



The Association of Dress Historians (ADH)

Diversity and Inclusion Policy



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1 Introduction

The Association of Dress Historians (ADH) supports and promotes the study and professional practice of the history of dress, textiles, and accessories of all cultures and regions of the world, from before classical antiquity to the present day. The ADH is proud to support scholarship through international conferences, publication of *The Journal of Dress History*, prizes and awards for students and researchers, and ADH members' events.

The Association of Dress Historians is entirely volunteer run and values fairness and inclusivity for all activities undertaken by the charity and all individuals connected to the charity.

2 Diversity and inclusion aim and scope

The aim of this policy is to ensure the ADH is outward looking and promotes diversity and inclusion across all activities that are undertaken by the ADH Board (Executive Committee and Trustees), Sub-Committees, and volunteers, to meet ADH Constitutional objectives.

The scope of the policy includes the management of equal treatment, opportunity for all, and equity: to ensure every person gets what they require to achieve an equal outcome.

3 Diversity and inclusion objectives and statutory requirements

3.1 Diversity and inclusion objectives

The ADH will focus on the following key objectives to work towards a diverse and inclusive organisation:

1. Ensuring pursuit of the ADH Constitutional objectives builds a culture that champions diversity and inclusion
2. Monitoring our representation and engagement against relevant protected characteristics as outlined in the UK Equality Act 2010
3. Creating an inclusive ADH culture that values diversity in how we treat each other and interact with those with whom we come into contact
4. Ensuring that the right resources are made available to create an equal outcome for all

3.2 Equal opportunities and statutory requirements

The ADH will strive to ensure that this diversity and inclusion policy is compliant with the statutory requirements laid down in the Equality Act 2010.



The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. The ADH does not tolerate direct or indirect discrimination, victimisation, or harassment in relation to the below characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

3.3 Equal opportunities promoted through equity

The ADH supports equity for the ADH Board, Sub-Committees, volunteers, and beneficiaries. It recognises that each person has different social, economical, demographical, or geographical circumstances, and it strives to allocate resources and opportunities needed to reach an equal outcome.

4 Implementation of diversity and inclusion strategy

The overall responsibility for ensuring adherence to and implementation of this policy lies with the ADH Board.

The implementation will be monitored and managed through: internal policy reviews and updates; identification of circumstances that might impact representation and activities of the ADH Board and beneficiaries; providing additional support to reach an equal outcome; and a clear procedure in place to raise concerns or complaints.

5 Governance and accountability

Diversity and inclusion is the responsibility of all ADH Board and Sub-Committee members and volunteers to ensure we create an inclusive culture and environment.

The Trustees will be ultimately accountable for the delivery of the four key diversity and inclusion objectives that are outlined in this policy.



6 Monitoring and reviewing

The diversity and inclusion policy will be reviewed annually in line with government guidance and to serve the evolving purposes of the ADH best.

7 Policy Sign-off

Role	Name	Title	Signed	Date
Chairman and Trustee	Jennifer Daley	Chairman and Trustee	Jennifer Daley	24.05.2021
Treasurer and Trustee	Lisa Bartup	Treasurer and Trustee	Lisa Bartup	24.05.2021
Committee Member and Trustee	Janet Mayo	Committee Member and Trustee	Janet Mayo	24.05.2021
Chair, Board of Trustees	Tara Tierney	Chair, Board of Trustees	Tara Tierney	24.05.2021

