

Reference:	FOI.17844.25
Subject:	Diversity, Equality, and Inclusion (DEI) and LGBTQ+ initiatives
Date of Request:	17 July 2025

Requested:

Under the Freedom of Information Act 2000, I respectfully request information regarding all expenditures related to Diversity, Equality, and Inclusion (DEI) initiatives and LGBTQ+ initiatives, within the health board for the calendar year 2024 (January 1, 2024, to December 31, 2024).

For each expenditure, please provide:

- * The specific initiative or project to which the expenditure relates
- * The total cost incurred for that initiative.
- * The name of the organisation or individual to whom the payment was made.
- * A brief description of the purpose of the payment or the service/product received.

Response:

Hywel Dda University Health Board (UHB) provides within the table below, a list of all expenditure relating to DEI and LGBTQ+ initiatives, during the 2024 calendar year.

Expenditure	Cost	Provider	Description
Pride Feather Flag	£198.53	The Flag Shop	To be used at Pride and other community events.
Promotional Materials (Trolley Coins, Pens and Stickers)	£1,213.00	Get yourself Noticed	General promotional materials to take to community engagement events with the contact details for the Diversity and Inclusion Team
Active Bystander Training	£1,800.00	Active Bystander Training Company	To provide staff with the skills and confidence to call out unacceptable behaviour towards others
Anti-racism for Practitioners and Religion and Belief	£450.00	Ethnic Youth Support Team	To provide staff with information about the negative impacts of racism and how to be anti-racist. Information on the different religions and beliefs, to enable a greater understanding of the UHB's diverse communities and understand the pastoral, faith and spiritual needs of others.
Total	£3,661.53		