



EXAMPLES OF PROJECTS

We have delivered a wide range of projects for a broad spectrum of organisations. We give samples of some of them here:

Prime Minister's Diversity Challenge to the Voluntary Sector

We undertook a major project on behalf of the Home Office Active Communities Unit – the Prime Minister's Diversity Challenge to the Voluntary Sector. DH undertook the design, management and implementation of a series of 9 seminars that took place across the nine government regions, the purpose of which was to assist the voluntary sector assess its training and development needs in relation to the six strands of diversity. The project included preparation of pre and post seminar training needs analysis, SWAT analysis, and individual and group action plans for participants to address their immediate, medium and long-term training and support needs. Our multi-issue approach was appreciated by all participants, many of whom felt it opened the issues up for them to be able to more effectively address

Dispelling the Myths

Our 'Dispelling the Myths' programme, delivered on behalf of Bradford Council, was established to provide a training programme that would help the city respond to the needs of the different communities following the 2001 street disturbances. They were looking for a programme that would: Assist people heal and move on, channel concerned citizens energy into building community cohesion and provide a leadership team and a focus for citizen action into the future. Diversity Hub did the following:

- Consulted with a range of key individuals and communities of interest.
- Advised on how to reach ordinary citizens, not just 'community leaders', and achieve diversity in the recruitment of the leadership team.
- Coached the recruitment team on how to ensure buy-in from the different communities.
- Delivered 3 workshops for over 300 people to provide a platform for healing and understanding, and sparked interest and commitment to being a part of the community leadership team.
- Delivered an intensive leadership skills training event
- Provided ongoing long-term coaching and support for the new community leadership team.

Devon Youth Association

Devon County Youth Service and Devon Youth Association both asked us to provide a 'Train the Trainer' programme to their staff to ensure they were able to address their in-house needs, and those of their clients, around diversity issues. It was especially important that they would be in a position to review their current performance around diversity and ensure that in the future they were able to positively benefit from the diversity of cultures and experiences within their organisation, in addition to reaching out to new client groups. This training included pre training needs analysis which influenced the specific programme design, post training analysis and follow up training and support sessions.

Team Building

Our client, a Community Education team in the South-West, approached us to help their team re-connect and move on from painful re-structuring which involving redundancies.

Following consultation with several key individuals, including staff representatives, we designed a programme that suited the needs of their organisation and also met the needs of the participants attending.

The resulting programme for the whole division was delivered over two days. We addressed several issues:

- A structure providing the safety and opportunity to heal from the insecurity re-organisation brings and the sense of loss and powerlessness many can feel within the process.
- An upbeat and joyful culture that facilitated hope, excitement and passion to come to the fore.
- Provided experiential learning and skills to welcome diversity and difference on the basis of individual identity and organisational role.
- Taught conflict resolution leadership skills as a vehicle to addressing unresolved conflicts – some of which were addressed at the event and others were dealt with later by participants within their ongoing team work.

To find out more about our projects work and how we can help you please contact us on 0116-222-9977 or email us on info@diversityhub.org.uk