

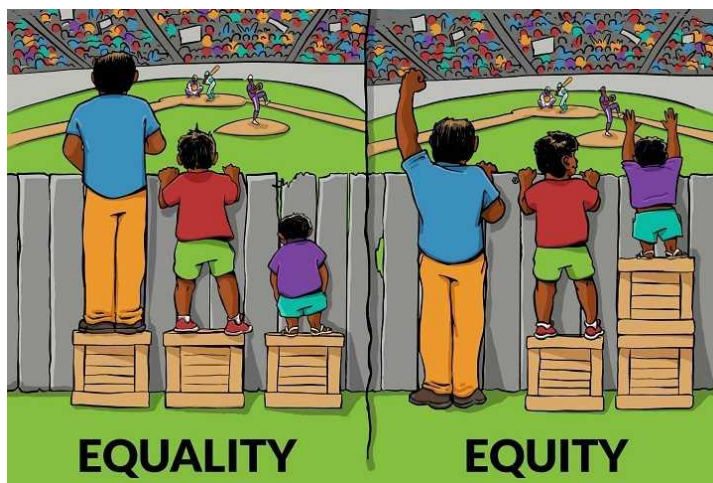
Equality Equity Diversity and Inclusion statement DCPG

Diversity is about the ways in which people differ. These differences should be recognised, celebrated and treated as a natural part of society. Every member of the guild is equal, regardless of their religious beliefs, race, sexual orientation, gender or gender identity, disability or age. Diversity is a strength and differences should be recognised and valued

Equality is a natural extension of diversity and is based on the idea of fairness, whilst recognising that everyone is different.

Inclusion means that all people, regardless of their abilities, disabilities or difference, have the right to be respected and appreciated as valuable members of their communities.

Equity is about giving people what they need, in order to make things fair. It means giving more to those who need it, which is proportionate to their own circumstances, in order to ensure that everyone has the same opportunities, for example providing more support to a disadvantaged member so they can access their full potential.



08 March 2021 | Natalie Bannerman, Capacity

Positive relationships are a fundamental principle of the guild. Everyone is encouraged to be themselves. The guild respects and values diversity, equality, equity, and inclusion in its membership, its activities and the behaviour of its members. Where we are aware of imbalances in the differences of our membership we should actively encourage changes which enable barriers to membership to be removed.

Prejudice and stereotyping should be challenged and evidence of bullying, harassment or microaggressions should be taken seriously and dealt with a 'zero-tolerance' stance taken on all forms of discriminatory, or disrespectful behaviour.