



## Investing in Social Change Award

### Name of organisation or individual nominated

Diversity Hub

#### 1. What need were you trying to meet? (maximum 200 words)

How did you hear about the problem, and identify the particular need?

Bringing Communities Together - addressing misinformation, oppression and stereotyping that has, at some time, affected us all. We do this work because we passionately believe that everyone can contribute to building an inclusive community. That everyone has skills and experiences to share with others, that the skills we impart are usable within, family, work and community life. We know we have trained and supported in excess of 9,000 adults and 2,500 young people directly but the 'ripple in the pond' effect of our work is incalculable. So who are we and what do we do?

Diversity Hub is a leadership-training organisation that works to bring individuals, families and communities together to celebrate diversity and promote greater understanding. We really do change individual lives, communities and organisations - building bridges and creating positive change.

We do this by delivering programmes that are interactive, fun and educational as well being adaptable for all different groups and environments. All with the aim of bringing individuals and groups together our workshops look at anti-bullying strategies, community cohesion, anger management, conflict resolution, domestic violence and team building with people of all ages and cultures.

The programmes are real and led by and for people within the community.

#### 2. Why was the need so important? (maximum 200 words)

Explain what it was that made you take action, why did you care so much?

Almost everyone has experienced some kind of oppression both as victim and oppressor. We are all good and need to know where our oppressive actions are rooted and what we can do to change. We want to see participants making real changes in their lives and the lives of others and because of feedback knew that what we had to offer was meeting real need. In a survey we asked participants if they have ever witnessed any racism, homophobia, sexism, disability oppression or any other kind of mistreatment and wished they could do something to stop it. Over 90% have experienced some kind of oppression and over 55% have tried to oppress others. Over

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95% have responded saying they wish they could be more effective leaders. Of those who have experienced our training 80% have said they would like more training to make interventions to prejudicial comments, slurs or jokes and 100% said they would like more training on conflict resolution. Again, 100% have said they would like more opportunities to get further experience by organising or delivering workshops or 'taster' events for other young people, whilst 85% would like more coaching to help them deliver the anti-bullying workshops and 60% would like 1-to-1 mentoring to help them develop their Diversity Hub skills.

### 3. How did you meet the need? (maximum 200 words)

Explain what you actually did - resources used, people worked with etc.

We have been delivering a rolling programme of our unique multi-oppression approach in our Welcoming Diversity and Prejudice Reduction workshops and training for over 20 years. Delivered to community organisations, schools, colleges, public services, businesses, individuals, inter-faith groups, the interaction provides an opportunity for citizens:

- to learn about themselves and their own personal diversity through their many personal identities
- learn about others and their different identities and cultures
- understand how inequalities operate and their impact on individuals and communities
- celebrate their difference and similarities with others
- to learn how to make interventions to myths and stereotypes prejudice and discrimination on their own behalf and on behalf of others
- to build relationships across difference as a result of meaningful experiences designed to rise them into wanting to be pro-active in working to end prejudice and discrimination

We use a team of highly skilled and experienced volunteers, sessional workers and staff to deliver this work. Our programmes for young people are often peer-led, which in itself breaks down stereotypes. The people benefitting from the programme include all ages, genders, ethnicities and demographic profile, reflective of the communities in which we have worked.

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#### 4. What change did you achieve? (maximum 200 words)

What happened as a result of your work, and what impact has this had?

We estimate we have trained over 20,000 individuals and provided skills and understanding to make a difference.

Participants can now:

Understand more about themselves and their personal identities

Know how to build relationships across difference and celebrate different identities and cultures

Make interventions to myths, stereotypes and prejudicial comments

Understand how inequalities operate and how they can impact on individuals and communities

In a recent interview one young person said:

*"Average interventions in a year – about 50, so, since I was 13 and now coming up to 22 – that's about 400. Although I would say – at first it might be 50 a year – but over the last 3-4 years it's become second nature to intervene and I sometimes don't think about it."*

Leaders in the field of diversity also value our effectiveness:

*"Diversity Hub teaches that you are leaders, you can make change, change comes from within."* Surinder Sharma, Diversity Director NHS

*"Diversity Hub makes a very valuable contribution to the promotion of better understanding, appreciation and valuing all our differences. It enables individuals to explore issues that lead to discrimination and unfair treatment in a way that leads to results through understanding, conflict resolution and mediation."* Lord Herman Ouseley

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