

Diversity, Equity and Inclusion: Why we ask for your information, and how we use it

Why are we asking for this information?

We're committed to supporting diverse, equitable and inclusive communities in London. As part of this commitment, we ask all organisations applying for funding to respond to three standard DEI questions.

This helps us better understand who is applying for our support and the communities that may benefit. In this way we can make sure our funding is balanced and focused on the right areas and people to achieve our impact goals.

Our approach

Our approach to collecting DEI data is based on tools developed by UK-based funders: [the DEI Data Standard](#) and the Funders for Race Equality Alliance's [audit tool](#).

We recognise that identity is complex, fluid and cannot be fully understood through fixed categories. The categories we use reflect current best practice and commonly accepted language across the funding sector.

However, we know these are shaped by social norms and constructs and may not reflect the full diversity or lived experience of individuals. For some, these categories may feel restrictive or incomplete. Identities can shift over time, and what resonates with someone today may not in the future. We respect and acknowledge this complexity and affirm each person's right to define themselves in ways that may not align with institutional frameworks.

At the same time, we believe data has an important role to play. Without it, persistent inequalities can remain hidden. Collecting this information is one of the ways we can

better understand patterns of inclusion and exclusion and hold ourselves accountable to making funding decisions that are fair, transparent and equitable.

We don't collect this data to reduce anyone to a label, but to help build a clearer picture of who our funding is reaching. This helps us use our resources more effectively to challenge injustice and support long term change.

The categories and sub-categories we will use are listed at the end of this document.

The framework for the questionnaire

We will ask about three areas:

- 1) **The people or communities who are benefitting from your project or work.**
We want to know if the majority of people your project is supporting are in a particular location or share a particular identity or experience.
- 2) **The mission or dedicated focus of your organisation and who it is set up to support.** By this, we mean any specific groups or communities that your organisation is dedicated to serving.
- 3) **The leadership of your organisation and how it relates to the people and communities that you serve.** We're interested in whether most of the people who make decisions in your organisation share a specific identity or experience.

How we'll use the information you share

We'll use this information to get a better understanding of who is applying for and receiving funding and who our support is reaching.

- **If your application is successful**, the information you provide may be included in data we publish about our grant-making on our website.

We may also share this information with platforms such as [360 Giving \(via GrantNav\)](#). This helps to support greater transparency, accountability, and collaboration across the funding sector.

Data about your leadership will be linked to your organisation's name and be publicly available on these platforms – this is optional.

If you're a small organisation with a just a few trustees or senior staff, we recommend opting out of sharing this data unless all individuals represented have given their informed consent.

If you would like to opt out of the publication of your leadership DEI data, please tick the box under question 3.

- **If your application is unsuccessful**, any data we publish will be aggregated and anonymised to protect your organisation's confidentiality.

Support completing this form

We know that completing forms can be difficult and that people require different levels of support to do so. We'll provide accessibility-related support to organisations that need it. [Please contact us if this would help.](#)

Support and feedback

If you have any further questions about our DEI questions or need more support completing the form, please contact us by emailing grants@trustforlondon.org.uk.

This is a living piece of work, and we're committed to learning as we go. We welcome feedback on the categories we use and the overall questions, and how we can continue to improve.

List of categories and sub-categories

Category: Geographical location	
Description	Sub-categories
Geographical locations	<ul style="list-style-type: none"> • Nation-wide • London-wide <p>Specific London borough, drop down menu:</p> <ul style="list-style-type: none"> • Barking and Dagenham • Barnet • Bexley • Brent • Bromley • Camden • Croydon • Ealing • Enfield • Greenwich • Hackney • Hammersmith and Fulham • Haringey • Harrow • Havering • Hillingdon • Hounslow • Islington • Kensington • Kingston upon Thames • Lambeth • Lewisham • Merton • Newham • Redbridge • Richmond upon Thames • Southwark • Sutton • Tower Hamlets • Waltham Forest • Wandsworth • Westminster

Category: Communities experiencing racial inequality	
Description	Sub-categories
Communities that experience inequity as a result of their	Choose this if covering all groups.

<p>race or ethnic group, which may be related to their national/geographical origin, skin colours, and other identities. This is often referred to as “Black, Asian and Minority Ethnic” or BAME.</p>	<p>If a specific group within this category, choose one from the following (additional sub-categories are optional – you can only choose one option from these):</p> <ul style="list-style-type: none"> • Black/African/Caribbean/Black British <ul style="list-style-type: none"> • African • Caribbean • Any other Black/African/Caribbean background • Mixed <ul style="list-style-type: none"> • White and Black • White and Asian • Any other Mixed / Multiple ethnic background • Asian/Asian British <ul style="list-style-type: none"> • Indian • Pakistani • Bangladeshi • Chinese • Any other Asian background • Other Group experiencing ethnic or racial inequity <ul style="list-style-type: none"> • Arab • Jewish • Gypsy, Roma and Traveller Communities • Latin American • Any other Ethnic group (please specify if you have selected any other ethnic group-open text box)
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Category: Disabled people	
Description	Sub-categories
<p><i>People who identify as Disabled and those that have impairments which have a long-term impact on quality of life, and experience injustice as a result of social, political or physical barriers to participation.</i></p>	<p>Choose this if covering all groups.</p> <p>If a specific group within this category, choose one from the following (additional sub-categories are optional – you can only choose one option from these):</p> <ul style="list-style-type: none"> • People with physical, mobility or sensory impairment <ul style="list-style-type: none"> • Mobility (<i>Physical/mobility impairment, such as a difficulty using arms or mobility issues which require use of a wheelchair or crutches</i>)

	<ul style="list-style-type: none"> • Visual impairment / partial sight / sight loss (<i>Blind, partially sighted or having a serious visual impairment</i>) • Hard of hearing / deaf / hearing loss (<i>Deafness or having a serious hearing impairment</i>) • Speech impairment (<i>Impaired ability to produce speech sounds</i>) <ul style="list-style-type: none"> • People with mental health conditions <ul style="list-style-type: none"> • Neurodivergent people/ people with cognitive differences <ul style="list-style-type: none"> • Learning disability (<i>A significant life-long condition which affects a person's development, such as Down's Syndrome</i>) • Learning difficulty (<i>Learning difficulties</i>) • Neurodivergent (<i>Cognitive difference such as autistic spectrum disorder where individuals are impacted by the social environment</i>) <ul style="list-style-type: none"> • People with long term health conditions <ul style="list-style-type: none"> • Chronic health condition (<i>A long term physical health condition</i>) <ul style="list-style-type: none"> • Other
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Category: LGBT+ People	
Description	Sub-categories
<p><i>People with gender, sex and relationship diversity including but not limited to Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, Agender people</i></p>	<p>Choose this if covering all groups.</p> <p>If a specific group within this category, choose one from the following (additional sub-categories are optional – again, you can only choose one option from these):</p> <ul style="list-style-type: none"> • Bisexual people <ul style="list-style-type: none"> • Bisexual men • Bisexual women • Gay men • Lesbian / Gay women • Transgender people <ul style="list-style-type: none"> • Trans men • Trans women • Non-binary people • Other

Category: Migrants	
Description	Sub-categories

<p><i>Groups who are first generation and/or recent migrants to the UK</i></p>	<p>Choose this if covering all groups.</p> <p>If a specific group within this category, choose one from the following:</p> <ul style="list-style-type: none"> • Asylum seekers • Refugees • Undocumented People • Other migrants
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Category: People within specific age categories	
Description	Sub-categories
<p>A specific age group</p>	<p>Choose one from the following:</p> <ul style="list-style-type: none"> • Older People (typically those aged 60 and over) • Children and young people <ul style="list-style-type: none"> • Young adults (typically those aged from 16 to 25) • Children (those aged under 16)

Category: Women and girls	
Description	Sub-categories
<p>Those who identify and live as women and girls.</p>	<p><i>No additional sub-categories to choose from.</i></p>

Category: Faith communities	
Description	Sub-categories
	<p>Choose this general category for inter-faith and multi-faith groups.</p> <p>If a specific group within this category, choose one from the following:</p> <ul style="list-style-type: none"> • Catholic (<i>People who describe their faith as Catholic or Roman Catholic</i>) • Protestant (<i>Anglicans, Adventists, Baptists, Methodists, Pentecostals, Presbyterians, Religious Society of Friends, Reformed Churches and other Protestant denominations</i>) • Other Christian denominations • Buddhist • Hindu • Jewish • Muslim

	<ul style="list-style-type: none"> • Sikh • Atheist • Agnostic • Other
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Category: People who are economically disadvantaged	
Description	Sub-categories
People who identify as from an economically disadvantaged background, including working class backgrounds, with long-term impacts on their life outcomes; also people currently experiencing financial hardship.	<i>No additional sub-categories to choose from.</i>

Category: Other	
Description	Sub-categories
People who belong to another group or community that hasn't been specified.	<i>If this is selected, then an open text box will appear that will allow you to add the name of the group.</i>