Justice, Equity, Diversity and Inclusion (JEDI) Commitment Statement

Suzanne Howe Communications (SHC)

Our commitment

At Suzanne Howe Communications, we believe that everyone deserves to be treated with dignity, fairness and respect, and to have the opportunity to participate, contribute and succeed, regardless of their background, identity or circumstances.

We recognise that the communications industry has an important role in shaping perceptions, influencing conversations and giving people a voice. We therefore believe that justice, equity, diversity and inclusion (JEDI) should be central to how we operate, the people we work with, the clients we support and the impact we have on our wider community.

As a micro business, we recognise that our influence may be smaller than that of larger organisations, but we are committed to using it responsibly and positively. We aim to challenge discrimination, reduce barriers to participation, promote fair opportunities and ensure that our business practices reflect our values.

How we put our commitment into practice

Our people and working relationships

We are committed to creating a respectful, inclusive and supportive working environment for anyone undertaking work on behalf of SHC, including employees (where applicable), freelancers, contractors and other collaborators. We aim to ensure fair treatment, equal opportunities, transparent working arrangements and respectful professional relationships.

We will seek to work with individuals and suppliers who share our commitment to ethical and inclusive practices.

Our clients

We are committed to treating all clients fairly, respectfully and without discrimination. We aim to build positive, inclusive working relationships and provide accessible, thoughtful and responsible communications support. We will consider diversity, representation and inclusion in the communications, messaging and materials we help to develop, seeking to avoid harmful stereotypes, exclusionary language or the misrepresentation of individuals and communities.

Our suppliers and partners

We recognise that our purchasing and commissioning decisions can influence wider business practices. Where practical, we will seek to work with suppliers, freelancers and partners who demonstrate fair, responsible and inclusive values. We will treat suppliers equitably and aim to establish transparent and respectful working relationships.

Our wider community and societal impact

We recognise our responsibility to contribute positively beyond our immediate business relationships. Through our communications work, professional networks and everyday business decisions, we aim to support greater representation, amplify diverse perspectives and contribute to a fairer, more inclusive society. We will remain mindful of the potential social impact of the organisations, causes and messages with which we choose to work.

Accountability and responsibility

As Suzanne Howe Communications is a micro business, Suzanne Howe, as Director, is the company's highest governing authority and holds overall accountability for this commitment. The Director is responsible for ensuring that JEDI principles are considered in the development, review and implementation of relevant company policies, business decisions, working practices, client relationships and supplier arrangements.

This commitment applies across all areas of the company's operations, including our relationships with employees (where applicable), freelancers, suppliers, clients and the wider community.

Continuous improvement

We recognise that building a fairer and more inclusive society is an ongoing responsibility. We are committed to reflecting on our practices, identifying opportunities for improvement and taking proportionate action as our business develops.