



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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