

Welcome

**Race Equality webinar:
Can we talk about race?**

Welcome and introduction

Sim Scavazza – non-executive director, Imperial College Healthcare NHS Trust and London North West University Healthcare NHS Trust (North West London Acute Provider Collaborative), and non-executive director and deputy chair – Buckinghamshire, Oxfordshire and Berkshire West ICB

Speaker's presentations

Tanya Carter – chief people officer, East London NHS Foundation Trust

Eniola Oladipo – head of support and transformation, NHS England

Cath Byford – deputy chief executive officer and chief people officer, Norfolk and Suffolk Foundation Trust

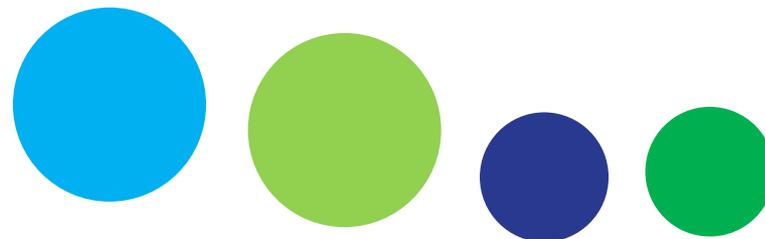
Paul Devlin – chair, Nottinghamshire Healthcare NHS Foundation Trust

Q&A

Facilitated by chair

Summary and close

Facilitated by chair



- Please note this session is recorded
- Please keep your camera on wherever possible
- If you lose connection, please re-join using the link in your joining instructions or email race.equality@nhsproviders.org
- Please ensure your microphone is muted during presentations to minimise background noise
- We will come to questions once we have heard from all our speakers
- Please feel free to use the chat box for questions and sharing examples of what has delivered sustained progress in your organisation
- If you would like to ask a question audibly, please use the raise hand function during the Q&A section and we will bring you in
- Any unanswered questions will be taken away and answered after the event
- You will receive a link to an evaluation form at the end of the day, please take the time to complete it, we really do appreciate your feedback.



East London
NHS Foundation Trust

Can we Talk About Race?



Tanya Carter
Chief People Officer
East London NHS Foundation Trust



Tanyamcarter
HPMA Team of the Year 2022 and Director of the Year

Trust Board



Eileen Taylor

Chair



Paul Calaminus

Chief Executive Officer

Non-Executive Directors



Aamir Ahmad

Vice-Chair
(London)



Ken Batty

Senior Independent
Director



Richard Carr



Anit Chandarana

Executive Directors



**Prof Sir Sam
Everington OBE**



**Prof Dame Donna
Kinnair DBE**



Deborah Wheeler

Vice-Chair
(Bedfordshire & Luton)



Tanya Carter

Chief People Officer



Samantha Gibbens

Interim Chief Finance Officer



Richard Fradgley

Executive Director of
Integrated Care & Deputy
CEO



Dr David Bridle

Interim Chief Medical
Officer



Philippa Graves

Chief Digital Officer



Edwin Ndlovu

Chief Operating Officer



Dr Amar Shah

Chief Quality Officer



Lorraine Sunduza

Chief Nurse & Deputy CEO



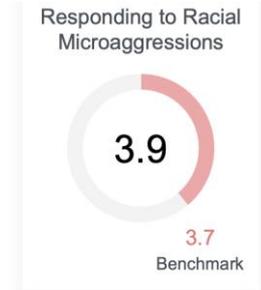
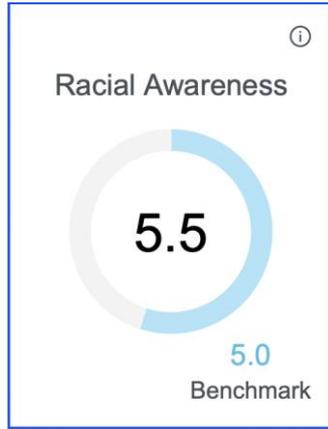
Dr Mohit Venkataram

Executive Director of
Commercial Development

Racial Awareness

Score of 0 | Not at all aware of how to respond appropriately when witnessing racist incidents

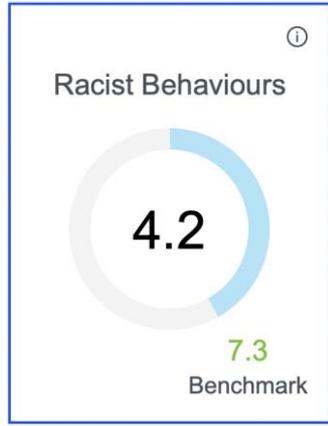
Score of 10 | Very aware of how to respond appropriately when witnessing racist incidents



Racist Behaviours

Score of 0 | Racism witnessed extremely often

Score of 10 | Racism almost never witnessed



Continuum on Becoming an Anti-Racist, Multicultural Institution

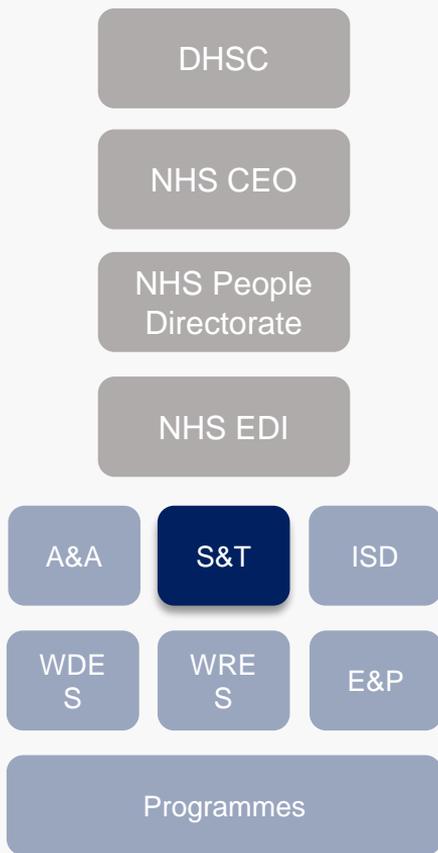
MONOCULTURAL	MULTICULTURAL	ANTI-RACIST	ANTI-RACIST MULTICULTURAL		
Racial and Cultural Differences Seen as Defects		Tolerant of Racial and Cultural Differences		Racial and Cultural Differences Seen as Assets	
<p>1. Exclusive A Segregated Institution</p> <ul style="list-style-type: none"> • Intentionally and publicly excludes or segregates African Americans, Native Americans, Latinos and Asian Americans • Intentionally and publicly enforces the racist status quo throughout institution • Institutionalization of racism includes formal policies and practices, teachings and decision-making on all levels • Usually has similar intentional policies and practices toward other socially oppressed groups, such as women, disabled, elderly and children, lesbians and gays, Third World citizens, etc. 	<p>2. Passive A "Club" Institution</p> <ul style="list-style-type: none"> • Tolerant of a limited number of People of Color with "proper" perspective and credentials • May still secretly limit or exclude People of Color in contradiction to public policies • Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings and decision-making on all levels of institutional life • Often declares, "We don't have a problem." 	<p>3. Symbolic Change A Multicultural Institution</p> <ul style="list-style-type: none"> • Makes official policy pronouncements regarding multicultural diversity • Sees itself as "non-racist" institution with open doors to People of Color • Carries out intentional inclusiveness efforts, recruiting "someone of color" on committees or office staff • Expanding view of diversity includes other socially oppressed groups, such as women, disabled, elderly and children, lesbians and gays, Third World citizens, etc. <p>But . . .</p> <ul style="list-style-type: none"> • "Not those who make waves" • Little or no contextual change in culture, policies and decision-making • Is still relatively unaware of continuing patterns of privilege, paternalism and control 	<p>4. Identity Change An Anti-Racist Institution</p> <ul style="list-style-type: none"> • Growing understanding of racism as barrier to effective diversity • Develops analysis of systemic racism • Sponsors programs of anti-racism training • New consciousness of institutionalized white power and privilege • Develops intentional identity as an "anti-racist" institution • Begins to develop accountability to racially oppressed communities • Increasing commitment to dismantle racism and eliminate inherent white advantage <p>But . . .</p> <ul style="list-style-type: none"> • Institutional structures and culture that maintain white power and privilege still intact and relatively untouched 	<p>5. Structural Change A Transforming Institution</p> <ul style="list-style-type: none"> • Commits to process of intentional institutional restructuring, based on anti-racist analysis and identity • Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their worldview, culture and lifestyles • Implements structures, policies and practices with inclusive decision-making and other forms of power sharing on all levels of the institution's life and work • Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities • Anti-racist multicultural diversity becomes an institutionalized asset • Redefines and rebuilds all relationships and activities in society, based on anti-racist commitments 	<p>6. Fully Inclusive A Transformed Institution in a Transformed Society</p> <ul style="list-style-type: none"> • Future vision of an institution and wider community that has overcome systemic racism • Institution's life reflects full participation and shared power with diverse racial, cultural and economic groups in determining its mission, structure, constituency, policies and practices • Full participation in decisions that shape the institution, and inclusion of diverse cultures, lifestyles and interests • A sense of restored community and mutual caring • Allies with others in combating all forms of social oppression <p style="font-size: small; margin-top: 20px;">© By Crossroads Ministry: Adapted from original concept by Baily Jackson and Rita Hardiman, and further developed by Andrea Avazian and Ronice Branding.</p>

Can we talk about race?

Eniola Oladipo, Head of E&I Support and Transformation

March 2023





Welcome to EDI Support & Transformation

The national EDI Support and Transformation team was formed in April 2020, to help meet commitments of the NHS People Plan within the context of the NHS Long Term Plan.

Over the last few years, we have jointly led on challenging projects to support our People through the COVID-19 pandemic.

We continue to take on challenging and fascinating projects. We are currently working with EDI Leads and Staff Network Leads in the NHS, to establish a strong network of Inclusion practitioners who can influence change for better patient and staff outcomes in the NHS.

A race against time



The alarm clock photographed by Western Mail photographer, Godfrey Harris at Aberfan, October 1966.

On 21 October 1966 time stood still for the small mining community of Aberfan.

At 9:13 that Friday morning thousands of tonnes of black coal waste from an unstable tip slid down the mountain. It instantly engulfed Pantglas Junior School and parts of the village, killing 116 children and 28 adults.

This ordinary alarm clock recovered from the black debris has since become one of the most poignant objects connected with the disaster. The clock hands tell the time it stopped ticking on that fateful day.



A race against time

As news of the tragedy spread, people came to Aberfan from far and wide in a desperate attempt to help with the rescue.

Mike Flynn (senior), a postman from Cardiff, was one of the many volunteers who arrived at the horrific scene. He was a paramedic in the Territorial Army at the time. He spent a week in Aberfan helping with the aftermath. During that time he recovered the alarm clock from the debris.

As an anti-racist...

Never forget

The Aberfan clock has been kept safe by the Flynn family for over half a century.

Mike Flynn (junior) took the clock back to Aberfan in 2016 as part of the 50th anniversary commemorations:

"That was the first time it had been there for 50 years... and literally the last time it ticked, all those children and adults were alive. It was quite a moving experience."





“In the end, we only regret the chances we didn't take”

Lewis

Our programmes of work

Leading on EDI engagement for staff networks and EDI practitioners in the NHS...

Our work is currently aimed at supporting Staff Network Leads and EDI practitioners in the NHS, to establish a strong network of Inclusion practitioners.

We enable them to influence change for better patient and staff outcomes, by delivering tailored interventions to upskill and empower Leaders and enable high performance in teams.

EDI Support & Transformation Programmes

Staff Networks

National support offers for NHS staff networks

Board & Senior Leader Development

Staff Network Lead Development

EDI Engagement

EDI practitioners network

Staff network leads & chairs network

EDI Dashboard

EDI accountability framework

Enabling | Improving | Celebrating Inclusion



Norfolk and Suffolk
NHS Foundation Trust

Can we talk about Race?

Cath Byford
Deputy CEO and
Chief People Officer



- How we unearthed the problems
- What happened at a board level taking individual and collective ownership
- Building trust with staff so they open up

Being anti-racist: moving beyond the talk

Presented by Paul Devlin
Chair, Nottinghamshire Healthcare NHS Foundation Trust

14 March 2023



Why allyship matters to me

- My personal history
- Roles with influence and responsibility
 - Strategic leadership
 - NHS Board level and Trust Chair
- Recent context
 - Murder of George Floyd
 - Disproportionate impact of pandemic
 - Workforce Race Equality Standards (WRES)
 - Michelle Cox



Trust Honesty Respect Compassion Teamwork



What allies need to do

- Own this work and take responsibility
- Recognise – and use – our power
- Proactively build our knowledge
- Work alongside staff networks, knowing its not their job to fix this
- Remember patient focus – both their experience of racism in our services, and some being racist to our staff and others



Take action now – Key questions

- Why does this matter to me?
- Where is my power and how will I use it?
- What are my knowledge gaps and how will I fill them?
- What do I know (e.g. from data, staff survey etc) that I have yet to learn and act on?



Thank you



Making a
Difference

Trust Honesty Respect Compassion Teamwork



RACE
EQUALITY

Q&A

Please use the chat box or the raise hand function

Register your interest to our upcoming health inequalities event:

Being an anchor institution to reduce health inequalities
Tuesday, 21 March 2023 3.00pm-4.30pm
Virtual event via Zoom

Speakers will share what has worked well in their journeys to embed anchor working as part of 'core business' in their efforts to contribute to reducing inequalities in the wider determinants of health for their communities.

Scan here to access our upcoming events



Visit our website for further information on the Race Equality work:

- Race 2.0 report
- Podcasts
- My journey as a White ally videos
- Blogs
- Previous events and additional resources



Scan here to access our website

RACE
EQUALITY

Thank you



Scan here to access
our survey

