

DEI statement

We are committed to becoming more equal, diverse and inclusive in all that we do, particularly:

- Being open to a wider range of opinions and experiences, listening to and learning from people and organisations who are under-represented. This includes inviting grantees to share their stories and ask questions at board meetings, increasing the diversity of our trustee board and working with and learning from partner organisations
- Being transparent about our grant-making, including uploading our grant-making data onto 360 Giving
- Making our processes accessible to everyone
- Responding to the needs of underserved communities by identifying and supporting charities that serve them best and seek to tackle injustice and inequity and acknowledging that those charities are the experts