

BYM and The Quiet Company EDI Vision Statement

Summary

Britain Yearly Meeting and the Quiet Company (Friends House) are committed to fostering inclusivity, diversity, equity, and radical acceptance in our workplaces, where different experiences aren't just tolerated but valued and appreciated.

Our Vision Statement

We aspire to be an organisation where everyone is included, respected, and treated fairly. We will work to ensure that all staff can be themselves and are able to thrive in an inclusive, anti-oppressive and accessible workplace. Quakers in Britain will foster an equitable culture built on community, inclusivity, and acceptance, where different experiences are appreciated, and diversity is celebrated. To achieve this, we commit to co-creating workplaces where people who have been marginalised are listened to, their talents are appreciated, and their well-being supported.

We commit to creating space for staff to raise concerns about any experience of oppressive or discriminatory behaviour, which will be listened to and addressed at a senior level.

We believe that valuing difference comes about by creating a culture of mutuality where everyone is willing to keep learning about how to be more inclusive, and to hold ourselves accountable when we get things wrong.

We recognise the need to generate social activities on an on-going basis that lead to collaboration, productivity, innovation, and creativity. To enable this, we commit to create space to do this in the face of demanding workloads.

We acknowledge that the aspirations in these statements can only be realised if we build trusting community.

EDI Working Group