



Addressing Equality, Diversity and Inclusion

Health Executive Group

14 July 2020

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Is your report for Approval / Consideration / Noting	
Consideration and debate	
Links to the STP (please tick)	
<input type="checkbox"/> Join up health and care <input checked="" type="checkbox"/> X <input type="checkbox"/> Standardise acute hospital care <input type="checkbox"/> Create financial sustainability <input type="checkbox"/> Invest and grow primary and community care <input type="checkbox"/> Simplify urgent and emergency care <input type="checkbox"/> Work with patients and the public to do <input type="checkbox"/> Treat the whole person, mental and physical <input type="checkbox"/> Develop our workforce <input type="checkbox"/> Use the best technology	
Are there any resource implications (including Financial, Staffing etc)?	
No specific resource implications at present.	
Summary of key issues	
<p>The purpose of the debate at HEG is to consider, take stock, and develop the ICS response to BAME issues.</p> <p>The presentation will be led by Richard Stubbs and Fatima Khan-Shah based on the experience of developing EDI work in West Yorkshire.</p>	
Recommendations	
To agree next steps in the ICS EDI response.	

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SOUTH YORKSHIRE AND BASSETLAW INTEGRATED CARE SYSTEM

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Context

Black, Asian and Minority Ethnic people face multiple inequalities in many areas including health, health care and outcomes, education, employment, income and a range of other social issues. As a public sector leadership community, we have been presented continuously with a wide range of data and evidence.

There has also been a range of actions and initiatives that the NHS and Local Authorities have taken. There are many examples of excellent practice across the whole of South Yorkshire and Bassetlaw. While progress can be shown in a number of areas, inequalities persist.

As a leadership community we share both a commitment and a responsibility to support change.

We have clear direct responsibility in terms of health care and outcomes and, as employers, for access to employment, experience of employment, training, development and leadership. Additionally, as Anchor Institutions, we have a major role to play in reducing inequalities within the wider economy and community.

Reflecting on ourselves, we are not a particularly diverse group of Leaders, our engagement could be better and EDI issues have not featured as highly as they need to. The nationally led NHS drive is “to bring EDI into all Boardrooms”.

At an organisational level, and within place, we will all be undertaking actions that seek to improve the experiences of our BAME staff and citizens. However, it is also important that we come together as health and care leaders across the region to have honest, appreciative discussions about these issues, consider what commitments we should make as a group, and how we can support each other as we strive to understand more about the BAME experience of living and working in South Yorkshire and Bassetlaw.

Covid 19 has greatly exposed existing inequalities and the Black Lives Matter movement has led to an international outpouring of anger and commitment, given even greater emphasis following the killing of George Floyd. It feels like a very significant point in history and we have to both reflect that and make best use of the energy and commitment shown by so many.

As a Leadership community we need to address action on a wide range of issues. But perhaps firstly we need to reflect on our own leadership roles and behaviours and why, despite the commitment and actions, we have not been as successful as we would have wished in eliminating inequalities.

Session Description

Following our AOB discussion at the June HEG, Richard Stubbs and Kevan Taylor have worked with Fatima Khan Shah and Dean Royles to develop an hour-long working session on 14th July. The session aims to focus on our individual understanding and empathy with the lived experience of BAME communities, including experiencing ‘othering’ (ie treating someone as intrinsically

different or alien to oneself) or micro-aggressions (defined as 'brief, everyday exchanges that send denigrating messages to people of colour because they belong to a minority group').

Fatima and Richard will present an overview of the journey undertaken by the West Yorkshire and Harrogate Health and Care Partnership CEOs and the joint commitments that have been developed as a result of many uncomfortable conversations. We will then break into smaller, facilitated groups for personal reflections and questions, before returning to a plenary session to produce our next steps, including a commitment to issue a combined ICS statement.

We do not see this session as being a standalone discussion, but it will be for the group discussion to determine the appetite and commitment for us to own this agenda and take it forward together as a group of leaders.

Additional Reading

There are no additional papers to be read in advance of the session on 14th July. Instead we would encourage attendees to read at least one of the following books:

Why I'm No Longer Talking to White People About Race - Reni Eddo-Lodge

White Fragility: Why It's So Hard for White People to Talk About Racism - Robin DiAngelo

Paper prepared by Richard Stubbs & Kevan Taylor
On behalf of Kevan Taylor
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