



**VTCT**

# Equity, Diversity and Inclusion Anti-Racism Roadmap

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- ▶ A Roadmap for VTCT and, potentially, other AOs/EPAOs to engage with EDI focussing on actions leading to the following staging posts:
  - ▶ Emerging
  - ▶ Established
  - ▶ Leading



# Introduction

- The *Home Truths: Undoing racism and delivering real diversity in the charity sector report* (ACEVO and Voice4Change)  
(<https://www.acevo.org.uk/reports/home-truths/>)  
is not a report that asks if there is a problem with 'race' equity in the charity sector. It has long been known that there is an under-representation of BAME people working in the charity sector, and that under-representation is worse in senior leadership roles. Instead, in this report it seeks to reframe the 'diversity' debate, saying that racism is a significant and unresolved issue in the charity sector just as it is in the rest of society.
- This EDI Roadmap is VTCT's response to the not only to the challenge of the report, but also to the issues that affect the Awarding and Assessment sector as a whole, and particularly for VTCT. Black, Asian and other minority-ethnic groups are under-represented in our organisation at a senior level and on our Board. Our qualification specialisms of Hair and Beauty have cultural identification issues with the Black community.
- We hope this EDI Roadmap sets for out for VTCT our new perspectives, possibilities and ambition for change



# How to Use this Roadmap

- ▶ The roadmap includes three 'levels' of VTCT approaches to EDI, organised by different levels of maturity:
- ▶ **Emerging:** VTCT just beginning to address a more anti-racist and equity-based approach
- ▶ **Established:** VTCT with an established approach to EDI and structures in place to support it
- ▶ **Leading:** VTCT is a model organisation to other AOs and EPAOs on EDI matters

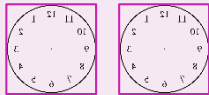

Each 'level' contains a series of initiatives VTCT will implement to reach a point where it is considered a model AO/EPA regarding EDI.

These initiatives are categorised as:

- ▶ Leadership
- ▶ Learning and Research
- ▶ Operations
- ▶ Partnerships and engagement
- ▶ Data Collection

The Roadmap is intended to be used by the CLT and Board to guide decisions about EDI within VTCT and for staff to measure and check against progress

- ▶ Each initiative has both an indicative 'cost' and 'time' rating. As a general guide, we would estimate the following:

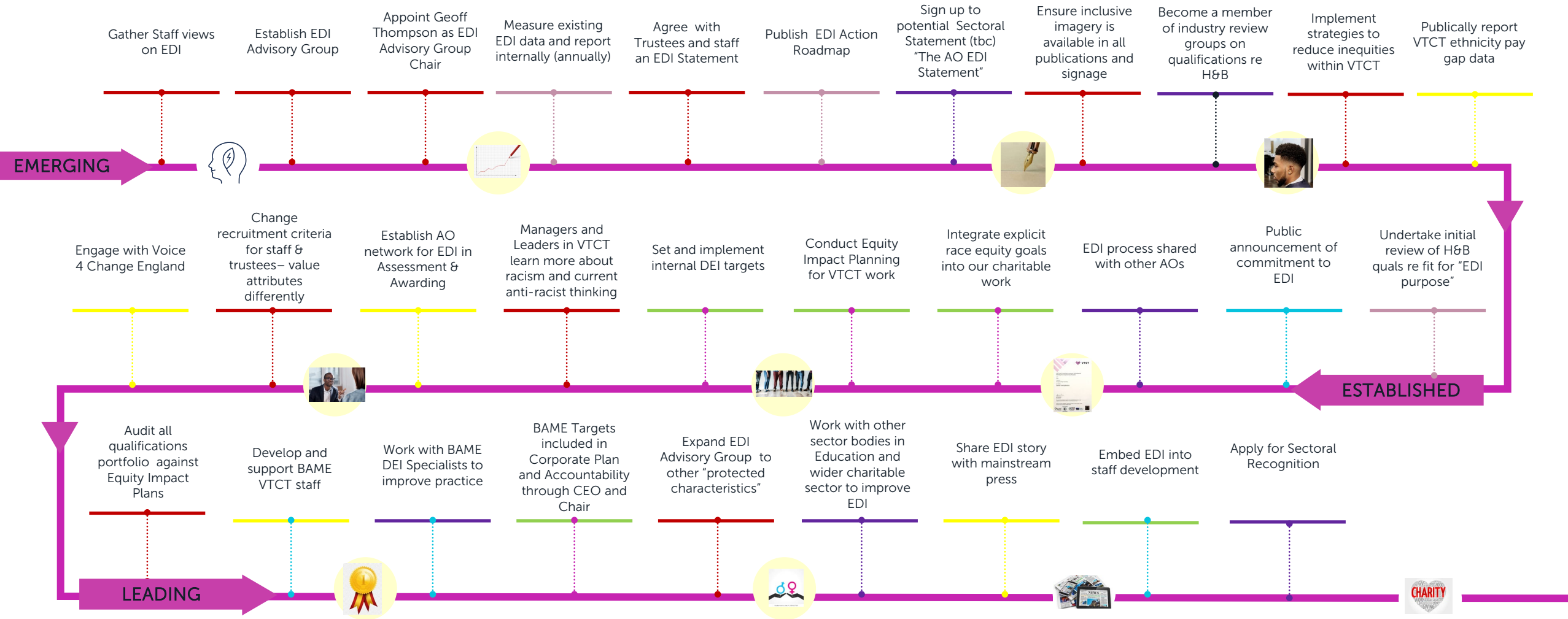
Cost	Explanation	Time	Explanation
£	Main cost is staff time		< 6 months
££	Additional Costs (£1-10K) and/or staff time		6-18 months
£££	Substantial Costs (£10-30k) and/or staff		18+ months

# Key Words and Definition

Key Word	Definition
Inclusion	Actions that that invite and support “difference” in a setting
Diversity	<p>The presence in VTCT of people who together have various elements of human difference such as gender and gender equity, “race” and ethnicity, faith, sexual orientation, disability classification and class.</p> <p>It can only apply to a collective, not to an individual (Bolger,2017)</p>
Equity	<p>An approach to diversity and inclusion that includes:</p> <ul style="list-style-type: none"><li>• An analytical framework – certain people/groups are differently situated in society</li><li>• A way to think about corrective action to level-up</li><li>• Thinking about outcomes for BAME individuals or groups – they must be enhanced to achieve equality</li></ul>
BAME	<p>Black, Asian and Minority Ethnic ‘BAME’ – this has many limitations e.g. White is ‘normal’ and everyone else is ‘other’; people think of themselves in more specific ways such as black Caribbean, Chinese. Others may identify more with African/African Diaspora, Black/Black Muslim</p> <p>VTCT use the term to describe the aggregate experiences of (often) racialised and minoritised people categorised as other than ‘white British’</p>



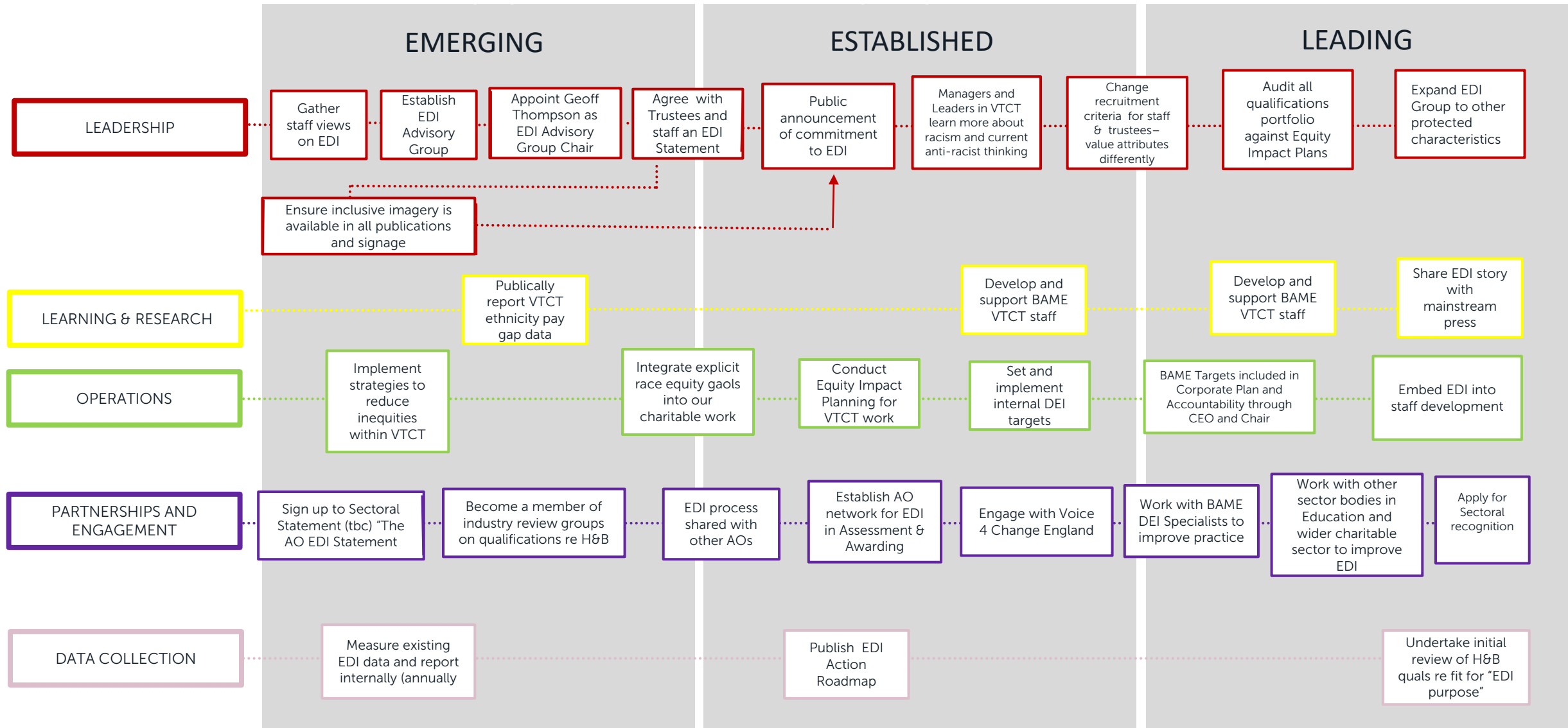
# EDI ACTION ROADMAP



- Leadership
- Learning and research
- Operations
- Partnerships and engagement
- Data collection



# EDI ROADMAP ACTIVITIES BY AREA



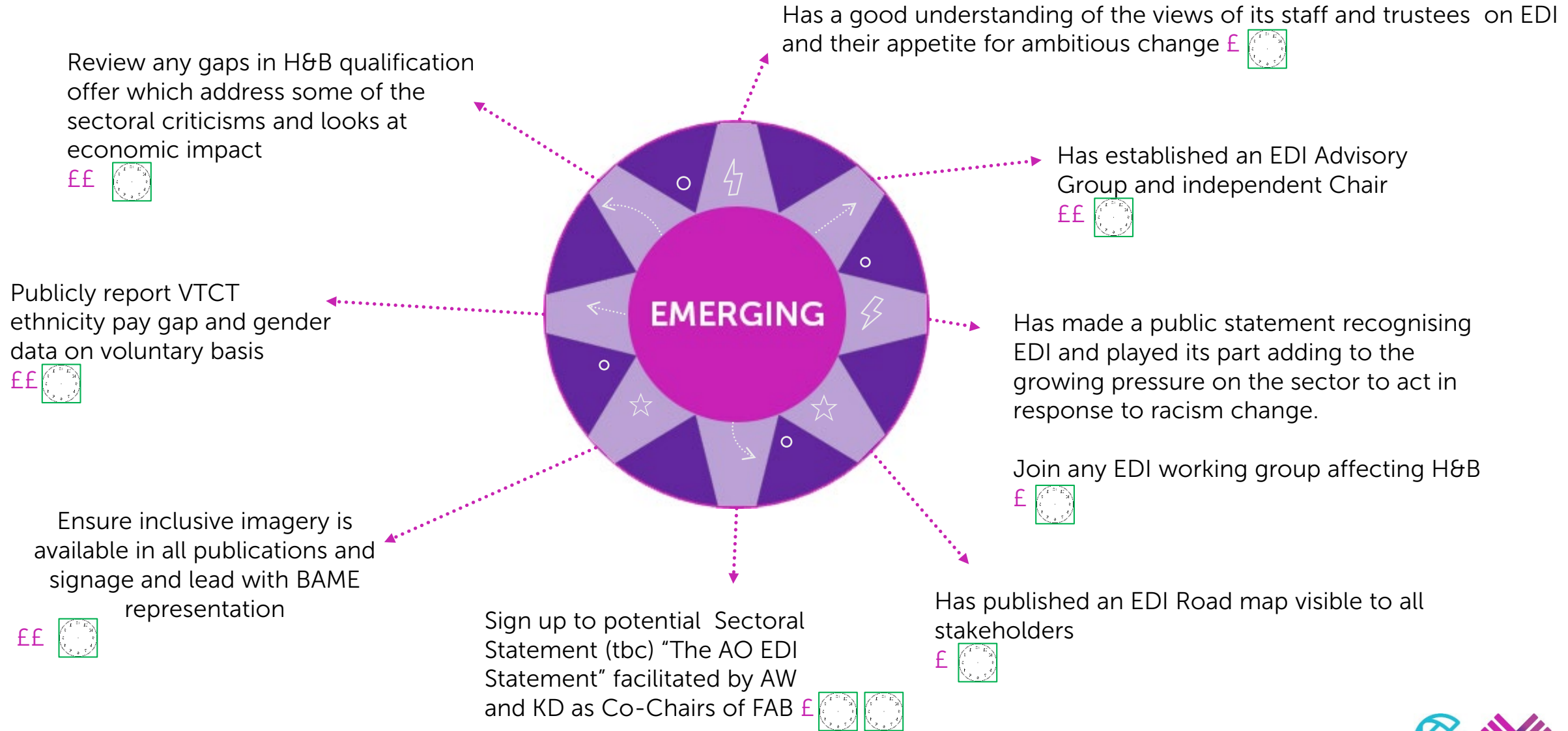


**VTCT**

**EMERGING**



# WHAT DOES AN 'EMERGING' VTCT STAGE LOOK LIKE?

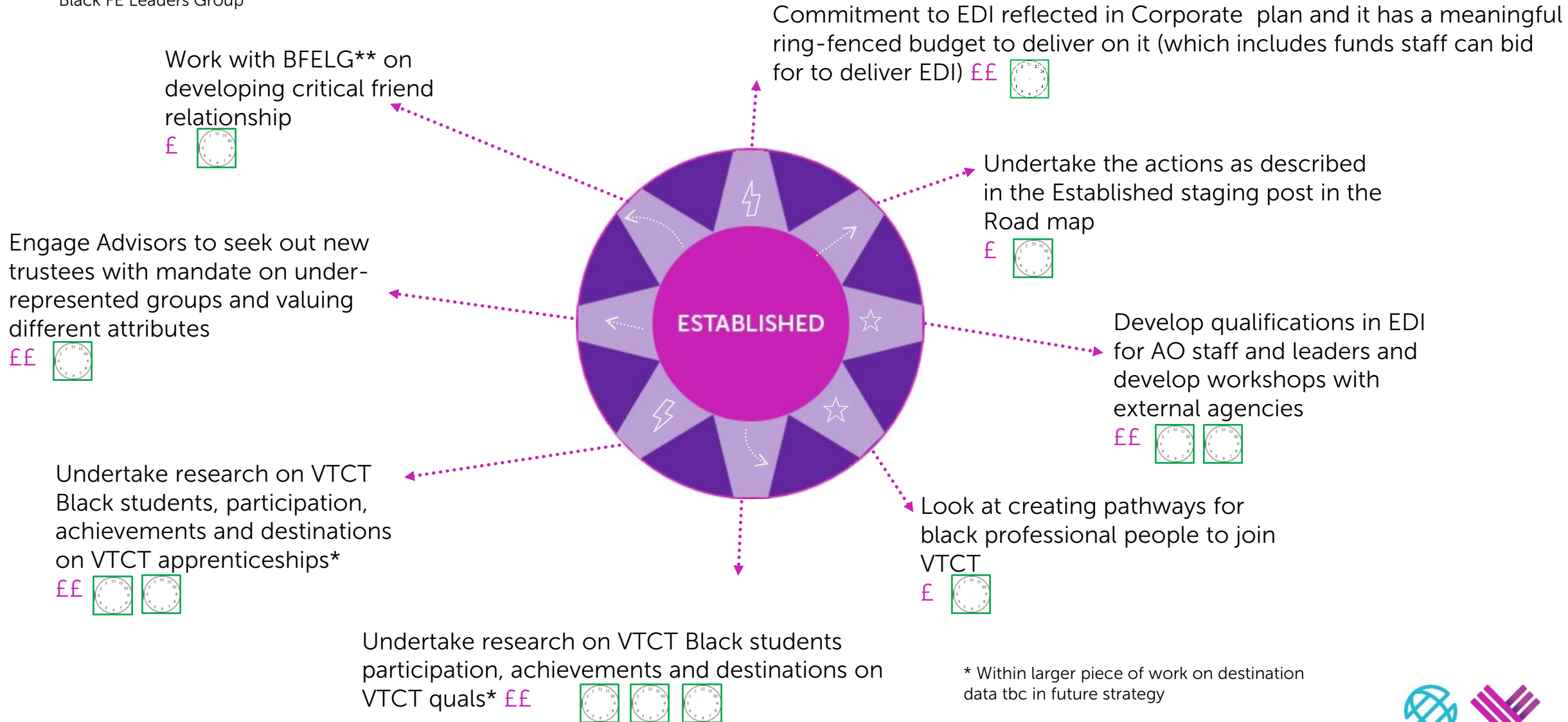




**ESTABLISHED**

# WHAT DOES A VTCT 'ESTABLISHED' STAGE LOOK LIKE?

\*\* Black FE Leaders Group



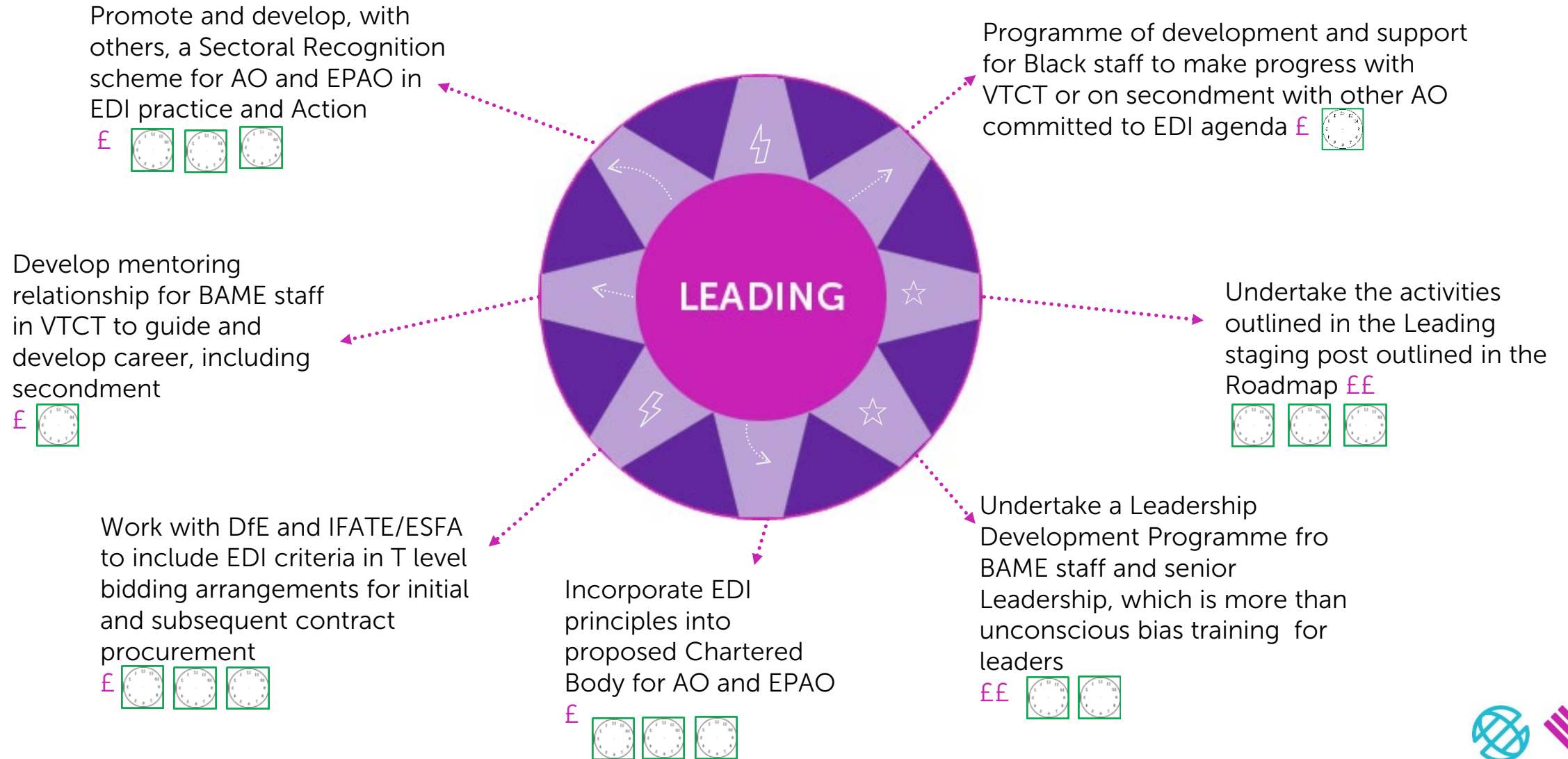
\* Within larger piece of work on destination data tbc in future strategy





**LEADING**

# WHAT DOES A VTCT 'LEADING' STAGE LOOK LIKE?



**“No problem can be solved  
from the same level of  
consciousness that created it”**



**VTCT**

