

Future Leaders' Conference

Diversity and Inclusion Strategy

Conference Vision

The theme for the 2022 conference is “Leadership for all in a digital world”. This reflects the ongoing challenge our healthcare leadership workforce faces at all levels in the NHS. Our vision is to foster solidarity amongst those early in their leadership careers through a multi-disciplinary approach. The aims of the conference are to make leadership accessible and authentic for all, empowering those who might not consider themselves a leader across different healthcare professions. Our focus is on compassionate leadership, demonstrating inclusivity, promoting resilience and optimism and eradicating stigma, particularly amongst those with protected characteristics.

Background

This is the first time the Future Leaders' conference has produced a dedicated diversity and inclusion strategy. As Future Leaders' fellows, we recognise our position of privilege in being able to influence the direction of the Future Leaders' Programme (FLP) and the annual Future Leaders' conference. The purpose of this strategy is to build upon work done in late 2021 to develop an inclusive recruitment checklist for the FLP and the ambition set out by Health Education England (HEE) to become an actively anti-racist organisation.

Current Position

Whilst diversity monitoring data on applicants to the FLP has been collected in recent years, similar data on annual conference attendees has not been collected. We recognise that collecting this data, without also giving a strategy regarding how this will be used, carries a risk of portraying the collection as simply symbolic. This strategy is a commitment to using the data collected to actively inform the methods we use to improve the diversity and inclusivity of the FLP and the annual Future Leaders' conference.

How we will use this data

This data will form a baseline measurement of our reach in terms of the diversity of conference delegates through collection of special category/protected characteristics data. We will compare these demographics to that of those working across Yorkshire & Humber. We will also compare this to the demographics of the FLP cohort. We will analyse the demographic data specifically in relation to how delegates heard about the conference. This will then be used to develop targeted publicity strategies for future conferences. We are also seeking to identify the barriers encountered attending and participating in the conference across groups. This data will be incorporated into the conference report and presented to the FLP steering group. It will also be included in the End of Year report for this cohort which is disseminated across HEE within Yorkshire and Humber. We intend to include FLP fellows, whose projects are specifically focussed on Equality, Diversity, and Inclusivity (EDI) to contribute to plan and implement work on improving diversity and inclusivity of the Future Leaders' conference in coming years.