

Our Goal

Lymphoma Action is committed to treating people fairly and as equals, so that our workplace and our services are inclusive and representative of the communities that we are here to serve.

Diversity refers to recognising, respecting, and valuing differences in people – representation

Equity is when everyone is treated according to their needs – practice

Inclusion refers to an individual's experience within their workplace, and the extent to which they feel valued and included – culture

[Equality is when everyone is treated the same regardless of need]



DIVERSITY

of people,
perspectives



EQUITY

in policy, practice
& position



INCLUSION

via power, voice &
organizational culture



Lymphoma Action's Inclusion Objectives



Collaborative

Work with our staff, our volunteers, our Board and our partners to create the inclusive organisation we want to be



Focused

Be clear about the change we want to see and why, and focus on representing and serving more of the lymphoma community



Empowering

Inspire our staff and volunteers to create a culture of inclusion that informs everything that we do



Trusted

Deliver accessible services, so that we are trusted by everyone that is affected by lymphoma and not just one section of the lymphoma community



Innovative

Reflect, learn and listen to others so that we can meaningfully make the changes we want to see

Lymphoma Action Diversity and Inclusion Framework

Collaborative

Work with PIF and expert partners to make information provision more accessible

Engage our Insights Panel to improve representation within our services

Develop our networks and work with partners to understand the needs of people affected by lymphoma

Focused

Focus on everyone's individual responsibility to support diversity and inclusion within LA

Have the right governance mechanisms to monitor this work and effectively represent our communities on our Board of Trustees

Understand where we are, set goals and embed diversity and inclusion in all of our strategies

Empowering

Have inclusive recruitment practises that support diversity in our organisation

Train our staff and volunteers and support our managers so that what we do and how we speak is inclusive

Focus on our staff and volunteers' wellbeing as a means of empowering them to communicate what they need

Trusted

Better represent more of the lymphoma community in our imagery, case studies, publications and website

Widen our peer support networks to support more diverse people affected by lymphoma

Be consistent in terms of our language and our messages around diversity and inclusion

Innovative

Better understand our communities and what their needs are to develop our services

Listen to and speak with those that are best placed to help us address unmet needs

Think creatively, proactively about D&I at the start of any new endeavour or activity