

Equality & Diversity Bulletin



November 2020

Welcome to the latest copy of the Equality & Diversity Bulletin.

The aim of this publication is to bring together a range of recently-published research and guidance that will help you make evidence-based decisions.

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NHS workforce and healthcare

The Equality and Health Inequalities Hub.

NHS England; 2020.

<https://www.england.nhs.uk/about/equality/equality-hub/>

The Hub is designed to provide support and assistance to the NHS, and beyond, in promoting equality and tackling health inequalities for all patients, communities and the NHS workforce. It brings together equality and health inequalities resources and provides useful links and information for the sharing of good practice.

Celebrating Black NHS nurses through the decades – in pictures.

McQueen, Steve. The Guardian. 15 November 2020

<https://www.theguardian.com/artanddesign/gallery/2020/nov/15/celebrating-black-nhs-nurses-through-the-decades-in-pictures>

The NHS is one of only two things that hold Britain together as a community. The second being the BBC. During Covid-19 these two national treasures have become our guiding strength. Black people have been an integral part of the NHS since the 40s.

‘Racism is real and still occurring’

Pharmacy Business. 28 October 2020.

<https://www.pharmacy.biz/exclusive-racism-is-real-and-still-occurring/>

A superintendent pharmacist shares her story on how common it is for her to be questioned on her ethnic identity.

BAME pharmacists remain over-represented in FtP concerns, data shows.

Fiore, Valeria. Community Pharmacy News. 9 November 2020.

<https://www.chemistanddruggist.co.uk/news/bame-pharmacists-remain-over-represented-ftp-concerns-data-shows>

Almost two-thirds (59%) of the concerns raised against pharmacists between the financial year of 2019-2020 were against Black, Asian and Minority Ethnic (BAME) professionals.

An overview of reviews on strategies to reduce health inequalities.

Garzón-Orjuela, Nathaly et al. International Journal for Equity in Health Vol 19, Article number: 192. 2020.

<https://link.springer.com/article/10.1186/s12939-020-01299-w>

The strategies that facilitate the reduction of health inequalities must be intersectoral and multidisciplinary in nature, including all sectors of the health system.

Promoting equality and diversity through the BAME Staff Network.

Verner, Carol. Health Service Journal. 27 October 2020.

<https://www.hsj.co.uk/workforce/promoting-equality-and-diversity-through-the-bame-staff-network/7028709.article>

Kettering Hospital’s goal is to drive positive change that will impact equality, diversity, and inclusion amongst staff, and promote a safe and confidential environment to raise any issues and concerns.



Racial bias a 'major issue' in senior medical appointments.

Russell, Peter. Medscape. 21 October 2020.

<https://www.medscape.com/viewarticle/939488>

Doctors from Black, Asian, and Minority Ethnic (BAME) backgrounds have been "consistently disadvantaged" when applying for senior roles, according to a report.

Inclusive recruitment guidance.

NHS Employers. 26 October 2020.

<https://www.nhsemployers.org/case-studies-and-resources/2020/10/inclusive-recruitment-document>

This guidance on the NHS People Plan around recruitment.

NMC publishes findings of new equality, diversity and inclusion research.

Nursing and Midwifery Council. 20 October 2020.

<https://www.nmc.org.uk/news/news-and-updates/nmc-publishes-findings-of-new-equality-diversity-and-inclusion-research/>

The research examined NMC processes -and has identified disparities in people's experience and outcomes, depending on who they are.

North East Ambulance Service BAME Ambassadors Project.

NHS Employers; 2020.

<https://www.nhsemployers.org/case-studies-and-resources/2020/10/bame-ambassadors-project>

North East Ambulance Service NHS Foundation Trust identified that black, Asian and minority ethnic (BAME) people were under represented within the organisation at all levels, were less likely to access services, and many were not aware of the support available to help them access services. The organisation developed a pilot to work with regional BAME organisations to recruit ambassadors, offer training, challenge the myths and raise awareness of employment opportunities and services available.

Ambitious for change: Research into NMC processes and people's protected characteristics.

Nursing and Midwifery Council (NMC); 2020.

<https://www.nmc.org.uk/news/news-and-updates/nmc-publishes-findings-of-new-equality-diversity-and-inclusion-research/>

The research examined NMC processes - including education, overseas registration, revalidation and fitness to practise - and has identified disparities in people's experience and outcomes, depending on who they are.

Thousands of NHS staff excluded from race equality standard.

Moore, Alison. Health Service Journal. 19 October 2020.

<https://www.hsj.co.uk/workforce/thousands-of-nhs-staff-excluded-from-race-equality-standard/7028641.article>

Thousands of the lowest paid workers in the NHS are being excluded from data collected for the NHS workforce race equality standard.



Trust accused of ‘racism, discrimination and bullying’ as staff partnership halted.

Kituno, Nick. Health Service Journal. 22 October 2020.

<https://www.hsj.co.uk/workforce/trust-accused-of-racism-discrimination-and-bullying-as-staff-partnership-halted/7028672.article>

Staff-side Committee chair of a trust says there is little change for staff on the receiving end of racist and bullying behaviours.

Racial discrimination widespread in NHS job offers, says report.

Campbell, Denis. The Guardian. 21 October 2020.

<https://www.theguardian.com/society/2020/oct/21/racial-discrimination-widespread-in-nhs-job-offers-says-report>

Minority ethnic hospital doctors suffered a double disadvantage in their quest to progress their medical careers by being promoted from a trainee doctor to a consultant.

Let’s talk about race.

Scheffler, Hein. National Health Executive. September/October 2020.

<https://bit.ly/3fgXQYU>

The only way to address the race debate in the NHS, is to engage everyone in talking about race in a safe and non-judgemental environment.

Diversity in orthopaedics and traumatology: a global perspective EFFORT.

Open Reviews Vol 5 (10). 26 October 2020.

<https://online.boneandjoint.org.uk/doi/full/10.1302/2058-5241.5.200022>

Frequently, the ‘hidden curriculum’ suggests that orthopaedics is a ‘boys club’ which may deter good candidates from considering such a career.

McKinsey’s new report finds that diversity does not equal inclusion.

Gassam Asare, Janice Forbes. 19 May 2020.

<https://www.forbes.com/sites/janicegassam/2020/05/19/mckinseys-new-report-finds-that-diversity-does-not-equal-inclusion/amp/>

Organizations struggling to understand why they are unable to retain diverse talent should assess policies, practices and procedures.

Why I’m talking to comms people about race.

Feare, Leicia: NHS Confederation. 19 October 2020.

<https://www.nhsconfed.org/blog/2020/10/why-im-talking-to-comms-people-about-race>

In this blog for Confed’s NHS Voices, Leicia Feare, comms and engagement lead for the NHS Diabetes Programme, shares her advice on what NHS communications professionals can do to better engage with black, Asian and minority ethnic audiences.



Clinical care

#WhiteCoatsForBlackLives, addressing physicians' complicity in criminalizing communities.

Perritt, Jamila. New England Journal of Medicine. 11 November 2020.

<https://www.nejm.org/doi/full/10.1056/NEJMp2023305>

Black and Indigenous women seeking pregnancy care are more likely to be screened for illicit substance use.

Identifying interventions with Gypsies, Roma and Travellers to promote immunisation uptake: methodological approach and findings.

Dyson, Lisa et al. BMC Public Health 20, article number 1574.

<https://bmcpublichealth.biomedcentral.com/articles/10.1186/s12889-020-09614-4>

In this paper, we describe the approach taken to identify potential interventions to increase uptake of immunisations in six GRT communities in four UK cities and present the list of prioritised interventions that emerged.

NHS reset: a new direction for health and care.

Claridge, Fiona et al. NHS Confederation. September 2020.

http://allcatsrgrey.org.uk/wp/download/health_services/NHS-Reset-a-new-direction-for-health-and-care.pdf

Despite the NHS being a universal service, those living in poorer communities and from Black and minority ethnic backgrounds already suffer from poorer health outcomes than the rest of the population.

Cervical cancer: minority ethnic women more likely to miss screenings in pandemic.

Thomas, Tobi. The Guardian. 25 August 2020.

<https://www.theguardian.com/society/2020/aug/25/cervical-cancer-bame-women-more-likely-to-miss-screenings-amid-pandemic>

Minority ethnic women are less likely than White women to attend cervical cancer screenings, with four in 10 saying they would feel unsafe attending a doctor's surgery as a result of the pandemic.

Serious disparities in care and outcomes found among Black and non-white heart patients.

American Heart Association. 9 November 2020.

<https://medicalxpress.com/news/2020-11-disparities-outcomes-black-non-white-heart.html>

Adults from underrepresented racial groups who have acute heart blockages and cardiac arrests received fewer early interventions, had longer hospital stays and higher death rates than their white counterpart.

Racism and nursing students: how to call it out and where to seek support.

Hackett, Kimberley. Nursing Standard. 6 November 2020.

<https://rcni.com/nursing-standard/newsroom/analysis/racism-and-nursing-students-how-to-call-it-out-and-where-to-seek-support-168826>

Students often feel they lack support to report incidents, whether on campus or placement.

Twelve tips for incorporating migrant and ethnic minorities in the medical curriculum and healthcare.

Chohan, Naila. Medical Teacher, doi: 10.1080/0142159X.2020.1841129. 2 November 2020.

<https://www.tandfonline.com/doi/full/10.1080/0142159X.2020.1841129>

This article presents twelve ways to challenge the difficulties migrant and Ethnic Minorities face in healthcare.



Racism could be fuelling poor health among minority groups in the UK.

Hackett, Ruth and Ronaldson, Amy BMC. 18 November 2020.

<http://blogs.biomedcentral.com/bmcseriesblog/2020/11/18/racism-could-be-fueling-poor-health-among-minority-groups-in-the-uk/>

Research suggest that there is an enduring impact of experiences of racism on both mental and physical health.

The final report of the Commission for Equality in Mental Health.

Centre for Mental Health. November 2020.

<https://www.centreformentalhealth.org.uk/publications/mental-health-for-all>

Inequality is not simply a fact of life. It damages people's wellbeing and causes harm that can last a lifetime.

Black History Month: Can digital tech help remedy health disparities for black people?

Mageit, Sara Healthcare IT News. 30 October 2020.

<https://www.healthcareitnews.com/news/emea/black-history-month-can-digital-tech-help-remedy-health-disparities-black-people>

This article celebrates the contributions from Black digital health tech leaders, while also reflecting on why Black patients are more likely than White patients to use health tech tools.

COVID-19

Black people 'twice as likely to catch coronavirus'

Mundasad, Smitha. BBC News. 12 November 2020

<https://www.bbc.co.uk/news/health-54907473>

Black people are twice as likely as white people to catch the coronavirus, a study of 18 million people suggests. The research also indicates Asian people are 1.5 times more likely than white people to be infected - and may be more likely to need intensive care. Researchers say their findings are of "urgent public-health importance" and raise questions about how vaccines will be prioritised within at-risk groups.

Disability inclusive Covid-19 response.

Kulakiewicz, A. et al: House of Commons Library. Research Briefing. 13 November 2020

<https://commonslibrary.parliament.uk/research-briefings/cdp-2020-0101/>

Office for National Statistics (ONS) analysis estimated that disabled people made up 59% of all deaths involving coronavirus from 2 March to 14 July 2020 in England and Wales (disabled people made up c.16% of the study population followed from the 2011 census).

Drivers of the higher COVID-19 incidence, morbidity and mortality among minority ethnic groups. 23 September 2020

Paper by the ethnicity sub-group of the Scientific Advisory Group for Emergencies (SAGE). 9 October 2020

<https://www.gov.uk/government/publications/drivers-of-the-higher-covid-19-incidence-morbidity-and-mortality-among-minority-ethnic-groups-23-september-2020>

Paper prepared by the SAGE ethnicity sub-group on the drivers of the higher COVID-19 incidence, morbidity and mortality among minority ethnic groups. It was considered at SAGE 59 on 24 September 2020.



COVID-19 and the risk to black, Asian and minority ethnic women during pregnancy.

Esegbona-Adeigbe, Sarah. British Journal of Midwifery. Vol. 28(10) online 8 October 2020

<https://www.magonlinelibrary.com/doi/abs/10.12968/bjom.2020.28.10.718>

Black, Asian and minority ethnic (BAME) women in the UK have increased maternal mortality rates compared to other groups of women. Unfortunately, according to preliminary findings, the COVID-19 pandemic has contributed to mortality rates for BAME women, raising concerns that pregnant BAME women are facing greater health disparities during the pandemic.

Quarterly report on progress to address COVID-19 health inequalities.

Race Disparity Unit; 2020.

<https://www.gov.uk/government/publications/quarterly-report-on-progress-to-address-covid-19-health-inequalities>

This report summarises the work undertaken by the Minister for Equalities and government departments on Covid-19 disparities. The current evidence shows that a range of socio-economic and geographical factors such as occupational exposure, population density, household composition and pre-existing health conditions contribute to the higher infection and mortality rates for ethnic minority groups, but a part of the excess risk remains unexplained for some groups.

Black and Asian patients have increased risk of severe COVID-19 at different stages of the disease.

National Institute for Health Research (NIHR); 2020.

<https://www.nihr.ac.uk/news/black-and-asian-patients-have-increased-risk-of-severe-covid-19-at-different-stages-of-the-disease/25850>

Patients of Black ethnicity have an increased risk of requiring hospital admission for COVID-19, while patients of Asian ethnicity have an increased risk of dying in hospital from COVID-19, researchers have found.

Updating ethnic contrasts in deaths involving the coronavirus (COVID-19), England and Wales: deaths occurring 2 March to 28 July 2020.

Office for National Statistics (ONS); 2020.

<https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/deaths/articles/updatingethniccontrastsindeathsinvolvingthecoronaviruscovid19englandandwales/deathsoccurring2marchto28july2020>

Updated estimates of mortality involving the coronavirus (COVID-19) by ethnic group and investigation of the explanatory power of hospital-based comorbidity on ethnic differences. The statistical modelling shows that a large proportion of the difference in the risk of Covid-19 mortality between ethnic groups can be explained by demographic, geographical and socio-economic factors.

Covid: Watchdog probes racial inequalities in healthcare.

BBC News. 5 November 2020

<https://www.bbc.co.uk/news/uk-54819985>

An inquiry is under way into why lower-paid health and social care workers from ethnic minorities are at greater risk from coronavirus.



How the link between racism and Covid is being ignored.

Thapar, Ciaran. The Guardian. 2 November 2020.

<https://www.theguardian.com/commentisfree/2020/nov/02/link-racism-covid-ignored-report-black-and-minority-ethnic-people-dying>

A report shows Black and Minority Ethnic people are dying at a higher rate, but has little to say on the cause.

COVID-19 update: ethnicity, occupation, risk reduction.

Faculty of Occupational Medicine. 22 October 2020.

<https://www.fom.ac.uk/newsflash/covid-19-update-ethnicity-occupation-risk-reduction>

Occupational Medicine doctors and Occupational Health (OH) services have a key role in assisting employers to keep their workforce safe.

Minority community in the time of COVID and protest, a study of BAME opinion.

Hope not hate charitable trust. August 2020.

<https://www.hopenothate.org.uk/wp-content/uploads/2020/08/BAME-report-2020-08-v3-00000003.pdf>

This report has made clear that racism continues to shape the experiences of minority ethnic people in Britain today, but there is not a single 'BAME' experience.

Ethnic inequalities in Covid-19 are playing out again, how can we stop them?

Patel, Parth. IPPR and Runnymede Trust. 19 October 2020.

<https://www.ippr.org/blog/ethnic-inequalities-in-covid-19-are-playing-out-again-how-can-we-stop-them>

Despite the inequalities exposed, there has been little effort to stop Covid-19 hitting minority ethnic communities hardest as we enter the second wave.

Racism, not race, drives inequity across the COVID-19 continuum.

Khazanchi, Rohan et al. JAMA Network. 25 September 2020.

<https://jamanetwork.com/journals/jamanetworkopen/fullarticle/2770954>

According to this study, most Black patients live in poverty, and more than three-quarters resided in disadvantaged neighbourhoods, while only approximately one-fifth of non-Black patients fit the same descriptors.

Racism is the key to understanding ethnic inequalities in COVID-19 – despite what UK government says.

Nazroo, James and Becares, Laia. The Conversation. 27 October 2020.

<https://theconversation.com/racism-is-the-key-to-understanding-ethnic-inequalities-in-covid-19-despite-what-uk-government-says-148838>

There is extensive evidence on how racism, operating at structural, institutional and interpersonal levels, is prevalent in our society and impacts people's lives.

Structural racism led to worse COVID impact on BAME groups, report.

Syal, Rajeev. The Guardian. 27 October 2020.

<https://www.theguardian.com/world/2020/oct/27/structural-racism-led-to-worse-covid-impact-on-bame-groups-report>

Structural racism led to the disproportionate impact of the coronavirus pandemic on black, Asian and minority ethnic (BAME) communities.



Quarterly report on progress to address COVID-19 health inequalities.

UK Government Equalities Office. 22 October 2020.

<https://www.gov.uk/government/publications/quarterly-report-on-progress-to-address-covid-19-health-inequalities>

This report summarises the work undertaken by the Minister for Equalities and government departments on COVID-19 disparities.

An Avoidable Crisis: The disproportionate impact of Covid-19 on Black, Asian and minority ethnic communities.

The Labour Party; 2020.

[https://uploads-](https://uploads-ssl.webflow.com/5f5bdc0f30fe4b120448a029/5f973b076be4cad5045fad3_An%20Avoidable%20Crisis.pdf)

[ssl.webflow.com/5f5bdc0f30fe4b120448a029/5f973b076be4cad5045fad3_An%20Avoidable%20Crisis.pdf](https://uploads-ssl.webflow.com/5f5bdc0f30fe4b120448a029/5f973b076be4cad5045fad3_An%20Avoidable%20Crisis.pdf)

A review by Baroness Doreen Lawrence. Covid-19 is having a disproportionate and devastating impact on ethnic minority communities. Black, Asian and minority ethnic people are more likely to work in frontline or shutdown sectors which have been overexposed to Covid-19, more likely to have co-morbidities which increase the risk of serious illness and more likely to face barriers to accessing healthcare.

Racial disproportionality in COVID clinical trials.

Goldman, Jason et al. New England Journal of Medicine. doi: 10.1056/NEJMc2029374. 6 November 2020.

<https://www.nejm.org/doi/full/10.1056/NEJMc2029374>

Questions to Chastain and colleagues research (Aug. 27 issue) on racial disproportionality in COVID-19 clinical trials.

Asian ethnicity strongly linked to COVID-related stroke.

O'Shea, Dawn: Medscape. 10 November 2020.

<https://www.medscape.com/viewarticle/940664>

Asian ethnicity is strongly linked to COVID-related stroke, reveals an analysis of stroke centre activity in England and Scotland during the first wave of the pandemic.

Covid-19 and the Northern Powerhouse: tackling inequalities for UK health and productivity.

Bambra, C., Munford, L., et al: Northern Health Alliance. 2020.

<https://www.thenhsa.co.uk/app/uploads/2020/11/NP-COVID-REPORT-101120-.pdf>

Child poverty rates in the Northern Powerhouse are amongst the highest in the country and this is a key determining factor of poorer health.

Ethnicity and clinical outcomes in COVID-19: A systematic review and meta-analysis.

Sze, Shirley et al: EClinicalMedicine. 2020.

[https://www.thelancet.com/pdfs/journals/eclinm/PIIS2589-5370\(20\)30374-6.pdf](https://www.thelancet.com/pdfs/journals/eclinm/PIIS2589-5370(20)30374-6.pdf)

Individuals of Black and Asian ethnicity are at increased risk of COVID-19 infection compared to White individuals; Asians may be at higher risk of ITU admission and death.



Race equality

Young, discriminated, and Black: the true colour of institutional racism in the UK.

YMCA. 29 October 2020

<https://www.ymca.org.uk/press-statements/young-discriminated-and-black>

New research from the [Young and Black report](#), released today by YMCA, reveals that 95% of young Black people have heard and witnessed racist language at school, and 78% have heard and witnessed racist language in the workplace. Worryingly, young Black people in the UK said that they now grow up expecting to experience racism because of the colour of their skin.

Tackling health inequalities for Black, Asian and minority ethnic communities and colleagues:

Understanding impact, reducing inequalities, supporting recovery.

West Yorkshire and Harrogate Health and Care Partnership; 2020.

<https://www.wyhpartnership.co.uk/application/files/7116/0284/2929/bame-review-report.pdf>

Evidence shows that people from Black, Asian and minority ethnic (BAME) communities continue to face health inequalities, discrimination in the workplace and are more likely to develop and die as a result of a plethora of diseases, most recently COVID-19.

Meeting the moment: Black Lives Matter, racial inequality, corporate messaging, and rebranding.

Bonaparte, Yvette Lynne. Advertising and Society Quarterly, Vol 21(3). Fall 2020.

<https://muse.jhu.edu/article/769127>

This paper provides a perspective on the corporate response to the Black Lives Matter protests during the summer of 2020.

One country, two crises: what Covid-19 reveals about health inequalities among BAME communities in the United Kingdom and the sustainability of its health system?

Otu, Akaninyene et al. International Journal for Equity in Health ,19 (189). 2020.

<https://equityhealthj.biomedcentral.com/articles/10.1186/s12939-020-01307-z>

This article provides with an intersectional approach to tackle the complex racial disparities which have been often systematically ignored.

Young and ethnic minority workers hardest hit by post-furlough job cuts, report finds.

Baska, Maggie. People Management. 28 October 2020.

<https://www.peoplemanagement.co.uk/news/articles/young-and-ethnic-minority-workers-hardest-hit-by-post-furlough-job-cuts>

Young and ethnic minority individuals are being hardest hit by post-furlough job losses.

Comic Relief to stop producing 'white saviour' appeal films.

Burt, Emily. Third Sector. 28 October 2020.

<https://www.thirdsector.co.uk/comic-relief-stop-producing-white-saviour-appeal-films/fundraising/article/1698527>

Announcing the move for Red Nose Day 2021, the charity's honorary president Sir Lenny Henry said it is 'time for young Black and Brown filmmakers to take charge'.



Lashana Lynch deleted all her social media to cope with the backlash against being the first Black female 007.

Guerrasio, Jason. Insider. 05 November 2020.

<https://www.insider.com/lashana-lynch-cope-backlash-first-black-female-007-james-bond-2020-11>

While the confirmation is new, news of Lynch's role leaked last year, leading to a backlash from people online who weren't ready for a Black woman as a secret agent.

Employees must 'acknowledge white privilege' to make workplaces better for minority staff.

Morris, Natalie. Metro. 30 October 2020.

<https://metro.co.uk/2020/10/30/employees-must-acknowledge-white-privilege-to-make-workplaces-better-for-minority-staff-13507313/>

Racial inequality in the workplace can be a real issue. So much so, 78% of young Black employees have heard racist language in the office.

Ethnic minority women twice as likely to work in low-paid, high-risk jobs 'with fewer workers' rights.

Oppenheim, Maya. The Independent. 28 October 2020.

<https://www.independent.co.uk/news/uk/home-news/bame-women-low-paid-high-risk-jobs-coronavirus-b1374205.html>

Being trapped in insecure work has exposed BME women to extra risk during this crisis, with many losing their lives.

Interviewed while Black.

Ellis, Josh et al. New England Journal of Medicine DOI: 10.1056/NEJMp2023999. 11 November 2020.

<https://www.nejm.org/doi/full/10.1056/NEJMp2023999>

Several strategies could improve the interview experiences of Black applicants.

Racism is not just a white problem, it's time we Asians confronted our own prejudices.

Alibhai-Brown, Yasmin. iNews. 10 November 2020.

<https://inews-co-uk.cdn.ampproject.org/c/s/inews.co.uk/news/long-reads/racism-south-asian-prejudices-black-lives-matter-753885/amp>

This article discusses racism within the Asian communities.

The election of Kamala Harris is a wake-up call for UK institutions and society.

Aggarwal, Reena. British Medical Journal. 13 November 2020.

<https://blogs.bmj.com/bmj/2020/11/13/the-election-of-kamala-harris-is-a-wake-up-call-for-uk-institutions-and-society/>

Kamala Harris taking the office of vice-president can only be good for women, and especially those of colour, not only in the US but also in the UK.

13 Microaggressions Black people deal with all the time.

Borresen, Kelsey Huffington Post. 22 June 2020.

https://www.huffpost.com/entry/microaggressions-black-people-deal-with_1_5ee8ffa9c5b6fe2600260ec8/amp

Racial microaggressions may be a more subtle type of prejudice, but their effects can be damaging to the mental and physical health of the Black community.



Black people, racism and human rights.

House of Commons and House of Lords Joint Committee on Human Rights. 11 November 2020.

<https://committees.parliament.uk/publications/3376/documents/32359/default/>

There would still be the need for a high profile, organisation at national level whose priority it is to champion and press for progress on race equality.

I am not your BAME person.

Andrew, Kehinde: Make it Plain. 13 November 2020.

<https://make-it-plain.org/2020/11/13/i-am-not-your-bame-person/>

The term captures everything that is wrong with top approaches and people only use it because it is the language of funding applications.

White privilege - a guide for parents.

Barnardo's. 30 October 2020.

<https://www.barnardos.org.uk/blog/white-privilege-guide-for-parents>

We can't control our ethnicity - but being more conscious of how racism does and doesn't affect other people helps us to make things fairer for everyone in society.

Lewis Hamilton named most influential black person in UK.

BBC News. 18 November 2020.

<https://www.bbc.co.uk/news/newsbeat-54973608>

A list honours the most powerful people of African, African Caribbean and African American heritage in the UK.

Embedding an inclusive approach to communications.

Roberts, Sarah

<https://www.linkedin.com/pulse/embedding-inclusive-approach-communications-cuh-roberts-chart-pr/?published=t>

Read Sarah Roberts' blog on Cambridge University Hospitals NHS Foundation Trust's inclusive approach to its communications output.

LGBTQ+ equality

Living on the margins beyond gender binaries: what are the challenges to securing rights.

Darling, Tyson Public Integrity. 2020.

<https://www.tandfonline.com/doi/abs/10.1080/10999922.2020.1825180>

This article identifies the extent to which deeply embedded ideas and beliefs about the innate normalcy of the man/woman gender binary feed longstanding attitudes against those persons whose gender identity is believed to be aberrant and pathological.



Transgender awareness week – reading list.

The King's Fund Library

<https://bit.ly/2IZPv0c>

In recognition of Transgender awareness week, our Library service has created this reading list, which pulls together useful articles, reports and online resources on transgender health.

Supporting LGBTQ+ staff.

Stonewall.

<https://www.stonewall.org.uk/best-practice-toolkits-and-resources>

Take a look at a range of best practice toolkits, case studies and guides produced by Stonewall aimed at helping employers to become inclusive for LGBTQ+ staff.

Gender equality

'It's really hard to progress when working part-time'

BBC News. 17 November 2020

<https://www.bbc.co.uk/news/business-54960456>

"I am sure 'mum guilt' will be familiar to many parents. Guilt that you are not spending enough time with your family and that you are not giving 100% at work," says HR professional Helen Cholmeley. Senior jobs with flexible hours 'get 20% more female applicants' new report finds.

Covid has 'devastating' impact on gender equality.

BBC News. 20 November 2020.

<https://www.bbc.co.uk/news/business-55002687>

The pandemic has had a "devastating" impact on gender equality in the workplace but there are "signs of hope", a charity has said. The Fawcett Society said women were more likely than men to lose work or be burdened with childcare in the crisis. But it said the virus could spur change if flexible working became the norm and dads spent more time with their kids.

How men can confront other men about sexist behaviour.

Johnson, Brad and Smith, David. Harvard Business Review. 16 October 2020.

<https://hbr.org/2020/10/how-men-can-confront-other-men-about-sexist-behavior>

Men must do more to speak up and speak out when they see bad behaviour.

Could NHS-wide menopause policy help stop medics quitting?

Pugh, Rachel. MedScape. 14 August 2020.

<https://www.medscape.com/viewarticle/935727>

There are calls for the NHS to bring in system-wide changes to cater for the 93% of female clinicians who say they have been affected by the menopause.



Podcasts & multimedia

How racism harms pregnant women—and what can help.

Pérez, Miriam Zoila. TED Talk– TEDWomen. 2016.

https://www.ted.com/talks/miriam_zoila_perez_how_racism_harms_pregnant_women_and_what_can_help

Racism is making people sick, especially Black women and babies, says Miriam Zoila Pérez. The doula turned journalist explores the relationship between race, class and illness and tells us about a radically compassionate prenatal care program that can buffer pregnant women from the stress that people of colour face every day.

Race at Work, candid conversations about the role race plays in our careers and lives.

HBR Presents Podcast.

<https://hbr.org/2020/11/podcast-race-at-work>

Candid conversations about the role race plays in our careers and lives.

