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UKIED would like to wish everyone a safe Happy Easter
and a safe Happy Vaisakhi.
We hope you are all keeping well during these unprecedented times.



EDI Updates

Update on Diverse Cymru Workplace Good Practice Cultural Competency Certification Scheme

Since its launch, the scheme* has gone from strength-to-strength and now has participants from all seven health boards in Wales, the PHW Trust, and six third sector organisations. Additionally the scheme has now been included in the latest Welsh Government Mental Health Delivery Plan for the next 3 years, and is also to be included as an integral part of the Quality Improvement Cymru framework.

The adaptability and versatility of the scheme has been noted by all participants, and as a consequence is now also being utilised within other workplace sectors and disciplines to assist in improving cultural competency in the work environment and/or in the delivery of services more generally, and has been adapted to help improve cultural competency in HR functions, and substance misuse services, and also attracted attention from Universities in England, private sector SMEs in Wales, and Mental Health Reform groups in the Republic of Ireland.

* Please see further information on page 2

News from Centre 404 (charity supporting people with learning disabilities, autism, and family carers)

Over the past few months, we have been working hard to expand on current mechanisms in place to support our valuable staff with their mental health and wellbeing. To this end, we are signing up to the Time to Change Employer Pledge.

As part of this, we will soon be launching our new Wellbeing & Mental Health Policy and complementing this with other initiatives, as well as by partnering with external organisations who will help add value to this crucial programme.

Mental health will form a key part of our staff engagement strategy, including wellbeing roadshows and participating in World Mental Health Day. We will also be launching the Able Futures resources made available by the government, developing an employee toolkit for managing mental health, as well as materials for line managers to be better equipped to support their staff in this vital area. As part of our shared effort to reduce stigma around mental health, staff will be encouraged to share their experiences and form support groups. Our Staff Engagement Champions programme will also serve to promote mental wellbeing across the organisation, empowering staff to take individual and collective action towards this. This is by no means an exhaustive list and we look forward to providing an update on these exciting developments soon!

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News from Cardiff Third Sector Council (C3SC): *Diversity in Languages and COVID-19*

During the current COVID-19 pandemic, our work has increased a hundred fold, having welcomed over 1,000 volunteers in the last two weeks alone. Though challenging, the public's response to our call-to-action to assist has been humbling and reassuring of community resilience. However, we have noticed and are being conscious of the lack of diversity in languages used during this COVID-19 information dissemination.

There is currently a huge demand on C3SC, The Cardiff Volunteer Centre, 3rd Sector and Public organisations to share information to the public to protect and support them during this COVID-19 pandemic. English, though predominant in the information provided, we are conscious that English or Welsh is not everyone's first or native language. In the case of Welsh and other foreign, immigrant and minority ethnic languages, we are also aware that a lot of people would prefer to speak, read and communicate in their language of choice, but many organisations are not equipped nor have the capacity to communicate in languages other than English.

Volunteers can help, especially at this vital moment where every accurate information shared can save lives. The Manager of the Cardiff Volunteer Centre, Ebed, said: "When you genuinely care about people's welfare and wellbeing, communicating and sharing vital information in a language they can fully understand is essential if you want them to be and feel included. C3SC already had a database of 15 different languages spoken by their staff and volunteers but in view of the current need and in response to COVID-19, I implemented a good practice guide from the charity www.iw.org on how they set up remote volunteers worldwide in an effective and efficient way to translate publications in print, audio and video in over 1,015 languages - including 100 Sign languages, for their religious and humanitarian activities. If it can be done on such a grand scale, then we can at least try. As such, we have updated our database and set up new volunteering opportunities to recruit native and multilingual Speakers including Welsh, Arabic, Persian / Farsi / Dari, Kurdish, Chinese, Sign Language, Hindi / Urdu, Somali, EU and Other languages in Wales. We would like to take this opportunity to thank the 1000's of volunteers who have already signed up and supporting their communities."

Diverse Cymru Workplace Good Practice Cultural Competency Certification Scheme (continued from p.1)

This cultural competency certification scheme, the first of its kind in Europe, was developed by Diverse Cymru in partnership with the United Kingdom Investor in Equality and Diversity (UKIED), was launched on the 11 October 2018 by the Welsh Government Cabinet Secretary for Health and Social Services, Vaughan Gething.

The scheme is endorsed by the Royal College of Psychiatrists in Wales, and funded under the Welsh Government Section 64 Grant, was designed specifically for mental health practitioners and professionals that work with BME communities in Wales, in order to help in the delivery of more effective culturally competent, patient centred services.

Do you have an EDI story or EDI news? Would you like to contribute to the next edition of this newsletter? Please get in touch with Melissa Barr at melissa@ukied.co.uk

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