

# Diversity, Equity and Inclusion Pledge

***“Our future is bright because our voices are diverse, our behaviours are inclusive, our actions drive equity, and our people feel a sense of belonging”***

As a learning organisation, Zurich Community Trust ‘ZCT’ is committed to educating ourselves about diversity, equity & inclusion “DEI” and its impacts - this means being open minded, curious, keen to learn, to practice active listening and to understand.

Creating a culture where everyone belongs, and individuals learn to take personal responsibility for their behaviours, actions, and learning is fundamental to our mission. If confronted with bullying, harassment and/or discrimination within our organisation, we pledge to take action to deal with any such inappropriate, offensive or intimidating behaviour.

In support of our values, we pledge to continuously work towards creating a more diverse, equitable and inclusive environment where everyone can thrive, regardless of their identity, background and any protected characteristics - whether as an employee, volunteer, trustee, partner, charity friend or service user. We will use audits, training, feedback and the advice of external professionals committed to DEI in order to achieve this.

ZCT supports a wide range of charitable organisations and not for profits from across the UK and this DEI pledge is our strong commitment to better understand how to support them in the right way. Our goal is for our partners, charity friends and their beneficiaries to feel better supported, represented, and understood. Therefore, when working with our partners, charity friends and with wider charitable sector, we pledge to actively listen, use our voice, and where appropriate, offer our resources to provide support to our communities and those impacted by unfair treatment. We will champion their DEI efforts and, if possible, provide advice and support arising from our own learning and through the experts we work with.

In 2023, we will also launch a new DEI Network for our partners to encourage collaboration and the sharing of knowledge, skills and resources. We are placing a huge focus and resource towards ensuring that all our programmes – our grant making, fundraising and volunteer brokerage, along with our actions, are as diverse, equitable and inclusive as they can be.

Further details of our commitments are contained within our [DEI Policy](#) - here we have pledged to turn our commitments into action and periodically report on the progress we are making.

**If you'd like to know more about our efforts, please reach out to:**

**Steve Grimmett**  
Head of ZCT  
[steve.grimmett@zct.org.uk](mailto:steve.grimmett@zct.org.uk)

**Carla Mandis**  
ZCT DEI, Sustainability & Governance  
[carla.mandis@zct.org.uk](mailto:carla.mandis@zct.org.uk)

