

What actions are needed to improve race equality?

A Cheshire & Merseyside Health and Care Partnership Black History Month Event

Hosted by

Alan Yates

Speaker



Roger Kline

Author of 'White Bats and the NHS' published in the N.T. Guardian, Independent, & World Wide

1% of staff reporting their trust provides equal opps in career progression is related to CQC ratings

Bias in recruitment linked to ethnicity gender
Disproportionate disciplinary action
Bullying harassment & incivility disproportionate disability
Impact on LGPs, EMS, etc.
Ethnicity a factor in whistle blowing



COVID-19
89% BME staff infected due to occupational exposure
lower band of staff
inappropriate fitted PPE
reluctant to highlight concerns
many agency staff

Wasted talent
Social justice

WHY Equality, Diversity & Inclusion MATTERS?

bullying impacts disproportionately
improvement

discrimination impacts staff well being

FIND IT HARDER to talk about RACE than any other area

Make it a personal priority

challenge the status quo: DON'T LEAVE IT TO OTHERS TO CHALLENGE!

WHAT does this MEAN? LEADERS? KINDNESS



Leaders who demonstrate Compassion & commitment to psychological safety engage better with staff.

Relational Intelligence is as IMPORTANT as Rational

MEASUREMENT

RUDENESS IS VERY CLOSE TO BULLYING
Incivility has just as much impact as bullying....

WHY SO SLOW?

THERE LURKS WITHIN THE SYSTEM AN INSTITUTIONAL INSTINCT WHICH UNDER PRESSURE WILL PREFER CONCEALMENT FORMULATING RESPONSES & AVOIDANCE OF PUBLIC CRITICISM... AN INSTITUTIONAL CULTURE WHICH ASCRIBES MORE WEIGHT TO POSITIVE INFORMATION ABOUT THE SERVICE THAN TO INFORMATION CAPABLE OF IMPLYING CAUSE FOR CONCERN" ROBERT FRANCES 2013

Safe Space
people need a safe space, without it, BAME staff may be reluctant

some managers reluctant to have difficult conversations when 'critical' issues arise and BAME staff don't feel safe to say what they really think

"Protective hesitancy" (2006) results in some managers being reluctant to discuss issues



ETHNICALLY DIVERSE EXECUTIVE TEAMS ARE 33% MORE LIKELY TO SUCCEED

TEAM

CREATIVITY IMPROVES INNOVATION

BENEFITS of diversity underpinned by INCLUSION

How Do We REALLY GET PSYCHOLOGICAL SAFETY ON THE TABLE



BEH A FLY TRANSFER IN URINAL IN ZURICH MEANS CLEANER TOILETS. MEN WILL AIM, UHENCE LESS SPILLS NUDGE

increasing the number of women in mgt programmes was not achieved by diversity training

Don't get rid of training - SUPPLEMENT IT

4 mins selection decision made in 4 mins

IMPACTS OF BIAS on decision making in recruitment

How the job is designed
How a job is advertised
Processes
men more likely to apply to apply for a job they can't do - women less so

STRETCH opportunities

Tap on the shoulder bias.

Google exclude the line manager from the final hiring decision

Accountability why did you pick this person for the job? Build in the requirement to change what gets measured gets done!!!



My interpretation of the event @cothyswalsh123 #Setdntbe @cuphns