

# Equality Diversity and Inclusion (EDI) - Statement of Intent

We believe in fairness of opportunity for all and we know that by working together we can do much, much more as a network/consultancy. We believe that everyone has the right to live without fear or prejudice regardless of race, age, gender, gender identity, disability, sexual orientation, social class, religion and belief.

Everyone should be able to make a full contribution to the workplace, respective memberships, and society in their own unique way and live in a world which demonstrates respect and values diversity.

MemberWise understands our duties under the Equality Act 2010 (the "Act"). As an organisation we treat any reports of discrimination seriously and will ensure it is investigated and appropriate action taken in line with our internal policies and procedures.

MemberWise is committed though to do more than just adhere to the Act. We strive to create an inclusive network/consultancy and have adopted the following organisational values:

1. Pride in our network, membership, stakeholders and clients
2. Responsive and flexible
3. Open and accountable
4. Value for money
5. Integrity
6. Dependable
7. Empowering membership bodies

We will value our differences and benefit from our diversity of thought, background, and experience. We will reflect the diversity of those that we work with and for.

Our staff, associate consultants and ambassadors will act as role models and champions. Individually and collectively, we will uphold our shared vision and stand up to challenge behaviours that don't reflect it.

We won't stop listening and learning and will be honest and transparent about our progress.

Our aim is to achieve a more equitable, diverse, and inclusive sector (The UK Membership and Association Sector) by ensuring Equality Diversity & Inclusion is reflected in our values and embedded in our practises and individual behaviours. Our expectation is that all of our clients, members, recognised suppliers and official partners commit to treating their workforce and residents with dignity and respect; in addition to complying with the Act.