**Equality and Diversity Programme Follow Up Day - Outputs from the day**

**Connecting Conversations -** What do you think has been the most important thing for you (or as a sponsor, the most important thing for your staff member) of attending the ILM Programme?

Delegates were are asked to note responses and display under the relevant headings below:

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| --- | --- |
| **Building Confidence*** Ability to influence and be brave
* To ensure that E&D is included in procedures and strategies are forward planning
* Builds confidence in role
* Confidence to go back to the organisation
* Confidence – ‘I know what I’m talking about.’
* Helped me to have more time to listen to others and value them
* Increased knowledge
* Sharing ideas
* Strategic planning
 | **Increased Knowledge/Understanding*** Gaining a better understanding of the E&D agenda
* Consolidate knowledge and learning
* Opportunity for more learning
* Increased understanding of how organisations policies really work
* Learning more about your organisation – things you may not have known before
* Clarity about the resources needed to make a difference
* Aware of any unconscious bias
* Opening new doors – with or within the organisation
* Increase knowledge and understanding
* Executive discussions increased
* Building knowledge and experience
* Found out we are doing more than we thought in relation to E&D
* Networking
* Story telling
* Case studies
* Good way of opening up E&D conversations
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| **Thinking Strategically*** Accelerated the Trusts work on E&D
* Realisation about Exec ownership and time allocation
* Shown me how to lead within my role
* Thinking outside the box
* Opportunity about learning
* Crystalise thoughts and aspirations for E&D
* Clarity of purpose and aspiration for the organisation
* More knowledge to increase confidence and challenge behaviours
* Board awareness and engagement
* Private sector experience
 | **Sharing Ideas/experience*** Having the different backgrounds/ experiences of the individuals on the course and the benefit this brought to the group
* Organisations at different stages of the E&D agenda and gaining assurance of what you were/are doing was good
* Access to the tools/research
* Refocussing the agenda internally
* Having the text and examples and taking back to your workplace – constructive criticism
* Identifying the gaps
* Being with like-minded people
* Curiosity – what difference are we making?
* Talking to different colleagues
* Networking and sharing learning
* Help there if needed for support
* Enhancing skills as E&D facilitator and trainer
* Reviewing policies and procedures
* Living the experience of poor E&D and changing it
* I now see our organisations culture and how to improve it
 |

**Sharing the Learning -** Table work focusing on implementation of the ILM Programme Learning

Suggested questions for course attendees were:

* What is the most inclusive thing you have done as a result of attending the programme?
* Have you viewed your role and responsibilities in relation to EDI differently as a result of attending the course?
* Have you discussed the programme and the learning with your senior management team, manager, colleagues and team?
* Have you discussed EDI issues more regularly with staff/service users?
* What has been the biggest change for you since attending the programme?

Suggested questions for Sponsors:

* What changes have you noticed in your staff members approach to EDI since completing the programme?
* Has their attendance on the ILM programme clarified aspects of their role and responsibilities in relation to EDI as a result of attending the course?
* Have you discussed the programme and the learning with your staff member? Any reflections on this e.g. their learning/ outcomes/ organisational outcomes?
* Have you considered EDI issues more since your staff member attended the programme?

Feedback:

|  |  |
| --- | --- |
| * Including volunteers
* Patient Panel Equality Statement
* Confidence to present on EDI
* Opened up conversations with partners
* Sharing knowledge with Team – demystifying EDI language
* Exec talking EDI – Conversations
* Establishing LGBT networks that are running themselves
* Getting EDI on meeting agendas
* More discussions on EDI
* Involving execs in NHS Partners
* Director championing EDI
* Discussions about discrimination and what’s appropriate
* Confidence to use learning as a lever in our organisation
* Starting to hear EDI language in organisation
* Added depth to discussions
 | * Challenging policies and procedures
* Changing in thinking – everyday, business as usual
* Targeted action plan
* Equality and diversity part of CQC visit
* Identified need for a dedicated resource
* E&D week – meeting staff, different themes
* Getting message out
* Applied learning on the programme
* Reviewing all policies on annual basis.
* Involvement of E&D department and networks.
* Challenge of Board.
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**What Next?**

* Feedback session 6-7 months – is progress being made?
* Encourage Leads to develop and head for Leadership.
* ILM5 – focus on Networking.
* ED&I Senior Influencer Groups.
* How can we be progressed as E&D leaders?