



Worshipful Company of Cordwainers

Diversity Charter

We are committed to treating all people equally and with respect and to encouraging, supporting and celebrating diversity in all its forms. We are committed to creating a safe and inclusive environment for our staff, members, guests, and for the organisations and individuals that we support and with whom we work. We value the benefits that diversity can bring and believe that attracting a wider pool of talent to engage with our Livery Company will assist in building both a Company and City of London fit for the future.

To support this we, the Court of the Worshipful Company of Cordwainers, will:

- 1) When considering appointments to the Court and committees, aim to reflect our inclusive approach, while also focussing on capability.
- 2) When voting on appointments to committees, aim to reflect our inclusive approach, while also focussing on capability.
- 3) Consider how the public image of the Company is perceived and seek to accurately portray the Company and its beneficiaries in photographs and on social media.
- 4) Ensure that any literature that relates to the Footwear Awards or scholarships, grants and bursaries that the Company awards, makes clear that we welcome applications from individuals of all backgrounds.
- 5) Seek to introduce new people from diverse backgrounds to the Company, for example, through invitations to functions, as speakers or guests etc.
- 6) Look out for talented people from diverse backgrounds, who could make a contribution to the work of the Company and encourage them to consider joining.

Signed by the Master:

Date: 8 October 2020