



**IHBC: BOARD STATEMENT
ON EQUITY, DIVERSITY AND INCLUSION**

ADOPTED BY THE BOARD OF THE IHBC, JANUARY 2023

The Institute of Historic Buildings Conservation (IHBC) is a registered charity.

The Board of the IHBC has extended and formalised its collective commitment to support Equity, Diversity and Inclusion in the heritage sector with the following statements:

- As a charity, the IHBC strives to share best practice in creating a fair and inclusive built and historic environment.
- Through its work and influence, the IHBC proactively promotes and enhances diversity across all its operations and spheres of influence to help ensure that the institute is representative of the communities and interests served.
- Currently:
 - The IHBC's Trustees encourage processes that ensure fair inclusive representation by responding to any shortcomings in equity, diversity and inclusion on the IHBC's Board and, by extension, across our membership.
 - The Board is committed to addressing any deficiencies through:
 - Encouraging the entire membership of the IHBC, especially those members eligible to vote at our AGMs, to encourage, promote and welcome nominations that help support equity, diversity and inclusion on the IHBC's Board and, by extension, across our membership.
 - Using the Board's capacity to co-opt board members to help improve that diversity, while also recognising others standards of good practice in Board profiles, including skills.
 - Reviewing progress in improving the Board's representation of the communities and interests served by the charity.