

The Equality, Diversity, and Inclusion Committee of Lincoln's Inn

Action Plan for 2022-2023

Building on the Inn's Equality, Diversity and Inclusion Statement¹ the Committee has identified the following core areas that will be the focus of its work in this period. This is a living Action Plan and may be updated as necessary. In addition, at the end of the period we will evaluate and report on progress in order to inform the content and approach of the next EDI committee Action Plan.

Objective 1 -Structural

To support and continue to advance equality and diversity by building a wholly inclusive and respectful environment that permeates every activity of the Inn without exception. For all individuals, however they may interact with the Inn, it should reflect the diversity of that group, as well as their uniquely varying characteristics, experiences and needs. In particular through:

1. Promotion of the EDI Statement and this Action plan to all Officers, Committees, Staff, and Members of the Inn as well as embedding both into the culture of the Inn.
2. Providing specific EDI input and support to both the consideration and implementation of the recommendations of the Governance Working Group report, as approved by Council.
3. Adopting and disseminating policies endorsed by the Treasurer/Council that empower all the Inn Committees to consider and advance EDI issues within their own remit, and for them to periodically report back on progress to PADG/Council.

¹The statement can be found here <https://www.lincolnsinn.org.uk/wp-content/uploads/2021/09/Equality-Diversity-and-Inclusion-Statement.pdf>)

4. Engaging with other Committees to assist in the consideration of specific EDI issues as regards their work and functions, such as working in partnership with the Chattels, Estates, Library and Chapel Committees to consider how the fabric, decoration, use and presentation of our facilities could improve inclusivity and better reflect the diversity of our membership, both now and in the future.
5. Assisting PADG, Council and the staff of the Inn with reviewing and, where necessary, updating from an EDI perspective both existing and future policies, materials and other substantive, administrative or formal content (such as dress codes, and the style guide for written material).

Objective 2 - Advancement

To promote and take proactive action that seeks to advance the state of equality, diversity and inclusion within the Inn and the profession more generally. Creating, promoting, and encouraging opportunities for all, regardless of background, identity, or other characteristics, as well as encouraging and supporting open conversation. In particular through:

1. Gathering data about the current state of EDI and discrimination, bullying and harassment within the Inn, such as through feedback requests and surveys of the membership in order to better identify the issues that need to be addressed so that action can be targeted appropriately.
2. Creating our own content (and promoting the content of others) that broadens inclusion. Examples of how to do this include:
 - a. highlighting individuals from underrepresented groups and those of non-traditional backgrounds as role models through case studies, interviews and the like.
 - b. promoting and communicating to our membership, our stakeholders and more widely, the EDI and outreach events that the Inn runs.
 - c. allowing the Inn to amplify existing work and initiatives of others whilst also using that information to identify gaps in provisions that the Inn can seek to fill without repeating what is being done elsewhere.

3. Acting as an ally and promoter of underrepresented groups by taking action to improve representation at every level of the Inn and within the profession more generally, such as by targeting outreach activity to widen participation both in the Inn, and in the profession more widely.
4. Developing a policy and processes to enable the Inn to collaborate with and support EDI work done by third parties and stakeholders in a consistent and appropriate manner that is to the benefit of all involved.
5. Further developing the annual series of Diversity and Inclusion Forums, establishing a format and structure aimed at raising awareness and advancing EDI issues across the Inn.

Objective 3 - Responsive

To address and act by proactively identifying, challenging and seeking to eliminate all unfair and inappropriate barriers, as well as unfair discrimination and disadvantage within the Inn (including bullying and harassment). In particular through:

1. Assisting the Inn's educational team with EDI themed qualifying sessions for students.
2. Acting as a focal point to which existing practices, policies or other activities of the Inn that impinge upon Equality, Diversity and Inclusion can be reported for investigation and (where appropriate) for relevant corrective action to be recommended to PADG/Council.
3. Work with PADG, Audit and Risk, Staff, Education, Scholarships and Advisory Bencher and other committees to identify and establish checks and processes that keep under constant review whether there are unfair barriers or disadvantages within the existing or proposed future practice of the Inn.