

Allyship Network and EDI Strategic Oversight Group

- ❖ **Do fairness and equality matter to you?**
- ❖ **Do you enjoy creating an environment where everyone feels they are valued, and they belong?**
- ❖ **Would you like to develop your own leadership and education skills by working with others to make a real difference?**

What is the Allyship Network?

A group of NW trainees of any experience, background, and from any specialty, who work together to improve the training environment for everyone in postgraduate medicine, dentistry, and public health.

What are the aims of the Network?

- To ensure that all trainees, regardless of background, have equitable outcomes of training.
- To ensure that all trainees, regardless of background, are supported to excel in areas that matter to them.
- To eliminate the impact of bias, prejudice, and discrimination on trainees with every characteristic, whether protected or non-protected.
- To promote the ideal that everyone can be an ally to each other.
- To create workplaces where every team member feels valued, included, and supported.
- To provide leadership opportunities to trainees with characteristics that tend to be under-represented in leadership positions, and those who may not see themselves as leaders.
- To give trainees the opportunity to use their lived experience knowledge (as opposed to academic or practical knowledge) to help inform the development of HEE NW's equality, diversity, and inclusion strategy.

What are the opportunities of joining the Network?

There are a number of workstreams you can potentially join:

Quality Improvement – undertaking a project which supports one or more of the above aims

Peer Support – providing occasional support to those who are experiencing issues related to equality, diversity, and inclusion

Educator Development - getting involved in delivering lectures and workshops to clinical and educational supervisors, as well as more senior educators

Active Bystander Programme – helping with organisation or delivery of active bystander training

Content Creation – working on website, social media, teaching materials

International Graduate Support – may include getting involved in enhanced induction, curriculum support, training sessions, and designing or delivering buddy schemes

The EDI Strategic Oversight Group – members of this group will ensure a wide diversity of lived experience knowledge is available to inform the development of the HEE NW EDI Strategy. This will involve attending 4 two-hour meetings a year, for which study leave will be given.

What support will there be?

- A funded full day induction event, with opportunities for networking, discussing your plans and ideas, and hearing from previous members of the Network on what they have achieved and gained from their membership. Study leave for this will be available.
- Quality improvement training
- Working alongside senior educators to develop leadership and education skills
- Broadening networks, and working with trainees from other specialities
- Project supervision from senior doctors with an interest in the field
- Study leave to take part in meetings and other activities

Who should apply?

- Any trainee who can answer “yes” to all three questions at the top of this document
- We do not have deadlines, and we understand that your training is demanding. We appreciate that contributions may vary, from person to person, and at different times. You can join without any expectations being placed on you.
- We have found that certain groups have been under-represented within the Allyship Network (formerly known as the EDI Network). These include:
 - People who do not perceive that EDI is for them or about them – this includes, but is not confined to, white, straight men. We have had far fewer men generally. We would like to encourage you to join and find out more – no prior knowledge of the field is necessary.
 - Those living with ill health or disability – visible and invisible
 - People with neurodiversity - those who have ASD, ADHD, dyslexia, dyspraxia, dyscalculia, Tourette’s. In addition to those with a diagnosis, we would also like to hear from people who think they may be neurodiverse or have had it suggested to them by an educator.
 - Religious minorities – we would like to see people from a wide range of religions represented
 - People who identify as being from a gender minority, and their allies
 - People who have multiple marginalised characteristics

*The Allyship network is a safe space for a wide variety of different people and disclosure of the reasons for joining will never be required. *

What if I have further questions?

Please send your enquiry to edinetwork.nw@hee.nhs.uk and one of the EDI Team will get back to you as soon as possible.

If you'd like to see what we have been doing over the past two years, please see the current EDI webpage: <https://nwpgmd.nhs.uk/north-west-trainee-equality-diversity-and-inclusion-allyship-network>

We are also interested in your opinions as to what we can do that would make it easier for you or others to be involved.

How to I join?

Please complete the short application form, including whether you would like to be considered for membership of the EDI Strategic Oversight Group: <https://healtheducationyh.onlinesurveys.ac.uk/north-west-trainee-allyship-network-form-2022>