

Activity	Details	Date	Audience	Analysis & results
Diversity information campaign	<ul style="list-style-type: none"> <li>Continuation of 2021 campaign</li> <li>Include any guidance around MyHR forms changing (if applicable)</li> </ul>	2022	Internal	
Reminder of our networks	Article reminding colleagues of our internal staff networks, and pointing to Civil Service and SG networks that are free to join. Encourage colleagues to consider if there's another network that could be started to benefit and support staff. Timely with new starts coming into the business, pointing to support tools we have in place.	19/01/2022	Internal	404 unique views, 02:22 avg. time
Resourcing for EDI activities	Sharing the Board-approved proposal for a EDI budget, and how colleagues can use it	25/01/2022	Internal	359 unique views, 03:32 avg. time
Time to Talk Day	Share resources to support colleagues	03-Feb-2022	Internal and External	228 unique views, 01:09 avg. time
Zero Discrimination Day	<ul style="list-style-type: none"> <li>Feature emphasising our zero-tolerance policy for bullying, harassment and discrimination</li> <li>Reminder of Be ROS campaign</li> </ul>	01-Mar-2022	Internal	175 unique views,
International Women's Day	<ul style="list-style-type: none"> <li>#BreakTheBias</li> <li>Interviews with women across organisation, incl. NXDs, managers, graduate apprentices etc.</li> <li>Podcast/webinar</li> </ul>	08-Mar-2022	Internal and External	369 unique views, 03:07 avg. time
Carer Awareness Workshops	Promotion of internal carer awareness workshops	16/03/22	Internal	209 views, 02:47
Get to know the EDI Colleague Forum	<ul style="list-style-type: none"> <li>Blog from members of the colleague forum to share their experience and why they got involved</li> <li>Insight into the work the colleague forum are doing</li> </ul>	Apr-22	Internal	211 unique views, 02:05 avg. time
Lateral flow entitlement for carers comms	Business info informing colleagues of entitlement to lateral flow tests for carers	27/04/2022	Internal	347 unique views, 01:43 avg. time
Internal Language Network for customers	Invite colleagues who are fluent in another language to volunteer to be part of the customer language support network	08/04/22	Internal	263 views, 01:54. 8 volunteers covering 12 languages - to progress with Gill
Why we joined the EDI colleague forum blog	<ul style="list-style-type: none"> <li>Quotes from forum members on why they joined and what their experience so far has been</li> <li>Include diversity information plug</li> </ul>	15/04/22	Internal	234 views, 02:06
Pride Network Teams channel	Blog to promote RoS Pride Teams channel as a resource for colleagues to join and find out more about LGBT+ issues, and to go to for support if needed	Jun-2022	Internal	TBC - dependent on Network engagement
Pride Month	<ul style="list-style-type: none"> <li>Comms from RoS Pride Network to promote Pride month and raise awareness of LGBT+ issues, exact content to be agreed with network</li> <li>To ensure an even spread over year across EDI themes, other LGBT+ related days may be covered within Pride Month</li> </ul>	01-Jun-2022	Internal and External	
EDI podcast		01-Jun-2022	Internal and External	Andrew Harvey contributing, other contributor TBC - potentially EK.
EDI and Wellbeing all-colleague webinar	<ul style="list-style-type: none"> <li>Update on the story so far - overview of Steering Group, Colleague Forum and strategy</li> <li>Getting to know our staff networks - rep from each network to speak about our internal networks and the support they offer. Encourage colleagues to think about other networks that could be developed to support staff</li> <li>Link to wellbeing - menopause and grief support, Be ROS campaign</li> </ul>	21-Nov-2022	Internal	
World Alzheimer's Day	<ul style="list-style-type: none"> <li>Content from Carer's Network?</li> <li>Crossover with Wellbeing, share resources and support</li> </ul>	21-Sep-2022	Internal and External	
International Day of Sign Languages	<ul style="list-style-type: none"> <li>Article sharing some BSL phrases and encouraging colleagues to take time to learn some and consider how they may support deaf or hard-of-hearing colleagues and customers</li> <li>Promote Customer Services support available for customers externally</li> </ul>	23-Sep-2022	Internal and External	
Black History Month	<ul style="list-style-type: none"> <li>focus on importance of representation</li> <li>Content led by Black colleagues (if possible)</li> <li>how to be a good ally (as majority white organisation) - calling out bias, microaggressions etc.</li> <li>promoting events that are being held as part of Black History Month UK</li> </ul>	01-Oct-2022	Internal and External	
Global Diversity Awareness month	<ul style="list-style-type: none"> <li>Global Diversity Awareness month focusses on learning about new cultures and supporting and including everyone, regardless of their backgrounds or characteristics</li> <li>Blogs from a diverse-range of colleagues to explore their culture and teach colleagues about their faith, race, sexuality etc.</li> </ul>	Oct-2022	Internal and External	
International Pronouns Day (TBC)	Remind colleagues to put their pronouns in their email signature/RoSnet profile if they're comfortable doing so	19-Oct-2022	Internal	
International Men's Day (19th)	Article around theme of IMD 2022	18-Nov-2022	Internal and External	
International Day of People with Disabilities	article from colleague with disability of importance of support, inclusion, and representation	03-Dec	Internal	
EDI KPI/health measure comms	<ul style="list-style-type: none"> <li>what is the KPI/health measure for the EDI project</li> <li>how colleagues will contribute to our EDI objectives</li> <li>what benefits it will bring to colleagues and customers</li> </ul>	TBC	Internal and External	
Employee Voice sessions	<ul style="list-style-type: none"> <li>hold Employee Voice sessions to hear back from colleagues on where we can improve EDI</li> <li>structure as a reflection on what has/hasn't been achieved as well as asking for feedback on what areas we should focus on next</li> <li>encourage engagement from colleagues who identify with the more diverse characteristics, as well as colleagues who don't feel EDI has any relevance to them and ensure they feel included as well (colleague forum will help with this)</li> </ul>	TBC	Internal	
1-2-1 sessions	<ul style="list-style-type: none"> <li>offer 1-2-1 sessions to all colleagues to discuss their experience with equality, diversity and inclusion</li> <li>will support in identifying any barriers for colleagues as a result of their protected characteristics</li> </ul>	TBC	Internal	

Awareness sessions from networks	<ul style="list-style-type: none"> <li>networks could offer awareness sessions on their protected characteristic and how colleagues can support and include staff under these characteristics</li> <li>e.g. language awareness for LGBT+, BSL workshop, considering colleagues' time commitments to caring etc.</li> </ul>	TBC	Internal	
EQIA process article	<ul style="list-style-type: none"> <li>share process with colleagues</li> <li>ensure colleagues understand roles within the process i.e. the role of the EDI colleague forum</li> <li>reassure colleagues that when changes are introduced, the impact on people is considered and closely monitored</li> <li>ensure colleagues understand the legal obligations linked to the reporting</li> </ul>	TBC	Internal	
EDI all-colleague survey	<ul style="list-style-type: none"> <li>gather feedback on whether colleagues feel awareness of EDI has improved</li> <li>identify areas of focus and priorities for colleagues</li> </ul>	TBC	Internal	
EDI-related questions in Customer Satisfaction Survey	<ul style="list-style-type: none"> <li>as discussed in joint colleague forum/steering group session, include questions around accessibility and inclusion in our</li> </ul>	TBC	External	