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**Diversity, Equity, Inclusion and Anti-Racism**

Please note: This opportunity has been updated on 15 July 2022 to increase the value of the contract from £5k to £10k; and also to extend the deadline to allow for applicants unaware of this value increase to be able to update their proposal if they wish.

**Brief for external support**

Sustain: the alliance for better food and farming is seeking to recruit a consultant to work with us during 2022/23. We would like the consultant to work alongside our team in the style of action research and active learning. We invite the consultant to help us gain a better understanding of how we can make tangible progress on our aim to be a diverse, inclusive and anti-racist organisation, and an organisation that actively contributes towards achieving equity, inclusion and racial justice in the food and farming system. We recognise that inequalities, exclusion and racism are baked into structures and institutions, including those that we work with, and in our own. We want to recognise this, be challenged, and to take decisive and practical steps to change ourselves and (in the context of Sustain as an alliance organisation) to catalyse change in others.

Note: We want to undertake this work in a way that addresses a wide range of diversity issues, protected characteristics and people from diverse socio-economic backgrounds. However, the focus of this brief is mainly on the anti-racism and racial justice agenda.

**What support do we need from a consultant?**

We would like a proposal for a package of support over 6 months with a budget allocation of £10k. Our suggestion is that it provides the following elements, but we are also open to other ideas and would review the support plan at suggested intervals.

* Independent expertise, insights, advice and support on the steps we are taking and any gaps. This could take the form of an audit of our work, covering key policies, process, Diversity, Equity and Inclusion (DEI) work to date, and organisational culture, and this would include an action plan and ongoing support to deliver change.
* Consultation with key people (e.g. via interviews or surveys) to identify any gaps.
* Up to 3 staff workshops/ training sessions to address issues that arise from the consultation and a session on unconscious bias.
* Identify barriers and propose areas that need focus, with short, medium and longer actions to address them with a midway report.
* Engage more Trustees and staff members in diversity, inclusion and anti-racism work.
* Work with us to prioritise actions and as part of the audit/review process.
* A final report with recommendations for next steps and priority actions, that work within the alliance structure of Sustain.

The above work would all take place within the context of [The RACE Report](https://www.race-report.uk/) which we have committed to and will focus some of our priorities.

If you are interested in being commissioned for this, please get in touch with sustain@sustainweb.org with some background about your organisation and how you would deliver this work. Please include any relevant information about your rates and include the team who would be involved in delivering this activity.

**The previous deadline for submission was 10am on Friday 29 July.  The new deadline for submission is 10am on Friday 5 August.**

Please note: This deadline for submission has been extended to allow for applicants unaware of the increase in value of this contract from £5k to £10k to be able to update their proposal if they wish.

**What do we want to achieve?**

* Add greater accountability and gain perspective on the work Sustain has begun and what we plan to do next
* Build confidence and trust among staff members and other stakeholders who are Black people and People of Colour, and enable their views to be heard and to influence our practice
* Instil confidence in the approach the organisation is taking to tackle anti-racism
* Target our efforts on critical or impactful actions
* Lift our sights from the everyday and think about what we could achieve more ambitiously as Sustain internally, and in terms of influence in our wider networks
* Establish a strong commitment to diversity, equity, inclusion and anti-racism within the context of all Sustain staff job roles and fundraising. This is to ensure that DEI can become an integral part of specific (or all) job roles and not taken on as an additional task.

**What is limiting us?**

We are aware that we may not be conscious of all the things that are limiting us, and open to further challenge of unconscious bias or unexamined areas of our work and practice. Some areas we have identified as limiting us are:

* Staff recruitment – we have trialled a few approaches but have not attracted enough applications from Black people and People of Colour, neither in terms of number of applications nor as a proportion of total applications.
* Staff engagement – some staff and projects are more engaged than others. Some have more opportunities to take action (e.g. on public-facing work); some staff are part-time and pressed for time and capacity to respond proactively.
* First steps in partnership building with organisations led by or serving Black people and People of Colour.

**What are some of the things Sustain has done so far?**

* + Made a public commitment to being an [anti-racist and anti-oppressive organisation](https://www.sustainweb.org/about/diversity-equality-inclusion/), working for racial justice in the food and farming system as allies.
	+ Elected a much more [ethnically diverse Council of Trustees](https://www.sustainweb.org/blogs/dec20-sustain-elects-trustees-for-diversity/), and created role-share opportunities for people from diverse backgrounds to gain leadership experience. Established a Trustee working group on diversity issues that provide ideas and constructive criticism.
	+ Identified diversity and anti-racism as a leadership issue for Trustees and senior staff, and have incorporated this into job descriptions and accountability for action.
	+ Participated in the [anti-racist and anti-oppressive practice programme](https://feedbackglobal.org/wp-content/uploads/2021/02/ToR-Anti-Racist-Practice-in-the-Food-and-Environment-Sector-Action-Learning.pdf) convened by Feedback.
	+ Identified, analysed and improved a range of policies and practices to explicitly support diversity and anti-racism, including HR, recruitment, event management and communications.
	+ Established a Core Diversity and Inclusion Group, 2021 action plan and thematic task-and-finish groups; also reviewed and established an action plan for 2022 (see below).
	+ Published a one-year progress report: [Sustain’s progress on Diversity and Anti-Racism](https://www.sustainweb.org/publications/dec21-progress-on-diversity-and-anti-racism/).
	+ Run staff training on unconscious bias and undertaken organisational wide session with brap and follow up internal reflection sessions (now not running).
	+ Established Diversity as a key theme of Sustain’s Organisation Development Plan (ODP).
	+ Integrated diversity and anti-racism considerations into two of our key public-facing campaigns, and into our Food Learning Forum webinars with peer organisations.
	+ Identified some core and project budgets for staff to access that can help overcome barriers to participation, for example to be able to offer speaker fees.

**What are some of the things Sustain is planning?**

* Better and bolder leadership on diversity and anti-racism, internally and as influencers.
* Proactively seek to provide paid employment and internships for people from a diverse range of backgrounds. This will include:
* Trial of an Ethnicity Confident scheme (running alongside our existing Disability Confident scheme) that will guarantee an interview to Black people and People of Colour who meet the essential criteria and indicate that they wish to be considered in this way
* Conscious adoption of welcoming and inclusive interview processes
* Creation of better connections and communication tools to establish Sustain as a welcoming and inclusive employer (including filmed interviews with Trustees)
* Seek and promote project partners in and suppliers of goods and services provided by, serving or led by people from diverse backgrounds.
* Make the diversity, inclusion and anti-racism work a routine part of core and project budgets.
* Survey staff and Trustees to benchmark our current representation in terms of protected characteristics and socio-demographic diversity, and some of our employment policies and practices, as part of The Race Report run by Hindu Climate Action, Nature Youth Connection and Education, South Asians for Sustainability and Students Organising for Sustainability (SOS-UK). We will commit to participating in this over several years to track progress and be accountable.
* Outreach to organisations led by and serving communities of Black people and People of Colour, to understand the issues that need to be addressed and establish new partnerships.
* Implement our action plan in 2022.
* Continue improving and trialling recruitment processes to support diversity and anti-racism.

**ENDS. Updated 15 July, 2022**