



Join us to co-design our system allyship and advocacy staff training

Calling all staff network members and minoritised colleagues...

The Humber and North Yorkshire (HNY) Inclusion Assembly will be co-designing a new training course around allyship and advocacy this September and we're calling for volunteers to take part.

To be involved you need to:

- be able to attend or input into four two-hour virtual sessions (see overleaf for dates) – virtual options for input will be available
- be one or more of the following:
 - ethnically minoritised and / or culturally diverse background
 - disabled people, those living with a long-term health condition and / or neurodivergent people
 - a member of the LGBT+ community
 - or an active ally

The project will be of particular interest for members of staff networks from across health and care, but you do not need to be a network member or a member of the Inclusion Assembly to take part.

Background

The Assembly has identified allyship and advocacy as a priority for our health and care system. Every health and care organisation currently has a different approach to how we view allyship and advocacy, including how we train colleagues.

Our aspiration is to co-create one allyship and advocacy approach for our whole health and care system using an intersectional lens. This will be co-developed into training materials for wider roll-out across our health and care partnership.

We believe that being an ally means supporting **all** minoritised groups and we want to work in partnership to create the training and awareness we need to make this a reality.

So when someone says they are an ally, we know they understand what this means and that this is an ongoing journey.

The bigger picture

This project is part of a broader programme to improve inclusion literacy across our health and care workforce in Humber and North Yorkshire, known as HNY Inc.

You can [find out more about HNY Inc.](#) and all opportunities to get involved on our website or by scanning this QR code:

Figure 1: QR code to visit the HNY Inc. website page



The process

The Assembly is working with Diversity Company to co-design this approach and training.

The project has two phases:

- 1) Co-design of the approach and training materials
- 2) 'Train the trainer' to enable this to be offered across health and care organisations

Phase 1: The co-design process

The co-design process will be done virtually using MS Teams.

You will need to be able to attend or contribute to three two-hour workshops and one two-hour delivery session in order to take part in the co-design. It will be possible to feed in digitally to each session (ie if there's one you can't attend).

We will work with all colleagues taking part to ensure the sessions are fully accessible.

Figure 2: Dates for virtual workshops

Session	Date and time	Open to
Workshop 1	Tuesday 24 September 2024 10am-12noon	Minoritised colleagues and EDI leads
Workshop 2	Wednesday 9 October 2024 11am-1pm	Minoritised colleagues and EDI leads
Workshop 3	Thursday 7 November 2024 2-4pm	Minoritised colleagues, EDI leads and allies
Training delivery session	Thursday 21 November 2024 10am-12noon	All Assembly members, minoritised colleagues, EDI leads and allies

Phase 2: Train the trainer

Once the co-design phase is complete, we'll then move onto the second phase of training our trainers. You can express an interest in being a trainer when you

volunteer – further details of this stage of the project will be communicated in due course.

How to volunteer

To take part in the co-design phase, you'll need to:

- meet the [criteria on page 1](#) of this document
- have the permission of your line manager; and
- be able to attend or contribute to the [virtual sessions detailed above](#)

All interested colleagues need to apply, including members of the HNY Inclusion Assembly. There is no auto-enrolment (this is an 'opt-in' process).

The final group will be selected by colleagues at Diversity Company and places are limited.

The deadline for volunteering is Friday 13 September 2024.

You can [apply by completing this quick online form](#).

Further information

Further information and the link to the form is also available by following this link: bit.ly/HNYAllyship.

You can also contact:

- Rach McCafferty (she/her) – best place to work senior manager by emailing Rachel.McCafferty4@nhs.net
- The Diversity Company team by emailing: hny-inc@diversitycompany.co.uk