency and accountability, for example through implementing Freedom of Information principles (if not already subject to them).
- Ensuring that steps are taken to establish a full and accurate understanding of the community a project will serve, including that of the wider demographic and local context, and using this to inform an appropriate design approach that responds accordingly.
- Committing to ensuring that all communal amenity and play spaces within a development are accessible to all residents, regardless of tenure.
- Prioritising the health and wellbeing of residents in the brief of a project at the outset.
- Commitment to monitoring Social Value impact across all schemes using tools such as the Social Value Portal, or internally set Social Value measures.

