CPD@RCOT

Five-minute reflection and action plan:Equity, Diversity and Belonging

There are many opportunities to learn about the principles of Equity, Diversity and Belonging and to apply them in your professional and personal life. It isn’t always easy, though, to take the time to reflect on these opportunities and apply them to your personal and professional development.

We’ve designed this resource to help you develop your thoughts and record your reflections about learning you have undertaken related to Equity, Diversity and Belonging. The learning could be a formal event, a personal activity like reading an article, or even a conversation you took part in. Read our suggested list of Equity, Diversity and Belonging learning below to give you a head start.

It will help you to reflect on what you have learnt and how you plan to apply this learning. You can identify any gaps in your knowledge and the actions you want to take to grow your learning.

During or after your learning, note down your initial thoughts to the questions in Section 2. You can answer in brief or at length. You don’t have to answer every question – it’s up to you. Then use Section 3 to help develop an action plan from your learning. You may want to return to this resource later, once you have had time to reflect. Use it however it works best for you.

This resource supports all *Career Development Framework* levels of the leadership pillar.

1. **The learning event**

|  |  |
| --- | --- |
| Your name | Click or tap here to enter text. |
| If a formal resource, title of book, film, course, etc | Click or tap here to enter text. | Date  | Click or tap here to enter text. |
| Short description of the resource | Click or tap here to enter text. |

**2. Initial thoughts**

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| 2.1 What aspects of equity, diversity and belonging was I hoping to learn about? |
| Click or tap here to enter text. |
| 2.2 What feelings am I experiencing as a result of my learning? |
| Click or tap here to enter text. |
| 2.3 What questions on Equity, Diversity and Belonging have been raised for me? |
| Click or tap here to enter text. |
| 2.4 What did I learn? |
| Click or tap here to enter text. |
| 2.5 What potential barriers might I need to overcome to put my learning into practice? |
| Click or tap here to enter text. |

1. **Developing my action plan**

We’ve given some suggestions on turning learning into actions. Set some dates to remind you of your earlier reflections, the progress you have since made and any further reflections you want to record.

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| --- | --- | --- | --- |
| **Suggested goals** | **Actions** | **Date to complete** | **Date to review** |
| Fill the gaps in my knowledge | Click or tap here to enter text. | Click here. | Click here. |
| Overcome barriers to learning/action | Click or tap here to enter text. | Click here. | Click here. |
| Apply my learning to my work | Click or tap here to enter text. | Click here. | Click here. |
| Apply my learning to other areas of my life | Click or tap here to enter text. | Click here. | Click here. |
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| **Comments and further reflections** |
| Click or tap here to enter text. |

# Feedback

Your views are important to us. Let us know what you think of this resource by sending your feedback to prof.dev@rcot.co.uk or get in touch on Twitter @CPD\_RCOT.

# Take your learning further

Use the [OT Week 2021 #OTs for Equity Toolkit](https://www.rcot.co.uk/deep-dive-learning#ot-week-2021-otsforequity) to reflect on Professor Sir Michael Marmot's presentation 'Social justice and health equity' and the OT Week 2021 expert panel Q&A. It will help you reflect on your own awareness and understanding of health inequalities.

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