



Black, Asian and Minority Ethnic (BAME) Staff Network Current Awareness Bulletin

July - September 2022

News

[Ethnic minority staff felt “vulnerable” during pandemic, says senior leader](#)

BMJ, July 2022

Healthcare workers from ethnic minority groups have felt “vulnerable” and uncared for during the covid pandemic, with some reporting that managers hid personal protective equipment from them and refused to carry out the required risk assessments, a senior nurse has said.

[Racial inequality: five minutes with . . . Michael Marmot](#)

BMJ, July 2022

The director of the UCL Institute of Health Equity discusses the social determinants of health and racial inequalities, and the need for better data.

[Maternity Disparities Taskforce discusses faith and human rights recommendations](#)

Department of Health and Social Care, July 2022

The Muslim Women’s Network’s report brought together the maternity experiences of over 1,000 Muslim women from black, Asian and minority ethnic backgrounds, which included examples of women describing being pressured into decisions, feeling as if they were being treated like a child and being denied pain relief during birth. Birthrights then presented their report on racial injustice and human rights in UK maternity care.

[Lincoln doctor’s four years of hell after unfair ‘racist’ dismissal](#)

The Lincolnite, July 2022

The tribunal found that Professor Tanweer Ahmed had been the victim of racial discrimination, unfair dismissal and victimisation.



[Networking scheme helps minority ethnic nurse to thrive](#)

Nursing Times, June 2022

Nurses from minority ethnic backgrounds, who had been made to feel “worthless” in their organisations and had grown weary of trying to progress in their careers without success, have been supported through a scheme that seeks to break down barriers and empower staff to challenge poor behaviour.

Guidelines, Policies and Reports

Institute for Healthcare Improvement

[Using Quality Improvement to Address Racism](#)

After two years of embracing the discipline of using QI methods to address racism, a team at East London NHS Foundation Trust has seen a reduction in the staff-reported incidence of racism by an impressive 90 percent. A team leader shares lessons learned, including the importance of collecting and acting on data as well as the effectiveness of tying anti-racism efforts to organizational strategy.

Race Equality Matters

[Where Are Our Black Female Role Models? The Lionesses, Diversity And The Workplace](#)

Ethnic minority women continue to be underrepresented in senior leadership positions across organisations, creating a lack of black female role models. The University of Manchester and Lancaster University conducted research that identified a “concrete ceiling” into senior leadership positions that is “almost impenetrable” for Black professional women. The Women in the Workplace 2021 report, based on 65,000 US employees, found that just 9% of corporate senior manager/director positions were filled by women of colour and promotions were 15% lower for women of colour than white men. Forbes in 2022 also stated that only 4.4% of Black female employees are in managerial roles in the US. The evidence is clear: ethnic minority women systematically lack access to senior leadership positions in the workplace.

Published research

[“Raising the curtain on the equality theatre”: a study of recruitment to first healthcare job post-qualification in the UK National Health Service](#)

Human Resources for Health, July 2022

These accounts from 12 recruiting managers give a ‘backstage’ view into the reasons behind ethnic inequalities in recruitment to first healthcare job in the UK NHS. Adherence to recruitment and selection policies, which aim to support equality through standardisation and anonymisation, appear to be limiting workforce diversity and creating barriers for ethnically diverse candidates to attain the jobs that they are trained and qualified for. The Healthcare Workforce Equity + Diversity Lens we have developed can help to



‘raise the curtain on the equality theatre’ and inform more inclusive approaches to recruitment such as contextualised recruitment or effective allyship between employers and universities.

Blogs / Commentary / Editorials / Opinion Pieces

Evidence-based nursing

[Inclusivity in nurse education](#)

In this editorial, we explore three areas of nurse education where inclusive practice can lead to social justice and better outcomes for care recipients.

New England Journal of Medicine

[A call for antiracist action](#)

Calls for a structural shift in racial equity work toward holding health care institutions accountable, contending that only race-explicit programs will directly address the underlying causes of racial health inequities and mitigate the current impact of racism in medicine.

Runnymede Trust

[How Covid exposed the racial segregation rife in the workplace](#)

The COVID-19 outbreak exacerbated the deep rooted inequalities already in existence across society for Black and ethnic minority communities. Black and ethnic minority communities were at the forefront of the crisis, with many stepping up and doing valuable work as key workers. But from the beginning of the pandemic, ethnic minority communities were left overexposed and underprotected: they were more likely to catch the virus and become seriously ill from it. In the first wave of the crisis, Black men and women were four times more likely to die of Covid than their white counterparts. These disparities have been reflected in the workplace too, where Covid has a devastating and disproportionate impact on ethnic minority workers.

Books / Audiobooks / Videos

Arts and Humanities Research Council

[EXPOSED](#)

This film was made as part of ‘Nursing Narratives: Racism and the Pandemic’. A research project funded by the Arts and Humanities Research Council under the UKRI Covid-19 Urgent Response Call. For more information see www.nursingnarratives.com



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Library Services

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We can provide training on how to search healthcare databases and resources as well as showing you how to appraise the information that you find: <https://www.nhslinclslibrary.uk/training/>

Online Resources

BMJ Best Practice is a clinical decision support tool that provides step-by-step guidance on diagnosis, prognosis, treatment and prevention of a wide variety of conditions:
<https://bestpractice.bmj.com/oafed>

ClinicalKey is a database which supports healthcare professionals by providing access to the latest evidence across specialties: <https://www.clinicalkey.com/>