

# EDI vision and strategic aims 2022 – 2025

## Our EDI vision



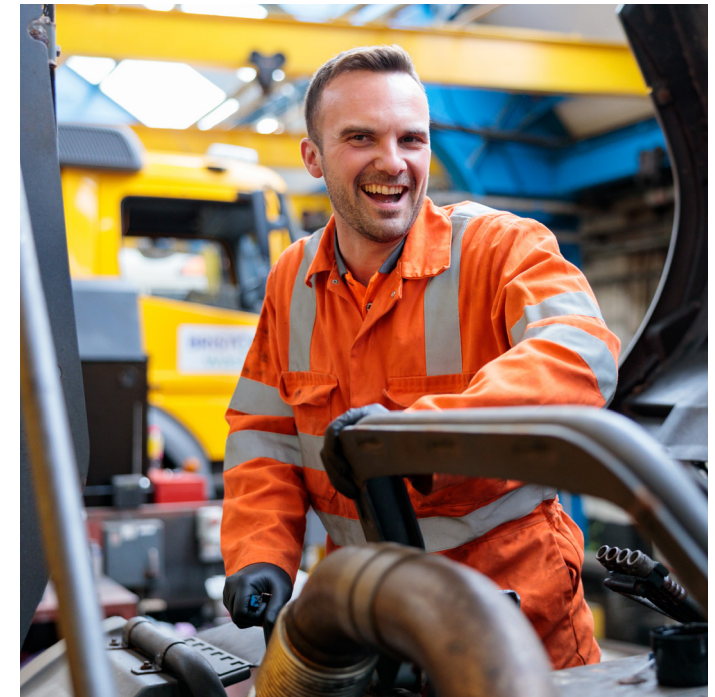
Our vision is for diversity and inclusion to be built into the fabric of who we are as a business. We will be a company where empathy and compassion is shown to all our colleagues and the people we serve. We will recognise the power of people being able to bring their whole selves to work and foster a culture where any form of exclusion or discrimination is not tolerated.

While we have made positive steps forward both in terms of the diversity within our workforce and in our involvement with community programmes, we realise we have a long way to go in achieving our vision.

Over the coming three years we have identified the following eight strategic aims.

### We will...

1. build our **knowledge base** and understanding
2. increase the **proportion of women** in our Waste, Recycling and Street Cleansing Services
3. have greater **ethnic diversity in the senior leadership** across the organisation, and improve our ethnicity pay gap
4. ensure that we are **better meeting the needs** of underrepresented groups within our workforce
5. **create opportunities** for groups that traditionally struggle with entering the workforce
6. **address and support** our aging workforce
7. ensure EDI considerations are **forefront of service delivery**
8. better celebrate and **promote our diversity**



## Equality, Diversity & Inclusion

Bristol Waste Company Strategy 2022 – 2025

[bristolwastecompany.co.uk](http://bristolwastecompany.co.uk)