



Newsletter 04

Our Modules include:

Disability

Age

Religious Belief

Gender

Sexual Orientation

The Welsh Language

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Since our last newsletter much has been accomplished, and the end of June represented the first completed year of the Engaging Diversity Development Partnership. Both Disability and Gender Awareness Modules have been available in English and Welsh, and the Age Awareness Module is due out very soon. Feedback from both modules has been extremely encouraging and many users are finding this an acceptable way of learning about diversity awareness issues.

CASE STUDY

Countryside Council for Wales as one of the Development Partners have been extremely successful in setting up their training programme over the last few months.

Helen Jones, the HR Manager explains...

The success of the diversity modules has taken us all by surprise. We haven't made much use of on line development before now but our staff have been really positive - so much so that I have been asked to look into other online development activities! Culturally, like many organisations, staff tended to see development or training as being a formal course held in HQ in Bangor and it's been so refreshing to hear positive comments from staff who have enjoyed having the freedom to complete the modules in their own time and without having to leave their desks. (An ongoing complaint in an organisation with offices so widely located throughout Wales!)

The only issue we encountered was on the technical side which was mainly at our end due to seriously tight

security controls on our system. Whilst it was really frustrating for us, Andy & Connie at BTC and CCW staff it really highlighted the benefits of doing a thorough pilot before launching - Don't go live without one!

We're really lucky to have our Directors Team on board with the scheme, with our Chief Executive, Roger Thomas, having already completed the Race, Disability and Gender modules. It's really important for staff to see this as an initiative that everyone needs to engage with if it's going to have an impact. Roger Thomas has also been a great help in sending reminders to group heads to help get as many of CCW staff through the modules as possible.

Whilst this type of learning is not going to suit everyone the feedback so far has been in the majority positive, one comment hit the nail right on the head

"whilst some of the module may seem to be common sense and a bit tiresome to some of us, if it can alter the opinion of just one person then it's worked...."

For the full case study please go to

www.engagingdiversity.com/casestudy.htm.

TRANSNATIONAL PARTNERS

At the beginning of May, six participants representing the 3 Transnational Partners from Poland, Portugal and Slovakia arrived in Wales for a 2 day meeting in Llandudno. It was a great opportunity to meet face-to-face and discuss the TNP Collaborative Learning Project which is dedicated to find the possibilities of using ICT for sharing knowledge, interests and ideas with each other by exploring the extent to which equality and diversity problems can be addressed using ICT tools and the internet. Each organisation is approaching the concept in various ways,

- The Polish project is interested in on-line mentoring,

- the Portuguese project is involved in the use of e-communities of practice in the training process, and

- the Solvastian project is keen in the methodology of the learning process and teaching method of IT skills development.

These issues will be addressed by communicating and collaborating through a series of e-communities

to find effective ways of sharing and transferring knowledge, enable optimal cooperation in communities of practice, develop models of long life learning to minimise the threat of work exclusion, develop approaches to online mentoring and help users reach a level of IT skills that enable them to partake in internet based opportunities for learning.

The Portuguese were chosen as the next secretariat and the next TNP meeting will be held in Portugal in mid-September. In the coming months the next activities of focus will be the development of IT skills teaching methods, creation of knowledge sharing e-communities, and the development of e-communities guidelines and approaches to online mentoring.

NEW PARTNERS

We would like to welcome our new partners, Torfaen County Borough Council who joined us at the end of June. Vincent James is their Equalities Manager who will manage the project and we look forward to working with him and his team. We still have other interested organisations who would like to join and we hope that they may be able to sign up soon.