

# Equity, Diversity and Inclusion at St Mungo's

Our Head of Equity, Diversity and Inclusion, Kevin Maxwell, reflects on the importance of embedding inclusive practices across St Mungo's.

St Mungo's supports some of the most marginalised people in our communities and we are privileged to work with a hugely diverse group of them. But our clients are more likely to experience disadvantage and discrimination, meaning that promoting equity, diversity and inclusion is especially important for us.

Ultimately, by creating an inclusive culture, where everyone feels respected, valued and supported, regardless of their background, our clients are more likely to achieve their ambition of recovering from homelessness. So, our vision for Equity, Diversity and Inclusion (ED&I) is that it will be embedded in St Mungo's culture, services and workforce.

I'm proud of the progress we're making towards this goal: our **ED&I strategy for 2023-26** outlines our path towards greater equity and representation across St Mungo's; our **Race Action Plan** sets out clear steps for us to become an anti-racist organisation, which we are already implementing; and our Colleague Diversity Networks and ED&I Allies scheme continue to ensure that clients and colleagues are well supported and represented across the organisation.

Looking ahead, we know there is more to do. The principles of equity, diversity and inclusion will remain central to our mission of ending homelessness, and will help us build a more inclusive and equitable future for everyone at St Mungo's.

**40%**

of our clients are from a Global Majority background, with black people more than three times as likely to experience homelessness.

**18%**

of LGBTQ+ people have experienced homelessness.

**25%**

of trans people have experienced homelessness.

