

# **Embracing change: Strategies for advancing Anti-racism in NHS organisations**



# Aim of the session

The primary goal of the workshop is to empower each of you to take actionable steps toward fostering an anti-racist environment in your organisations.



# Introductions

- Michelle Howard, Leadership and management expert working to create thriving organisations and teams and host of Leadership Live, the NHS North-West Leadership Academy podcast.
- Adam Harrison-Moran, Head of Culture and Inclusion, Warrington and Halton Hospitals NHS Foundation Trust
- Emma Dawkins, Associate Director of OD at East Lancashire Hospitals NHS Trust
- Sharon Landrum, Head of People Experience at Wirral University Teaching Hospital NHS Foundation Trust
- Antemeka Cobham-Wilson, Race Equality Lead, NHS Greater Manchester Integrated Care
- Fareeha Usman, Head of EDI, Pennine Care NHS Foundation Trust



# Short Fable





# **Setting the Scene**

**Antemeka Cobham-Wilson and Fareeha Usman**



These riots have brought back up Trauma of the lived experience of their childhood

We will never be welcome here, even 4 generations in

People felt frightened and an email from their leader made them feel that they cared

I have never felt this level of anxiety. I have a team who go out, they have patients of colour who are in the street. Was anxious to handover.

It feels like we have gone back. It's going over some people's head. It's just not safe to be out there!

The threat is very real. It's hard to balance professional and personal.

It's hard to not come across as angry as I am today!

We need to be comfortable having uncomfortable conversations!

What do you see vs What do I see?



# **Panel Discussion**

**Antemeka, Fareeha, Sharon, Emma and Adam**



## The 5 anti-racist principles - Reflection questions





# Taking action

What actionable steps can you personally take to drive change in your respective organisation. Share with the person next to you:

- What is the biggest challenge?
- What is making it difficult for you to change this (give an example)?
- What are you going to do to make a difference and contribute to anti-racism in your role?



**Commit to a “100  
days” action on the  
Slido board**

**SCAN ME**



# NHS NORTH WEST LEADERSHIP ACADEMY'S FESTIVAL OF LEADERSHIP

NHS North West Black, Asian and Minority Ethnic Strategic Advisory Group

National Education Union Anti Racism Framework

NHS Leadership Academy Allyship Toolkit

NHS Leadership Academy Resources on Racism

NHS Employers Resources to Tackle Racism

NHS England WRES 2022 Data Analysis Report

NHS England Patient Carer Race Equality Framework

NHS Race and Health Observatory

NHS Confederation BME Leadership Network

Change the Race Ratio Guidance - KPMG

Board Diversity More Action Less Talk

Why companies Need a Chief Diversity Officer

Competency Framework for Equality and Diversity Leadership

Diversity Management That Works - CIPD

Embed Anti-Racism in the NHS

Guide to Establishing Staff Networks - CIPD

WRES Board Briefing BAME Leadership Council Case Study - NHS England

Building Narrative Power for Racial Justice and Health Equity

Lived Experiences of Ethnic Minority Staff in the NHS - The Kings Fund

A Case for Diverse Boards - NHS England

Taskforce on Increasing Non-Executive Director Diversity in the NHS - NHS Confederation

Develop a Strong Talent Pipeline from Entry Level to Executive Roles - CBI

Practical Guide Bridging the Gap - CBI

Six Traits of Inclusive Leadership - Deloitte

Northern Care Alliance NHS Foundation Trust Intentional Inclusion Model

Black Jobs Matter - Personnel Today

Health Inequalities Hub Case Studies - NHS England

BMA Charter for Medical Schools to Prevent and Address Racial Harassment

Hospital CEO on Zero Tolerance - BBC News

Addressing Race Inequalities Needs Engagement - The Kings Fund

A fair experience for all: Closing the ethnicity gap in rates of disciplinary action across the NHS workforce - NHS England and NHS Improvement

Health Education England Diversity Performance Dashboard

Civil Service Diversity and Inclusion Dashboard  
The Value of Lived Experience - HPMA Newsletter

Diversity and the Case for Transparency - PWC

Shattered hopes: Black and minority ethnic leaders' experiences of breaking the glass ceiling in the NHS - BME Leadership Network NHS Confederation

No more tick boxes: a review on the evidence on how to make recruitment and career progression fairer - NHS England

If your face fits: exploring common mistakes to addressing equality and equity in recruitment- NHS England



# North West Anti Racism Framework

Developed by the North West BAME Assembly and NHS England North West, this document provides a framework for all NHS organisations across the North West to work towards the ambition of becoming actively anti-racist organisations. It includes practical steps and suggested actions to support existing change activity for organisation to include in their equality action plans and to build and long-term inclusion strategies.

SCAN ME

