

Get Focused on Diversity Workshop

Increase Your Impact through Challenging Thinking

Overview

This workshop focuses on a practical approach to harnessing, monitoring and evaluating equality and diversity in the third sector. The workshop highlights the New Equality Act 2010 and changes to public sector duties.

It provides participants with the chance to explore issues relating to these vital topics and to understand more about building diversity into the workplace and integrating its principles into service delivery. In addition, it focuses on the legal responsibilities and how these can be met whilst also exploring the practical and positive use of equality impact assessments. The workshop provides a creative and interactive-based style, enabling participants to be open and discuss ideas in a supportive and experienced environment.

Aims

To provide participants with opportunities to explore:

- **Service Delivery** - the opportunity to explore the connection between stereotypes, discrimination and assumptions and how we can challenge these to improve service, contract and supply chain delivery;
- **Employee Engagement** - the opportunity to explore the meaning of the term “diversity”, including ways to increase employee engagement through harnessing a diverse culture;
- **Legal Responsibilities** – key information on existing and new legal responsibilities relating to equality and diversity;
- **Equality Impact Assessments** – practical tips and techniques to implement and monitor impact assessments.

Description

The workshop will provide participants with opportunities to explore a wide range of equality and diversity issues which may affect service delivery – or indeed provide ways in which services can be improved. It will have a positive and interactive focus, ensuring participants get the chance to explore their own organisation’s issues and/or opportunities. This will include exploring approaches to the topic and how a difference can be made through harnessing diversity.

The workshop will enable participants to be empowered through developing their knowledge, enabling them to feel more confident about applying their learning back into a day to day environment. Participants will have the opportunity to work in small groups to look at real life examples and to share various ideas and challenges.

There will be a specific emphasis throughout the workshop on the practical application of equality impact assessments, including how to use them and make the most of them as a tool.

Added Benefits:

At the end of the workshop, participants will be provided with all the relevant papers from the session and both a “4 Steps to Diversity” tool and Equality Impact Assessment template. The “4 Steps to Diversity” tool is a practical, step-by-step guide to maintaining the positive focus on equality and diversity. The tool includes a series of simple questions to verify an organisation’s current “health” in relation to diversity.

The Facilitator

The facilitator is a very experienced and knowledgeable in this topic, delivering numerous workshops in the public, private and community sectors. She is highly skilled in enabling individuals to make the most of their participation. The workshop environment will be welcoming, engaging and comfortable. Participants will be encouraged to share ideas and challenges in a supportive and stimulating setting.

Participant Mix

- Maximum delegates per workshop will be 12
- All levels of staff/mixed groups and levels
- Specifically relevant to public/other third sector organisations. Also relevant for public sector contractors.