

Equality, Diversity & Inclusion (EDI) Newsletter

Issue: 2 | November & December 2022

Welcome to the second edition of the Norfolk and Waveney Integrated Care System (ICS) **Equality, Diversity, and Inclusion Newsletter**. The aim of the newsletter is to connect all our workforce, stakeholders and service users around this agenda. With your support and collaboration, we aim to make Norfolk and Waveney ICS, the best place to work, live and receive care, where inclusion and compassion are standard.

In this issue you can find the following topics:

- **Latest News**
- **Useful resources**
- **Upcoming Events**
- **Awareness campaign of the month**

Latest news

In recognition of Black History and Global Diversity Awareness Month in October, Norfolk and Waveney health care system came together to shine a light on racial inequality and celebrate the growing cultural diversity in our Norfolk community. The event was attended by colleagues from across the ICS including NNUH and the James Paget Hospital, as well as representatives from Norfolk and Norwich Black History Month, The Bridge Plus+ Limited, Healthwatch Norfolk, Unison and the Lord Mayor of Norwich. Organised by NCHC, watch the candle light vigil [here](#)

Easy Read Resources

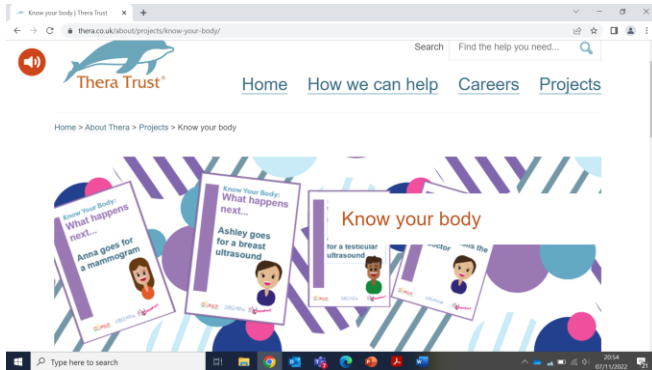
Take a look at a range of information about our system in an accessible, easy to read format. The [resources](#) explain everything from what an Integrated Care System is to how to register with a GP. These can be downloaded or printed off and used by people, communities, and staff across Norfolk and Waveney to help communicate with anyone who might need a bit of extra help. We are currently exploring getting the resources translated into different languages.

The list of topics covered was chosen by our experts by experience as being areas where they thought easy-read information was needed. Have you got an idea for another resource? Let us know by emailing: nwcib.communications@nhs.net



'Know Your Body' resources for people with a learning disability

CoppaFee! and Orchid have worked with the Ansar Project to create accessible resources for people with a learning disability around breast and testicular cancer



Speaker Coach in Teams

Improve your speaking skills with Speaker Coach, in Teams.

Microsoft have just released another fantastic update that **provides private, personalized feedback on your speaking skills in both real-time as well as post-meeting**, in a summary.

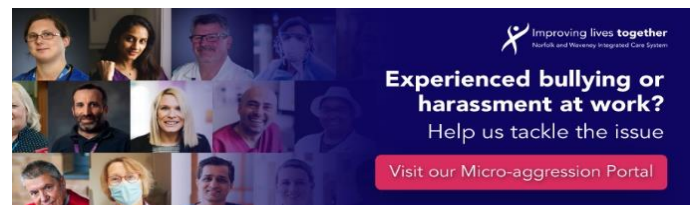
Speaker Coach also evaluates your pacing, pitch, your use of filler words, informal speech, euphemisms, and culturally sensitive terms, and it detects when you're being overly wordy or are simply reading the text on a slide.

"One of Speaker Coach's many benefits is that it helps you develop your skills around being more inclusive in virtual meetings, and could help you demonstrate your commitment to your organisation's values in appraisals" ~ **Shimul Haider, Head of Equality, Diversity and Inclusion.**

To view more details please go to [this link](#).

Micro-aggression portal

The [portal](#) now has some FAQs along with responses to help answer any queries you may have about the purpose of the portal, its anonymity and use of data. We know that micro-aggressions can lead to incidences of **bullying and harassment**. Help us tackle this issue by using the portal to informally and anonymously log micro-aggressions you have directly experienced or witnessed. Your information will help us develop interventions that could stop this happening to others.



Training & Development

View the latest opportunities [here](#)

- 23rd November - Learning Disabilities & Autism awareness with Rebecca Crossley
- 14th December - Reasonable Adjustments in the care home setting with Sue Garrood
- 11th January - Sepsis, ABCDE and the deteriorating patient with N&W Education Team

Walk in their shoes – Diversity & Inclusivity in the NHS (a 3D experience)



Useful Resources

Inclusion Health Resource Pack

Resources available to help clinicians to support Inclusion Health Groups such as those who are homeless, sex workers, asylum seekers, refugees etc. View the document [here](#)

Upcoming Events

Anti-Bullying Week (14 – 18 Nov 2022)

This year's Anti-Bullying awareness week theme is 'Reach out' and the Civility and Respect team are hosting a series of events to support colleagues in reaching out about issues around bullying and harassment. The events aim to promote a more inclusive culture of safety that values staff input to ensure our NHS people feel heard.

“Reach Out” – Why does it matter?

16 Nov, 10.30am – 12pm

<https://www.events.england.nhs.uk/events/civility-and-respect-reach-out-why-does-it-matter>

“Speak up” – How do you speak up?

23 Nov, 10.30am – 12pm

<https://www.events.england.nhs.uk/events/civility-and-respect-speak-up-how-do-you-speak-up>

“Take Care” – What support is there for you?

30 Nov, 10.30am – 12pm

<https://www.events.england.nhs.uk/events/civility-and-respect-take-care-what-support-is-there-for-you>

Volunteer to make a difference this winter

Norfolk & Waveney ICS are hosting events this November for people to find out about exciting volunteering opportunities in health and care that will make a difference this winter.

To find out more, drop-in sessions are being held on:

- Thu 17th Nov 10.30am-12.30pm
King's Lynn Town Hall
- Thu 24th Nov 10.30am-12.30pm
Great Yarmouth Town Hall

If you are unable to visit in person, please visit:

www.getinvolvednorfolk.org.uk

www.volunteersuffolk.org.uk

Awareness Campaign of the month (16 Nov- 16 Dec)



The theme for UK Disability History Month 2022 is Disability, Health & Wellbeing

The years of austerity aimed at disabled people and destroying our well-being arise from deeply held perceptions of our unworthiness rooted in the history of our oppression.

UKDHM will examine this history and provide examples of how this denial of human rights can and will be reversed.

For more information, please visit: <https://ukdhm.org/>