

Embracing Equity

Blog post by India Henry, LCO equality, diversity and inclusion lead

Hello everyone. For those of you who don't know me, I'm India Henry, the LCOs equality, diversity and inclusion lead. This International Women's Day theme for 2023, as you will have read already in the fortnightly bulletin, is all about **embracing equity**, which has prompted me to write a little today about what we're doing in the LCOs around this.

Well, over the last few years, we've progressed in our journey to becoming an equity-first employer. We've been listening to your feedback about what matters to you most and have recognised from this and other forms of data such as the NHS Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES) reports that there's still a long way to go in terms of us being an organisation that fully embraces equity. **Equity** simply means to give someone equal access, while also acknowledging that equal does not always mean giving someone the same.

To help us achieve our vision and bring about real change, we now have in place our Equality, Diversity, and Inclusion (EDI) Action Plan, and this is where you will see examples of how we are trying to achieve equity. For example, for women, we are focusing on closing the gender pay gap and improving the number of diverse and inclusive leaders that we have across our integrated organisation. We are also concentrating on talking about important subjects such as the menopause, so they are no longer considered the 'no-go area' or the 'taboo' topic that nobody wants to talk about or that staff find hard to know how to support. Having conversations about important subjects like these is a good starting point, but we need to ensure we keep those conversations going to truly see any change.

If you've heard of the Equity First newsletter, this is another place where you can hear and continue these conversations. It's where you can be updated on what we are doing in terms of equality, diversity and inclusion, and is shared every six weeks via the fortnightly staff bulletins. If you've missed a copy at all, then you can find the back catalogue of these under the [news section of the LCO extranet](#). In the last copy, we covered our journey towards anti-racism, which is another way of improving equity. This included **how you can become an ally** and support our upcoming **Let's Talk About Race programme**. By getting involved in this, the newsletter itself, and our other areas of the EDI action plan, you can help us achieve long standing equity.

To all colleagues, happy International Women's Day! Together, we can achieve anything, and if you'd like more information on anything that I've talked about in my post, please do not hesitate to get in touch.

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