



Newsletter 07

At the end of December 2006, the first version of the modules is nearing completion and planning is already underway for further upgrade and development to meet the needs of the beneficiaries. This next stage of development may include different versions for different groups of users depending upon partners' requirements.

PROGRESS SO FAR

The Engaging Diversity Development Partnership is now providing 6 diversity awareness modules with Race, Disability, Gender, Age, the Welsh Language and Religious Belief modules available to all partners. Sexual Orientation will be available in the next month.

Approximately 2022 users are participating in the project and since the commencement of Action 1 the cumulative figures for modules completed so far are:

- Race Module = 1797 beneficiaries finished
- Disability Module = 1116 beneficiaries finished
- Gender Module = 886 beneficiaries finished
- Age Module = 574 beneficiaries finished
- Welsh Language = 245 beneficiaries finished
- Religious Beliefs = 3 beneficiaries finished

CASE STUDY

Scope Cymru represents a non-governmental organisation with the Engaging Diversity DP and therefore, their experiences are quite different to the larger organisations.

Esther Barnett, the Scope Community Development Officer, and Gail Utting, a volunteer with Scope Cymru, were asked to participate in the Equal Works presentation day in Cardiff along with Peter Butler from BTC Group on the 8th of December. The aim of the day was to share the experiences of the Equal

Our Modules include:

Age

Disability

Gender

Religious Belief

Sexual Orientation

The Welsh Language

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projects in Wales where 12 projects were represented and video shoots were to be conducted in order to capture the many facets of the impact of the DP. As Esther explains...

“Our big moment arrived! We nervously followed the WEFO member of staff to the waiting room. Eventually we were called in to the recording room. We were expecting a small room and to be interviewed by someone with a Dictaphone. We couldn't have been more wrong! It was a proper studio with lights, cameras and clapper boards. The interview didn't turn out to be as nerve-racking as we thought. We were asked about our experiences in the project and the impact it will have on our work. Gail and I talked about how Scope Cymru is using the modules as a development and learning tool for staff and volunteers across all Scope Cymru departments across Wales. I talked about our goal for the remainder of the project, which is to roll out the modules to volunteers and staff working in our 11 shops in Wales. I also talked about our e-community that we've set up. The library has enabled us to upload information that we want to share with colleagues and the discussion room has enabled staff and volunteers to discuss diversity issues relating to our work with colleagues from all over Wales. Just before we began on the project, Scope Cymru launched our Welsh Language Scheme. The Scheme has been uploaded onto our library and we

have used the facilities of the project to share ideas and information on how we are going to implement the Scheme. We spoke for about 5 minutes each but they'll only be using about 30 seconds worth of film between us all. We all enjoyed our 15 minutes of fame and it certainly gave us a taste of the film star life!”

RESEARCH

The University of Wales, Bangor research team has completed the research methodology and presented it to the partners. The diversity awareness scale has been developed in Welsh and English and is available in web and paper based versions. The research team is coordinating with the partners to implement this in a fashion that compliments partners training programmes. To date, 12 of the training coordinators have been interviewed and the results have been collated using the CMap software and will be made available at the end of January 2007.

TRANSNATIONAL PARTNERS

Partners from Slovakia, Poland, Portugal and Wales participated in a two day workshop held in Kosice, Slovakia during December. Discussions were held concerning the current and forthcoming activities by each DP relating to their national objectives and this information was shared through individual presentations which provided partners with an opportunity to convey

developments made since the previous meeting in Portugal in September.

Overview of outcomes from the Kosice meeting:

- Interest and agreement of Polish beneficiaries' using e-communities on the Learningbusiness.
- Demonstration and agreed ongoing practical help with Engaging Diversity Moderators platform.
- Agreement regarding the planning, reporting and publicity phases of the trans-national partnership
- Writing and collation of information of reports from each national partner.
- Discussion and agreement on use of a common web site to disseminate trans-national results
- Agreed in principle a common format for final research reports

The next TNP meeting will be held in Poland in April 2007.

CONCLUSION

The Engaging Diversity DP is looking forward to 2007 and the effect that the diversity modules can have and how they change perspectives, behaviours and working practices. This may be improved by organisations focusing on their e-communities to disseminate information and experiences, and the different approaches to learning and blending these to form a more coherent training course.