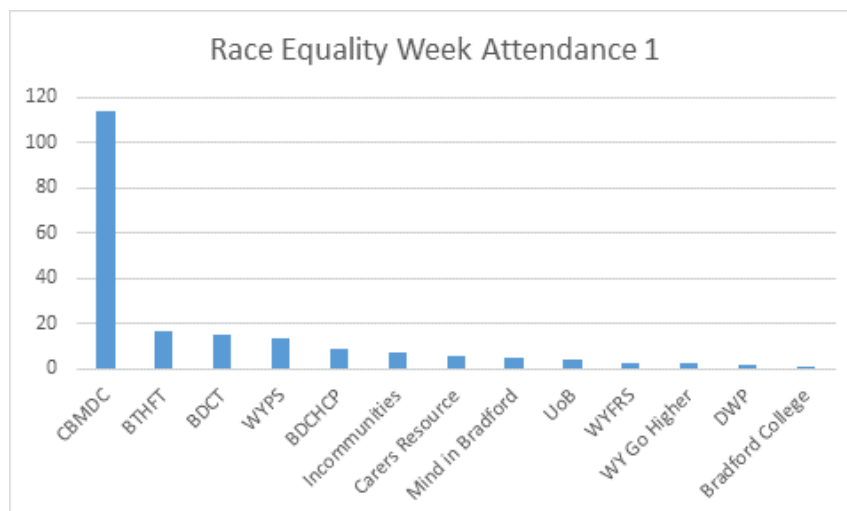


**Amplify programme
Inspire Belonging work stream**

AIM 7: Celebrate our diversity – acting as one and enhance our shared value proposition as employers of choice.

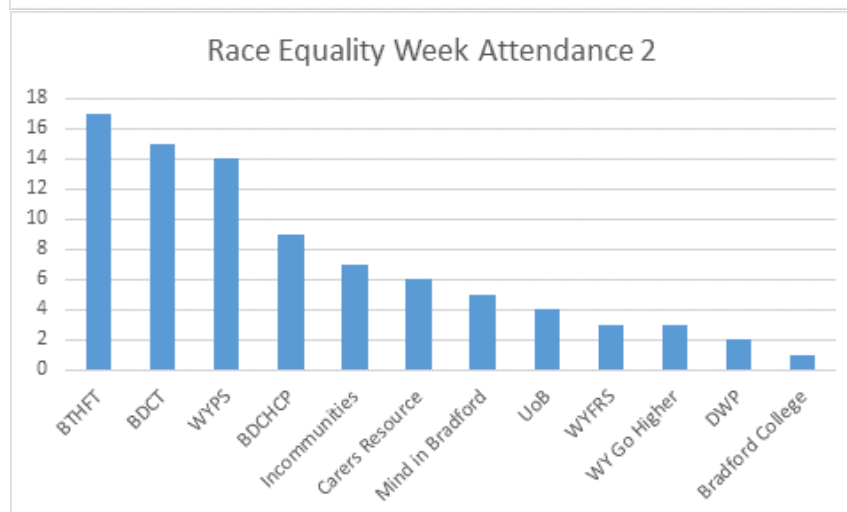
Race Equality Week- Root out Racism

We had a fantastic week with 416 attendees, 256 unique participants, of which over 100 of these were from Bradford Council. However 61 organisations participated; 15 Public Services, 9 Education institutions, 31 VCS Organisations, 4 Private of which only 1 was from Bradford. We had about 20 people from outside of Bradford, including 4 NHS organisations (Including London), South Derbyshire Council, a couple of international organisations and Channel 4 News.



The graphs show where we had 3+ attendees from an organisation.

There are two graphs so you can see one with the council attendance and one without, which makes it easier to make out the exact figures for the others.



We are still in the process of gathering the evaluation from attendees, but comments have generally positive.

Continuation of promotion for LGBTQ+ History Month

LGBTQ+ History Month is an annual celebration of lesbian, gay, bisexual trans, and non-binary history, including the history of LGBTQ+ rights and related civil rights movements. Partners across Bradford District and Craven have come together to host a series of bitesize sessions during the last week of the month. [Learn more about the sessions and why it is important to mark this month by reading our short guide.](#)

You can also learn about pronouns here; <https://bradfordforeveryone.co.uk/she-he-they-what-pronoun-should-you-use/>

Please find link to the programme online <https://www.eventbrite.com/cc/lgbtq-history-month-1712049?utm-campaign=social&utm-content=creatorshare&utm-medium=discovery&utm-term=odclsxcollection&utm-source=cp&aff=escb>

- **Creating Pride** was opened by Shirley Congdon – we had 18 attendees
- **What about the +** is being opened by Mel this Friday
- **Make Sure it Adds Up** is being delivered by Zahra Niazi and will open if there is no one else available.

International Women's Day – Month

I am also pleased to share the International Women's Day programme;

<https://www.eventbrite.com/cc/international-womens-day-2023-month-1786819?utm-campaign=social&utm-content=creatorshare&utm-medium=discovery&utm-term=odclsxcollection&utm-source=cp&aff=escb> Please disseminate as appropriate to your networks/comms channels.

ACTION: If you are able to open any of these sessions, please contact Zahra.

4 dates on offer - Respect Allyship – Pregnancy and Maternity sessions (online) - Pregnancy and maternity is one of the nine protected characteristics under the Equality Act and these sessions look at how this can be barriers for women being able to progress in organisations and looks at how better understanding & allyship can support women.

17 March – 11-12pm (online) Women in the workplace - This session will cover a wide range of topics affecting women in the workplace; from gender pay gap to sexual harassment. It aims to also cover the systemic and structural inequalities that leave women disadvantaged in the work place. The session will aim to provide practical solutions on what we can do as employers and managers to make our environments more inclusive and how our colleagues can be an ally to women in the workplace.

20 March – 10am (face to face) Why are we still not talking about menopause? This session recognises that menopause is still a very sensitive topic and often considered, by many, to be taboo. The session will aim to be interactive and cover; what managers and work colleagues need to know, how best to talk about it in the work place and create an environment where colleagues are supportive through this transition.

24 March – 12-1pm (online) - Reclaim the night - Reclaim the night is a partnership between UoB, Bradford College, West Yorkshire Police, Bradford Council and Hate Crime Alliance. The session will involve Alina Khan (Vice Principal ED&I and Student Experience), Udy Archibong (Pro Vice-Chancellor [Equality, Diversity and Inclusion and Professor of Diversity), Charles Dacres (Director of Hate Crime Alliance) Det Supt Tanya Wilkins who is Violence Against Women and Girls lead for Bradford and Michelle Taylor (Policy Officer, Bradford Council) who is part of the Bradford Police independent Advisory Group to discuss the prevalence of sexual harassment, what actions are we taking to ensure women are safe on the streets as well in the workplace.

30 March – 11.00 -12.30pm (online) - Masterclass- providing a platform for the NextGen of women leaders- We all know women who are 'inspirational' and talented, but their position and salary doesn't always match their capability. What is holding these women back in stepping up in their careers?

This half -day masterclass is aimed at women who work across district and Craven and are at a point where they want to consider what their next career steps are. Perhaps you feel 'stuck' or think it is

now 'impossible' or that you simply have 'given up' on the idea of ever progressing. Whatever narrative you have told yourself, it is not true! We have conditioned ourselves to believe that if we 'work hard' we deserve to progress, but in reality it's about what doors can be unlocked and opened in ourselves and in the work place.

This Masterclass is centred around what women can do and how they can leverage their strengths to thrive and advance in their organisations. By joining this Masterclass, you will be automatically included in the next NextGen women's network and invited to apply for the NextGen programme when we're ready to launch it.

Saj Zafar is a renowned Leadership coach for women creates a psychological safe space for women to come together and hold a candid and courageous conversation which centres around internal inhibitors -obstacles which hold back women from progressing and moving forward in their personal and professional lives.

Lights

We have agreed for Council buildings to be lit up – thanks Kersten.

- International Women's Day – 8 March (PURPLE)
- LGBTQ+ History month – Last week in February (RAINBOW – MULTI COLOUR)
- Black History Month – Available days throughout the month of October (RED, YELLOW, GREEN)
- Disability History Awareness Month – 3rd-5th December (PURPLE)

ACTION: Please speak to your internal facilities teams about coordinating the colours and lights for your buildings (if you have the facility to do so – or you might do it already) to match on the same dates.