# Equality, Diversity and Inclusion Staff Network Bulletin
## September 2021

## Guidelines, Policies and Reports

**British Medical Association**
A missed opportunity: BMA response to the Race Report
In its response to the Commission on Race and Ethnic Disparities' (CRED race) report, the BMA refutes the report's overall findings. The BMA's report highlights structural race inequality as a major factor affecting the outcomes and life chances of many ethnic minority health care workers.

Sexism in Medicine
This report summarises the results of a BMA survey of the medical profession. It found antiquated attitudes prevail towards women, who reportedly lack the support needed to establish themselves in leadership positions. The questions in the survey covered various areas including conduct of colleagues and patients, impact of gender on career progression, the impact of having children, and reporting on sexism.

**Disability Unit, Equalities Unit and Department for Work and Pensions**
National Disability Strategy
This strategy sets out the actions the government will take to improve the everyday lives of all disabled people.

**House of Lords Library**
Gypsy, Roma and Traveller communities: impact of Brexit and Covid-19
Along with other minority groups, the Gypsy, Roma and Traveller communities have been heavily impacted by recent events, in particular Brexit and the Covid-19 pandemic. While some from these communities have called the UK a safe haven, the groups continue to face discrimination and inequality.

**NHS Confederation**
Application support for the Armed Forces community
Find out more about Step into Health's new top tips webinar series, aimed at members of the Armed Forces community applying for roles in the NHS

**NHS Employers**
Armed Forces week roundup
NHS Employers' Armed Forces team joined individuals and organisations across the country in celebrating our Armed Forces community.

**NHS England**

[Clinical leadership – a framework for action: a guide for senior leaders on developing professional diversity at board level](#)

This guide provides a framework to help leaders working on clinical leadership gain new perspectives on what might be standing in the way of progress, sets out legal and policy considerations, and poses key questions for senior leaders trying to increase the involvement of clinicians.

[NHS launches 'Op Courage' veterans' mental health service](#)

Armed forces veterans suffering a mental health crisis will receive specialist care as part of a new Op Courage service

**NHS Race and Health Observatory**

[Ethnic health inequalities and the NHS: driving progress in a changing system](#)

This report represents one of many steps needed to help understand the factors that shape race inequality in health, including the forces of structural racism and discrimination, and to begin to respond to them with impactful changes.

**Nursing Times**

[Equality, diversity and inclusion are underpinning values of nursing education](#)

Equality, diversity and inclusion is the golden thread running through all aspects of the education of our future nursing workforce as well as through all the educational programmes of our current workforce.

['Real shift' is seen in practice for LGBTQ+ nurses](#)

A group of nurses and health professionals have spoken to *Nursing Times* about the progress made in ensuring NHS staff from the LGBTQ+ community feel safe and supported at work.

[Setting up a Black, Asian and minority ethnic (BAME) shared-governance council in an acute hospital trust](#)

This article provides a guide to setting up a Black, Asian and minority ethnic shared-governance council and outlines the benefits for patients and staff.

**Royal College of Psychiatrists**

[Thousands of Black, Asian and minority ethnic staff in mental health trusts experience harassment, bullying, or abuse at work, new analysis finds](#)

The Royal College of Psychiatrists is calling on NHS leaders to take a stand against discrimination by setting up better processes in local trusts to record and understand data about bullying and harassment, as well as the lack of confidence to report such incidents across all the different protected characteristics.

## Published research

**Addressing Institutional Racism in Healthcare Organizations.**
Healthcare Executive 2021; vol. 36(no. 3); p. 42-43
**Available at:** Healthcare Executive
This article presents strategies in five core areas to guide health care leaders as they seek to address institutional racism in their organizations, one component of IHI's framework for Achieving Health Equity: A Guide for Health Care Organizations. Such efforts involve a commitment to change structures, processes, and norms and to engage all who work at the organization.

**Is Lactating in the Emergency Department a Letdown? Exploring Barriers and Supports to Workplace Lactation in Emergency Medicine.**
Annals of Emergency Medicine; 2021; 78 (3); p. 400-408.
**Available via:** journal article request
Although formalized workplace lactation policies and other identifiable supports for workplace lactation aid individuals desiring to lactate after returning to work in EDs, many individuals still experience cultural barriers to their desired lactation habits. Policies and individual support systems may continue to fall short of meeting the needs of lactating individuals in emergency medicine unless broader cultural change occurs.

**Does it matter what your reasons are when deciding to disclose (or not disclose) a disability at work? The association of workers' approach and avoidance goals with perceived positive and negative workplace outcomes.**
Journal of Occupational Rehabilitation; Sep 2021; vol. 31 (no. 3); p. 638-651
**Available via:** journal article request
Deciding whether to disclose a disability to others at work is complex. Many chronic mental and physical health conditions are associated with episodic disability and include times of relative wellness punctuated by intermittent periods of activity limitations. This research draws on the disclosure processes model to examine approach and avoidance disclosure and non-disclosure goals and their association with perceived positive and negative workplace outcomes.

**Job Accommodations, Return to Work and Job Retention of People with Physical Disabilities: A Systematic Review.**
Journal of Occupational Rehabilitation; Sep 2021; 31 (3); p. 474-490
**Available via:** journal article request
We aimed to identify job accommodations that help persons with physical disabilities maintain or return to work and explore the barriers and facilitators that influence the provision and reception of job accommodations.

**Demographics, Preventive Services Compliance, Health, and Healthcare Experiences of Lesbian, Gay, and Bisexual Employed Adults.**
Journal of Occupational & Environmental Medicine; Aug 2021; vol. 63 (no. 8); p. 696-705
**Available via:** journal article request
Objective: This study examined demographics, health risks and conditions, preventive services, and health care experiences of lesbian, gay, bisexual, transgender, or questioning (LGBTQ) adults who are employed in the United States. Methods: Male and female gay, lesbian. or bisexual employees

(N =1191) from seven companies participated in an online survey. Results: Differences were observed in the characteristics of gays, lesbians, and bisexuals on a number of demographic, health, and preventive services measures. Differences were also seen compared to previous studies about LGBTQ adults in the general population. Conclusions: Employers have a vested interest in making sure their employees have access to quality health care that addresses their unique needs. There is much room for improvement in this area, since a large percentage of respondents reported negative health care experiences, avoiding or postponing care, and difficulty finding an LGBTQ-experienced healthcare provider.

**Incorporating Administrative Staff in Trans-Affirmative Care Training: A Cognitive-Behavioral Learning Approach.**
Transgender Health; Aug 2021; vol. 6 (no. 4); p. 224-228
**Available at:** Transgender Health
Administrative staff play an integral role in providing trans-affirmative health care. However, few trans-affirmative education and training interventions have been developed for non-medical health care staff. In this short report, we describe the development and piloting of a trans-affirmative care training intervention designed expressly for administrative staff. Based on our piloting, we put forth recommendations for the inclusion of administrative staff in trans-affirming education and training in health care systems. We hope to stimulate further development and evaluation of our approach, as well as changes in policies, so as to create more inclusive, trans-affirming health care systems.

**Systematic review of specialist selection methods with implications for diversity in the medical workforce.**
BMC Medical Education August 2021; 21 (1); p. 448.
**Available at:** BMC Medical Education
There is growing concern that inequities in methods of selection into medical specialties reduce specialist cohort diversity, particularly where measures designed for another purpose are adapted for specialist selection. The goals were to summarise the groups for which evidence is available, evaluate evidence that measures prioritising reliability over validity contribute to under-representation, and identify novel measures or processes that address under-representation.

**UK veterans' mental health and well-being before and during the COVID-19 pandemic: a longitudinal cohort study.**
BMJ open; Aug 2021; vol. 11 (no. 8); p. e049815
**Available at:** BMJ open
To investigate the impact of the COVID-19 pandemic on the health and well-being of UK ex-service personnel (veterans) before and during the pandemic, and to assess associations of COVID-19 experiences and stressors with mental health, alcohol use and loneliness. Veterans reported a statistically significant decrease in hazardous drinking of 48.5% to 27.6%, while CMD remained stable (non-statistically significant increase of 24.5% to 26.1%). 27.4% of veterans reported feelings of loneliness. The COVID-19 stressors of reporting difficulties with family/social relationships, boredom and difficulties with health were statistically significantly associated with CMD, hazardous drinking and loneliness, even after adjustment for previous mental health/hazardous alcohol use. Our study suggests a COVID-19 impact on veterans' mental health, alcohol use and loneliness, particularly for those experiencing difficulties with family relationships. Veterans experienced the pandemic in similar ways to the general population and in some cases may have responded in resilient ways.

While stable levels of CMD and reduction in alcohol use are positive, there remains a group of veterans who may need mental health and alcohol treatment services.

**Updated Guidance on the Reporting of Race and Ethnicity in Medical and Science Journals.**
JAMA. August 2021; vol. 326(no. 7); p. 621–627
**Available at:** JAMA
The goal of this guidance is to provide recommendations and suggestions that encourage fairness, equity, consistency, and clarity in use and reporting of race and ethnicity in medical and science journals.

**A Backwards-step for Gillick: Trans Children's Inability to Consent to Treatment for Gender Dysphoria**
Medical law review; Jul 2021
**Available via:** journal article request
The case of Quincy Bell & Mrs A v The Tavistock and Portman NHS Foundation Trust and Ors is a judicial review into the treatment practices of the Gender Identity Development Service (GIDS) run by Tavistock and Portman NHS Foundation Trust (Tavistock). The Divisional Court considered whether children and young people with Gender Dysphoria (GD) can ever be Gillick competent to consent to treatment with Puberty Blockers (PBs), and if so whether GIDS provided sufficient information to support an informed consent.

**Lived experiences of UK Black Ophthalmology Trainees in the NHS.**
Eye (London, England); July 2021; vol. 35 (no. 7); p. 1811-1814
**Available via** journal article request
[No abstract]

**From 1970s to today, nurses tell their stories of sexual harassment**
Nursing Times, June 2021, Vol. 117 (6)
**Available from:** Nursing Times
Sexual harassment against nurses at work has been "so normalised" that it appears little progress has been made in recognising it as a serious issue or supporting staff to report their experiences. These conclusions are evident from the accounts of five nurses.

**Hairstyles, hostility and the prejudice black nurses can face about their locs: Nurses of African-Caribbean heritage discuss workplace attitudes that expose bias and undermine cultural identities in favour of 'Eurocentric' ideas of what professionalism looks like.**
Nursing Standard; June 2021; vol. 36 (no. 7); p. 35-37
**Available via** journal article request
A nurse manager demands you alter your hairstyle even though it complies with uniform policy; a colleague pulls your hair to 'see if it's real'; a patient suddenly runs a hand across your head to get a feel for your hair's texture.

**Organizational Factors Influencing Coworkers' Attitudes Toward Employees With Disabilities: A Hierarchical Regression Analysis.**
Rehabilitation Research, Policy & Education; Jun 2021; vol. 35 (no. 2); p. 83-93
**Available via:** journal article request

Coworkers' positive attitudes toward working with people with disabilities is vital for the successful and long-term employment of people with disabilities. The purpose of the present study was to examine the organizational factors associated with working with individuals with disabilities.

**Gender differences in barriers to mental healthcare for UK military veterans: a preliminary investigation.**
BMJ military health; Apr 2021
**Available at:** BMJ military health
Limited UK research focuses on female military veterans' gender-related experiences and issues when accessing civilian mental healthcare support. This study sought to illuminate a preliminary understanding of any gender differences in barriers that may discourage them accessing mental healthcare support. While stigma, previous poor experience of mental healthcare and a lack of trust in civilian providers were found to act as barriers to postmilitary support for both men and women, significantly more women reported that their gender had also impacted on their intention to seek help. Women also commented on the impact of gender-related discrimination during service on their help-seeking experiences. While efforts are being made by the UK Ministry of Defence to reduce barriers to mental healthcare for those still serving in the Armed Forces, it has been more difficult to provide a similar level of support to the veteran population. With little veteran research focusing on the specific experiences of women, this study suggests that female veterans encounter specific access barriers and issues related to their gender. Further research is therefore needed to ensure these findings are addressed.

**National Health Service interventions in England to improve care to Armed Forces veterans.**
BMJ military health; Mar 2021
**Available via** journal article request
Armed Forces veterans (AFVs) are first and foremost citizens of the UK and are therefore-like all UK residents-entitled to universal healthcare, free at the point of need. This means that AFVs have nearly all their healthcare needs met by the NHS, which provides access to a full range of generic services. However, since 2013 there has been an Armed Forces team that can also support veterans. This review is an assessment of the work of this group over the last eight years. The health needs of AFVs have been investigated and are not significantly different from those of their demographically matched peers. However, due to their demographics, selection at recruitment and their roles, AFVs compared with the general population are more likely to be male, white and old and have fewer pre-existing or hereditary conditions. However, they do suffer from higher rates of musculoskeletal injury, different patterns of mental health illness and have historically been higher users-and abusers-of alcohol and tobacco. In addition to supporting mainstream services used by AFVs, the NHS in England commissions a bespoke range-specific 'Priority' NHS services such as those for mental health or for rehabilitation of veterans using prostheses. New interventions are continuing to be developed to improve AFVs' healthcare and are aligned to the NHS Long Term Plan and the restoration and recovery plans after the COVID-19 pandemic.

## Blogs

### BMJ

[LGBTQ+ Healthcare: How covid-19 has exacerbated LGBTQ+ health inequalities](#)

Despite inadequate monitoring of health in the LGBTQ+ community, the data we have suggest a disproportionate effect of the covid pandemic and its control measures.

### Kings Fund

[Inclusive language in health and care: why the words we use matter](#)

The words we use (or don't use) carry more power than we realise, and if used carelessly, terminology can silence, exclude, and dismiss certain people and their experiences. But applied carefully, certain terminology has the power to bring underrepresented voices to the forefront while making people feel included and valued.

### NHS Confederation

[Celebrating, commemorating and educating during South Asian Heritage Month](#)

Reflections from the Dr Navina Evans, chief executive of Health Education England, on her South Asian heritage, and how it has shaped her role in the NHS.

[Creating an LGBTQ+ inclusive service to improve data collection](#)

By fostering an inclusive culture, individuals engaging with the Bristol Dementia Wellbeing Service now feel that the service values their identity.

### NHS Employers

[Improving deaf awareness in the workplace](#)

Sam Penney is a staff nurse with severe hearing loss. Sam shares some of the challenges she has faced and encourages everyone to be more deaf aware.

[Inclusion and representation: our Armed Forces journey](#)

How one NHS trust is celebrating Armed Forces Week and how it continues to excel in supporting its Armed Forces Community.

[My staff network journey](#)

This blog from West Hertfordshire Hospitals NHS Trust discusses the importance of staff networks and the support they provide.

[Overcoming challenges as a South Asian NHS leader with a disability](#)

As part of South Asian Heritage Month, Faisal Hussain shares insights on how the values instilled in him, helped him overcome many challenges.

[Proud to be an army midwife](#)

Midwife and Army reservist, Roz McMeeking shares her story with us.

[Speaking openly about mental health in the workplace](#)

Raising awareness of hidden disabilities and offers advice around making reasonable adjustments in the workplace

## Podcasts

**Kings Fund**
['If you're not counted, you don't count': what can be done to tackle LGBTQ+ health inequalities?](#)
Dr Michael Brady, National Adviser for LGBT Health at NHS England, and Michelle Ross, Co-Founder and Director of Holistic Wellbeing services at cliniQ explore the health inequalities LGBTQ+ people face and what needs to happen to make sure health services are inclusive.

## Books / audiobooks

**Jhalak Prize**
The Jhalak Prize goes to the Book of the Year by a Writer of Colour. This year's winner ([The First Woman by Jennifer Nansubuga Makumbi](#)) was announced in May and you can see the longlist, shortlist and previous winners [here](#).

**Caste: The Origins of our Discontents (2020) by Isabel Wilkerson**
Recommended by Dr Michael Oko, this book describes racism in the United States as an aspect of a caste system. Wilkerson compares aspects of the experience of American people of color to the caste systems of India and Nazi Germany.
*[Currently available in hardback and audiobook. The paperback version will be published in February 2022 [https://uk.bookshop.org/books/caste-the-international-bestseller-9780141995465/9780141995465](https://uk.bookshop.org/books/caste-the-international-bestseller-9780141995465/9780141995465)]*

# Library services

https://www.nhslincslibrary.uk/

**KnowledgeShare**
Sign up to KnowledgeShare and we will send out regular emails alerting you to the latest evidence on a particular topic.
https://www.nhslincslibrary.uk/knowledgeshare-request/

**Literature Searching**
We can undertake literature searches on your behalf to support your work and CPD – this could be to find the evidence to support patient care; an audit; service improvement; or to keep you up to date with a particular topic.
https://www.nhslincslibrary.uk/page/search-request/

**Information Skills Training**
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.nhslincslibrary.uk/page/training/

# Online resources

**BMJ Best Practice** is available to all NHS staff. This clinical decision support tool 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/