

ICON'S POLICY ON EQUITY, DIVERSITY, AND INCLUSION (EDI)
Objectives and deliverables



Icon's Definition of Diversity

As a defined term, 'diversity' can carry different meanings for different organisations, with significant international variations. For consistency and clarity, Icon has adopted the definition of diversity and inclusion as defined in The Equality Act (2010) and through consultation with members.

Icon defines diversity as characteristics which connect and separate individuals and groups. Inclusion is working without discrimination to ensure our behaviour and actions are equitable.

The characteristics we refer to when we talk about diversity include those where direct or indirect discrimination is illegal: Age, Religion & Belief, Race, Disability, Sex, Sexual Orientation, Pregnancy & Maternity, Marriage & Civil Partnership, Gender Reassignment.

Based on the evidence we collected from our members, Icon's definition also includes; socio-economic background and status, ethnicity, regional and local identities (including accents) and the wider LGBT+ community (defined as anyone who self identifies as being part of the wider LGBT+ community including for example non-binary, pansexual, polyamorous, intersex).

How do we understand the barriers to diversity?

Wider heritage sector - salaries are one of the biggest barriers to access, as is the (perceived) lack of diversity within the existing workforce.

Icon's EDI Policy Objectives						
Outcomes	EDI in workplace culture (staff, Board & volunteers)	Representing diversity through advocacy	EDI best practice in recruitment & training (staff, Board and membership)	Diversity in membership	Organisational value of EDI practice	Actions
Icon's Board and Committees provide visibly inclusive leadership.	i) To ensure the sustained development of an inclusive workplace culture by engaging a diverse range of lived experiences and accessing a greater pool of skills, awareness, and understanding/experience across the Icon team.	ii) To increase organisational /impact through representing diverse perspectives when advocating for the conservation profession and advancing public education and awareness.	iii) To practice and champion EDI approaches as an employer and professional body to ensure inclusion through best practice in recruitment, training, and development.	iv) To ensure our membership reflects the full diversity of the conservation profession, and wider society, by being welcoming and supportive to all and encouraging the future growth of an increasingly diverse membership	v) To recognise the value of EDI best practice to strengthen our organisation through the increased diversity of membership, our people, and partners.	Review of the Board Code of Conduct Integrate EDI training opportunities into Board activity
The Icon workplace provides a supportive and inclusive environment.						Review and update the Icon staff handbook. Review recruitment process and implement best practice.
Icon staff have an up-to-date understanding of inclusive practice to support those facing barriers.						Training around EDI best practice to be included in Icon's onboarding process with a regular update cycle built into PDR. Mental health first aider. Well trained staff team that can respond appropriately. HE can support via the Inclusive Heritage Advice Hub (launch 11 Sept)
Icon's voice is inclusive and accessible so all professional conservators and wider audiences feel welcome.						Review existing Icon tone of voice document and signposted guidance Implement a plan for development

Icon's volunteers are representative of its membership, the conservation profession and wider society.	✓		✓	✓	✓	Securing the resources to develop a Volunteer programme that has the ability to engage new individuals in volunteering opportunities (NLHF Funding)
Diverse voices are represented in Icon's communications and high-profile events, meetings, etc. Icon's imagery represents the diversity of conservation and wider society.		✓		✓		Comms planning - ensuring that diversity is a key consideration. Add as an objective into the comms post. And consideration of all forms of diversity across all actions in comms plan.
Icon is an active and visible ally to marginalised groups.	✓	✓	✓	✓		Use Icon's advocacy work to align conservation with movements celebrating and/or in support of diversity (i.e. presence at Pride, being an active and responsive ally)
Icon's assessment procedures are inclusive and supportive.			✓	✓	✓	Training for assessors on reasonable adjustment practice. Potential candidates are fully informed of the reasonable adjustment support available to them.
Icon's membership processes are inclusive and supportive.			✓	✓		Develop parental leave/time out policy. Develop a discretionary hardship fund/bursary and review concessionary rates. Commit to regular reviews going forwards.
Icon's events are accessible and inclusive.			✓	✓		Review of current event protocols and all guidance for Icon Group events.