

EQUALITY, DIVERSITY AND INCLUSION

Equality, diversity and inclusion are vitally important to us at the Hospice Income Generation Network.

They are not just buzz phrases, we are genuinely fully committed to improving equality, diversity and inclusion across all aspects of our charity's work and training programmes.

This year, we revised the way in which we selected speakers for our annual conference using a more detailed application process.

We promoted the opportunity to submit speaker proposals on social media and by emailing our membership. We also made personal invitations to authors of articles in charity sector press, as well as reaching out to those who have previously spoken at our conferences.

Conference sessions were not guaranteed to anyone, all potential speakers had to submit proposals and complete an application and share background information about themselves.

Our shortlisting process:

One of our trustees was tasked with anonymising, as far as possible, the long list of proposed sessions.

The rest of the board of trustees scored the session submissions, based on the anonymised descriptions:

- Score 0 = workshop descriptions which did not meet the objectives of the conference, have been delivered before or deemed would not be of interest to the audience
- Score 1 = workshop descriptions which somewhat met the objectives of the conference, provided mostly new content and deemed to be of interest to the audience
- Score 2 = workshop descriptions which fully met the objectives of the conference, provided new content and deemed to be extremely interesting to the audience

This created a shortlist. The next step involved three trustees reviewing this shortlist in greater detail, taking into account:

- Shortlisting score
- Variety of topic
- Equality, diversity & inclusion
- Budget

The process has been as fair, open and transparent as it can be.

Equality, diversity and inclusion takes many forms and we are privileged that people have shared personal background information that enables us to see the broad spectrum of EDI offered across our conference programme.

There is a wide range of outstanding talent across our hospice sector, the wider charity sector and from the business world and we are delighted to have on board speakers from different ethnicities, disabilities and identities, speakers from all walks of life and varying experience levels.



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Due to an overwhelming number of applications that far exceeded conference session spaces, we are also in the fortunate position of having a broad range of speakers who we weren't able to offer a place at for this year's conference programme. They will be invited to present as part of ongoing FREE webinars for Hospice Income Generation Network members over the coming year, which we're very excited to continue delivering engaging sessions on all aspects of income generation, including retail, lottery, marketing and communications, as well as all the traditional fundraising streams.

If you'd like to know more about our conference speaker-selection process, we would be very happy to chat with you. Please contact Christine Davies, Chair of Hospice Income Generation Network at chair@hospice-ign.org.uk, thank you.