AHPN is the leading policy organisation that influences policy on health and wellbeing issues that affect people of African descent and migrant communities in the UK.

We are a network of membership organisations and individuals with a common goal to improve the health and wellbeing of the UK's African descent population.
INCLUSIVE & DIVERSE ASSOCIATIONS

Our Resource = Our People

Membership / Demographics

Variety of types of Associations

The Social case / The business case

Change / Progress
INCLUSIVE & DIVERSE ASSOCIATIONS

DEFINITIONS

Diversity: a representation of many differing types of people (the ‘mix’)

Inclusion: the art of creating an environment where all these people can thrive & succeed (making the ‘mix’ work)

Equality: Not about treating everybody the same...more about taking into account differences appropriately

The (protected) Characteristics...
age...disability...race...religion/belief...gender re-assignment..sex..sexual orientation..marriage & civil partnerships..maternity & pregnancy
INCLUSIVE & DIVERSE ASSOCIATIONS
THE BENEFITS

Access/Legitimacy
The business case
Social justice case
Mix of skills/Experience
Member satisfaction/retention
INCLUSIVE & DIVERSE ASSOCIATIONS
AHPN STRATEGIES

Partnerships
Representation
Advertise
Language
Out-Reach Work
Fees?
INCLUSIVE & DIVERSE ASSOCIATIONS
THE CHALLENGES

Association size / location / prospect pools
Economic climate
Competing goals
Disagreements
How to measure
Working towards Being an Inclusive Association...

- Blind recruitment
- Targets around interview
- Occupational adjustments (disability)
- Advertise widely
- Promote inclusion
- Follow-up
- Advertise & celebrate success
“For inclusion to work Associations must create an atmosphere that espouses creative energy and commitment. Individuals must be engaged and valued”.

Thank You

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