

Southampton City Council Diversity and Inclusion Pledge

Southampton City Council, which comprises all colleagues, Councillors and our partners, commit to the following principles:

- **Supporting** all members of the council workforce (colleagues, partners, Councillors) to be able to challenge discriminatory behaviour or language, including micro-aggressions.
- **Understanding**, identifying and promoting the rich, diverse cultural offer of the council and the city.
- **Reminding** ourselves that we each have a joint and personal responsibility in upholding the principles of diversity, inclusion, and equity. Everyone is accountable.
- **Ensuring** that we strive for real representation across the organisation, challenging any practices or procedures that might be deemed biased or unfair so that each and every member of the council feels at home within their respective workspace.
- **Creating** the best environment for complex and challenging conversations regarding both protected and non-protected characteristics as defined under the Equalities Act 2010.
- **Allowing** everyone the right to make mistakes and learn from one another to achieve true mutual respect and understanding, reminding one another that we all have lessons to learn, as well as a duty to call one another into the best behaviours.