

Equality and Diversity Update

Issue 28: March 2017

International Women's Day 2017

International Women's Day (IWD) is a global day to celebrate women, unity, reflection, advocacy and action.

The theme for 2017 is: **Be Bold For Change** on 8 March and beyond by taking groundbreaking action that truly drives the greatest change for women.

It is a day to focus on the achievements of women socially, economically, culturally and politically and a prompt that there is still a need to push for greater gender equality.

Each one of us - with women, men and non-binary people joining forces, can be a leader, wherever we live or work, by taking bold practical action to speed up gender equality.

By working together we can help women advance and release the limitless potential offered to economies the world over.

NBT has an event to celebrate the day plus a display in the library and on the ground floor of the Learning and Dev Building.

8 March 2017, 8am – 9am Women's breakfast - with Andrea Young, Chief Executive.

Please book a place with Maria Smith E mail: Maria.Smith@nbt.nhs.uk

The breakfast meetings are a fantastic opportunity to have a chat with Andrea. It was instrumental in drawing up the Respect and Dignity statement for the Trust.

There is a Women's staff group at NBT so do get in touch to sign up for this.



International Women's Day

International Women's Day – History

The first International Women's Day commemorated a demonstration by women workers in New York in 1857. But what established the modern celebration of International Women's Day in history, was the fire at the Triangle Shirtwaist Factory in New York on 25 March 1911 that killed 146 young women workers, most of whom were immigrants. From the ashes of that tragic event, the pursuit of social justice for women and men ignited that day continues to be felt around the world over 100 years later.

In 1920 an International Women's Conference in Copenhagen agreed the establishment of an annual day as a strategy to promote equal rights including suffrage for women. It was declared a national holiday in the Soviet Union in 1917 and soon spread to other countries.

An effective Women's Day was the 1975 Icelandic women's strike as this paved the way for the first female president in the world, Vigdís Finnbogadóttir.

International Women's Day is a time to reflect on progress, to call for change and to celebrate acts of courage and determination by ordinary women who have played an extraordinary role in the history of women's rights.

Events

International Women's Day with Andrea Young

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8 March 2017

8 am – 9 am

**Harassment and Bullying Advice Line
New Number 0117 414 5599, Ext: 45599**



Workplace wellbeing: It's everyone's business - March 27th 2017 9.30am - 12.30pm City Hall, Bristol

Want to know how to create an open and compassionate workplace? This is an interactive event about how employers and employees can work together for better mental health at work.

Meet and engage with South West communities and organisations in a multi-cultural environment and hear real-life examples of what methods managers and employees have used to improve their workplace wellbeing. Receive an inspired directive, tools and tips on mental health awareness and a greater understanding of the challenges faced in the workplace

<https://www.eventbrite.co.uk/e/emotional-wellbeing-in-the-workplace-tickets-32202212685> Check this link for free tickets.

Partnership event lead by Wellbeans Initiative CIC, with Bristol Anti Stigma Alliance, Bristol City Council, Community Access Support Services, Avon and Somerset Police, Bristol Mind, Rethink, Bristol Clinic Commissioning Group, Bristol Independent Mental Health Network, Bristol Mental Health, Freedom of Mind.

Equality Calendar

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| Int Zero Discrimination Day | : | 1 March 2017 |
| Int Women's Day | : | 8 March 2017 |
| Int. Day Elimination of Racial Discrimination | : | 21 March 2017 |
| Int. Slavery Remembrance Day | : | 25 March 2017 |
| Int. Transgender Day of Visibility | : | 31 March 2017 |

Tenders, Service Bids and Compliance

The Trust is increasingly asked for information about our equality work and performance. There is an item included on the equality webpage which now offers a starting point if you need this type of information. There is also a wealth of detail about the equality groups, the Respect and Dignity statement, the NBT annual equality policy and reports, monitoring, information on accessible documents for patients and so on.

<http://nbsvr16/sites/askhr/EqualityandDiversity/Pages/default.aspx>

Vaisakhi Day Help

The Vaisakhi Day celebrations take place on 14 April and NBT has celebrated this in the past with a display and traditional food. The Sanctuary has offered space for a display.

Would any members of staff, who are Sikh, like to be involved in the organisation of this?

If so please contact the Rev. Steve Bentley tel. 0117 4143700 or e mail:

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