



Equality, Diversity & Inclusion Workshop 2024

We want to increase awareness and practice in the area of equality, diversity and inclusion **(EDI)**


Please observe the **‘ground rules’** and the **Trust Values**


Perspective – think of the session from the perspective of:

- individual – yourself as an individual
- a colleague / professional / employee
- someone with lived experience (e.g. your sexual orientation, hidden disability, ethnicity which may be unknown to others)

Reflection and Action Card

“In the context of my work style, the culture of the team and the Trust’s values, I might:

 ... *start [doing]*.....
.....

 ... *stop [doing]*
.....

 ... *do more of [keep]*.....
.....

Aim

“To build on understanding the relevance of equality, diversity and inclusion in your GHC role. You will learn to identify ways to be more inclusive, relate inclusivity to yourself and your role, and understand the context of UK legislation and make links to diversity and the Trust’s values.”

Objectives

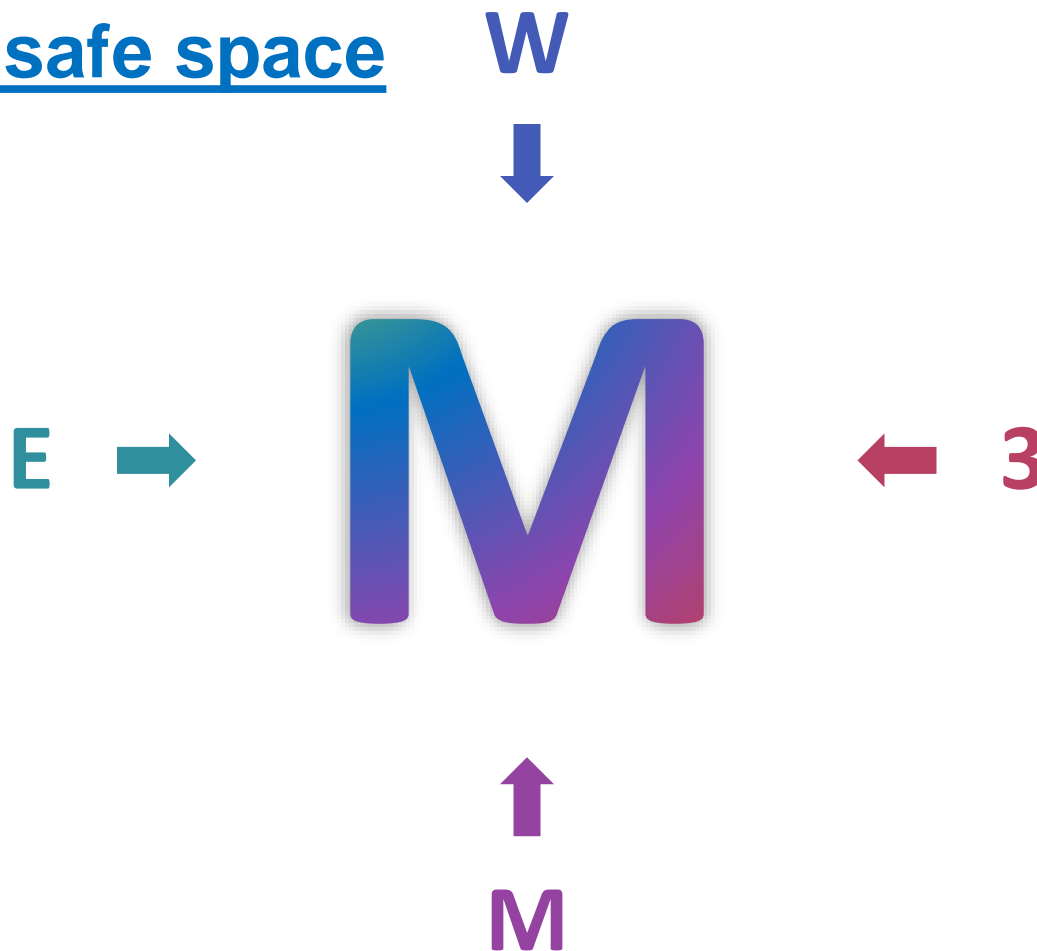
At the end of the workshop, you should start to;

- ✓ understand the Trust, national and Legal context
- ✓ have insight into tools for self-reflection and
- ✓ identify and understand biases and microaggressions
- ✓ be open to examining different cultures
- ✓ understand the differences between Equality, Diversity and Inclusion and how they align to the Trust Values

Introductions

- Name
- Role
- Something to share

Creating a safe space



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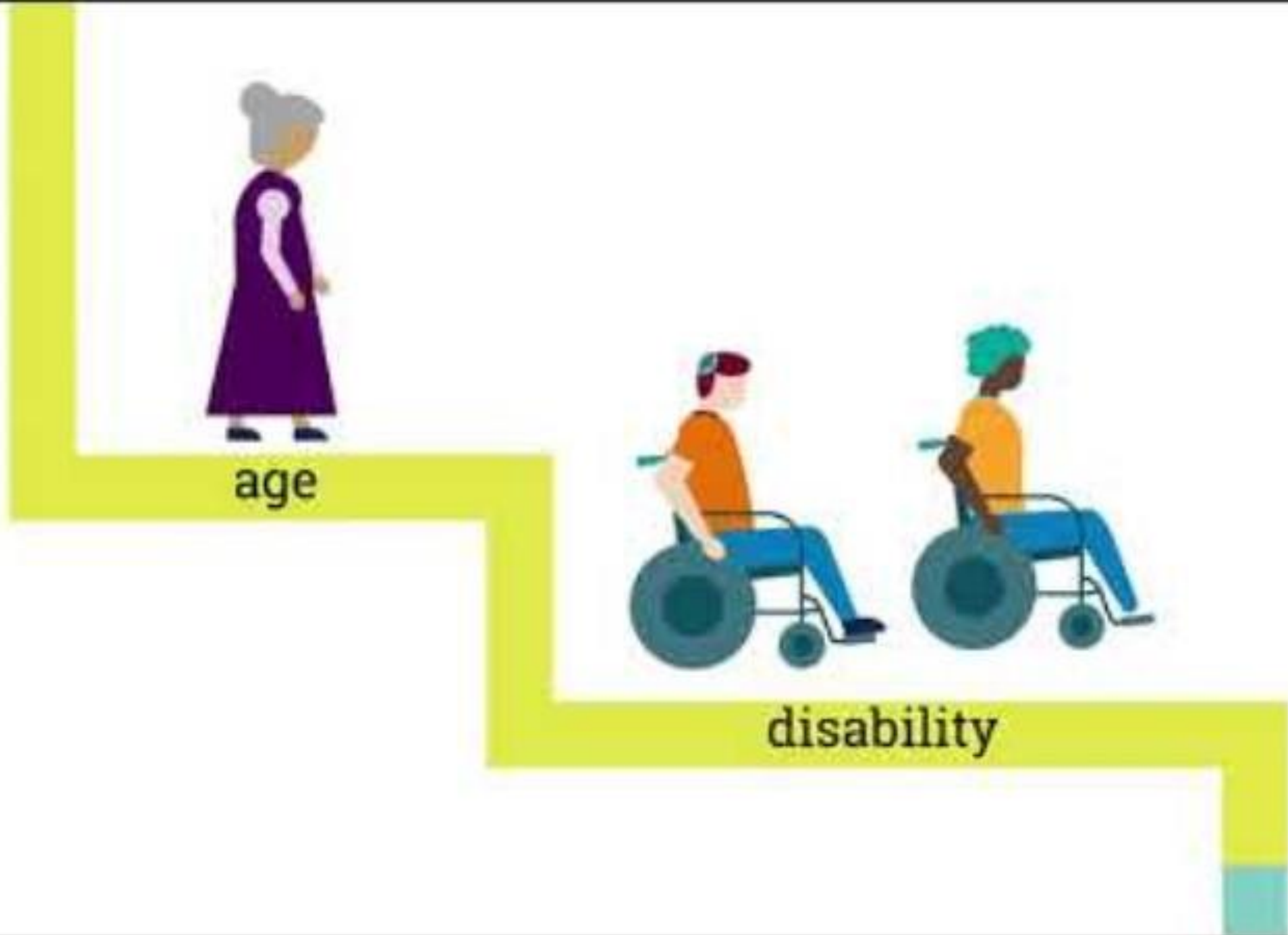
**Who, in this room,
has a “protected
characteristic”?**

- **Equality Act 2010**
- **The People Promise**
- **GHC's People Strategy**
- **Diversity and Inclusion Policy**
- **5 Staff Networks; Diversity Network, Disability Awareness Network, Race and Cultural Awareness Network, GHC Rainbow Network, Women's Leadership Network**

Equality, Diversity and Inclusion

We will be a fair organisation that celebrates diversity and ensures real equality and inclusion. People will be able to bring their hearts to work, free from bullying or discrimination.

Introduction to the Equality Act



Equality Act 2010 - 9 Protected Characteristics



NHS People Promise



Dr Amir Khan
GP, The Ridge Medical Practice



working together

- Listen closely and consider everyone's point of view
- Work in partnership and recognise each other's expertise
- Communicate openly, honestly and effectively
- Cooperate and support one another

always improving

- Actively seek solutions and ways to improve
- Speak up to promote safety and quality
- Keep learning and developing to make things better
- Be a role model with a positive, can do approach

respectful and kind

- Value each other's individuality
- Show appreciation when things go well
- Be friendly, approachable and welcoming
- Uphold and protect dignity and wellbeing

making a difference

- Take responsibility for our actions
- Take time to understand
- Be open to feedback
- Make the best use of available resources

An inclusive culture is one that embraces and celebrates differences – differences in experiences, backgrounds and ways of thinking

In an inclusive culture, everyone has the opportunity to do their best work no matter who they are, what they do, or where they work

High performing organisations have clear values and regularly state their Values and how they relate to expected behaviours and performance

Our EDI Data

Context

Data as at
31.03.24

Equalities
Report for

Disability

Disabled
5.9 %

Non-Disabled
84.8 %

Unstated
9.3 %

Race

Black, Asian,
minority ethnic
10.9 %

White
87.49 %

Unstated
1.61 %

Gender

Female
84.16 %

Male
15.84 %

Sexual Orientation

LGBTQI+
5.06 %

Heterosexual
82.43 %

Unspecified /
Undisclosed
12.51 %

Gender Pay Mean

Women earn
less than mem
by 12.17%

Gender Pay Median

Women earn
less than men
by 5.27%



What do we mean by Belonging?

Belonging, a simple word for a huge concept. A sense of belonging is a human need, like the need for food and shelter.

Where your thoughts and contributions are valued, you feel a sense of belonging in your gut.

Beyond being invited to the table, it's important to amplify everyone's voices clear barriers and appreciate each other for our diverse backgrounds.

Amanda L Bonilla D&I Consultant describes inclusion and belonging

“Embracing inclusion can lead to more employees feeling a sense of belonging. This is crucial for employee engagement and creativity. When a company has done the hard work to create professional environments that consist of inclusive practices, you can see it. Employees buy-in and are invested in the work they’re doing because they see themselves in the work.”



What do we mean by Inclusion?

Inclusion can be described as the sense of belonging that people feel in an organisation or community. In an inclusive workplace, individual differences among employees are accepted and all employees are treated equally”

Inclusion is not a natural by-product of diversity. An organisation can be diverse without being inclusive.

Source: **Jamie Shields** - Disability Inclusion Coordinator and Change Maker

	Equality is everyone getting a pair of shoes.
	Diversity is everyone getting a different type of shoe.
	Equity is everyone getting a pair of shoes that fits.
	Acceptance is understanding we all wear different kinds of shoes.
	Belonging is wearing the shoes you want without fear of judgment.

HOW INCLUSIVE ARE YOU?

1

Head in
the sand

2

When I
have time

3

Active
Advocate

4

Part of my
DNA!

“**Personality**” is how you respond on a typical day.

“**Character**” is how you show up on your worst day. It’s easy to demonstrate fairness, integrity, and generosity when things are going well. The real question is whether you stand by those values when the deck is stacked against you.”

When asked about the topic, most employees feel something between frustrated and angry because they think I&D...

Has gone too far

We're sacrificing performance for the sake of political correctness.

Quotas and targets mean I'm less likely to get promoted even though I'm more qualified.

No matter what I say or do, someone will be able to object. I feel like I'm walking on eggshells.

My views and beliefs are unfashionable, so I'd better keep them to myself.

People like me are out of time and on the way out. This organisation doesn't want or value me.

Frustrated with the pace of change

Mourning loss in what feels like a zero-sum game

Fear of judgement and retaliation

Feeling a need to cover or pretend at work

Pained by identifying as part of the out-group

Hasn't gone far enough

Representation at the top still isn't diverse. The pay gap has barely changed.

Now when I earn a promotion or pay rise, people don't think I deserved it.

If I call out discrimination or exclusion, I'll be seen as 'a snowflake', 'the fun police' or worse.

I have to hide parts of my identity and beliefs. This place was never meant for people like me.

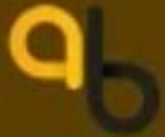
People like me are still left out every day. I&D is just talk and tokenism.



**Who, in this room,
has biases?**

THE LOOK

A story about bias in America.



ods of brands

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Unconscious bias, stereotyping and prejudice impacts ***perceptions of*** and ***behaviours toward*** social groups.

It occurs when someone forms a quick opinion about a situation or individual, without necessarily being aware of it. For example, a person may instantly make a judgement about someone due to their appearance, or the way they talk, or the fact they are a carer. This unconscious judgement can impact upon their opinion of this individual overall.

Unconscious bias can occur in all areas of life, but in the workplace it can affect who is recruited, who is promoted and who receives other opportunities at work. It is important, therefore, that we try and take account of our biases when making recruitment decisions.

Understanding different forms of Bias

Actively consider your biases which might affect decisions you make during recruitment processes. Examples are:

Example 1

Placing too much significance on a particular feature whilst excluding other factors, For example, having a preference for a candidate because they went to the same university as you, or you both share the same hobbies.

...different forms of Bias cont'd ...

Example 2

Treating individuals too harshly or too favourably, depending on their appearance. For example, deciding that something isn't the right fit for an organisation, team or role because they have a beard, tattoo or an obvious disability.

...different forms of Bias cont'd ...

Example 3

Being drawn to certain accents over others. For example, accents in the UK can vary significantly from one place to the next. Historically some roles have been given to some people over other as they sound more “posh”.

**“Microaggressions”
and reflect on who has
experienced,
witnessed or delivered
them?**

Cambridge definition:

“A small act or remark that makes someone feel insulted or treated badly because of their race, sex, etc., even though the insult, etc. may not have been intended, and that can combine with other similar acts or remarks over time to cause emotional harm”

Collins definition:

1. an indirect or subtle action or statement regarded as denigrating a minority group
2. indirect or subtle discrimination against a minority group

Micro Invalidation – “You’re being oversensitive”, “Not everything is about your gender”, “Stop using the ‘race card’”, “We are all part of the same race, the human race”. It tends to assume blame on the victim for how they are feeling.

[The Micropedia of Microaggressions - Interact \(ghc.nhs.uk\)](https://ghc.nhs.uk)

Microaggressions – Reflection Questions

Have you ever said something you thought was a joke or banter to someone at work, but they took it negatively? How did you respond? Did you seek to understand the other person's point of view and understand why they may have been bothered by your comment or actions?

Do you interact with people at work who are from different racial or ethnic background to you?

Who do you choose to sit with? Who do you choose to be around? Do you make eye contact with everyone you speak to?

Examples of microaggressions

Religious Microaggression

During a company holiday party, a coworker exclaims to a Muslim colleague, "You don't drink, do you? Because of your religion?"

This might seem like an innocent question, but it makes an assumption based on the colleague's religious beliefs and can make them feel singled out or othered.

Examples of microaggressions

Age-related microaggression

A younger colleague says to an older team member,
"Can you manage to keep up with the new
technology?"

This comment is patronising and implies that older individuals are not capable of adapting to new systems or understanding new technology.

Examples of microaggressions

Size-related Microaggression

A person at a clothing store says to a larger individual, "I think the plus size section might have something more comfortable for you."

This unsolicited advice is demeaning and implies that larger individuals are not welcome or cannot fit into standard-sized clothing.



What are your examples?

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**Does anyone here
have privilege?**

PRIVILEGE



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JANE ELLIOT

Anti-racism activist and educator



Jane Elliot. “Stand Up” [Video 00:47](#) [Speaks Volumes Anti Racism Activist & Educator Jane Elliot Speaks To White Citizens On Receiving](#)

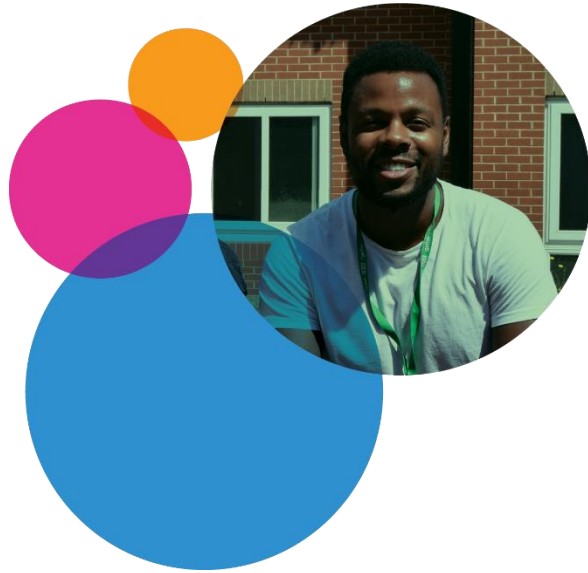




**Reflection: do you still
think you have, or
haven't had, privilege?**

Take away reflections ...

- How easy was the task?
- How challenging and/or uncomfortable was the task?
- What did you know already?
- What did you learn?
- What might you do differently as a result of the exercise and feedback?
- How does this impact on your role?
- How can you apply the learning when doing your job, delivering care or a service?



Anything else?



EDI Workshop 2024 Videos

- **Slide 10** – “Our NHS People Promise” – (two of which are Compassionate and Inclusive) VIDEO 02:33 <https://youtu.be/pUnb70JTXr8?feature=shared>
- **Slide 11** – ECHR’s “Introduction to the Equality Act” VIDEO 03:11 <https://youtu.be/I4MWVEAww2g?feature=shared>
- **Slide 12** - Biases - Proctor & Gamble “The Look” – VIDEO 01:43 <https://youtu.be/aC7lbdD1hq0>
- **Slide 36** - Jane Elliot. “Stand Up” VIDEO 00:47 [Speaks Volumes Anti Racism Activist & Educator Jane Elliot Speaks To White Citizens On Receiving](#)
- **Slide 37** - “My Name Is” – “Jonathan” VIDEO 02:18 [Jonathan - video Dailymotion](#)
- **Slide 39** – Nursing Narratives Film “Exposed” VIDEO 00:53
- <https://youtu.be/nesEPY9HXAM>
- **Slide 39** - A Tale of “O” video on Diversity VIDEO 09:31 <https://youtu.be/-aVITBmSmUo>

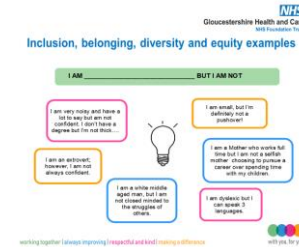


Please take time to watch the Film “Exposed” (00:53)
<https://youtu.be/nesEPY9HXAM>

A Tale of “O” **video** on Diversity (video 09:31)
<https://youtu.be/-aVITBmSmUo>

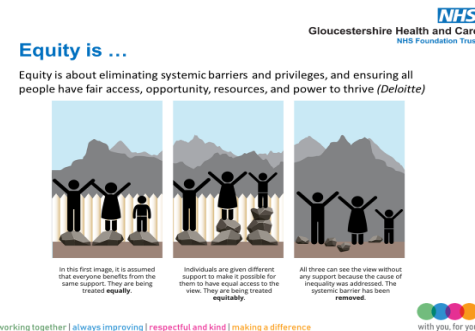
GROUP ACTIVITY

Groups 1 and 5 – “I am, but I am not ...” and how it impacts on stereotypes, assumptions and interactions (optional to share with group)



Groups 2 and 6 – “Privilege” – Consider occasions where you have experienced privilege
 “PRIVILEGE: When you think something isn’t a problem because it doesn’t affect you personally” and
 “White Privilege – doesn’t mean your life hasn’t been hard. It means your skin colour isn’t one of the things making it harder”.

Groups 3 and 7 – “Removing barriers”



Groups 4 and 8 - Case study – “My Name Is” – “Jonathan” video (02:18) [Jonathan - video Dailymotion](#)