Equity, Diversity and Inclusion in Action

A journey of implementing EDI in CEIS

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CEIS

40 Years   1984 – 2024

Our Mission

Our mission is to build a more inclusive economy, to reduce inequality and make Scotland a better place to live and work.

CEIS

Our Values

Innovative
We actively seek opportunities for the betterment of the sector through innovative solutions.

Collaborative
We understand our strengths and weaknesses and love working with partners and clients to find the right solution.

Empowering
We thrive on enabling individuals, communities, and enterprises by providing them with tools, knowledge, and opportunities to grow.

Experienced
We have nearly 40 years' experience working in the sector with partners and clients nationwide and globally. Our staff has a wealth of knowledge from different backgrounds, sectors and disciplines and practical expertise working with 1000's of clients.

Inspirational
We inspire and motivate others to action through creation of policy, research, strategy, collaboration, and practical application.

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What We Do

We support businesses, helping them be sustainable and grow.

We advise and assist on the creation of national and local government third sector policy.

We use our voice to stimulate conversation in the sector.

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The EDI Journey

Success starts with the first step

Communications

- Use Sans Serif font

- Use at least point 14 in documents

- Avoid italics

- Use, plain, simple language

- Add Alt text to all images

- Add subtitles or captions on all videos

- Use numbers instead of text where possible

Alt Text Example

Megaphone with icons depicting different communication channels.

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Events

- Venue accessibility for in-person events

- Accessibility of digital events – check out SUSE good practice guide

- Plan an accessible event

- Communicate the accessibility of your event

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Website Accessibility

- Ensure your menus can be accessed by keyboard users

- Ensure you have good colour contrast on your website

- Ensure your website has breadcrumbs

- Make your font type bigger by default

- Ensure all images on your website have Alt text

- Ensure all videos on your site have captions

- Simplify navigation and usability

- Contact forms should have ghost text in the fields

- Avoid tables and pdfs were possible

Accessibility Tips

Inclusive design

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Breadcrumbs example

Home - Services - Expanding beyond Scotland

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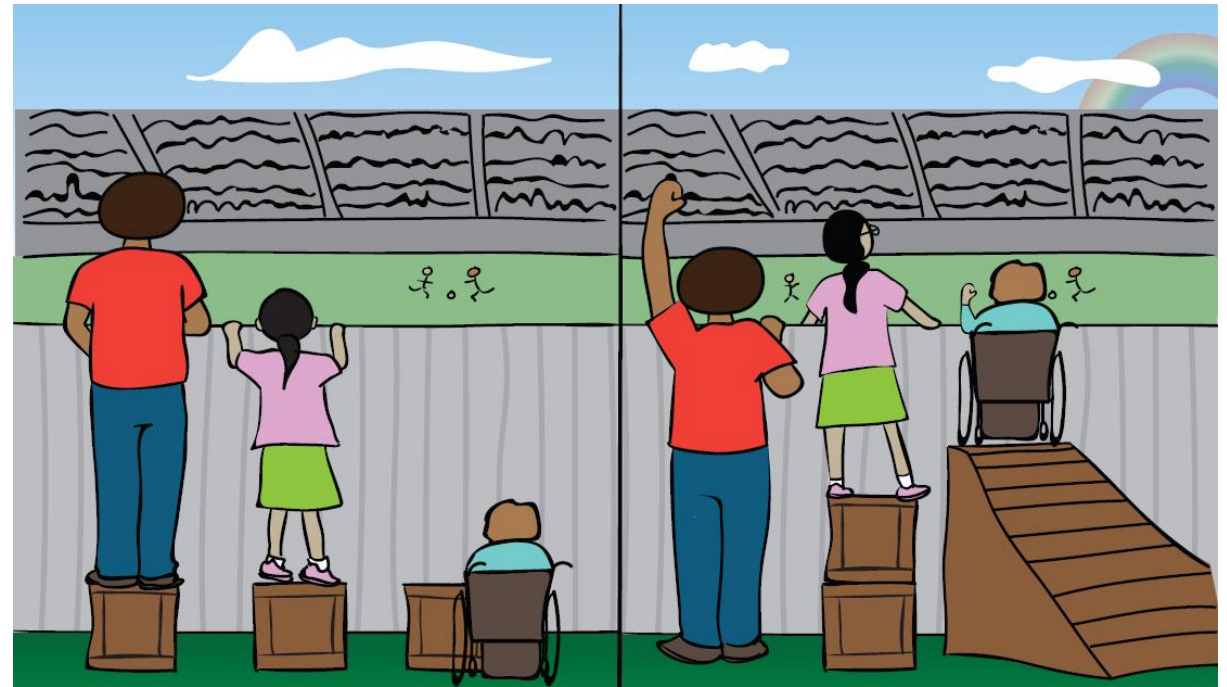
Apt Recommendations

- Baseline staff profile

- Apply for Disability Confident Level 1 accreditation

- Carry out disability confident training for staff

- Update EDI policy with an inclusive recruitment section
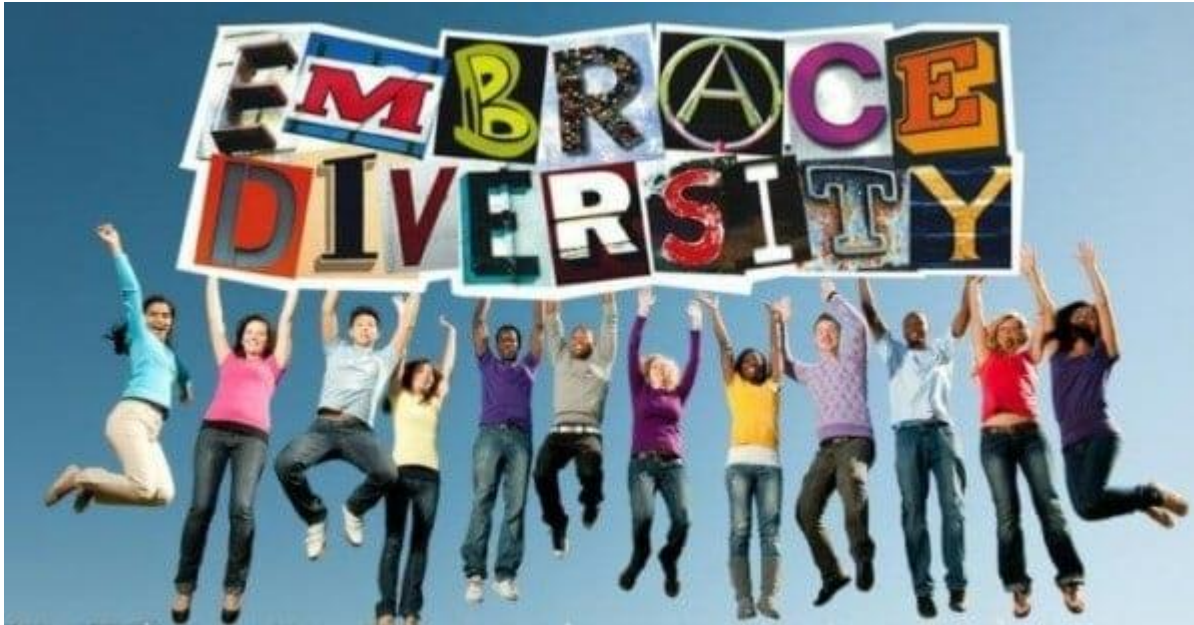
Equality Impact Assessment (EqIA)

- Assess the impact of your policies, practices and services on differing protected characteristics

- How we use it

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Recruitment Review

- Make the application process anonymous

- Take out criteria that really isn't essential

- Use easy, simple language – no jargon/ no gender specific wording

- Offer to make reasonable adjustments

- Read up on Access to Work

- In-work support document/ Health Passport

Just Enterprise

- Recruitment of Marketing Officer

- Introduction of EDI courses

- 5 spaces available on upcoming course, starting 2nd October at 10.00am for leaders who can implement EDI policy and action plan

- Email: admin@justenterprise.org and quote DTAS Conference 2024.

Resources

- [Creating Accessible Online Events - SUSE - Scottish Union of Supported Employment](#)

- [Accessibility for All website audit](#)

- [Apt – Adapt and close the gap](#)

- [Total Jobs Gender Bias Decoder](#)

- [Access to Work](#)

- [Inclusion Scotland In Work Support Document](#)

- [NHS Scotland Health Passport](#)

- [Just Enterprise Marketing Officer blog](#)

- [Just Enterprise EDI course](#)

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Thank You

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