

NCEO Equality, Diversity and Inclusion Principles

EDI (equality, diversity and inclusion) principles are plain language descriptions of the paradigms that NCEO holds in relation to EDI. They enable consistent communication about EDI, and support strategy and action planning. They provide a way for NCEO staff and students to consider their activities via an EDI lens.

These are -

1. **Everyone is valued** – we recognise, respect and use our similarities and differences to each other positively.
2. **EDI is everyone's responsibility**- everyone plays their part in making NCEO welcoming and supportive to all, from role-modelling by senior leaders to everyday welcoming and inclusive behaviours by everyone.
3. **Evidence based actions that are co-created with those most impacted** – we base the actions we take on evidence from within NCEO and advice from experts and those with lived experience. We are pro-active about co-creating our actions with people most affected by them and learning from practice in other organisations.
4. **Continually learning and improving** – we accept that there is much to learn and we may make mistakes (as individuals and as an organisation). We expect and welcome respectful feedback and challenge when something doesn't feel right and will use this to do better.