



REFLECTIVE PRACTICE ACTION WORKBOOK



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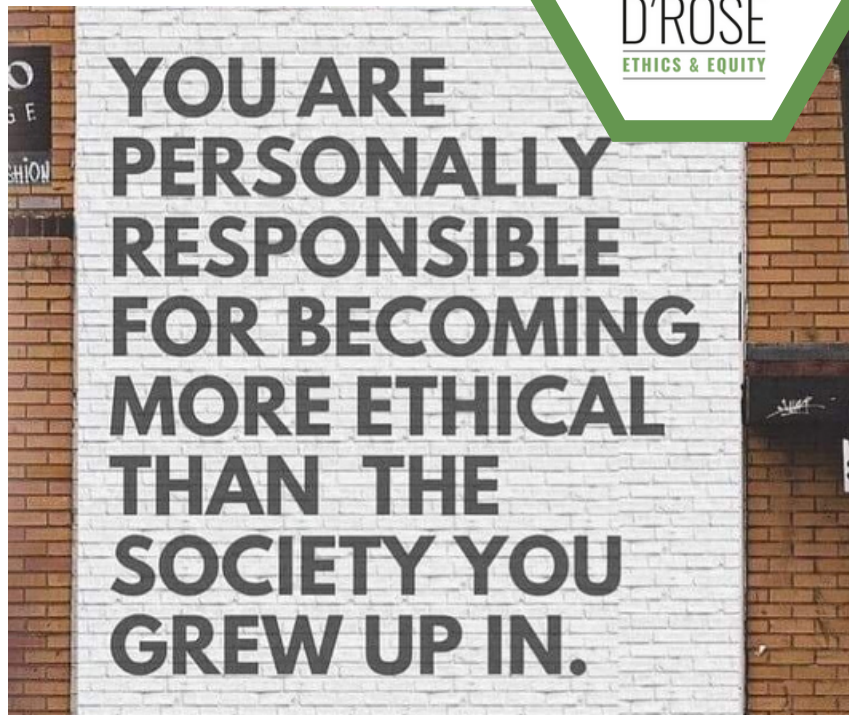


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This workbook in combination with the online session provides the groundwork and structure for establishing professional development, implementation of the framework and the accompanying resources.



1. The Route Map
2. Equality Impact Assessment
3. Socio-Economic Inequalities
4. Reflective Practice

Supporting Professional Development

Ethical Diversity practice is founded in 2 primary considerations -

- What is your motivation?
- Are you willing to learn? including being wrong and making changes

To gain the most out of the D'Rose training on implementing the Route Map Framework you will need to view the recordings of each of the 4 sessions identified above. Please provide feedback on what you have learnt and what other areas you would benefit from receiving training on in future.

By completing the workbooks along with the accompanying video content you will have explored and identified the specific learning to support your personal development, professional practice and organisational culture. The aim of the training sessions has been to expand your understanding and provide resources to aid your organisational development in implementing inclusive strategies.

If you have any questions, would like to discuss the training content or the route map further please contact Support@DroseBusiness.com.

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Organisational and Professional Development - Implementing strategic framework and learning

Does your organisation share it's vision and goals?

Which of your organisational values or goals will support the development of the Diversity strategy?

How does your job role align with the goals of your organisation? How are you responsible for the implementation of the Diversity strategy?

Does your organisational purpose statement, strategy or other commitments align with or support the Diversity Strategy? Consider how these items can provide evidence in the Route Map Excel Template.

How can you use the organisational policies and commitments to help guide your development of inclusive practice and implementation of the Route Map Actions?

If you would like to establish a SMARTER Plan to help you plan and implement your learning please download the accompanying PDF.

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Organisational and Professional Development - Implementing strategic framework and learning

What knowledge, skills or understanding do you think are required to successfully implement the Route Map initial steps?

How do you believe you can make impactful changes relevant to your role and responsibility?

How can you implement the resources which have been shared (Excel Template & EIA tool) to help towards achieve your diversity goals?

Who might be able to support you with this development journey?

How will you disseminate the strategic learning and implementation within your organisation?

If you would like to establish a SMARTER Plan to help you plan and implement your learning please download the accompanying PDF.

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Feedback and Engagement

We welcome feedback on our training and resources. Please get in touch by emailing us at Support@DRoseBusiness.com

We also encourage all attendees of our training to join and engage in the D'Rose Community of Champions. An online community of advocates for inclusion and wellbeing from various sectors and industries.

Find out more by visiting our [Community of Champions](#) page or by sending us an email #BeTheChange

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D'Rose hosts a number of events, training and EDI practice coaching for professional at all stages and levels. If you would like to know more about our services and Community of Champions Initiative you can contact us directly or visit our website DRoseBusiness.com


D'Rose is a specialist training provider and we pride ourselves on creating and delivering high quality, inclusive training experiences. Founded in our Ethics & Equity Strategic Framework our training content, resources and tools provide practical skills, knowledge and understanding to promote inclusive practices in workplaces and communities across the UK. Our services include online CPD certified training courses in over 50 work skills related subjects, which are available to everyone.

We host monthly events to provide group coaching and support for individuals developing their inclusive practice, knowledge and skills.

D'Rose works in partnership with other Diverse led organisations to host and support various events around the UK, delivering workshops and speaking on topics of Ethics, Equity, Diversity, Inclusion, Wellbeing and Accessibility. To find out more please visit the website.

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