

In pursuit of equity, diversity and inclusion



A summary of YHA's position, plan and progress to date

Introduction

Launched in 2020, YHA's 10-year strategy - Adventure for the first time and a lifetime - has equity, diversity and inclusion at its centre.

Our core strategic priority is access for all. It is a fundamental tenet of YHA's charitable object and the foundation upon which our 90-year history is built.

We have set KPIs to increase access in four key ways:

- increase the total number of people who use us
- increase the number of these people that are under 26
- increase the proportion of users whose experiences mean they could benefit most from our services but often access us the least
- ensure that our staff and users reflect the communities we serve

We have structured our approach to equity, diversity and inclusion (EDI) around six themes. All of these support our 10-year strategy and KPIs. Some are internally facing. Others recognise that – as one of largest charities in England and Wales – we have a responsibility that reaches beyond our organisation.

We have made much progress on EDI since launching our strategy. This has been captured in various reports on our impact and challenges.

But we know we have much still to do.

This short paper presents our draft position statement on EDI and our six themes.

Position statement

YHA's 90-year history is rooted in access - to nature, the outdoors, culture, heritage, and travel. Access to these public assets is not equitable.

YHA is a large charity with a powerful brand and platform. We will apply our resources to supporting equity, diversity and inclusion in all aspects of our own work.

As a leader in the sectors in which we work, we will amplify the messages of diverse members, users and partner community groups. We will challenge ourselves, governments, charity partners and our communities. We will model good practice. We will be honest.

Our six themes

and examples of what these mean in practice.



Ensuring that 'all means all'. Diversifying our user base - both those who pay to stay with us through the social enterprise and those who are funded or access us in other ways

- Collecting case studies and feedback from a wider range of users to shape service improvements



Diversifying the make-up of our staff body and developing the capacity and culture to support our EDI work

- A significant internal training programme on EDI
- Our people values and behaviours: [the HEART values](#)
- Investment in new recruitment approaches



Focusing proportionately more resource on those who are both excluded but could also benefit the most from our services, for example those with challenging lives

- Completing [Generation Green](#)
- Funded Breaks programmes working with referral partners such as Housing Associations and Action for Children
- Targeting special schools and alternative provision in our education programme



Using our reach and platform to amplify the voices of a wider group of staff, users, partners and communities in support of the wider cause of EDI

- The [Outside Voices](#) project
- The Journey quarterly magazine



Contributing to and learning from the evidence base - of both challenges and solutions

- Publishing our figures and writing on our challenges and learning
- Feeding into the work of others, for example the action plan for environment workforce diversity



Working with partners and community groups to develop the capacity of charities and networks led by those with a range of lived experiences

- Outdoor Citizens - a community of practice delivered in partnership with Natural England
- YHA Campus - building the skills of wider community groups to work in the charity sector
- Using both subsidised and free residentials and meeting room space to support community capacity

We welcome your feedback on this and our wider work in pursuit of equity, diversity and inclusion as we seek to broaden participation in the outdoor sector and increase access for all.