

Equity, Diversity and Inclusion Strategy 2023-2026



The aim of the EDI strategy is to support the CDI Vision of every individual realising their career potential by creating an equitable, diverse, and inclusive environment.

Three goals for the EDI strategy

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To Welcome, Encourage and Enable people with diverse characteristics to enter and thrive in the career development profession.

To ensure clients with diverse characteristics receive career development support that enables them to overcome barriers and achieve their career goals.

3 To demonstrate the value that a diverse workforce brings to the profession and those we support.

For more information contact us at: thecdi.net/Diversity-Resources

Promoting diversity of those entering the profession.advocacy and sharing demographic data.Into training and CPD content and delivery.and addressing systemic barriers.Image: Content and delivery.Image: Content and content and promotion practicesImage: Content and content and promotion practicesImage: Content and content and promotion practicesImage: Content and promotion practices <th></th> <th>YEAR 1</th> <th>YEAR 2</th> <th>YEAR 3</th>		YEAR 1	YEAR 2	YEAR 3
 Contributions from diverse communities (articles, events, etc). Campaign to promote allyship, advocacy and sharing demographic data. Compainse events and webinars targeted at underrepresented groups. Integrate EDI into training and CPD content and delivery. Focus on identifying and addressing systemic barriers. Formote inclusive hiring and group on specific areas of diversity. Set up EDI steering groups. Set up EDI steering groups. Foster partnerships and collaborations for underrepresented groups. 	Fostering inclusivity	data from members to establish a baseline. Create community forums/support groups for diverse	recruitment and hiring practices across the profession. Encourage diverse leadership and	promote funding/ bursaries for underrepresented groups. Develop tailored resources and tools for diverse
Establish working group on specific areas of diversity. Removing barriers to dvice survive	Promoting diversity of those entering the	contributions from diverse communities (articles, events, etc). Campaign to promote allyship, advocacy and sharing	webinars targeted at underrepresented groups. Integrate EDI into training and CPD content and	on supporting socioeconomic diversity. Focus on identifying and addressing
	Removing barriers	group on specific areas of diversity. Set up EDI steering	internal mentoring programs for underrepresented groups. Foster partnerships	hiring and promotion practices. Collaborate with community organisations