**Transforming Governance Case Studies**

The following document provides a series of Case Studies for participants of the Transforming Governance Programme.

## **Developing and Implementing Inclusivity and Relevance**

This module provides an overview of how to develop an understanding of Inclusivity and Relevance as a crucial part of governance and driving positive change. The following Case Studies provide examples of good practice across the charity (and non-charity) sector in relation to inclusivity and relevance.



## [**Merton Centre for Independent Living**](https://www.mertoncil.org.uk/)

The Merton Centre for Independent Living is a charity run and controlled by Disabled People, for Disabled People. The charity is working to address the marginalisation of Disabled People and make a real difference in Merton and the wider community.

One of its core values is to be fair and inclusive. To maintain a diverse board, the charity recruits Disabled People from the community, and works to identify, recruit and coach Disabled People that to help them build the skills and knowledge they need to join the board and steer the organisation.

Each year, the board produces an equality and diversity review and it embraces the difference in skills and background, allocating each board member an area to lead on. Alongside this, the charity appoints co-chairs, allowing more trustees with lived experience to take on leadership positions while enjoying the support of the rest of the board.

[More Information Here](https://www.charitygovernanceawards.co.uk/short-list/merton-centre-for-independent-living/?landing=winner)

## **Rights of Women - Bedfordshire Domestic Abuse Partnership**[**Rights of Women**](https://rightsofwomen.org.uk/about-us/what-do-we-do/)

Rights of Women is a charity that provides free confidential legal advice and information to women on the law in England and Wales with a specific focus on Violence Against Women and Girls (VAWG).

The organisation has a women-led board of Trustee and a team made up of women with a range of skills and experience. It has an active recruitment process to its board and is “particularly interested in recruiting trustees from Black and minority communities including refugee and migrant women, disabled women and women who have lived experience of the issues it supports.”

In this case, having women at board-level is crucial to the organisation’s ability to fulfil its charitable mission and objectives due to the nature of its work advocating for and protecting the rights of women.

[More information Here](https://www.rightsofwomen.org.uk/)

## [**Spotlight**](https://wearespotlight.com/) **Spotlight**

Spotlight is a youth art space for young people aged 11 to 19 in Tower Hamlets, London. It provides a wide variety of free, inclusive opportunities from its purpose-built, state-of-the-art creative hub and strives to be the first port of call for young people, whatever their creative arts experience.

Located in an area of London with large populations of young people from communities underrepresented in the creative arts, high levels of child poverty, and relatively little engagement from large-scale cultural organisations, Spotlight offers a critical service.

The organisation employs a youth-led approach to its programmes and activities, ensuring they are responsive to and respectful of the needs of the young people they serve. Spotlight’s ‘Shoot the Track’ programme for 15-19 year olds who had not previously engaged with a creative arts project demonstrates this, creating a non-hierarchical space centred around collaboration and creation.

Participants are involved in deciding the outcomes and nature of the work they do, empowering them and allowing them to be creative.

Allowing participants to shape and own the programmes they are involved in is a strong method for fostering inclusivity and a sense of relevance.

[More information Here](https://wearespotlight.com/)

## **Real Ideas**[**Real Ideas**](https://realideas.org/bridge/)

Real Ideas is an Arts Council England National Portfolio Organisation (NPO) and social enterprise committed to positively disrupting the status quo and bringing about social change.

The organisation has five distinct business units: Real Immersive, Real Art Make Print, Real Pathways, Badge Nation and Nature and Neighbourhoods. Each unit is motivated by core values of creativity, innovation, and social responsibility.

Real Ideas has a social enterprise constitution which shapes its work and programmes. Inclusivity is central in the constitution and it is recognised across the organisation that inclusivity is not something that can be achieved, it is an ongoing and continuous process.

To monitor inclusivity, the organisation has a Diversity, Equity, and Inclusion plan which broad values as well as measurable actions different time periods. Measurable goals and actions are important in the organisational approaches to inclusivity and relevance, allowing leadership to guage progress and assess areas of strength and weakness.

Inclusivity and relevance are also demonstrated in Real Idea’s programmes. The Emerging Creatives project encourages participants to find an issue in the world they would like to try and solve and then come up with a social enterprise business challenge as a way of solving it. Participants take a lead in the project, deciding the theme and the enterprise they will develop.

Real Ideas also provides digital badges in recognition of the skills participants have demonstrated during the programme. These both foster feelings of recognition and relevance, and provide tangible results from the programmes, allowing participants to add the skills to their CVs and discuss them with future employers.

[More information Here](https://realideas.org/about/)