



DEI Definitions

The
Henry Smith
Charity
founded in 1628

The Henry Smith Charity has developed a set of Diversity, Equity and Inclusion definitions to guide our work so that grant applicants and recipients, trustees, staff and volunteers at the Henry Smith Charity feel respected and valued, and are supported and confident in putting Diversity, Equity and Inclusion at the core of their work.

Definition of Equality

Equality at the Henry Smith Charity is actively creating an environment that addresses power differences between those we work alongside, trustees, staff and volunteers.

This means individually and together trustees, staff and volunteers:

- Define and actively try to understand the power differences in their working relationships
- Are as transparent as possible about who makes decisions and why
- Decision makers are accountable for the decisions they make
- Take responsibility for creating an environment which maximises the safety and comfort of grant applicants and recipients, fellow trustees, staff and volunteers
- Take action to ensure power is exercised respectfully and is held by those in the best position to add value and create success. This applies to trustees, staff, volunteers, grant recipients and applicants in order to create an environment of trust
- Are flexible and supportive in working with others to achieve agreed outcomes

As a result, power differences will be minimised, and the Henry Smith Charity will have high levels of trust internally, and with grant applicants and recipients.

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Definition of Equity

Equity at the Henry Smith Charity means we work to understand and reduce barriers faced by the different groups of people we work with internally and externally.

This means individually and together trustees, staff and volunteers:

- Create an environment that allows us to learn about the barriers faced by colleagues, grant applicants, recipients and the communities and people they work with
- Take active steps to adapt how we work to reduce barriers the Henry Smith Charity may be creating
- Share learning with each other, grant applicants, recipients and other funders and sector partners

As a result, people and communities facing barriers will have a greater opportunity to succeed.



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Definition of Diversity

Diversity at the Henry Smith Charity is about actively seeking out and ensuring people with different backgrounds, identities and life experiences can freely contribute ideas and perspectives.

This means individually and together trustees, staff and volunteers:

- Believe a more diverse and inclusive Henry Smith Charity will be better able to achieve its mission
- Take action to bring people with different characteristics and backgrounds into the Henry Smith Charity
- Take the time to understand the identifies, backgrounds and experiences of people who are different from themselves
- Take time to understand the identities, backgrounds and experiences of people and communities our funding reaches

As a result, the Henry Smith Charity will have a richness of thought and learning, and be more knowledgeable about and representative of grant applicants and recipients.



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Definition of Inclusion

Inclusion is actively respecting and embedding diversity in how we work, think and make decisions at the Henry Smith Charity and ensuring that all voices are heard .

This means individually and together trustees, staff and volunteers:

- Actively listen to and are open to giving and receiving challenge in undertaking their role
- Create an environment that actively seeks out and values a broad range of people and views
- Are open to changing how they think and act, having heard the views of others
- Take time to learn about, face and address the impact of their own biases on others and their place in upholding systemic bias

As a result, grant applicants and recipients, trustees, staff and volunteers at the Henry Smith Charity will feel respected, valued and able to bring the aspects of themselves they choose to bring, to achieve their full potential.

