

PAT ROSE



- Background in Social Work and Criminal Justice
- Career in the Health and Social Care sector
- NHS - Making healthcare accessible to homeless people
- Trainer and as a Practice Teacher for Social Work students
- Mental Health Professional Award 2014
- Associate trainer at The Diversity Trust

Equality, Diversity, Inclusion & Wellbeing In The Workplace

- What does this mean?
- Why is it important?
- What does it look like?
- Useful strategies for incorporating EDI to improve staff wellbeing

What does EDI & Wellbeing mean?



- My Party Analogy.
- Being invited to the party and not asked to dance.
- The impact on your wellbeing.



Why is EDI important?

- An inclusive workplace promotes mental wellbeing.
- Happy employees more likely to be inclusive, productive and innovative.
- Refer to the Equalities act 2010
- It's the right thing to do!

What does EDI look like?



- A strong and consistent message that the organisation wants and values diversity – demonstrate this with meaningful actions.
- Inclusion & diversity are embedded in the organisation as a cultural norm.
- Representation at all levels
- Effective strategies that makes a tangible difference.

What does EDI look like? Cont.



- Inclusive leadership – It should be clear that EDI & Wellbeing is an organisational priority. (board members too)
- Staff awareness/everyone understands and has ownership for delivery.
- Utilise data to see where your starting point is
- Developing an action plan & strategies to deliver identified outcomes.

Practical strategies to incorporate EDI



- **Find ways to amplify the voices of your diverse staff:**
 - Creating safe spaces to get the real story.
 - Consultations & conversations to gather intelligence (independent facilitators)
 - Representatives who are properly trained & supported
 - Effective systems that feed back to senior management
 - A strategy that can demonstrate clear outcomes
 - Listen, talk, listen!
 - Leaders should be active allies.

Questions & Answers

