Join us to co-design our bitesize inclusion staff training

Following completion of phase 1 of the Humber and North Yorkshire (HNY) inclusion literacy project (allyship and advocacy), we're now moving onto the second phase of the co-design – the co-creation of five bitesize staff training sessions covering the following topics:

1) Discrimination
2) Bias
3) Equity (vs equality)
4) Microaggressions
5) Privilege and power

We have created a summary of what each session is likely to cover based on the co-design work so far and discussions with HNY Inclusion Assembly members. You can find this in appendix one.

Background

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.

The process

The co-design process will be done virtually using MS Teams and working with our partners Diversity Company.

We're using a similar process to the one we adopted for phase 1 (allyship and advocacy), but with key timelines set at out the outset to ensure timely delivery.

What is involved

This means that all volunteers and EDI leads will need to:

- be available to attend five two-hour virtual workshops
- be able to input into the process / share thoughts on materials in between workshops throughout

It will be possible to feed in digitally to each session (ie if there's a workshop you can't attend) and we'll use our dedicated MS Teams space to keep in touch / share feedback, thoughts and ideas in between sessions.

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

Project timeline

Given the scale of what we're trying to achieve, the timeline we're working to will be important.

Based on feedback from stage 1, we've therefore set out a project timeline below with all workshop and feedback deadline dates.

The importance of proactive feedback

We need all volunteers to share their thoughts throughout the process – please do not wait for the deadlines overleaf if there's something you'd like to share.

Figure 1: Project timeline and key dates

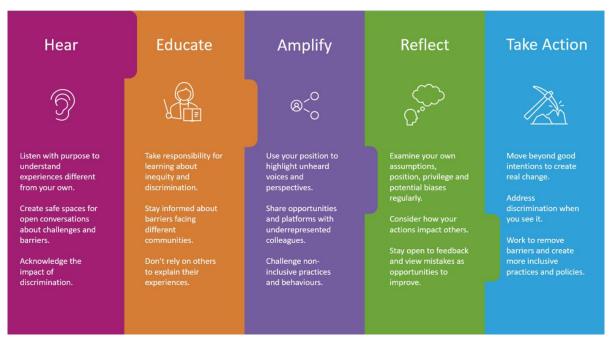| Item	Date and time	Content
Workshop 1	Tuesday 25 February 2025 2-4pm	Introduction to bitesize approach, format and co-design process
Feedback deadline	**Friday 7 March 2025, 5pm**	**Any initial thoughts on approach**
Workshop 2	Thursday 27 March 2025 2-4pm	Co-design for topics 1 and 2: • Discrimination • Bias
Feedback deadline	**Friday 4 April 2025, 5pm**	**Feedback on content for topics 1 and 2 (as above)**
Workshop 3	Thursday 3 April 2025 10am-12noon	Co-design for topics 3 and 4: • Equity (vs Equality) • Microaggressions
Feedback deadline	**Friday 18 April 2025, 5pm**	**Feedback on content topics 3 and 4 (as above)**
Workshop 4	Tuesday 29 April 2025 2-4pm	Co-design for topic 5: • Privilege and power Round-up of all previous topics
Feedback deadline	**Friday 9 May 2025, 5pm**	**Feedback on content topic 5 (as above) and any other thoughts**
Workshop 5	Date / time TBC	Final versions explored and approved

What will happen next

Once the co-design process is complete and the materials are approved, we'll then be in touch to set-up the train the trainer session.

An update on phase 1

Phase 1 has seen members of the HNY Inclusion Assembly join volunteers from across our system to co-design a new training course around allyship and advocacy, including our own system model (the HEART model).

This will launch in Summer 2025.

Figure 2: The HNY HEART model of allyship and advocacy

Volunteers will be trained to deliver the allyship and advocacy workshop at a train the trainer session – date TBC.

In the interim period, the initial colleague allyship and advocacy training sessions will be delivered by the ICB's best place to work team.

Further information

To find out more please contact:

- Rach McCafferty (she/her) at Rachel.McCafferty4@nhs.net or
- the Diversity Company team at HNY-Inc@diversitycompany.co.uk

Appendix one – session content

The information below provides an outline summary of key content for each bitesize session. This has been created as a starting point based on the co-design work so far and ongoing discussions with the HNY Inclusion Assembly.

Session 1: Discrimination

This session will:

- introduce discrimination and how it represents unfair or inequitable treatment, behaviours and attitudes towards people or groups based on their protected characteristics under the Equality Act (2010)
- explore how discrimination can show up in the workplace and how this can impact access to opportunities, resources and our rights
- discuss the root causes of discrimination and strategies to recognise and address inequity

Session 2: Bias

This session will:

- introduce the concept of bias in terms of attitudes, beliefs and stereotypes and the impact it can have on decision making, relationships and equity
- explore the different types of bias, where bias comes from and how it can show up in the workplace
- discuss what steps can be taken to recognise bias and reduce its impact

Session 3: Equity (vs Equality)

This session will:

- introduce the concepts of equality and equity and the distinct differences between the two
- explore how inequity can show up in the workplace and its impact on marginalised colleagues and groups
- discuss how a good understanding of both concepts can allow us to create more inclusive policies and practices that promote fairness and justice

Session 4: Microaggressions

This session will:

- introduce the concept of microaggressions and how these impact marginalised colleagues and groups
- explore how microaggressions show up in the workplace and the role of self-learning to address these
- discuss the difference between intention and impact to foster an inclusive environment

Session 5: Privilege and power

This session will:

- introduce the concepts of privilege and power and the impact these can have on marginalised colleagues and groups
- explore how the interplay between power and privilege can show up in the workplace and debunk some common myths
- discuss the positive power of self-reflection in fostering inclusion and challenging inequity