How to guide on using the:

Equality

Diversity

Inclusion

Toolkits

Created by the Diversity, Equality, and Inclusion team

Imperial.Inclusion@nhs.net

About

The equality, diversity, and inclusion (EDI) toolkits are a set of resources designed to support teams and members of staff to explore and discuss EDI issues within the Trust. These toolkits focus on behaviour change and approaches to behaviour in line with our Trust values (collaborative, aspirational, kind, and expert). They can also be applied to patient care as a means to approaching and supporting all patients in an equitable way.

Why the toolkits?

Our EDI toolkits support the Trust's ongoing commitment to EDI. They have been developed as a response to our [organisational data](#), including the lived experiences of our staff, demonstrating the need for us to build our confidence & capacity around EDI issues.

Our toolkits will also ensure that our values, ethos and behaviours are at the heart of everything that we do. They will help us to become a truly inclusive organisation, where staff of all backgrounds are supported encouraged to bring their whole selves to work and perform at their best.

Available toolkits

We have three toolkits available:

Challenging Microaggressions	Talking about race	Being an Ally
Topics	Topics	Topics
- What are microaggressions? - Examples of microaggressions? - How to challenge microaggressions? - Accessing support and resources available - Quizzes and reflections	- What is race and racism? - The benefits of talking about race and how to have conversations - Access support and resources available - Quizzes and reflections	- What is allyship? - Examples of alllyships - How can you be an ally? - Access support and resources available. - Quizzes and reflections

Toolkit features

Each toolkit is divided into bite-size topics, meaning that you can jump to different sections to address different needs.

They're also equipped with interaction features such as;

- Videos
- Sound clips
- Quizzes
- And self and team reflection activities.

To access our digital features (e.g. video and sound), you will need access to an electronic device (e.g. computer, tablet) and in some instances, an internet connection.

However, print-friendly versions of all toolkits are also available to use and explore.

How to use these toolkits

Individuals

- To gain and develop a personal understanding of microaggressions, race, and allyship
- To develop leadership and / or management capabilities around having difficult conversations and challenging inappropriate behaviours
- A tool to have conversations with colleagues or people you manage

Teams

- To gain and develop your collective understanding of microaggressions, race, and allyship
- A tool to have conversations with your team members
- As a group activity or team training session to explore topics as part of a team away day or meeting which, can be facilitated by the Equality, Diversity, and Inclusion team.

Contact

Contact the Equality, Diversity and Inclusion team for support or further information on the toolkits at Imperial.Inclusion@nhs.net.

Additional resources are available on the intranet: search 'equality diversity inclusion' or visit the following link: Equality Diversity and Inclusion.