

Equality, Diversity and Inclusion (EDI) Lead

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As an Equality, Diversity, and Inclusion lead (EDI) it is my responsibility to support Health Education and Improvement Wales (HEIW) to ensure our workforce is happy, healthy, and engaged with inclusion. This results in an organisation where people feel safe and respected to bring their whole selves to work and their uniqueness and diversity are utilised and valued. I achieve this by working with our leaders within HEIW to embed EDI into our practices, policies, and procedures. Ensuring everyone has a voice and our collective and individual responsibilities to create a great place to work are understood.



I am passionate about all aspects of EDI and being a part of supporting HEIW, our students, trainees, and the wider NHS to develop a diverse culture of mutual respect and understanding is a key driver. This role has enabled me to engage with people on a personal level. Listening to their stories, experiences and cultures and understanding inclusion is about treating people as individuals, not putting people in boxes, it is not a tick-box exercise or a nice to have. I enjoy being able to see the difference that can be made to individuals, the wider workforce, and patients by simply being inclusive. It is not always the big grand gestures but the small things that make an individual feel valued for who they are.

Like many others in the NHS, my route to my current role has developed over time, driven by my passion for EDI. I am a member of the Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning and more (LGBTQ+) community and have seen the changes in society over the last decade, some for worst but the majority for the better. Staff Networks and community events helped shape my understanding of how important this area of work is to the individuals who make up the NHS. This area of personal interest became a passion over time and I was able to seek out various opportunities to help inform change and develop my understanding subsequently leading to my current role as an EDI Lead.

Being part of the NHS means that I am part of a diverse organisation of individuals, with different cultures, characteristics and backgrounds. We are all working in the same direction, for the same goal of providing compassion and care for those within the NHS and those using the services which we provide.



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