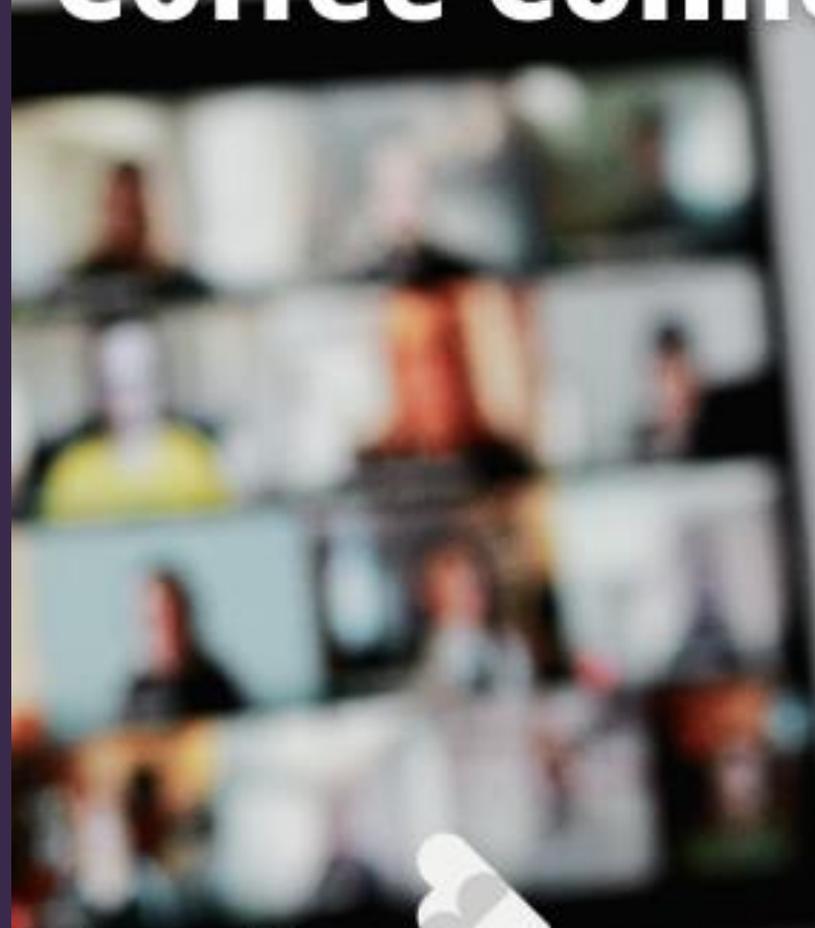




Diversity Coffee Connect: Resilience with Compassion

8th December 2022

Diversity Coffee Connect



Resilience with Compassion

On 8th December 2022, we invited Leading to Change community members to come together to explore the theme of '**resilience with compassion**' in the context of equality, diversity and inclusion through informal conversation and reflect on what opportunities can emerge within our own teams and organisations.

Our conversation starters were:

1. What is your reaction to what you heard in the blogs?
2. How well do you recognise this in your place of work?
3. What does resilience mean to you?
4. What does compassion mean to you?
5. How would recognising our differences enable compassion?
6. Why is respecting each other including our differences important for the workforce?
7. How do we support colleagues from diverse backgrounds in their roles?

Flow of the session:

1. Welcome
2. Overview of linked equalities blogs
3. Prepare and move into groups
4. Group conversations
5. Plenary/ Final reflections

Who joined us?



Leading to Change exists to support leadership **at all levels and at all stages, in all roles across health, social care, and social work in Scotland**. The purpose of the Diversity Coffee Connect series is to provide a safe environment to explore the context of **equality, diversity and inclusion** together through informal conversation and so these events were open to all.

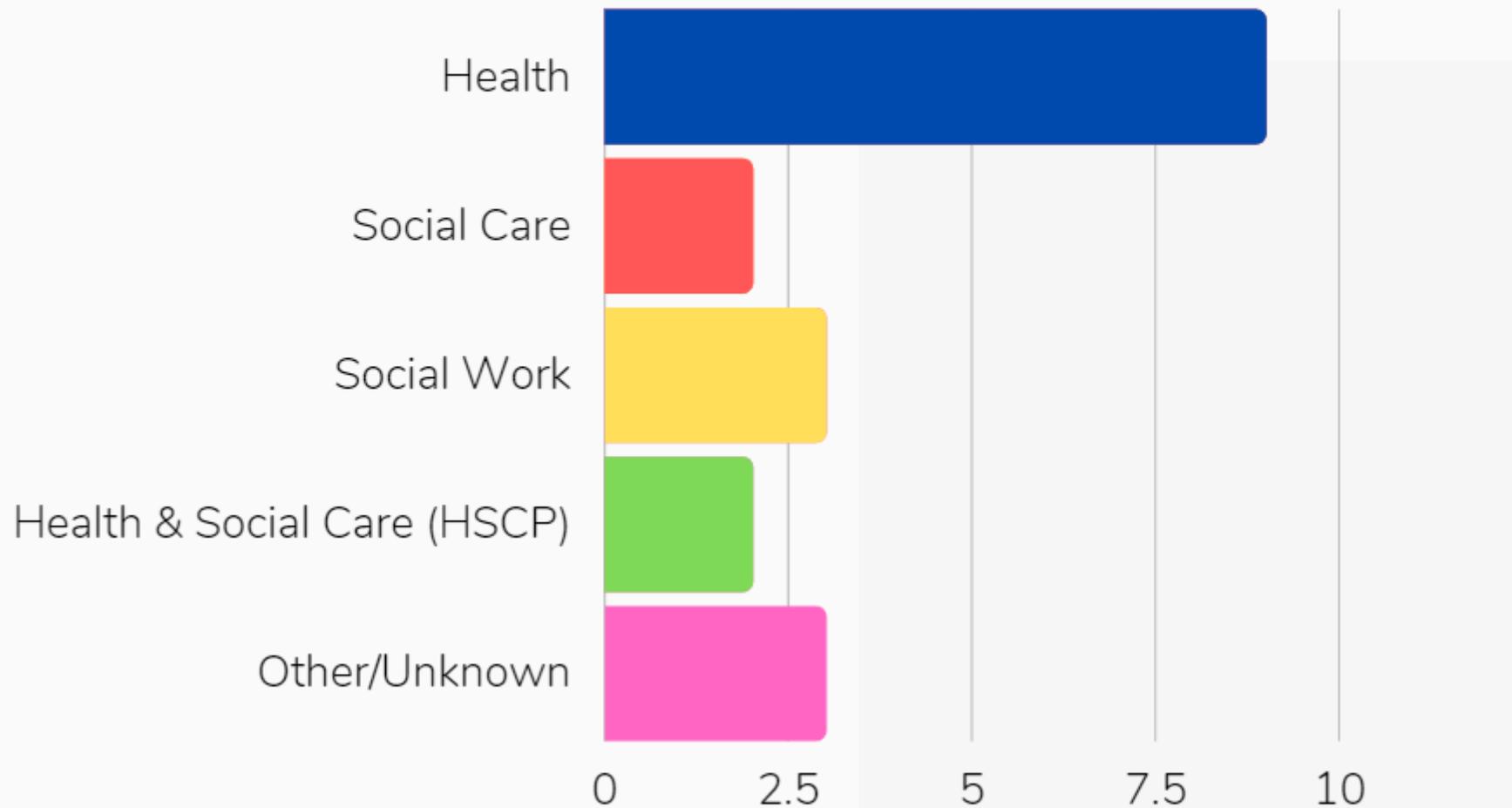
We were joined by **21** colleagues from across health, social care, and social work in Scotland.

Participants joined us from a range of organisations across Scotland, including: Equality and Human Rights Commission; Fife Health And Social Care Partnership; East Ayrshire Health and Social Care Partnership; Thistle Foundation; Link Life Fife; Health All Round; Liaison Care; Your Voice Inverclyde Community Care Forum;

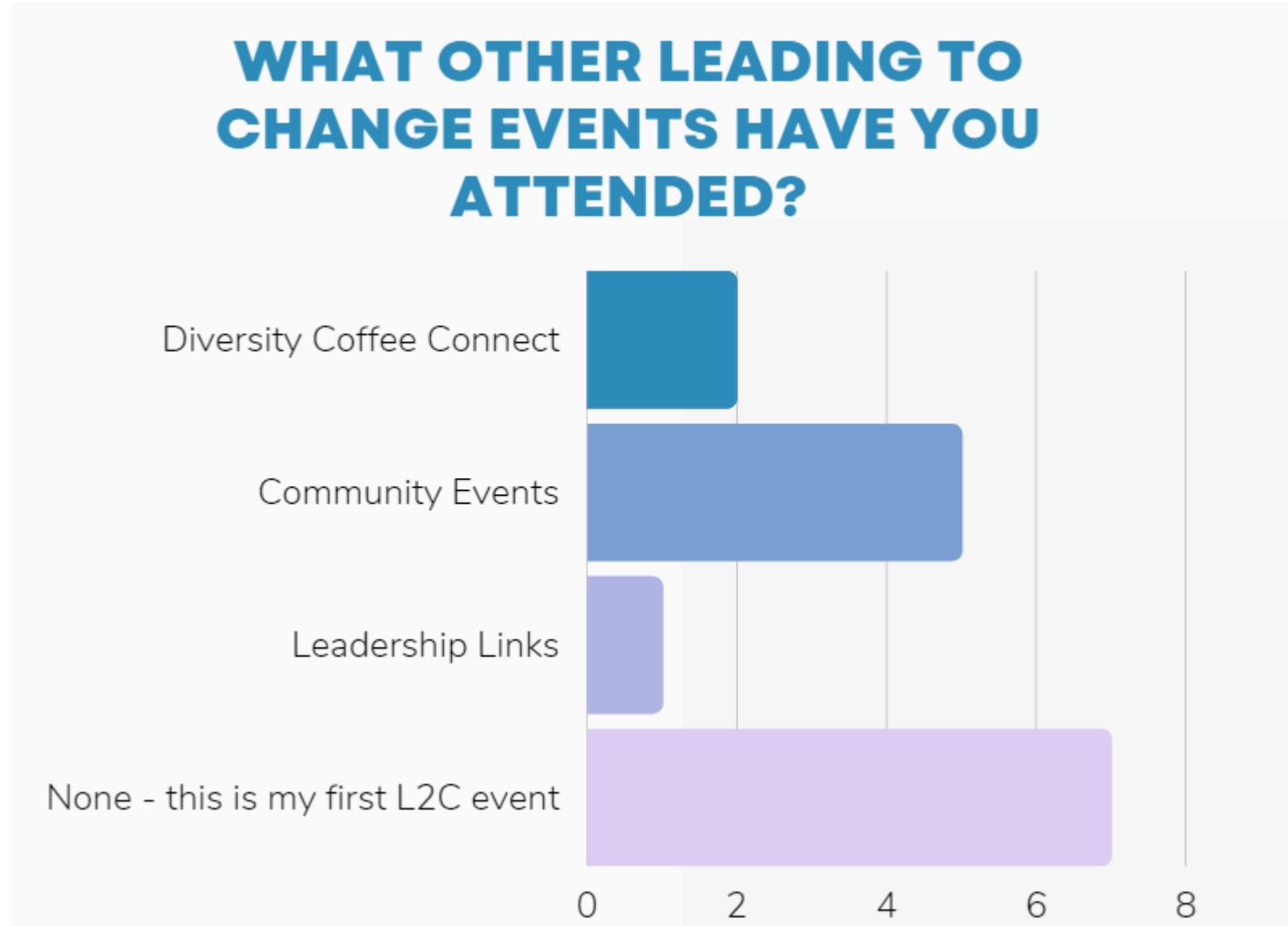
Territorial NHS Health Boards such as Highland; Lanarkshire; Dumfries and Galloway; Tayside; Forth Valley; Public Health & Social Care Teams; NHS Golden Jubilee; NHS Education for Scotland and Scottish Government.

Who joined us?

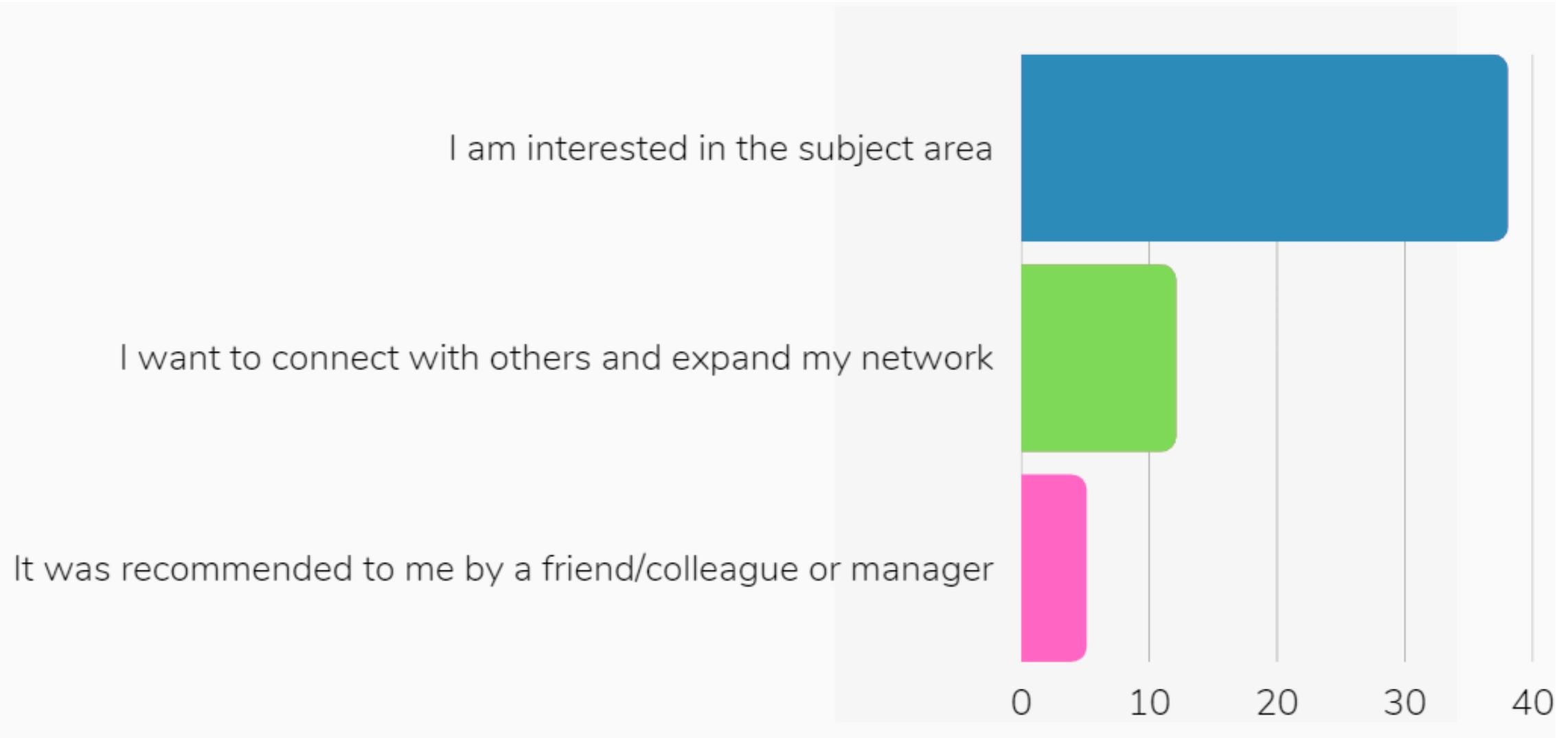
PARTICIPANTS BY SECTOR



Was this your first Leading to Change event?



Why did you sign up for this session? (from session registration)





Diversity Blog Series

Writing to Connect

leadingtochange.scot



Not an optional add on: Wellbeing and Diversity is core for leadership and delivery (Humza Yousaf, MSP)

- Wellbeing is a government priority for our staff to deliver the very best services
- Need to improve workforce experience, especially for those from minority backgrounds
- Diverse leadership must 'walk the walk'
- Rare to see others 'like me'

- **Challenge:** How can you become active allies and what do you need to do to show up as this kind of leader?



Understanding the Lower Paid Ethnic Minority Staff Inquiry – John Wilkes, Head of Scotland EHRC

- Report published in June 2022; inquiry is a statutory power used to find out more about an equality of human rights concern
- Pandemic saw disproportionate impact on ethnic minority staff
- Little awareness of employment rights
- Fears of raising concerns, procedural barriers, discrimination, bullying and harassment
- Less likely to raise concerns for fear of losing jobs
- More opportunities for workers in health than social care



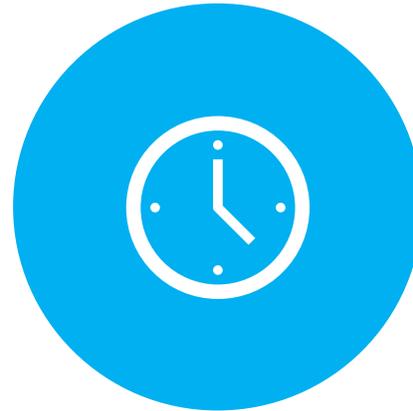
Understanding the Lower Paid Ethnic Minority Staff Inquiry – John Wilkes, Head of Scotland EHRC

- Recommendations include:
 - Strengthening leadership
 - Duty to improve awareness and compliance of HR
 - Mandatory training
- Challenges:
 - How well do you know the people in your area and how they are experiencing their work?
 - Do you encourage communication from marginalized groups?
 - Do you have the right workforce data?

Breakout rooms: facts and figures



5 BREAKOUT ROOMS



**TIME IN BREAK OUT
ROOM: 20 MINUTES**



**EVENT DURATION: 60
MINUTES**

Key conversation themes

The themes from our conversations included...

"Recognising we have compassion for our team but not ourselves as managers. Working long hours etc. may put staff off for progression/CPD."

"The usefulness of data, having more access to this to understand blocks and widen reach"

"Discussing without bias or preconceptions"

"Appreciation, recognition, understanding, empathy of staff/colleagues"

"Cultures being noticeable by their absence"

"Self-awareness and unconscious bias"

"You have different conversations with different staff because you know and understand them (different hats/approaches)"

"Absence of diversity in teams"

"Lived Experience"

"Burnout across organisation"

"Difficulty in culture since COVID"

Feedback

We asked participants for their reflections on the session. 5 participants (23%) responded to our feedback survey.

Their reflections included:

5

out of 5 respondents said that DCC event felt like a psychologically safe space

5

out of 5 feel confident or somewhat confident to start an equality, diversity and inclusion conversation with their colleague, manager and team

5

out of 5 would attend a Diversity Coffee Connect session in the future

What participants said about this event

- *"Great way to connect with others, hear different experiences and viewpoints and have useful conversations.."*
- *"Interesting talk and great chat"*
- *"The more voices we hear and the more we can share and discuss can only be a positive."*
- *"I do think it does make you reflect on your practices."*
- *"Beneficial to link to others"*

Your suggestions for future themes and conversations

- Equality and diversity approaches for staff engagement (e.g., communities of interest)
- Intersectional discrimination
- Organisational training
- Gender reassignment
- Age discrimination;
- Gender pay gap
- Bias awareness
- Menopause
- Change Management
- Equality and different experiences
- Hidden exclusion
- Intersectional empowerment

- Honesty
- Inclusion
- Challenging conversations
- Anything around leadership and EDI
- Hidden Diversity
- Addictions, Alcohol and drug issues
- Health inequalities
- Resilience within teams
- Empathy and understanding difference
- Intentional Inclusions and microaggressions- different levels of acceptance
- Reducing barriers such as language
- Mental Health Stigma
- Why is it challenging to have a conversation about race? Disability in the workplace,
- LGBT+
- Supportive Work Cultures
- Supporting change
- Racism in Social Work
- Sharing stories of hope and inspiration-positive changes academic expectations of employees

Next events in the series



Diversity Blog Series



12 Jan. 2023

Theme: Why is it challenging to have a conversation about race?

How to Find Out More



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Email the team: hello@leadingtochange.scot



Keep in touch: [Leading to Change weekly email](#)

Thank You!

If you have any questions about anything in this pack or any of the events in the series, feel free to contact us at: hello@leadingtochange.scot

