

# DEI Data Group: DEI Data Standard V1.0 Approved 25<sup>th</sup> January 2021

## Introduction

### Background

In August 2020, the DEI Data Group commissioned a framework to monitor equity considerations in grantmaking, with a view to including the data in published grants information. This work was funded by The Esmée Fairbairn Foundation and The National Lottery Community Fund.

It sought to involve organisations that the data is about in the development of the framework and included input, engagement and consultation with a wide range of specialist infrastructure organisations, organisations working on social justice issues, and the wider sector to try to reflect, as far as is possible in a unifying framework, how organisations identify themselves.

This framework is not a judgement of organisations, it simply spells out the different categories that enable funders to collect data in a systematic manner to understand whether the reach of the funding and their funding practices are equitable. It will be used to inform funding strategies and specific funding strands/programmes, not individual funding decisions - except where it is explicitly a part of the fund criteria. The primary use will be for funders to monitor their grant programmes, but it is also anticipated that there will be wider use of a shared framework for sector analysis.

It is acknowledged that any framework that seeks to classify groups and communities is inherently problematic and can never capture the nuance of people's individual identities. However, if we don't have a standardised way to report and monitor information, we would not have the data needed to identify and address structural inequality. Hence, we acknowledge this challenge and seek to overcome it by focusing on self-identification, and by including free text option for "other identity or experience" not included in the taxonomy.

Adoption of the framework by grantmakers is voluntary and it is understood that it will take time to implement. This is not a solution in itself. Having the data is the first step to taking further actions. This work is only one area in a range of initiatives across the grantmaking sector to advance diversity, equity and inclusion in funding practices.

No framework can encompass every possible nuance, but we hope this provides a starting point for moving this forward.

### Overview

This shared framework (classification, language and approach) aims to categorise organisations either led by, or targeting and supporting groups experiencing structural inequity.

There are three elements to the framework.

1. The first is the **taxonomy** which is the classification system i.e. what are the groupings of charitable organisations that we might use when asking questions or reporting on results. The taxonomy is generic and can be applied to different contexts.
2. The second is the **approach** to applying those groupings to organisations and projects - ie do the categories relate to the project, the organisation, or the leadership of the

organisations - and the definitions of those areas. This is the context for use of the taxonomy.

3. The final area of the framework is **guidance** to support the consistency of application by funders. This will make it easier for applicants to grant programmes to be asked the questions in a similar way, and for funders to benchmark and compare their programmes.

## Taxonomy

The table below defines the population groups. It is a generic grouping that could be used in different contexts. This is the classification of the groups and the definitions to support a consistent approach - it is not intended that the table would be presented in this way to applicants or grantees.

The taxonomy seeks to consider an intersectional approach with the ability for groups to recognise multiple identities. Therefore, organisations can select multiple population groups, e.g. women and girls, Disabled people and communities experiencing racial inequity. They do not have to choose one or a hierarchy between them. Options on online forms should allow a selection of one option of category from each population group where relevant (e.g. within communities facing racial inequity, organisations can indicate whether they are working across multiple communities, or with Black / African / Caribbean / Black British, or with Mixed, etc) - but not multiple categories within the same population group. Sub-category selections are not mandatory - and ideally relevant sub-category options will only become available when a category has been selected.

The taxonomy does not necessarily reflect how questions should be asked - there will be nuances in asking some questions which are explained in the guidance notes.

In addition to the areas in the classification, there will be options to specify other population descriptions e.g. Geographical/residential, and other options for lived experience e.g. care experienced or experience of the criminal justice system that can be combined with the population groups below e.g. care experienced disabled people. This lived experience or “other identity or experience” option can be a free text option - or an option that can be defined by funders where relevant to a specific fund or programme. It also allows for groups that don't fall in to the categories to report their identities eg boys, or groups that are more specific.

The population groups applicable to all of the UK are (alphabetically arranged):

- Communities experiencing racial inequity
- Disabled people
- Faith communities
- LGBT+ People
- Migrants
- Older and younger people
- People who are educationally or economically disadvantaged
- Women and girls

Population groups applicable to certain parts of the UK are:

- Community backgrounds (Northern Ireland only)
- Welsh language speaking (Wales)

Population Group	Category	Sub-Category	Description
<p>Communities experiencing racial inequity</p> <p>(Communities that experience inequity as a result of their race or ethnic group. Ethnic group refers to the group that people self-identify with, which <i>may</i> be related to their national/geographical origin, skin colours, and other identities. This is often referred to as “Black, Asian and Minority Ethnic” or BAME.)</p>	Communities experiencing racial inequity		Organisations working on racial justice or supporting people from multiple communities
	Black / African / Caribbean / Black British		Mixed Black/ Black British
		African	
		Caribbean	
		Any other Black/ African/ Caribbean background	
	Mixed		Mixed groups
		White and Black	
		White and Asian	
		Any other Mixed / Multiple ethnic background	
	Asian / Asian British		Mixed Asian/ Asian British
		Indian	
		Pakistani	
		Bangladeshi	
		Chinese	
		Any other Asian background	
	Other Group experiencing ethnic or racial inequity	Arab	
Jewish			
Gypsy, Roma and Traveller Communities			
Any other Ethnic group			
<p>Disabled people</p> <p>(self-identify as disabled, with particular impairments, which have a long-term impact on</p>	Disabled people		Working with people across multiple disabilities
	Physical Impairment		Working with people with multiple or different physical impairments

quality of life) <sup>1</sup>		Mobility	Physical/mobility impairment, such as a difficulty using your arms or mobility issues which require you to use a wheelchair or crutches	
		Visual impairment/ partial sight/ sight loss	Visual impairment, such as being blind or having a serious visual impairment	
		Hard of hearing/ deaf/ hearing loss	Hearing impairment, such as being deaf or having a serious hearing impairment	
		Speech impairment	Impaired ability to produce speech sounds	
	Mental Health		Mental health condition or experience, such as depression or psychosis or addiction that impacts people's lives	
	Cognitive differences			Multiple or different cognitive differences
		Learning disability		A reduced intellectual ability and difficulty with everyday activities which affects someone for their whole life, such as Down's Syndrome
		Learning difficulty		Learning difficulties such as dyslexia and ADHD
		Neurodivergent <sup>2</sup>		Cognitive difference such as autistic spectrum disorder where individuals are impacted by the social environment
	Health		Long-standing illness or health condition, such as cancer, HIV, diabetes, chronic heart disease or epilepsy, or other rare conditions	
	Other		Other - An impairment, medical condition or environmental disadvantage that is not listed above	
Faith communities	Faith		Interfaith and multi-faith groups	

<sup>1</sup> This is adopting the Social Model of Disability, which holds that people with impairments are 'disabled' by the barriers operating in society that exclude and discriminate against them.

<sup>2</sup> We acknowledge that many people who are neurodivergent would not classify themselves as disabled. However, recording neurodivergent individuals as disabled is a necessary technique to recognise discrimination in the workplace and in wider society

	Catholic		People who describe their faith as Catholic or Roman Catholic
	Protestant		Anglicans, Adventists, Baptists, Methodists, Pentecostals, Presbyterians, Religious Society of Friends, Reformed Churches and other Protestant denominations
	Other Christian denominations		Orthodox and other denominations
	Buddhist		
	Hindu		
	Jewish		
	Muslim		
	Sikh		
	Atheist		
	Agnostic		
	Other		Other faiths and beliefs
LGBT+ People (Lesbian, Gay, Bisexual and Trans + people)	LGBT+ People		Working with LGBT+ people with multiple identities
	Bisexual people		All bisexual people
		Bisexual men	
		Bisexual women	
	Gay men		
	Lesbian/gay women		
	Transgender people		All transgender people
		Trans men	
		Trans women	
	Non-binary people		
Other		Other LGBT+ People, including queer and intersex people	
Migrants	Migrants		Migrants with multiple status
	Asylum seekers		

(Groups who are first-generation and/or recent migrants to the UK)	Refugees		
	Undocumented People		
	Other Migrants		This includes other migrants with official immigration status, e.g. international students; and who are naturalised British
Older and younger people	Older People		Typically <sup>3</sup> those aged 60 and over
	Young adults		Typically young people from 16 to 25 years of age
	Young people		Typically young people from 8 to 25
	Children and Young People		Typically people under 26 but sometimes people under 19
	Children		Under 16
	Infants		Under 2 years of age
People who are educationally or economically disadvantaged  (self-identify as from an economically and/ or educationally disadvantaged background, including working class backgrounds, with long-term impact on their life outcomes; also people currently experiencing financial hardship)	People who are educationally or economically disadvantaged		This will be defined by the organisation, such as children eligible for free school meals or for adults were eligible for free school meals as a child, families receiving benefits or universal credit, people who are homeless, people who did not complete formal education or otherwise considered in deprivation or poverty etc.
Women and girls	Women and girls		Those who identify and live as women and girls
Welsh Language Speaking <sup>4</sup>	Welsh Language Speaking		
Community background <sup>5</sup>	The Protestant community		
	The Catholic community		
	Neither		

<sup>3</sup> Added “typically” as some may identify as older people but falling outside of the age bracket.

<sup>4</sup> Option in Wales only

<sup>5</sup> Option in Northern Ireland only

# Application of Taxonomy for Grants

The taxonomy above is generic and can be applied in different contexts. Here we outline the definitions of how it might be used in specific contexts for grantmaking.

The taxonomy above will be applied for grants, in three different areas. The population groups defined in the taxonomy will be choices. The areas below might be different sections on an application form. Not all funders will be interested in all three areas, depending on the nature of their funds and programmes. They may decide to only ask about one area - but ideally would still use the same definition/criteria when approaching the questions.

Area	Description	Definition/criteria
People receiving primary benefits/ service users	The people who benefit from the project or the organisation	Over 75% of participants of the project or organisation/those receiving support or are intentionally being targeted
Mission and purpose	There is a specific community that the organisation was created to serve, or that their existing work explicitly and proactively engages a specific community	Referenced in the organisation's governing documents, constitution or Charity Commission registration, where relevant and/or be clear in their public facing materials
Leadership	The Board of Trustees, Directors, Management Committee and the Senior staff of the organisation. Key decision-makers	Self identify as being led by a specific community or identity. As an indication, 75% or more of Board/Management Committee AND 50% of senior staff from a particular identity or experience, where staff exist.  Where a project within an organisation has a separate steering group with autonomous decision-making within this group, the threshold should apply to this unit.

Obviously the taxonomy above can be used in other areas - for example for funders' own leadership and staff looking at actual numbers instead of majorities – but this has been designed more as a framework for organisations than recording individuals. Moreover, using the taxonomy for other applications may or may not be appropriate for recording in open data.

## Guidance

[\[insert link to document\]](#)

The guidance for funders is part of the overall framework but has been included as a separate document for ease of use. This includes guidance for how to collect the data/frame the questions and guidance for recording other areas of lived experience that are additional to the classifications.

There is also a question and answer document that provides further information and background that is relevant to non-funders.

[insert link to document]

## Examples

Below are some example organisations and how the taxonomy might be applied/ how they might report against it

<b>Description</b>	<b>People receiving support</b>	<b>Mission and Purpose</b>	<b>Leadership</b>
A youth club working on a social housing estate, but charitable objects restricted to young people in a geographical area. Board mainly from Black and Asian backgrounds	Black, Young People, Economically disadvantaged	Young People	Communities experiencing racial inequity
Infrastructure organisation working on racial justice	Communities experiencing racial inequity	Communities experiencing racial inequity	Communities experiencing racial inequity
A project working with neurodivergent young people as part of a wider LGBT+ organisation	Neurodivergent Young People LGBT+	LGBT+	LGBT+
An organisation supporting asylum seekers with a mixed leadership	Asylum seekers	Asylum seekers	
A mental health charity work for and led by women	Women Mental Health	Women Mental health	Women Mental Health
An organisation working to alleviate poverty	Economically disadvantaged	Economically disadvantaged	
A project supporting older people within an organisation supporting Chinese migrants. Board is mainly second generation Chinese migrants.	Asian/Chinese Migrants Older People	Asian/Chinese Migrants	Asian/Chinese

In addition there will be an option for organisations to enter other forms of lived experience that are relevant to them but not included in the classifications - such as care experienced, experience of the criminal justice system, carers etc.