

## Equality, Equity, and Diversity

Dr Kim Whitaker strives for equality, equity, diversity, inclusion and human rights, throughout the company, staff and services we offer.

- **Equality** means treating people fairly (not necessarily the same), and not treating them unfairly because of reasons protected by discrimination law such as a person's sex, gender identity, sexuality, age or race
- **Equity** an approach and a process that recognises the existence of systemic social inequalities and introduces actions to proactively reduce, if not remove, institutional structural and cultural barriers to equal opportunity and inclusion
- **Diversity** is about recognising and valuing the differences in the range of people in our workforce and membership, so that we can benefit from having a range of perspectives in decision-making
- **Inclusion** means everyone feels valued and that they belong without having to conform. It means that members and employees with different backgrounds, characteristics and ways of thinking feel psychologically safe and are encouraged to come up with different ideas and suggestions, to raise issues, and try new ways of doing things
- **Human rights** are basic rights and freedoms afforded to all people in the UK regardless of their nationality or social

status. They are not privileges that can be taken away. They are founded on fundamental principles such as dignity, fairness, equality, respect and autonomy

- **Intersectionality** is when an individual's race, gender, disability, sexual orientation and other characteristics or identities overlap or 'intersect' so that they can be affected by a number of discriminations and disadvantages