



National Inclusion Week



#ImpactMatters

National Inclusion Week takes place from 23-29 September 2024. The theme for 2024 is **Impact Matters**, a call to action as each one of us holds the potential to make a profound and positive impact.

This resource sheet has been collated by the Knowledge and Library Services.

What's in this newsletter?

Information and resources about National Inclusion Week, including links to workshops and events.

Listen to podcasts or watch a video to increase your understanding of inclusion. Find out how to be a more inclusive colleague and why inclusive language matters.

Impact Matters has a powerful message that centres around understanding, identifying and measuring impact on marginalised groups and taking actions that make for genuine, sustainable change that matters. There are a number of free workshops and events available via the National Inclusion Week website-

www.inclusiveemployers.co.uk/events/category/national-inclusion-week/ and

lots of resources from the recent Global Inclusion Week event

www.inclusiveemployers.co.uk/giw-toolkit-videos/

The Inclusive Employers blog gives expert opinion on the range of inclusivity topics. If you don't have long to spare, try the **5 minutes with...** series of posts. They include a question about inclusive moments, which is a real eye opener.

www.inclusiveemployers.co.uk/blog/category/5-minutes-with/

Core managers: developing inclusive workplaces programme. The NHS Leadership Academy has developed a range of free short courses covering different themes to help develop core inclusive leadership skills. www.nhsemployers.org/news/core-managers-developing-inclusive-workplaces-programme

Read about the **NHS Leadership Academy's** commitment to inclusion at

www.leadershipacademy.nhs.uk/resources/inclusion-equality-and-diversity/



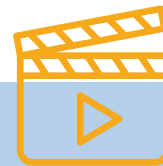


Podcasts

Talking inclusion with... is a series of podcasts from Inclusive Employers covering everything from disability, faith and religion, parents and carers, neurodiversity and so much more www.inclusiveemployers.co.uk/talking-inclusion-with-podcast/



Raising up the Staff Voice through the Power of Staff Networks- a National Inclusion Week 2023 special episode with NHS Employers
www.inclusiveemployers.co.uk/talking-inclusion-with-podcast/podcast-raising-up-the-staff-voice-through-the-power-of-staff-networks-a-national-inclusion-week-special-episode-with-nhs-employers/



Videos

We need leaders who boldly champion inclusion- 2022 Ted Talk by June Sarpong
www.ted.com/talks/june_sarpong_we_need_leaders_who_boldly_champion_inclusion?language=en

Belonging. A critical piece of diversity, equity and inclusion- 2022 Ted talk by Carin Taylor
www.ted.com/talks/carin_taylor_belonging_a_critical_piece_of_diversity_equity_inclusion

Inclusion is about more than just being nice- 2023 Ted Talk by Nicki Joiner
www.youtube.com/watch?v=ufSvv7WLj9A



Why diversity and inclusion is more than someone's job title- 2022 Ted Talk by Shani Dhanda
www.ted.com/talks/shani_dhanda_why_diversity_and_inclusion_is_more_than_someone_s_job_title?subtitle=en



My voice by Paralympics GB. 7 videos in which Paralympians speak about their lives outside of sport. www.youtube.com/playlist?app=desktop&list=PLsrsnOpBuza4rwEsMha44Fk2dKfGJLm8p



Books



Pick up books about inclusion in your local library. Scan the QR code to view the titles available on our catalogue

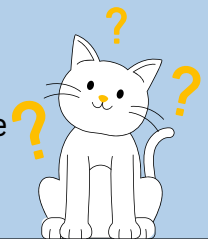


Be an inclusive colleague

This list of **7 small ways to be a more inclusive colleague** is from Harvard Business Review

- 1 Highlight others' contributions.** Identify a highly competent colleague who may lack visibility and highlight their achievements by publicly acknowledging their contributions and encouraging them to speak and present in meetings.
- 2 Use your pronouns.** Including your pronouns when you introduce yourself at meetings is a small action that signals that you're an ally to colleagues who may struggle to voice that they're often referred to with pronouns they don't identify with. It also normalizes the practice for your other colleagues.
- 3 Use gender-inclusive language.** Using gender-inclusive language at work is associated with better well-being for employees who identify as LGBTQ, so ensure that the language you use is gender-neutral.
- 4 Assess your vocabulary.** Actively assess your vocabulary for slang terms that alienate others. Many common slang words have other connotations or origins and should be avoided. For example, the word "lame" is often used to describe something as boring or monotonous, but it was originally used to refer to individuals with impaired mobility.
- 5 Celebrate with your colleagues.** A diverse workplace is made up of people from various backgrounds who celebrate different festivities. Celebrating these occasions along with your colleagues can go a long way toward making them feel accepted and boosting their morale, in addition to building psychological safety.
- 6 Get creative about team bonding.** While putting together team-bonding activities, factor in the availability and interest of all your team members. If every social event is drinks at a pub in the evening, that might hinder participation from some caregivers, parents, remote employees, and people who don't drink alcohol. Ensuring that everyone gets to participate in as many team activities as possible will help the team truly bond and have fun together.
- 7 Be curious.** Schedule coffees and lunches with colleagues who have different backgrounds than you. Take an interest in their lived experience inside and outside the office. Use what you learn to devise additional small actions to undertake as an inclusive colleague.

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he
they



See more at:

<https://hbr.org/2023/02/7-small-ways-to-be-a-more-inclusive-colleague>

Being an Inclusive Colleague

How Do I Handle Difference? from NHS England's National School of Healthcare Science is part of a resource on **Conscious Inclusion** which includes tasks and idea to challenge your biases and aid inclusion <https://nshcs.hee.nhs.uk/about/equality-diversity-and-inclusion/conscious-inclusion/how-do-i-handle-difference/>

The Diversity Movement's 2021 article lists **10 Actions You Can Take today to be More Inclusive at Work**. <https://thediversitymovement.com/10-actions-you-can-take-today-to-be-more-inclusive-at-work/>

The Royal Pharmaceutical Society has an informative guide to **Microaggressions**. Take some time to read what microaggressions are and the impact they have on inclusion www.rpharms.com/recognition/inclusion-diversity/microaggressions

Speaking Up: Challenging microaggressions in the workplace from The Kings' Fund is a 2022 4 minutes read blog post www.kingsfund.org.uk/insight-and-analysis/blogs/challenging-microaggressions-in-workplace

Another set of **7 Ways to be an Inclusive Co-worker** comes from Inclusive Employers at www.inclusiveemployers.co.uk/blog/7-ways-to-be-an-inclusive-co-worker/

Inclusive Language

NHS inform from NHS Scotland have a guide to using **Inclusive Language** at www.nhsinform.scot/style-guide/inclusive-language

What Is Inclusive Language? Find out why Inclusive Language is important in the workplace www.inclusiveemployers.co.uk/blog/what-is-inclusive-language-how-to-use-it-in-the-workplace/

The NHS Digital service manual has a content guide to **Inclusive Content** with advice on how to create content online for and about people in a way that is inclusive and respectful.

<https://service-manual.nhs.uk/content/inclusive-content>



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For more information go to:

<https://gehswift.wordpress.ptfs-europe.co.uk/>

or contact: library@geh.nhs or library@swift.nhs.uk

