



EDI Internal Learning Spaces

EDI Drop -In Session 01:

# Gypsy/ Roma/ Traveller Community

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In this session we had an incredible conversation around the **Gypsy/ Roma/ Traveller Community** (GRT), we explored:

1. How certain terminologies of groups can make us feel.
2. What words are appropriate? What words are not appropriate?
3. Importance of having the space to sit with this curiosity and explore how our own assumptions can have an impact on our understanding of certain words.
4. How it is fine to not know the answers but use this to encourage ourselves to read and learn about these different groups and how we as a Individual's and as a team can be respectful around the terminologies we use.

***“Temba and I had an interesting conversation during the first EDI drop-in session. We went for a walk and talked about the use and impact of language, our expectations and emotional responses to this. We talked about this specifically in relation to the Gypsy, Roma and Traveller communities.”***

**Please read and share your thoughts:**

- <https://www.bristol.gov.uk/web/grt-bristol/home>
- <https://travellermovement.org.uk/gypsy-roma-and-traveller-history-and-culture>



EDI Drop -In Session 02:

# Digital Inclusion & Accessibility

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In this session we had an informative and reflective conversation about digital inclusion and accessibility. After a colleague attended some training around Autism, she felt that it was something we could unpack and ensure we are aware of as a team.

- Accessibility
- Additional Support around digital inclusion technology
- Toolkits and guides for Digital Inclusion
- A conversation with the team around Autism
- Terminology
- Autistic friendly spaces
- Visible/Accessibility around spaces

**Please read and share your thoughts:**

- [How To Tackle Unconscious Bias In The Workplace \(professionalleadershipinstitute.com\)](https://www.professionalleadershipinstitute.com)



EDI Drop -In Session 03:

# Unconscious Biases within services

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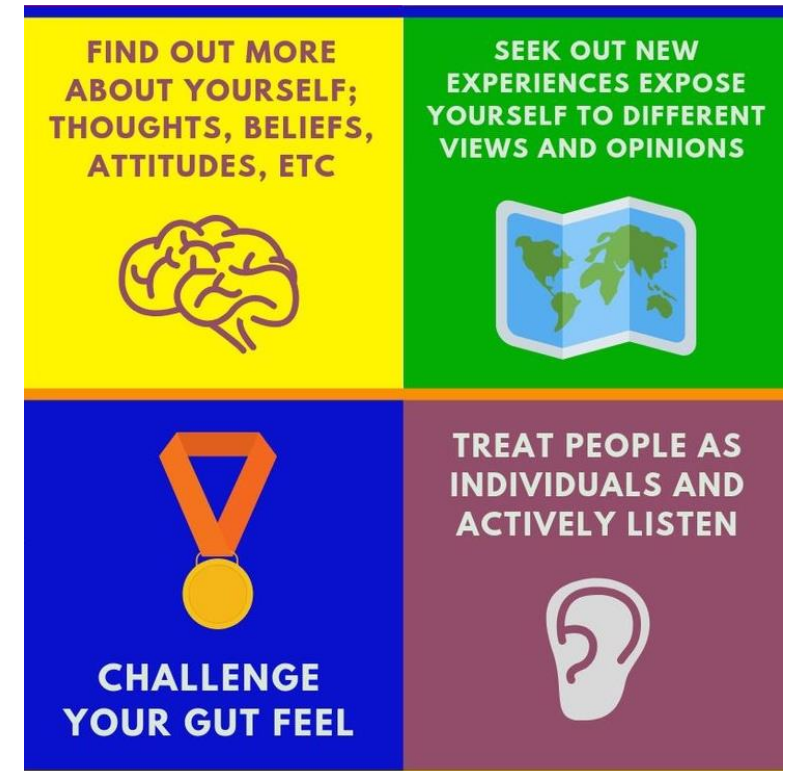
In this session had an interesting conversation with a colleague about how statutory services may make decisions on an individual based on their own biases. We all have unconscious biases as they are learned assumptions, beliefs, or attitudes that we aren't necessarily aware of.

While bias is a normal part of human brain function, it can often reinforce stereotypes. There are different types of biases and as a team it is important to acknowledge that we hold our own biases too and that may be a block or barrier.

**Please read and share your thoughts:**

- [How To Tackle Unconscious Bias In The Workplace](#)

## Ways we can tackle our own biases



## EDI Drop -In Session 04:

# Pronouns

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Had a great conversation with a colleague around the use of pronouns

Supporting each other around people using pronouns.

Using someone's correct personal pronouns is a way to respect them and create an inclusive environment, just as using a person's name can be a way to respect them.

Information around Pronouns:

1. [What if I make a mistake?](#)
2. [How do I ask someone what pronouns they use?](#)
3. [Why is it important to respect people's pronouns?](#)
4. [What are some commonly used pronouns?](#)
5. [What is a pronoun?](#)

Source: University of Wisconsin LGBTQ+ Resource Centre



EDI Drop -In Session 05:

# Black History Month

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A colleague was interested in what Black History Month is and why it is celebrated. As a programme we value curiosity and a learning culture.

In the UK, October marks the beginning of Black History Month. This national celebration **aims to promote and celebrate the contributions of those with African and Caribbean heritage to British society and to foster an understanding of Black history in general.**

In the UK it was launched in the 1980s in London and was largely the result of local community activism challenging racism in general in British society and the Eurocentric version of history that dominated the state school system.

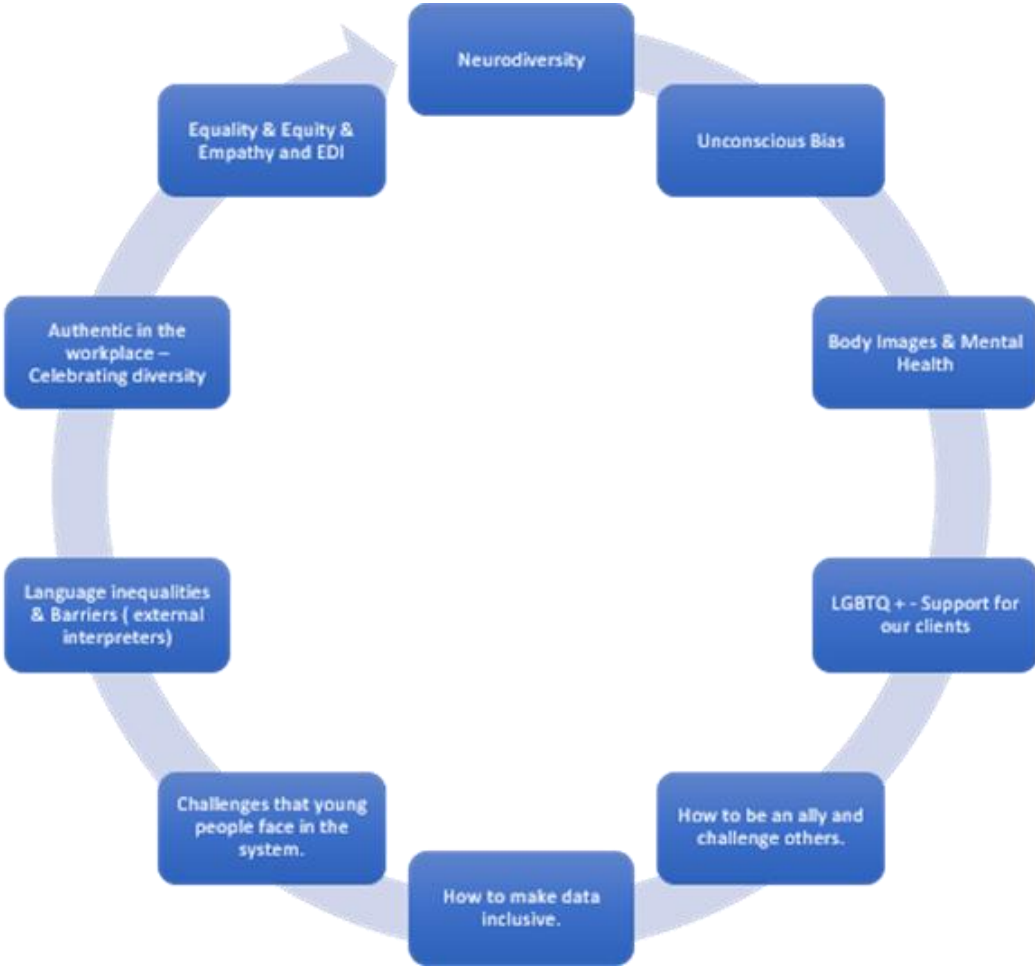
Today Black History Month has become an important date in the cultural calendar of many of the UK's museums, galleries and local authorities.

# Different Approaches to internal EDI learning Sessions

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Following on from our Team Away Day – there was some interesting internal EDI learning sessions that we discussed we could explore as a team.

The following topics were written up by colleagues around which EDI topics they would like us to cover as a team.



EDI Lunch & Learn Session 06:

# Unconscious Bias

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- We met as a team & explored the impact our unconscious biases can have in the workplace & towards our clients.
- The session covered the definition of it, why we have them, the different types of biases useful tools to challenge them in our work.
- Results: Feedback was positive as the team found great value in collectively exploring and reflecting how their biases come up in their day to day.





EDI Lunch & Learn Session 07:

# Neurodiversity within the workplace

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- This session the team explored what neurodiversity is, how can we support our neurodivergent clients and colleagues. Which allowed the team to open up about their own journeys and their coping skills.
- The team discussed some their clients who are neurodivergent and how they have explored ways to support them.
- In the session the team went through the different psychological neurodivergent terminologies.
- Result: Team members used this to share some of their reasonable adjustments, allowed the team to be more conscious of our client's conditions and ways we could better meet their needs.



## EDI Lunch & Learn Session 08:

# EDI Principles

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As part of ensuring EDI is embedded within the system. I asked the group as to what EDI meant to them and used the words to build a discussion on what we as programme could create some EDI principles.

The conversation was interactive, and a lot of the team had different definitions and ideas. But what was key was this was a co-produced (IF Team) collaborative exercise.

Result: making us agree to the following principles that we intend to incorporate within our work to influence systemic change:



**Equity:** We bring people up to level the playing field and to give everyone equal opportunities.



**Transparency:** We are open, honest, and accept we are all on a learning journey.



**Accessibility:** We are inclusive and provide equitable access to all.



**Fairness:** Regardless of someone's difference we treat people fairly.



**Dignity:** We are humanitarian and promote the well-being and dignity of people who face multiple disadvantages.



**Respect:** We understand that every individual has something unique to offer to this world.

## EDI Lunch & Learn Session 09: Celebrating Pride: LGBTQ+ Community

As a team it was important to learn more about inequalities the LGBTQ community face. So, we co-produced a quiz with our Lived Experience colleagues in creating a quiz around the LGBTQ+ community.

From several meetings prior to the lunch and learn we agreed:

- We wanted this be a fun learning experience
- A reflective time to discuss the issues our LGBTQ+ clients may face
- Leave with documents to share.
- Importance of allyship, but meaningfully – often companies do it in a tokenistic way by putting up a rainbow flag almost as a marketing strategy to make money.

Result: This was a well-attended learning sessions, that demonstrated the importance of co production in order to learn and improve our goal to be a more inclusive environment

