Meeting date	16 June 2023
Agenda item	
Subject	Equality, Diversity and Inclusion Workflow
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Report	**CONTEXT**
	The ICOM UK Executive committee has at various points over the last 3 years raised concerns and matters relating to equality, diversity and inclusion (EDI) and how this impacts and relates to the work of ICOMUK.
	
	EDI has manifested in many areas of ICOM UK's work, including:
	➢ The make up of the ICOM UK Executive committee
	➢ The types of organisations and host nations of organisations where ICOM UK supports work through travel bursaries and grants
	➢ The content and contributors for ICOM UK events and content
	
	this is a non exhaustive list but exemplifies the 'horizontal' nature of this workflow.
	
	At the Q1 2023 meeting, the Executive Committee agreed that a committee member (Edmund Connolly) would author a route forward to create this workflow into a project for ICOM UK.
	
	CURRENT STATUS
	I tabled a proposed route forward at the Q2 Executive meeting that was unanimously voted as an acceptable and ideal route forwards.
	
	The complexity of this point is to ensure that unlike many other EDI initiatives, we are committed to ensure there is change. Any policies or programmes are to have:
	➢ defined and understandable actions
	➢ accountability lines and owners on the Exec Committee
	➢ attainable timeframes for implementation, impact and evaluation
	
	The accepted route forward includes 4 clear project stages:
	1. Define Success
	    a. The Exec Committee will feed into an initial PID to define what the goal is of this workflow
	2. Establish environment
	    a. Set benchmarks and parameters based on case studies and like-for-like orgs and markets

| | 3. Resource scope
    a. Analyse current resource capacity, market need and expectations etc to understand what is feasible for ICOM UK
4. Delivery
    a. define a series of actions within a portfolio of work to deliver over an agreed timeframe

NEXT STEPS
Once the initial consultation with the Exec COmmittee is complete to define success, this will inform the project PID.

The Exec Committee will then agree on the project delivery resource to be allocated to delivering the workflow and the next stage (Establish environment) will start |
| **Decision to be discussed/ made** | |