

# EDI Template inc. Route Map

Building Excellence By  
Empowering Ethical Change

**D'ROSE DEVELOPMENT CONSULTANCY LTD**

[DRoseBusiness.com](http://DRoseBusiness.com)





# Sabrina Shadie

D'Rose Development Consultancy Ltd -  
Award winning Diversity specialist

Personal experience of Intersectionality

20 years professional experience in Inclusive  
learning, education and diversity

8 years as an independant consultant

Developing Inclusive Leaders & professionals



# Definitions

EDI = Equality, Diversity & Inclusion

Equality = Equal Access to opportunities

Equity = recognizes that individuals require allocation of resources and opportunities specific to their needs to enable them to reach an equal outcome.



# Definitions

Diversity = Meaningful representation of all parties

Inclusion = Removal of all barriers to engagement

POC = People of Colour

AR = Anti-Racist



# Definitions

BAME = Black, Asian and Minority  
Ethnic people or communities

Race = Inaccurate term used to  
identify people by skin tone

Ethnicity = Combination of heritage,  
culture, religion & language

Nationality = Citizenship & location





# Key Considerations

Full Colour's Route Map is Ethnicity Focused



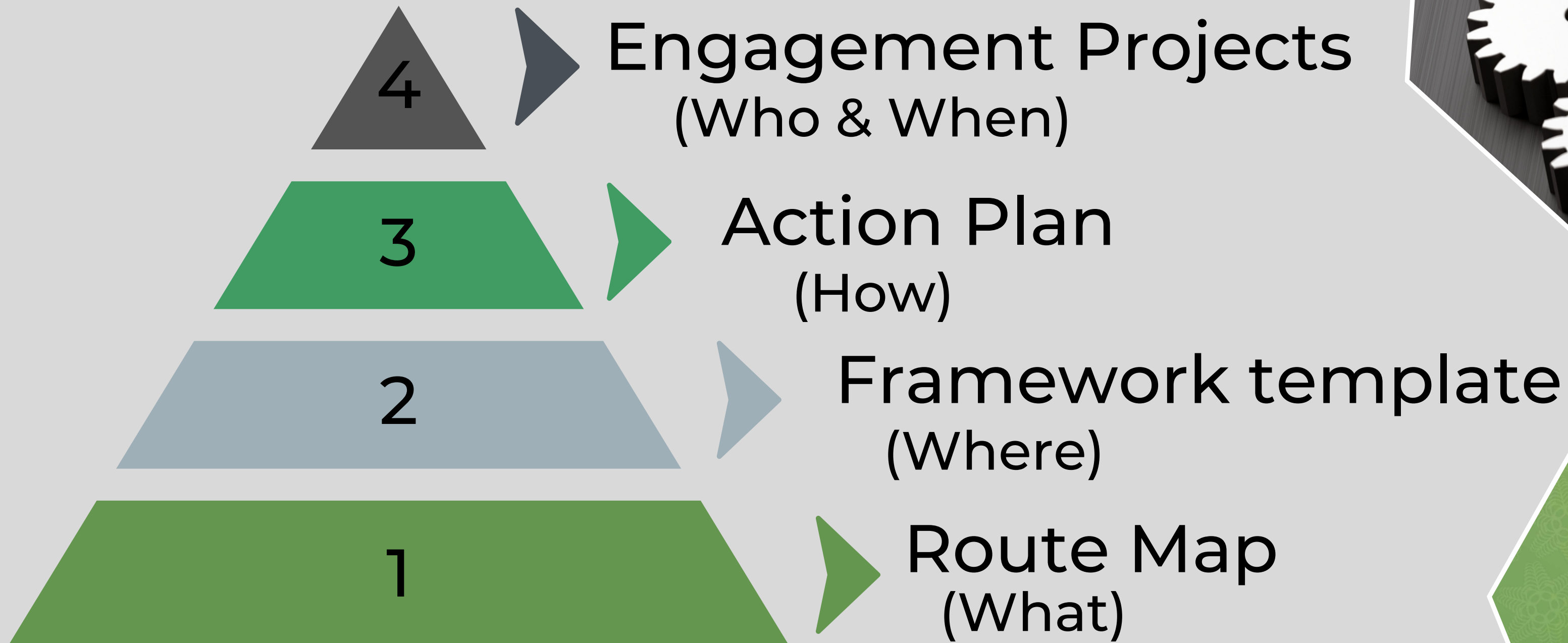
D'Rose Frameworks include all Protected Characteristics and Intersectionalities



D'Rose also includes Wellbeing as a fundamental part of EDI practice

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# EDI Strategic Frameworks



# EDI Strategic Framework

1. **Route Map** - What are the EDI goals?
2. **Framework** - Where should we focus our energy?
3. **Action Plan** - How will we take action?
4. **Engagement Projects** - Who will be responsible and when will the actions happen?

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# Implementing EDI

## Tools -

- Strategic Frameworks
- Action Plan template
- Inclusive Engagement

## Engagement Projects -

- Champions Initiative
- Sharing Resources
- External Partnerships
- Diverse Talent Projects



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# D'Rose Framework Purpose

- Review existing processes
- Map current systems
- Gap analysis
- Identify **key stakeholders**
- Understand resourcing needs
- Begin action planning
- Share good news & practice (internally and externally)

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# Building on existing wins

- Organisational Values
- Stakeholder Engagement
- Visible EDI Leadership
- Sharing Resources
- Connecting with local and national projects or initiatives
- Sharing good news publicly

# Action Plan Template

## Excel Spreadsheet which maps actions against commitments and frameworks



		Route Map Towards Greater Ethnic Diversity - download here - <a href="https://www.wcl.org.uk/diversity-route-map.asp">https://www.wcl.org.uk/diversity-route-map.asp</a>			
		Published July 2022	<b>Definitions</b> - EDI = Equality, Diversity & Inclusion		AR = Anti-Racist
			POC = People of Colour		
		Year 1 Milestone	Year 1 Actions		Year 2 Milestone
	Action Plan Ref	FOUNDATIONS LAID: Shared understanding & commitment	How will we achieve this?	Action Plan Ref	PEOPLE EQUIPPED: Mindset change, knowledge, skills & systems in place
1. Evolving Culture	1.1A	EDI and AR definitions embraced		1.2A	HR/leaders/managers adopting inclusion & AR practices
	1.1B	HR/leaders/managers "change agent" role defined		1.2B	AR recruitment/dev practices developed
	1.1C	Inclusion learning opps established		1.2C	HR/leaders/managers equipped to support inclusion
	1.1D	Orgs make public commitment to take action		1.2D	POC have power/support to drive change
	1.1E	EDI and AR terms understood		1.2E	Sector wide understanding on how to recognise/address racism

Route Map by Srabani Sen - Full Colour

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# D'Rose Framework Template - Excel Spreadsheet which maps actions against commitments and frameworks

- Provides overview of EDI strategy
- Links to Route Map and other commitments or strategies
- Provides accountability, tracks progress, supports reviews and implementation initiatives
- Customisable document template to support organisational development





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