



EDI Drop-In Sessions

EDI Drop -In Session 01:

Gypsy, Roma and Traveller Communities

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 and Accessibility

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

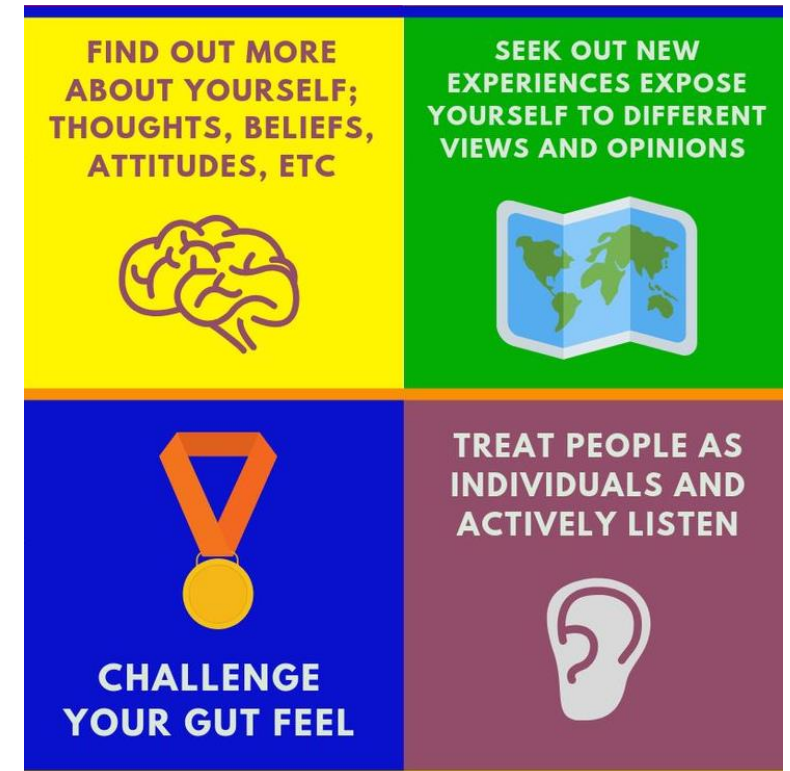
In this session had an interesting conversation with a colleague about how statutory services may make decisions on an individual based on their own biases. We all have unconscious biases as they are learned assumptions, beliefs, or attitudes that we aren't necessarily aware of.

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

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



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.