



# Introducing our Equality, Diversity and Inclusion (EDI) Strategy

# Why EDI is important

## What is EDI?

Equality, diversity and inclusion are about making sure everyone's voice is heard, and that everyone has an equal chance to speak, participate and make change.

**Equality** is about equal access. People also speak about **Equity**, which is about helping people who face additional blockers to get involved.

**Diversity** is about making sure we are fully representative of society in all its different ways – so that, when people join us, they see themselves represented.

And **Inclusion** is about welcoming everyone and ensuring that everyone's contribution is valued.

# Why EDI is important

## Why we need to do more

EDI is about **making sure everyone has the same fair treatment and opportunity.**

It's not about excluding anyone.  
It's about welcoming everyone.

We want to recognise that we need to do more and be there for more people.



# Why EDI is important

## Where this work sits



Our organisational strategy sets out a commitment to be:

‘Inclusive, valuing diversity, and actively reaching out to different groups.’

The new EDI strategy focuses on how we will do this over the next three years.

# Developing our strategy

## Understanding where we are now

We have been listening to, and collaborating with, communities from many different backgrounds affected by MS, our volunteers and staff.

We heard from hundreds of people in many different ways - from focus groups and individual interviews to team meetings. This feedback shaped our EDI strategy.

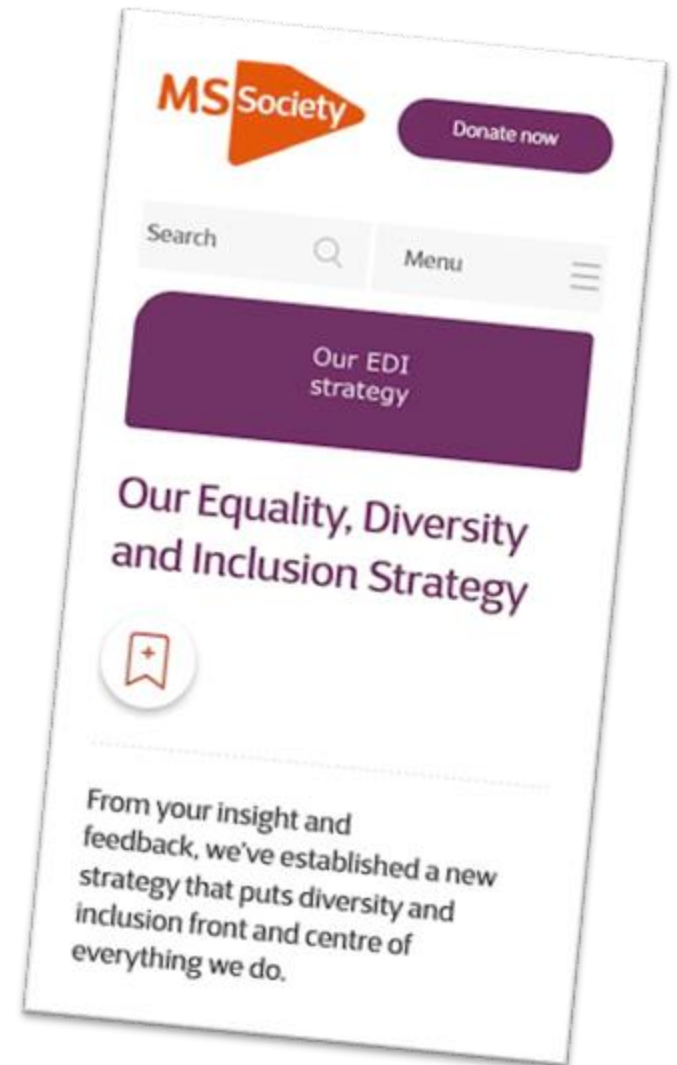
You can find out more about what we heard through our research, and data around EDI at the MS Society, in Appendices 1 and 2 of the [EDI strategy](#).

# Our EDI strategy

Our EDI strategy sets out a vision where we support each other so no one has to face MS alone.

By recognising and respecting all our different lived experiences, we will be stronger together and our voice will be louder.

The strategy has targets for improvement by 2024, alongside an implementation plan that sets out the actions we will take to achieve this.



# What this means for volunteers

## **Priorities for volunteering in 2022**

- Supporting groups to increase the diversity of new volunteers.
- Supporting wider outreach to different parts of the MS community.
- Co-producing an action plan with a group of volunteers and staff on what the EDI priorities are for volunteering

# What this means for volunteers

## **Priorities for volunteering in 2022**

- Co-developing with volunteers EDI training around 'how to have difficult conversations' (like how to challenge someone you think might be excluding somebody).
- Recruiting more volunteers to our EDI Reference Group. The group represents diverse perspectives and gives critical feedback to help push our EDI agenda along.

If you are interested to find out more about either of those opportunities, please email [EDI@mssociety.org.uk](mailto:EDI@mssociety.org.uk).



# Further information and support

You can find more information, and links to a summary of the strategy, online:

- [EDI information for volunteers](#)
- [EDI strategy](#)

If you have questions, please contact the Volunteer Support Team ([volunteersupport@mssociety.org.uk](mailto:volunteersupport@mssociety.org.uk) or 0300 500 8084 #3)

