

EDUCATION

Understand How to Lead Diversity Change, UK

Thursday 2nd September 2004

Do you have difficulty translating all the diversity talk into action? Then learn how to understand and engage the complex and powerful energy that is human diversity.

If you are responsible for any organisational development that requires people to adopt their attitude, if you are facilitating work with or for a visibly diverse group of people, if you are responsible for diversity in any conventional way this would benefit you by giving you an understanding of how to use the presence, possibility and conflicts of diversity productively. It will provide a framework for inspiring and facilitating change in people as well as delivering a program for wider ownership, direct accountability, creative intervention and sustainable impact.

For example the course will cover:

- How to observe and analyse the dynamics of diverse groups or living systems.
- Understanding diversity as an adaptive challenge.
- Leading adaptive 'diversity' development.
- Developing a framework for intervention.
- Measuring real outcomes.
- Developing solutions to 3 stages of diversity.
- Facilitating a dialogue of excellence.

Enrol today: Book fast to guarantee a seat, places will fill up quickly. Cost: £225 including buffet lunch.

For more details, to book a place or to find out about other courses we are running, please contact **James Barrington on:**
+44 (0)1454 625555, ext 24.

FEED Training Event, Sweden

Stockholm 26th – 27th October 2004

FEED (*The Framework for Excellence in Equality and Diversity*) is a Diversity Model that supports organisations in the review and development of a strategic diversity approach. For those of you interested in learning more about the Diversity Model we will arrange a two-day training event in Stockholm, Sweden on the 26th – 27th October 2004. The event will be in Swedish.

For more information contact **Åsa Helg or Marthe Vakoufari, the Sweden 2000 Institute.**

Dialogue & Diversity Training Event, Sweden

Gothenburg 28th September 2004

For those of you interested in learning more about diversity management strategies and how to use dialogue methods as a tool in your diversity work, we will arrange a one-day training event in Gothenburg, Sweden on the 28th September 2004.

The event is experience-based and as a participant you will learn how to use a set of dialogue methods in your daily diversity work. The event will be in Swedish.

For more information contact **Åsa Helg or Marthe Vakoufari, the Sweden 2000 Institute.**

REPORTING

Equality Foundation Delivers Revolutionary Electronic Solution

This month sees the completion of Equality Foundation's first **Electronic Diversity Portal**, a revolutionary new idea in the field of Equality and Diversity. A Diversity portal is a specially designed website aimed at bringing together all of an organisation's Diversity resources and operations. Alongside this collection of existing information Equality Foundation also provides regular updates covering everything from Diversity in the news to case law and case studies.

The first organisation to benefit from this revolutionary new product will be **Jobcentre Plus**, the UK organisation that encompasses both the old benefit and job offices. Jobcentre Plus is a true leader in the field of Diversity, employing two teams of Diversity Specialist with over 50 staff spread between the two teams. These teams are tasked with increasing Diversity within Jobcentre plus customers and in supporting them with any issues around Diversity.

This task obviously requires the specialists to be up to date, to be able to access information quickly and to communicate with each other. All three of these tasks are facilitated by the new Diversity Portal which provides up to the minute news, a vast library of resources targeted specifically at Jobcentre Plus a set of forums and discussion and file sharing capabilities.

Lead developer for Equality Foundation **Simon McIntyre** said, "The Diversity portal is the obvious next step in the Diversity journey, by utilising advanced technologies and the Internet all members of the specialists teams can access important Diversity resources with ease. We also expect to extend this website to other areas of Jobcentre Plus in the near future, making the Diversity agenda of the organisation transparent and easily understandable for the entire spectrum of Jobcentre plus staff. We want to use the Diversity portal to move Diversity away from the realm of the specialist or the HR department and make it an active part of everyone's working life."

A novel new idea is "Ask Oracle" a question and answer system which allows those with site access to ask a Diversity related question and receive a reply from an Equality Foundation expert within twenty-four to forty-eight hours. "This is one of the areas which the teams seem most excited about," said Simon McIntyre "The ability to not only have an information resource that is targeted at them, but to be able to direct it and request exactly what they want."

Equality Foundation have also streamlined the pre and post training process via the portal. Pre course work can now be downloaded from the site with automated joining instructions containing links to the correct pages being sent out via email. Alongside this post course work and assessments can also be completed online with instant analysis and no more lost paper-work and hefty postal bills.

For more details about how a Diversity portal can help you organisation please contact:
Simon McIntyre at Equality Foundation Ltd. on phone +44 (0) 1454 625555 or on e-mail:
S.McIntyre@EqualityFoundation.com

UPDATE

Diversity Exchange Provides New Services

Diversity Exchange, the online community and information resource, is set to launch a host of new features after a minor revamp at the end of July.

Although the site won't appear to change dramatically changes under the bonnet mean that not only will a host of new features be possible, but that the site will also meet the W3C's accessibility standards to level AA and in some place AAA. These changes will not only benefit those with accessibility issues but also speed up loading times and increase usability for the majority of users.

The first of the new features to take advantage of these changes will be a new daily news digest. This new email service will send subscribers a daily dose of Diversity news with links back to the site for more detail. It's hoped that this will allow Diversity professionals to keep themselves up to date with less effort than was required previously.

Further new features include the addition of interactive quizzes, more advanced email alerts, more frequently updated tender information and coming later in the year the launch of the Diversity Exchange jobs section.

Diversity Exchange can be found online at www.DiversityExchange.com for more information please contact: Info@DiversityExchange.com or phone: +44 (0) 870 760 7318.

Integration in worklife

The Swedish National Labour Market Administration (AMV) offers an interactive training module – “*Integration in worklife*” (Integration i arbetslivet).

The training module is in Swedish and you find it on www.ams.se on section “*Rekrytera*”. You can also contact **Göran Ferm, AMV, phone: +46 (0)8 586 064 79** for more information.



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