



Inclusion & Resilience Branch

Working Together Guide.

In a collaborative piece of work with branch leads and members, the Network has made the decision to use the language 'Working Together Guide' to replace *terms of reference*.

This was done in the name of the Network's commitment to creating psychologically safer spaces, challenging power imbalances, reducing the use of jargon, empowering through transparency and innovation and listening to experts of their own experience to learn reflectively.

Inclusion and Resilience Branch

The work of the Inclusion & Resilience branch of the Trauma Informed Plymouth Network (The Network) is:

- Rooted in intersectionality, as popularised by [Dr. Kimberlé Crenshaw](#) through her decades of scholarly work on the unique forms of oppression Black women face in the US legal system
- For members of the Network with an interest in supporting the Network to be more accessible and inclusive
- Since January 2024, we’ve been prioritising inviting relevant organisations, services and individuals, to come and speak with the group about the work they do and their experiences in working with marginalised groups of people or issues.
- Best demonstrated by our agenda:

Month	Project / Organisation
Jan 24	The Olive Project
Feb 24	Devon & Cornwall Refugee Support
Mar 24	BTheChange
Apr 24	Plymouth & Devon Racial Equality Council
May 24	Older People's Project
Jun 24	Intercom
Jul 24	Annual Check-in
Aug 24	Inclusion Gloucestershire
Sep 24	Arezo
Oct 24	MAN Culture
Nov 24	Gifted Women
Dec 2024	Community Builders
Jan-25	DCCS Panel (Nathan Kiyaga)
Feb-25	Dr Elpitha Bruce on being a doctor to the migrant community
Mar-25	Marbles Lost & Found
Apr-25	Tom Godwin on being a British Jew
May-25	Healing from Racism and Racial Trauma Initiative
Jun-25	Annual Check in
Jul-25	D&C Directory
Aug-25	LeDer
Sep-25	Charlotte Roche on trauma-informed midwifery

- As of June 2025, we’ve agreed to balance speaker sessions with sessions where we simply gather to discuss the topic of inclusion and resilience, and how it’s showing up for us. We already have speakers booked until

September but will book no more for the rest of the year, and next year will try out doing one speaker session followed by a general discussion meeting.

- We will also meet in person bi-annually, to connect and improve our relationships with each other within the branch.
- We will continue to do an annual check-in, where we look at our Equity, Diversion and Inclusion Assessment and the Working Together Guide.

Branch Lead: Nica Cornell

Signed:

A handwritten signature in black ink, appearing to read 'Nica Cornell', written over a horizontal line.

June 2025

Review Date: June 2026