



Diversity, Equity and Inclusion at Big Issue Invest

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Diversity, equity and inclusion (DEI) are principles at the heart of the Big Issue Invest and Big Issue Group's mission. At The Big Issue our mission is to ***Build a world that works for everyone. Challenging, innovating, and creating self-help and sustainable business solutions, that dismantle poverty now and for future generations.***

We need to engrain the principles of DEI into our everyday business activities in order to be actively aware of where we need to improve and how we can better listen to those we are seeking to serve. It is important for us now and for future generations that DEI is built into the way we do business.

As a social investor, it is important that we are ensuring our funds are accessible and inclusive of different communities and individual needs. This means Big Issue Invest needs to do more. We need to take extra steps to ensure that marginalised and disadvantaged leaders of social purpose organisations, and the individuals within these communities, are able to access our funds. We also need to critically assess ourselves and where we have, unwittingly or not, placed structural, financial, or social barriers for people in accessing investment, dismantle these.

We must take positive action to measure ourselves against these commitments. This is why we have a DEI working group creating actions to truly embed DEI into our organisation. These actions include:

- monitoring the diversity of our investment portfolios;
- setting targets on DEI in our outreach, investment and recruitment activities;
- embedding DEI principles and lessons into all future products;
- creating space for people with lived experience, disabilities, from Black, Asian and Minority Ethnic backgrounds, and using our platform to bring these voices to the forefront; and,
- learning from and sharing best practice as a social investor

We conduct annual DEI data monitoring on our investment portfolio and publish these findings in our annual impact reports which can be viewed [here](#)

We have also published a DEI Measurement Tool to support organisations to measure their diversity characteristics and demographic make-up which can be accessed on our website [here](#).

If any of our key stakeholders; investees, investors, friends or advisors are reading and would like to input into the design of this plan, or make a comment on anything discussed above, please get in touch with impact@bigissueinvest.com.

If anyone is interested in reading the full BII DEI policy document, please get in touch with us at impact@bigissueinvest.com.

Additional resources:

The Diversity Forum: [The Diversity Forum for Inclusive Social Investment](#)

Connect Fund & The Young Foundation: [Nothing About Us, Without Us – Lived experience insight & social investment:](#)

CharitySoWhite: [Impact of Covid on BAME communities](#)