

# Equality, Diversity & Inclusion (EDI) Newsletter

Issue: 1 | October 2022

Welcome to the first 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:**

- **Importance of EDI**
- **Latest News**
- **Useful resources**
- **Black History Month**
- **Events**

## Why is EDI important?

Good equality and diversity practices make sure that the services provided to people are fair and accessible to everyone. **They ensure that people are treated as equals, that people get the dignity and respect they deserve and that their differences are celebrated**

### Strategic Context

Across the Norfolk and Waveney Health & Social Care system, we are committed to meeting the goals set out in the [NHS People Promise of 2022](#)



Our objectives are aligned to the Norfolk & Waveney Health & Care Partnership [#WeCareTogether People Plan](#) 2020-2025.



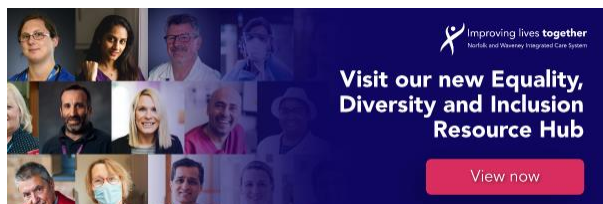
We have specific areas of work designed to deliver against the East of England [Anti Racism Strategy](#) (2021)

As a public sector organization, we are subject to the [Public Sector Equality Duty](#) and are [bound by the Equalities Act 2010](#). This statutory framework is important to ensuring accountability around Equality, Diversity & Inclusion, but across Norfolk & Waveney we aspire to go beyond this and embed a **culture of compassion over compliance**.

## Latest News

### EDI Resource Hub

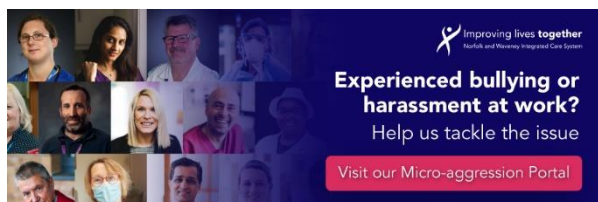
September saw the launch of the new [EDI Resource Hub](#) for Norfolk & Waveney ICS



Take a look at all our latest initiatives including:

### Micro-aggression Portal

This [portal](#) is designed for our staff, students, as well as the people and communities of Norfolk and Waveney, to informally log micro-aggressions anonymously and safely. We know that micro-aggressions can lead to incidences of **bullying and harassment**. Help us tackle this issue by using the portal to 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](#)

- Creating the career you want
- Developing a proactive mindset
- Intersectionality, Identity and Authenticity
- Core Managers training programme
- Nurturing compassionate and inclusive cultures

## Health & Wellbeing

Your welfare is our top priority. Looking after yourself is just as important as looking after others. In this [section](#) you will find resources and points of contact for any support needed in your self care. This includes:

- Mental health support and advice
- Menopause
- Health & Wellbeing Passports
- Mindfulness resources

### #WeCareTogether People Plan refresh

Norfolk & Waveney (N&W) Integrated Care System (ICS) are refreshing our #WeCareTogether People Plan 2020. We would be grateful for your time in answering the [survey questions](#) and cascading this to colleagues to help shape the revised plan



### Come along and have your say

You are also invited to a 2-hour workshop to understand more about our #WeCareTogether People Plan – and our focus on 'Making an Impact Now', and how it will help you to make N&W the best place to work. There are workshops running throughout October. To find out more and register please click [here](#)

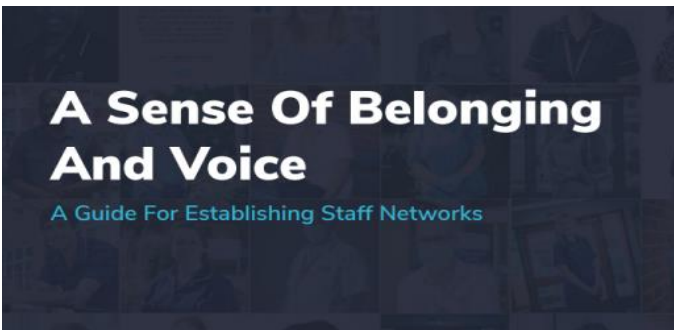
## Useful Resources

### Diversity & Inclusion glossary



In this [glossary](#), the Queen Elizabeth Hospital Trust will guide you through some common terms used when talking about diversity and help to enable you to have better conversations

### Staff Networks



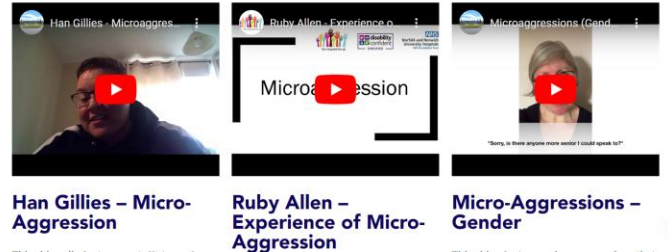
View the [latest guide](#) for establishing staff networks pack that also covers ways of working, working, Staff Network Board Champions, case studies and a template letter to support resources and protected time for network Chairs

### What's in a name?

Our names are important to us and they can tell us a good deal about who we are and support inclusion and belonging. **Name Coach** will help you get names right, from pronouncing them, to writing them. There is also guidance on [how to set up 'name coach audio' email signatures](#)

### What's it like to be me?

Listen to staff talk about their lived experiences [here](#)



### Watch and Learn

Here you can find a selection of videos that expand across a range of topics relating to EDI. Watch the EDI videos [here](#) to learn more

#### The myth of bringing your full, authentic self to work



Calls for authenticity at work ask for passionate people with diverse, fresh perspectives who challenge old ways of thinking. But too often workplace culture fails to support the authenticity of professionals of color and other

#### The danger of the single story



Our lives, our cultures, are composed of many overlapping stories. Novelist Chimamanda Adichie tells the story of how she found her authentic cultural voice — and warns that if we hear only a single story about another person or country, we risk a critical misunderstanding.

#### The anxiety that comes from being treated like an outsider



The stress you may feel being otherized or stereotyped can take a significant toll on your health and well-being. In this thoughtful conversation, social psychologist Valerie Purdie-Greenaway

## Black History Month (October 2022)

### Positive Action Programme

Norfolk & Waveney ICS are running a career development programme specifically for our workforce from a Black, Asian, Minority Ethnic background. The course will run from October to December this year and will support colleagues progress through Bands 5-7. A cohort of 30 staff from across the system will be joining the programme.

***“I can’t wait to start the programme. This course will help boost my confidence and push me out of my comfort zone to achieve what feels challenging but rewarding.”***

Susan Coutinho, Clinical Educator at James Paget University Hospital

### Events

The London Leadership Academy invites all NHS staff to join in celebrating **Black History Month** in October with a combination of events celebrating African-Caribbean heritage and culture. Please see the attached calendar of

events and to book your place click on the link [here](#)

### Starting the conversation on Race

As part of Black History Month, blogger, screenwriter and creative consultant Uju Asika will speak on race, intersectionality and anti-racist parenting. Commended for her outstanding talks, Uju creates open discussions on race, diversity, inclusion and unconscious bias. To join the conversation, click [here](#)



**B:M 2022**

NNUH Invites you to....

**A Conversation on Race with Uju Asika**

Tuesday 11 October 2022  
12:30pm – 13:15pm

Join the conversation via MS Teams;  
[Click here to join the meeting](#)

A multi-award winning blogger and writer, Uju Asika is widely known as the author of 'Bring up Race'

## Awareness Campaign of the month (October)



**The theme for Black History Month 2022 is Time for Change: Action Not Words**

To get to a better tomorrow, we can't just focus on the past. The past is in the past. We can acknowledge and learn from it, but to improve the future, we need action, not words. We need to come together around a shared common goal to achieve a **better world for everyone**.

To ensure real change, we need real support from our **allies**. It's time to reset your mindset and support us with actions, not words.

**For more information, please visit: [Black History Month 2022 - Time for Change: Action Not Words](#)**