

# Equality, Diversity and Inclusivity Workshops

## For trainers and trainees

Join us for a suite of awareness raising Equality, Diversity and Inclusivity Workshops, facilitated by our Regional Diversity and Inclusivity Manager, Melanie Holloway.

These learning sessions were originally developed as a tool to help build colleagues capability in understanding the various topics connected to Diversity & Inclusion; they go back to basics and make no assumptions about what people may or may not know.

There are elements of audience participation, some sessions more than others, and colleagues can use whatever function they feel happiest, be that unmuting and speaking or popping things into the chat box. The most important element of these sessions are that they are safe spaces for you to learn and discuss. There is no such thing as a silly question!

Each workshop is a standalone educational session, they do not need to be attended in order. You are welcome to choose to attend as many or as few as you feel is appropriate. Most workshops are running twice to accommodate the availability of as many colleagues as possible.

Workshops can be booked via Maxcourse using the links in this leaflet. All sessions will take place on Microsoft Teams.



## Introduction to Diversity and Inclusion

This learning session will give you a good basic introduction to what is equality, diversity and inclusion; have an awareness of the legal implications of the Equality Act; why representation is important and will end by giving you some steps to start your own inclusion journey.

Tuesday 16 May 2023 at 1.00pm - 2.30pm - [book your place](#)

Wednesday 12 July 2023 at 10.00am - 11.30am - [book your place](#)

## Understanding the Fundamentals of Allyship

The things that underpin allyship are also the fundamentals that underpin what it means to be inclusive, so this is an important learning session to attend, whatever your long term intentions are about being an ally.

In this session we will look at what allyship is and what it isn't; look at why intersectionality is important and what it really means; help you to begin to understand privilege and what it means and explore steps you can take to begin your allyship journey.

Wednesday 17 May 2023 at 10.00am - 11.30am - [book your place](#)

Friday 14 July 2023 at 1.00pm - 2.30pm - [book your place](#)

## Unconscious Bias to Conscious Inclusion

This learning session will look at how we process information and introduce you to what unconscious bias is and how it works. We will look at a handful of different biases to aid your understanding and look at what the challenges of unconscious bias are. We will finish by going through the things you can do to assist you in taking those first steps away from unconscious bias to conscious inclusion.

Wednesday 24 May 2023 at 1.00pm - 2.30pm - [book your place](#)

Thursday 20 July 2023 at 10.30am - 12.00pm - [book your place](#)

## Inclusive Language

Worried about using the wrong language sometimes? Not sure why certain words upset some people? Then this is the session for you. We will look at why language is important and why we need to ensure it is inclusive; you will learn five guiding principles that will help you to ensure your language is inclusive and look at examples to kick off your inclusive language journey.

Friday 26 May 2023 at 10.00am – 12.00pm – [book your place](#)

Tuesday 25 July 12 July 2023 at 2.00pm – 4.00pm – [book your place](#)

## Understanding LGBTQIA+ Inclusion

This session will cover some basics around LGBTQIA+ inclusion including terminology, understanding the acronym, pronouns and why they matter. You will hear about the barriers and challenges faced by the community, including health inequalities. There will be some tips for you to help in your inclusion journey.

Thursday 22 June 2023 at 10.30am – 12.30pm – [book your place](#)

Friday 28 July 2023 at 10.30am – 12.30pm – [book your place](#)

## Mythbusting Menopause

This session is an introduction session to menopause, it will briefly cover what menopause is, looks at common symptoms and will bust some common held myths and offer some advice on how to manage symptoms and how to get the best support from your GP.

Friday 23 June 2023 at 10.00am – 11.00am – [book your place](#)



# Can't make one of these sessions?

Don't worry! Melanie also runs regular open sessions, which you are welcome to register for and attend instead, just click the links below to book:

[Understanding LGBTQIA+ Inclusion](#)  
Thursday 30 March at 2.00pm

[Introduction to Equality, Diversity & Inclusion](#)  
Wednesday 12 April at 1.00pm

[Moving from Unconscious Bias to Conscious Inclusion](#)  
Tuesday 25 April at 10.00am

[Understanding Allyship](#)  
Wednesday 10 May at 10.00am

[Inclusive Language](#)  
Thursday 25 May at 2.00pm

[Understanding LGBTQIA+ Inclusion](#)  
Friday 16 June at 10.00am

[Introduction to Equality, Diversity & Inclusion](#)  
Tuesday 27 June at 10.00am

[Moving from Unconscious Bias to Conscious Inclusion](#)  
Wednesday 26 July at 1.00pm