

## Five (amazing) weeks in the DRM team

In June 2023 I started my 5 weeks internship at Diversity Role Models, which is now coming to an end. My role is in operations and HR, and my main responsibilities have been around recruitment and inclusion. Diversity and Inclusion are at the core of the work we do, and my responsibility was to help reflect that within our team and our recruitment process. Having these two values as guiding lines in my personal life, learning how to embed them in the workplace has been a great learning experience for me.

Besides my core tasks, I have had many opportunities to grow and learn. From participating in the family area during the London Pride to observing the different workshops that we offer to both children and adults. The past month at DRM has been nothing but rich of experiences and learning. My favourite part, however, will have to be spending two days with the whole team in Manchester.

As the team is spread around the country, there aren't many occasions for working together in person. However, once a year the team gets together to strategize for the year to come and create more cohesion and understanding among the team members. This has been an incredible opportunity for me. Not only because I have had the chance to learn from a group of very inspiring individuals, but also because I participated in the strategic planning for the year. Taking part in this activity taught me the different challenges and nuances of running a charity like Diversity Role Models. From creating and updating relevant content; to creating meaningful relationships with the different stakeholders; to fundraise for all the activities to take place. It is not an easy job, and there are many challenges along the way. On the other hand, looking at all that the team has achieved in the past year – hitting record figures! – gave me a lot of hope. There are many aspects that need to be improved in our society but seeing that there are still people who care and are willing to take on the work to improve them was refreshing.

As I was reflecting on my train back to London I was left with a bittersweet taste. On one hand, I am filled with gratitude for the amazing people I have had the luck to work with, and the opportunity to participate in such incredible work. On the other hand, I am left with some sadness as my time at DRM is coming to an end.

Or, maybe, this is just the beginning?