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# Rhwydwaith Staff Amrywiol Diverse Staff Network

Be Heard • Create Change • Make a Difference

## Vale of Glamorgan Diverse Staff Network

## Be heard, create change and make a difference.

The Network is open to any Council employee who supports the aims of the network to:

- have a positive impact for colleagues from Ethnic Minorities in the workplace
- raise overall awareness and visibility of its work
- provide a social and supportive environment



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# Mission - what are we about?

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# Purpose

To provide a network made up of staff representing **multi- ethnic groups.**

To improve access for Black Asian Minority Ethnic communities - employment and service delivery.

To promoting a better understanding of race equality issues across the whole Council through training and education.

To promote the Vale of Glamorgan Council as an employer of choice for Black, Asian, Minority Ethnic people.



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# What are the benefits of joining the Network?

- ▶ Open the conversation about race equality in an organisation in a positive and constructive way which can lead to real change.
- ▶ Kick start and maintain the momentum of race equality agenda.
- ▶ Develop and maintain collaborative working across the council.
- ▶ Attract and retain talent through visible and real commitment to race equality and inclusion.

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# The story so far....

The network was successfully established during the pandemic, and have so far participated in successfully training and established a successful steering group.

Diverse recently participated in 'safe space' meeting as part of Race Equality Week. Members met with the Chief Executive and Directors for an open and honest discussion about race.

The agreed actions that came out of the meeting were:

- ▶ To provide mandatory race awareness and unconscious bias training. It was felt that this would result in a better-informed workforce and promote a positive culture as well as attracting new recruits.
- ▶ To improve the visibility of ethnic minority colleagues. This action would be to promote a greater sense of belonging.



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# Membership - Who can be involved?

Everyone!

For further information please contact Diverse:

[Diverse@valeofglamorgan.gov.uk](mailto:Diverse@valeofglamorgan.gov.uk)

## Chair

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