

## **CISI Diversity, Equity and Inclusion Commitment**

CISI is committed to fostering an inclusive culture that embraces diversity and ensures that everyone is treated fairly and equally.

We are a truly diverse, global organisation that encompasses our three core communities of CISI employees, CISI volunteers, and CISI members and students. To be diverse is to recognise and celebrate differences, which may include characteristics such as nationality, language, education, gender and gender identity, sexual orientation, age, race and ethnicity, socioeconomic background, religion, culture, neurodiversity, abilities and disabilities and others.

CISI recognises diversity as something that is positive and beneficial to us all. Everyone within the CISI communities has a responsibility to help maintain an inclusive culture, which acknowledges the value of every individual and ensures that everyone is welcomed, supported and encouraged.

The CISI Board and senior management team are committed to building an organisation that makes full use of the talents, skills, experience and different perspectives available across all of its diverse communities. Opportunities for volunteering, employment, training and promotion are equally open to everyone and selection is based solely on merit. Membership of the CISI is accessible to all and CISI works to encourage an inclusive learning environment for all members.

The Institute aims to ensure that all of its strategies, policies and objectives help maintain an inclusive culture. We are firmly committed to sustaining an environment free from harassment, bullying, abuse and discrimination and in which everyone feels supported to achieve their full potential.

All employees, volunteers, members and students have a responsibility to treat others with dignity and respect and to help identify any discriminatory practices or procedures. We aim to make our commitment to equality clear in all of our working with partners, supporters and suppliers.

CISI's work is supported by the Institute's Diversity, Equity and Inclusion Working Group and we have a DEI strategy plan as agreed with the CISI Board.

Although the principles set out in this statement underlie all of our policies at CISI, it should be particularly read in conjunction with the following:

- Speak Up
- Code of Conduct
- Corporate Social Responsibility

This also includes the following internal policies

- Parental leave
- Flexible working
- Dress code

This statement is kept under ongoing review to ensure that it remains relevant and reflects any changes in our environment. A formal review, focussed on tracking progress and identifying any barriers to delivery, is undertaken on a regular basis.