

# FAIRCHOICE

Keeping you up to date with diversity news, trends and tips

Autumn 2021

Welcome to the autumn edition of FairChoice, our quarterly round up of diversity news. In this edition we are acknowledging and celebrating some key dates that are meaningful to our employees across the regions we operate in.

**“Respect is how to treat everyone, not just those you want to impress.” -**

Richard Branson



As a geographically diverse global organisation, GP Strategies is made up of diverse voices and experiences. To meet our diverse workforce's needs, and ensure that diversity is integrated into all aspects of our work, GP Strategies has an 'IDEA Council' to lead and guide us on all policies and practices related to inclusion, diversity, equity and accountability.

## Diversity in the workplace

Respect for diversity and inclusion of people with various genders, races, sexual orientations, disabilities, and social differences, makes for a happier workplace, improved productivity and ultimately results in better performance. A diverse workforce promotes different perspectives and drives economic growth, and as the evolution of the UK post-Brexit develops so should our working cultures.

## International Day of Non-Violence – 2nd October

The International Day of Non-Violence is observed on 2nd October, the birthday of Mahatma Gandhi, leader of the Indian independence movement and pioneer of the philosophy and strategy of non-violence.

### Did you know?

Gandhi, who helped lead India to independence, has been the inspiration for non-violent movements for civil rights and social change across the world. Throughout his life, Gandhi remained committed to his belief in non-violence even under oppressive conditions and in the face of seemingly insurmountable challenges.

The theory behind his actions, which included encouraging massive civil disobedience to British law as with the historic Salt March of 1930, was that 'just means lead to just ends'; that is, it is irrational to try to use violence to achieve a peaceful society. He believed that Indians must not use violence or hatred in their fight for freedom from colonialism.



## Kindness Day UK/World Kindness Day – 13th November

Kindness Day UK is an annual, nationally recognised day for the celebration and promotion of kindness in all its forms. World Kindness Day falls on the same day and unites people in kindness globally.

### Some past acts of kindness:

- Kindness UK handed out 10,000 free chocolate bars at London train stations
- The Singapore Kindness Movement gave out 30,000 gerberas
- World Kindness Australia conducted an enormous kindness hug on Bondi Beach
- Kindness UK encouraged a text wave that swept the UK
- A Kindness awards ceremony took place in Parma, Italy, hosted by the Italian Kindness Movement
- Kindness Scotland put on 'Kind Kid Awards'
- Kindness Africa organised a 'Dance for Kindness', a worldwide freeze mob/flash mob event

## International Day of People Living with Disabilities – 3rd December

According to the World Health Organisation (WHO) World Report on Disability, 15 per cent of the world's population, or more than 1 billion people, are living with a disability.

Of this number, it's estimated 450 million are living with a mental or neurological condition— and two-thirds of these people will not seek professional medical help, largely due to stigma, discrimination and neglect. Another 69 million individuals are estimated to sustain traumatic brain injuries each year worldwide, while one in 160 children are identified as on the autism spectrum.

### Not every disability is visible

These are just some examples of the millions of people currently living with a disability that is not immediately apparent, and a reminder of the importance of removing barriers for all people living with disability, both visible and invisible.

During the COVID-19 pandemic, isolation, disconnect, disrupted routines and diminished services have greatly impacted the lives and mental wellbeing of people with disabilities right around the world. Spreading awareness of invisible disabilities, as well as these potentially detrimental (and not always immediately apparent) impacts to mental health, is crucial as the world continues to fight against the virus.

### Useful organisations

**AtaLoss.org** – connect to griefchat  
W: [ataloss.org](http://ataloss.org)

**Child Bereavement UK**  
W: [childbereavementuk.org](http://childbereavementuk.org)  
T: 0800 028 8840

**Mind**  
W: [www.mind.org.uk](http://www.mind.org.uk)  
T: 0300 123 3393 (helpline)  
86463 (text)

## Final thoughts

At GP Strategies, we are committed to creating an environment where diversity is valued and encouraged for both our own employees and that of our learners; an environment that ensures equal access to opportunities for professional growth and advancement for all.



Contact us to speak confidentially with one of our Mental Health First Aiders.

If you have any issues or concerns with equality, diversity or other safeguarding issues, please contact our support line on **0330 0183 531** or email **[safeguardingreporting@gpstrategies.com](mailto:safeguardingreporting@gpstrategies.com)**.

GP Strategies – committed to equality and valuing diversity



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