

# Statement of commitment to become fully inclusive of D/deaf and disabled people and their organisations.



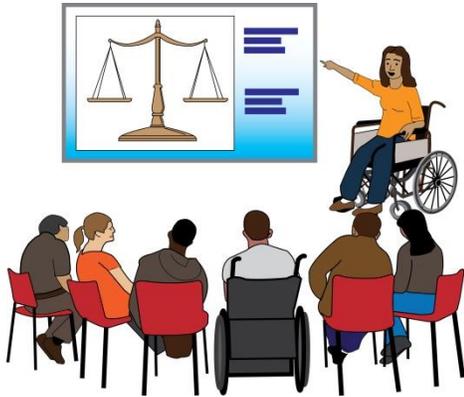
At Equally Ours we believe that a good and strong society is a fair and inclusive one; that is free from harm and where everyone can contribute and grow - A society that is equally ours.



Equally Ours' mission is to make equality and human rights a reality in people's lives. We do this by working with our members and others at national, regional and local levels, bringing together lived experience, research, communications and policy expertise.



We are committed to ensuring that everyone is included in our mission, and has access to the information and tools they need to take part in achieving it.



In the past year we have been working to strengthen our network and improve how we support members to engage on a range of public policy issues.



We want to make sure there is better access and inclusion for D/deaf and disabled people and their organisations.



Our members from user-led D/deaf and disabled people's organisations told us their frustrations with policy-makers who communicate in inaccessible ways. They don't provide accessible ways or enough time for people to take part in events and consultations.



As an equality and human rights network we have a responsibility to make sure that our networks are fully inclusive of D/deaf and disabled people and their organisations. We also have a responsibility to make sure policy-makers are inclusive and accessible.



We have a diverse membership and have a range of practical measures in place for staff, trustees, and stakeholders.



These include:

- the guaranteed interview scheme,
- flexible working,
- accessible venues,
- providing adjustments,
- building access and
- interpretation costs into budgets,
- building responsibility for accessibility into key job roles,
- all of our web content to meet the [Web Content Accessibility Guidelines](#).



Being truly inclusive is an ongoing journey, and we recognise that there is always more to learn and there is always more we can do.



This statement is our commitment to make sure that we keep up to date, keep improving and take the necessary steps needed to become a truly inclusive network.



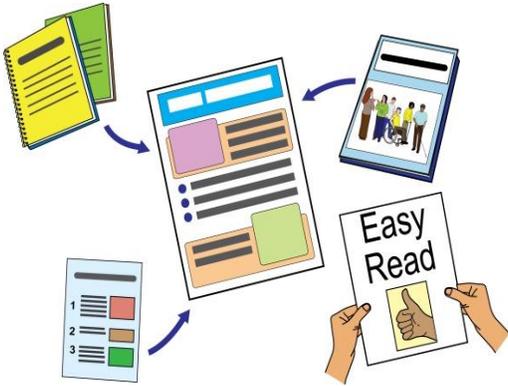
We have identified key areas where we will focus our efforts:

- **Dissemination of information:** Make important information from Equally Ours available in different accessible formats. We will also plan to make information about future projects accessible. This will include guidelines, research and reports we write or commission.

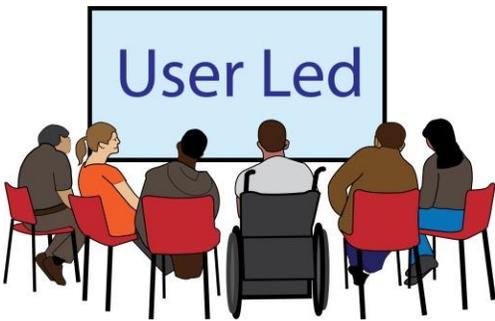




- **Events and meetings:** We will make sure our meetings are inclusive of D/deaf and disabled people. We will increase and improve what we know and what we do around inclusion. This will include meetings we host in partnership with other organisations or public bodies.
- **Funding:** We will include costs to make things more accessible and inclusive in all financial planning, so as to plan for needs and increase our accessible resources.
- **Policy engagement:** We will make sure the need for accessibility is included in all policy responses. We will also advocate and ask for accessible documents and consultation processes to support D/deaf and disabled people's organisations and individuals.



- **Consistent practice:** We will bring together information on our accessibility practice and update our induction programme. We will make sure that all new staff are fully aware of our approach and processes.



- **Wider network:** We will continue to work with user-led organisations within our network. We will support Equally Ours members and the voluntary sector to become fully inclusive and able to work with people who experience more than one form of discrimination such as racism, sexism, or ageism.



We know that inclusion isn't just about disability and access.

We are committed to inclusion across all areas of equality.



We welcome feedback on how we can keep improving inclusivity in our network as a whole.