Equality Diversity & Inclusion: OUR VOICES - Lift Chat

LIFT CHAT

What is a lift chat?

It's a quick summary that describes the project in 2 minutes. The purpose is to increase understanding, gain engagement, commitment and endorsement for the project. It should feel relatively informal. All those involved in the project should covering the key points in a positive way, in their own voice.

FOR THIS PROJECT… Proposed Chat

This following chat uses a *professional voice* that might suit a committee rather than a lift. By purposefully presenting in a more formal tone provides members of the project board scope to craft a more informal chat using their own words. Board members own authentic voice will be far more powerful than something which sounds dictated. When it comes to communicating a vision with passion, personal passion and authenticity are the most effective currency.

THE CHAT

Chief Executive Officer, Chris Long has commissioned a 6-month project to inform the Trust's Equality Diversity & Inclusion Strategy and work to deliver it. The project will use the lived experience of staff, former staff, volunteers, trainees and patient representatives to highlight where work is to be done to improve staff and patient experiences as measured by the National Staff Survey. Voices will come from groups with protected characteristics *and* majority staff members to increase understanding of one another's experiences. Majority voices have a contribution to make about their experiences and understanding of the experience of others.

A key aim is opening the dialogue to greater mutual understanding. Project outputs will be:

- A series of documented experiences in video, audio and written format. These may help to inform a refresh of the EDI strategy Leadership Development / Training / Induction, Recruitment & Retention efforts, etc.. This will ultimately improve staff experience and patient safety.
- A *Time to Talk EDI Primer* to increase staff understanding of issues around Equality, Diversity & Inclusion
- An art exhibition at The Brodrick Gallery celebrating diversity at HUTH and the gifts our diversity brings to our community
- An EDI Culture Cookbook –fundraiser for our WISHH charity featuring staff profiles, and where special ingredients can be purchased) This product will be useful in helping staff from out of the area know where to go for foods that might bring them 'a taste of home' and help orient them to all our city has to offer.
- A practical roadmap and approach to engagement that is scalable and sharable across organisations, institutions and communities which will enhance our reputation in the NHS and aid recruitment

To date, 50 staff have actively signed up to participate by sharing their experiences. This is a great project and I am really glad to be involved… I'd welcome your input in whatever way you feel comfortable doing if you are interested.