

10 steps you can take right now to address the lack of diversity in the charity sector



Volunteer to analyse #CharitySoWhite posts



Read through the #POCIMPACT Directory



Answer #CharitySoWhite's questions



Book onto one of Fearless Future's training programmes



Take practical steps towards a more diverse team



Guarantee interviews when essential criteria are met



Make #NonGraduatesWelcome



Join the Change Collective



Commit to ACEVO's eight diversity principles



Publish gendered and racialised pay gap data

Tools, tips and resources collated by

 **CharityComms**