

Equality, Diversity and Inclusion

Reflection Questions: Dip Your Toe In



This worksheet sits alongside YTAS' **Equality, Diversity and Inclusion Toolkit** and offers a starting point to help you reflect on and consider the measures you currently have in place in your organisation and what areas could be developed further. So grab a cuppa, corral your team, and work through the sheet together.

If you don't know all the answers just yet, that's OK. This shorter list of questions is here to get the conversation started. If you feel confident or ready to get your teeth into some more in-depth questions, you may like to look at **Reflection Questions: Deep Dive**.

You can find more detailed support and information on our website, or we're always here to answer your questions via phone or email.

	Tick once discussed	Who is responsible? And who can help us?	What do we need to do next?	Useful resources or starting points
WHY EDI?				
Why is this area of work important to you? And to your organisation?				
Are you aware of the protected characteristics outlined in the Equality Act 2010?				If not, you can find them linked here
Do you have measures in place to support the protected characteristics outlined in the Equality Act?				

POLICIES AND PROCEDURES				
Does your organisation have an Equality, Diversity and Inclusion policy or action plan?				Here is a good place to start
Who has been involved/consulted in the development of this policy?				
Do you have suitable methods in place to ethically collect equalities data from participants?				
<ul style="list-style-type: none"> Why are you asking the questions? How are you collecting the information? How would practitioners want (or need) that information presented? 				

<p>What are you doing with the data you collect? How is it informing your ongoing practice?</p>				<p>Want to see what other groups are doing? Check out the Current use of EDI Data in the Youth Theatre Sector report</p>
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PARTICIPATION AND YOUNG PEOPLE

<p>If necessary, are you actively promoting steps and resources to connect with marginalised or underrepresented groups in your community?</p>				<p>Read this interesting provocation from Stella Duffy</p>
<p>Do you have suitable resources and methods in place to assist students who may have difficulty engaging (in person or online)?</p>				<p>It may help to look at these great Access Statement templates</p>
<p>Do you offer financial subsidy or contribution to travel costs for participants who need it?</p>				

SUPPORTING STAFF AND PRACTITIONERS

<p>How can you support diversity at an organisational/board level?</p>				<p>Here is an interesting blog post from Hilary Carty on this topic.</p>
<p>How can you ensure your employment opportunities and practices are equitable and fair?</p>				
<p>Have you considered any training that staff may need? Who can help deliver this?</p>				

REIMAGINING THE FUTURE

<p>What actions feel appropriate and achievable for your setting/context?</p>				
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