**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:

|  |  |
| --- | --- |
| **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 |
| **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. |

**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?