

Diversity and Accountability Plan

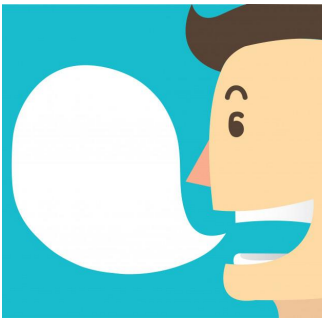
The happiness and comfort of **KEEN participants and staff** is very important to us.



Inclusion for all different types of people is a key commitment.



KEEN works to avoid and oppose all forms of discrimination



The purpose of this plan is to encourage **equality, fairness and respect** for everyone involved in KEEN.



KEEN

What this means for KEEN.



Creating a **friendly environment** that is free of bullying and discrimination.



Training staff and volunteers about their rights and responsibilities.



Creating new ideas to **overcome barriers**, providing support and increasing inclusivity.



Setting diversity targets and **monitoring** progress.

Current diversity at KEEN

In 2020, KEEN undertook an initial review of its diversity using a random sample of participants.



This helped to identify areas where **improvements** could be made and **goals** set

Initial Findings:

41% of attendees are female.

65% of sampled sessions are male dominated.



KEEN

We also considered whether participants are from advantaged or disadvantaged backgrounds

GrEAT Social and **KEEN Teens** had more participants from disadvantaged areas of Oxford

KEEN Plus and **All Sorts** had fewer participants from disadvantaged areas of Oxford

This led us to think about how **transport** could help people from disadvantaged backgrounds participate

Diversity and Accountability Action Plan



Barrier	Proposed Solution(s)	Groups Affected	Time Frame for Implementation	Resources Needed
Recognising diversity	<ul style="list-style-type: none"> - Sample and publish diversity statistics - Collect responses annually from an Equality and Diversity Form 	All	Immediately, re-occurring annually	<ul style="list-style-type: none"> - Equality and Diversity form - Use socioeconomic diversity monitoring tool to analyse postcodes
Accessibility of sessions	<ul style="list-style-type: none"> - Develop a Google form whereby KEEN participants can sign up for giving or sharing lifts to sessions - Look into local community transport schemes - Apply for governmental support 	Economically disadvantaged groups	Immediately	<ul style="list-style-type: none"> - Google form for organising transportation - Community transport contacts on contact network
Unconscious Bias	<ul style="list-style-type: none"> - Editing the Buddy code of conduct to include an explanation of unconscious bias and how to reduce its effects - Name blind recruitment 	All	Immediately	<ul style="list-style-type: none"> - N/A

Diversity and Accountability Action Plan



Barrier	Proposed Solution(s)	Groups Affected	Time Frame for Implementation	Resources Needed
Creating an Inclusive environment	<ul style="list-style-type: none"> - Publish Diversity and Accountability Plan to demonstrate KEEN's commitment to inclusion - Offer a phone call to potential participants prior to starting KEEN to build confidence - Provide volunteers with guidance on dealing with offensive language during sessions - Broaden volunteer base to ensure role models for different groups 	All	Immediately	<ul style="list-style-type: none"> - Connect potential participants with volunteers via a contactable email on the KEEN website - 'Dealing with unacceptable language' document - Incident reporting form to be emailed to participants
Bullying	<ul style="list-style-type: none"> - Add a section on Bullying to the KEEN Policies 	All	Immediately	<ul style="list-style-type: none"> - A clear Anti-Bullying Policy
Awareness	<ul style="list-style-type: none"> - Try to use media channels that are popular with target groups to advertise KEEN 	All	Immediately	<ul style="list-style-type: none"> - Use of social media channels - Use of notice boards for advertisement

Appendix A: gender data

Methodology

Firstly we generated a random sample of participants for each activity, allowing those who attended multiple sessions to be chosen more than once.

These randomly selected individuals' gender (male, female or unknown) was then noted using participant records.

The percentage of male and female attendance was calculated for overall attendance at KEEN, as well as for any session that had over 100 pieces of data available (allowing for a minimum sample size of 10).

Results for overall attendance at KEEN were then compared with expected ratios of gender balances. The expected percentage of female participants was set at 25% in comparison to 75% male participation. This was chosen using information statistics on the gender imbalance within autism.

Results

The overall expected percentage of females was **25%**

The overall observed percentage of females was **49%**

Appendix A: gender data

Session at KEEN Results	% Female Attendance	% Male Attendance
Overall	41	59
AllSorts	31	69
Drama	50	50
INK	18	82
GrEAT Chat	46	54
GrEAT Choir	50	50
GrEAT Social	31	69
GrEAT Sport	46	54
KEEN Chat	30	70
KEEN Plus	52	48
KEEN Teens	18	82
Mabel Prichard	34	56
Movement	63	37
Olympics	29	71
Story Crafts	75	25
Talent	63	37
Yoga	32	68
ZigZag	78	22

Appendix B: deprivation data

Methodology

To analyse the socioeconomic backgrounds of KEEN's participants, we compared the proportion of participants living in deprived postcodes to the proportion of Oxford residents living in deprived postcodes, according to the English Index of Multiple Deprivation.

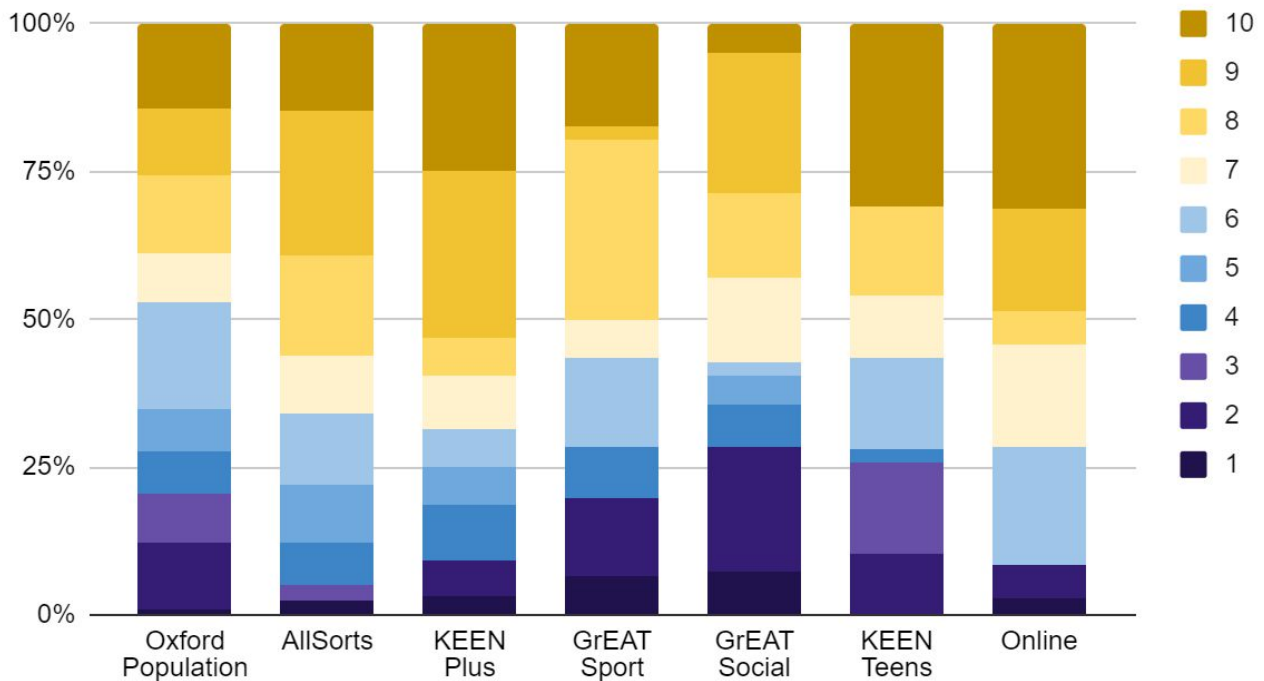
The English Index of Multiple Deprivation is a measure of the relative deprivation of small areas called LSOAs. The index uses a range of criteria to create rank English LSOAs from most to least deprived which is then split into deciles.

For our analysis, we firstly generated a random sample of participants for each activity, allowing those who attended multiple sessions to be chosen more than once.

Their postcodes were then inputted into <http://imd-by-postcode.opendatacommunities.org/imd/2019> which outputted the deciles of the corresponding LSOAs.

Finally, Google Sheets was used to calculate the proportion of participants in each decile and present this in the stacked bar chart below.

Yellow = least deprived, Purple = most deprived



Results

Our results suggest that participation in GrEAT Sport, GrEAT Social and KEEN Teens is more representative of the Oxford population than participation in AllSorts, KEEN Plus and KEEN's new online sessions.

There are many potential explanations for this. In the case of KEEN Teens, it could be that the use of a minibus has made access easier for those from disadvantaged backgrounds. Meanwhile lack of internet access could exclude those from disadvantaged backgrounds from participating in KEEN's online activities.

Limitations

The above findings should be taken with a pinch of salt due to the relatively small sample sizes (30 - 60 observations per activity).