

The Mishto Pledge – Action Plan [Charities]

1. Purpose

Thank you for your interest in the Mishto campaign and for committing to take meaningful action to make your services more accessible, welcoming, and inclusive for Roma communities. This action plan is designed to help your organisation set clear and measurable steps to put that commitment into practice, support progress monitoring, and shared learning among all pledge signatories.

2. Action Points

Use the table below to identify the specific action points and steps your organisation will take. To support your decision, refer to our guidance for [charities](#) which provides further information on how you can implement each action point. **You must commit to all action points by ticking at least one of the corresponding steps.**

Action Point	Steps taken to support this action	Tick	Timeline/Deadline
Adopt an inclusive communication strategy	Use appropriate communication methods to ensure information you provide is accessible to Roma people. This can be through the use of video and audio methods in the Roma language and its various dialects.	<input type="checkbox"/>	
	Use the best communication channels to ensure information you provide reaches Roma people. This can be done by working with Roma organisations, community leaders, professionals, or activists.	<input type="checkbox"/>	

	Do not use digital communications by default and consider using a wider range of dissemination methods for those who are digitally excluded, illiterate or do not speak English.	<input type="checkbox"/>	
Ensure services are accessible and inclusive for Roma	Ensure factors such as main language, literacy, levels of English and digital exclusion are considered when planning activities or services targeting Roma people.	<input type="checkbox"/>	
	Ensure that engagement with Roma people is culturally competent and well informed.	<input type="checkbox"/>	
Apply a community development approach	Working with Roma in research: Provide training, support and resources to Roma people when engaging them in research activities. Aim for meaningful engagement and co-production.	<input type="checkbox"/>	
	Policy & campaigning on behalf of Roma: Aim to centre and amplify the voice of Roma communities in your policy/campaigns work relevant to Roma people. Provide continued support, training and resources when engaging Roma people in policy and campaigning activities.	<input type="checkbox"/>	
	Working with Roma Champions: This is a new concept for Roma people. Investing in continued support, training, and learning opportunities is needed to engage and work with Roma Champions. This should take into consideration their socio-economic background.	<input type="checkbox"/>	
Promote Roma culture and history	Integrate events such as Gypsy, Roma, and Traveller History Month (June), International Roma Day (8th of	<input type="checkbox"/>	

	April), Romanes Language Day (5th of November), Abolition of Roma Slavery (20th of February), and Holocaust Remembrance Day (27th of January) into your events calendar.		
	Celebrating and raising awareness of Roma heritage in your local communities by hosting events to engage Roma people and foster community cohesion.	<input type="checkbox"/>	
Adapt your recruitment policy to enable employment of Roma staff	Promote job opportunities in more inclusive ways, through community channels (e.g. community organisations, Roma churches, professionals, or leaders).	<input type="checkbox"/>	
	Make your recruitment process more accessible, by making the application process less complicated and providing support with applications.	<input type="checkbox"/>	
Increase cultural competency of staff	Ensuring that your staff has knowledge of Roma culture and history will help them understand Roma communities they work with and improve engagement, resulting in more effective service delivery.	<input type="checkbox"/>	

3. Support

Please indicate any support that you would find helpful:

- Training (Roma cultural awareness etc...)
- Networking opportunities with other signatories
- Materials for service users (Information on Housing, Health, Immigration etc ..)
- Research collaboration
- Other: _____

4. Monitoring and Reporting

We encourage each signatory to review progress at least once a year. Monitoring and reporting will be collected through a short survey that we will send annually to all pledge signatories. This will help us collectively identify barriers, celebrate successes, and learn from each other's experiences.

Progress report due by: **XX/XX/XXXX**

5. Contact Information

Name:

Role:

Email:

Phone:

Signed on behalf of **[enter organisation name]**

Signature:

Date: