

Celebrating diversity

Diversity
Inclusion
Fairness
Equality
Respect
Acceptance

BWCI has been a member of DIFERA since 2018. This is Liberate's employer accreditation scheme which awards organisations with a quality mark to demonstrate that the six principles of Diversity, Inclusion, Fairness, Equality, Respect and Acceptance are at the heart of what the organisation does.

This year BWCI appointed a group of DIFERA "champions" to help raise awareness and promote equality in the workplace. Our champions have been working together to raise awareness of a range of topics. We recognise that it is important to talk openly about the challenges and lived experiences of our colleagues and friends as this helps challenge stigma, creating a safe environment at work and learning about "allyship". All employees, regardless of how they identify, should feel respected and safe in the workplace.

Our champions are keen to spread awareness of topics that others may have limited knowledge about or are just not sure about how to approach the subject. Small changes can help and support individuals who may be LGBTQ+, have a disability or just struggle generally in the workplace.

Making small gestures of allyship could be as simple as leaving the coffee in the same place so that a person who is visually impaired can find it easily, or adding pronouns to your email signature.



Each month our DIFERA champions select a theme or event to help raise awareness of a particular topic. Here are some of the initiatives that our DIFERA champions have been highlighting in recent months:

1

Pride Month

We launched a staff quiz with all questions relating to LGBTQ+ for colleagues to enter with a chance of winning a voucher.

2

Disability Pride Month

Promoting simple ways to support people with disabilities at work include keeping paths free of obstacles, being patient, avoiding offensive language, not patronising. Focus on the person, not their disability.

3

World Suicide Awareness Day

Suicide is the single biggest killer of men under the age of 45 in the UK, and suicides among teenage girls and young women have almost doubled in recent years.*

4

International Day of Persons with Disabilities

This United Nations day is celebrated on 3 December. The day is about promoting the rights and well-being of persons with disabilities at every level of society and development. It also aims to raise awareness of the situation of persons with disabilities in all aspects of political, social, economic, and cultural life.

What is allyship?

This is a relatively new concept of supporting a marginalised group by someone who is not part of that group. Allyship in the working environment promotes staff equality and inclusion.

Statistics sources* LGBTQ+ facts and figures | Stonewall World Suicide Prevention Day - Mental Health UK (mentalhealth-uk.org)