

DEIB Strategy and Action Plan

1. Overview

Diversity, Equity, Inclusion and Belonging (DEIB) is in the DNA of Mission 44. Our commitment to building a fairer, more inclusive future for young people around the world means that DEIB is core to who we are, what we focus on and how we work.

Since our launch in 2021, we have made strong progress on a number of fronts:

- The majority of our team and Board of Trustees are people of colour
- Over half of the organisations we fund are led by people of colour
- Embracing the principle of 'nothing about us without us', young people shape our strategy and grantmaking through our Youth Advisory Board and Impact Committee

Nonetheless, we recognise that embracing DEIB is an ongoing journey, where we can always do better. We have a way to go to become the sector-leading organisation that we aspire to be on DEIB issues. This DEIB strategy outlines our priorities and 12-month action plan. It has been shaped by Mission 44 employees and trustees, our Youth Advisory Board and our partners.

2. Definitions

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| Diversity | For us, diversity is the variety of experiences, backgrounds, and identities that exist at Mission 44. It's about ensuring that a multitude of perspectives are present at our table, and that our organisation represents the communities we exist to serve. |
| Equity | Equity means creating a level playing field in our organisation, with fair treatment, access to opportunities and a chance to succeed regardless of background. We are committed to social justice, and will work to identify and dismantle barriers that prevent people from reaching their full potential. |
| Inclusion | Inclusion means creating a culture where everyone is empowered to participate and contribute their unique skills and talents. It is also about including voices that are often underrepresented or ignored, or not listened to, in our work. Building this culture is a collective responsibility, one that requires active engagement of all individuals at Mission 44. |
| Belonging | Belonging is the feeling of being valued, accepted, welcomed and empowered to be your authentic self. It's about fostering a sense of connection, recognition, trust and confidence where everyone thrives. |

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| Social Justice | Social justice is the pursuit of equality and fairness in opportunity, rights, and treatment for all individuals within a society. It aims to address and rectify systemic inequalities that disadvantage marginalised groups based on factors such as race, gender, sexual orientation, socioeconomic status, religion, disability, or other characteristics. |
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3. Vision and Mission Statement

Vision

Our goal is to build a diverse and inclusive organisation where everyone feels valued, respected, and empowered. By sharing power, fostering belonging, and championing equity, we will embody the world we want to see for young people.

Mission

Diversity is in our DNA, and we believe it's our strength. We will ensure that equity is core to our ways of working by:

- Building a working environment which embraces diversity and promotes inclusion, where all colleagues feel a sense of belonging
- Investing in leaders and organisations who share our vision and commitment to young people, but have been historically overlooked and underfunded
- Building trust with our partners and target groups by working in true partnership, actively listening to our partners and embedding young people's voices in everything we do.

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4. Action Plan

| Objective | Key Result | By When |
|--|---|------------------------|
| <p>Build a diverse organisation:</p> <p>We actively seek a wide variety of lived experiences and identities to be represented in our workplace. We embrace, celebrate and value difference.</p> | Diversity monitoring data collected across team, Board and Youth Advisory Board to fully understand representation in our team with 80% completion rate. | End of Q1 (June 2024) |
| | Develop and deliver an inclusive recruitment plan to ensure we are attracting, retaining and supporting the best talent, targeting groups currently underrepresented in our organisation guided by survey data. | End of Q3 (Dec 2024) |
| | Conduct and share pay gap analysis related to ethnicity, gender and disability. | End of Q2 (Sept 2024) |
| <p>Foster a sense of belonging:</p> <p>Build an inclusive, values-led culture where staff, stakeholders and partners feel like they belong.</p> | Set out a whole-team learning and development action plan relating to DEIB issues, the intersectionality of these, and how they relate to our work. | End of Q3 (Dec 2024) |
| | Recognise and celebrate three national/ international awareness campaigns for underrepresented groups (e.g. Black History Month, Pride month) reflecting on how they intersect with our work. | End of Q4 (March 2025) |
| | New staff induction process includes DEIB induction. | End of Q2 (Sept 2024) |
| | DEIB progress reporting structures are in place. | End of Q2 (Sept 2024) |

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| Objective | Key Result | By When |
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| | Mission 44 has conducted a policy audit and identified where the gaps are for progressive HR policies. | End of Q3 (Dec 2024) |
| | Colleague average score of agree or strongly agree with having a sense of psychological safety at work. | End of Q4 (March 2025) |
| | Colleague average score of Agree or Strongly Agree for question on satisfaction relating to wellbeing | End of Q4 (March 2025) |
| | Colleague average score of agree or strongly agree with satisfaction with our DEIB approach. | End of Q4 (Mar 2025) |
| <p>Empower underrepresented groups:</p> <p>Through our grant-making, research and advocacy, we share power with groups that face social injustice, guided by the principle of 'nothing about us, without us'.</p> | Update grantmaking policy to commit to stronger targets/plan for greater proportion of funding going to POC-led organisations | End of Q4 (Mar 2025) |
| | Youth-led empowerment fund designed to support youth voice and social action designed and ready for launch in Q1 2025/6. | End of Q4 (March 2025) |
| | Participatory research approach piloted through empowerment fund | End of Q4 (March 2025) |
| | Action plan produced based on feedback from partner survey. | End of Q2 (Sept 2024) |
| | Grantmaking approach webpage updated to allow different accessible formats for applications (aligned with D-Ed prospectus). | End of Q2 (Sept 2024) |
| | Success rates published for applications to open-call funds. | End of Q3 (Dec 2024) |

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| Objective | Key Result | By When |
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| <p>Advocate for stronger DEIB practices in the philanthropy sector:</p> <p>We use our platform to advocate for greater diversity, equity and inclusion, sharing our learning and DEIB journey in the Foundation world.</p> | <p>Publish learnings on our DEIB learning journey across our channels, including website and annual report. (newsletter)</p> | <p>Ongoing</p> |
| | <p>Establish clear language guidelines for external audiences</p> | <p>End of Q3 (Dec 2024)</p> |
| | <p>Establish a framework for embedding thought leadership in philanthropy in our ways of working (e.g. spotlighting our partners' work, publishing thought leadership pieces).</p> | <p>End of Q4 (March 2025)</p> |
| | <p>Publish analysis of our effectiveness and learnings from this analysis through annual report and website.</p> | <p>End of Q3 (Dec 2024)</p> |