Equity, Diversity & Inclusion (EDI) Strategy 2025–2030

Our Commitment to Equity, Diversity and Inclusion

Endometriosis UK is committed to supporting and advocating for everyone affected by endometriosis regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Everyone affected by endometriosis needs to be acknowledged, and we know that we must do more to identify the needs of all those affected by endometriosis, develop, maintain and evaluate our work to meet those needs and advocate for necessary change and ensure all voices are heard.

This strategy outlines how we will ensure equity, diversity and inclusion are at the heart of our work as we implement our organisation-wide strategic plan from 2025–2030.

Strategic Goals

1. **Diagnosis takes an average of a year or less by 2030**
2. **Access to high-quality, effective management and treatment**
3. **Supporting everyone with endometriosis to live well, at every stage of life**
4. **Providing hope for the future through supporting research**

Goal 1: Diagnosis Takes an Average of a Year or Less by 2030

Key EDI Commitments:

- Produce **inclusive and accessible information and resources**, including in multiple formats (visual, audio, plain English, translated).
- Raise awareness of symptoms (endometriosis and adenomyosis) across **diverse communities**, with tailored campaigns for underserved populations.
- Investigate diagnosis times and healthcare **experiences of diverse communities** and advocate for inclusive healthcare policies.
- Grow our **public profile and digital presence**, ensuring reach to young people and underserved communities.

Goal 2: Access to High-Quality, Effective Management and Treatment

Key EDI Commitments:

- Campaign for NHS and healthcare systems across the UK to ensure **equitable access** to diagnosis, care, and surgery.

- Highlight and address disparities in treatment access and experience through **data-driven advocacy**.

Goal 3: Supporting Everyone with Endometriosis to Live Well, at Every Stage of Life

Key EDI Commitments:

- Ensure resources reflect **a range of life stages, cultures, identities, and experiences**
- Provide access to peer support through our amazing team of trained volunteers who deliver support including through local groups, the helpline, webchat and online forums; plus our nurse led helpline.
- **Co-design education resources** with primary schools, secondary schools PSHE-aligned guidance, and colleges and universities: Menstrual health awareness and support resources.
- Launch dedicated services for:
    - **14–17-year-olds**, including digitally accessible and age-appropriate content
    - **11–13-year-olds**, with emphasis on early symptom awareness
- Produce resources for **parents, caregivers, and friends** to support understanding and reduce stigma.
- Launch dedicated services for specific communities including, Black Women, Asian women. LGBTQ+ women, non-binary people and trans men.
- Host UK-wide youth events for age groups 11–13, 14–17, and 18–25, centring young people's voices and inclusive menstrual health education.
- Collaborate with youth groups, schools, and universities to expand reach.
- Provide employers with the tools they need to better support employees with endometriosis and menstrual health conditions.
- Recruit and train a **diverse volunteer base** to run outreach talks and awareness stalls at universities and colleges.

Goal 4: Providing Hope for the Future Through Supporting Research

Key EDI Commitments:

- Become a trusted, accessible source of updates on endometriosis research, ensuring lay summaries are inclusive and widely distributed.
- Support members of the academic research community by sharing our expertise to shape research proposals, including those focused on issues affecting diverse communities.
- Continue to enable patient and public involvement (PPI) in research and clinical trials and promote the participation of those from diverse communities.

- Become a trusted source of information about PPI, key research projects and promising scientific developments in endometriosis, keeping the endometriosis community up to date with the latest developments.