Equality and Inclusion current awareness bulletin

Issue 23. 27 November 2020

A weekly bulletin with hand picked articles from MSE Healthcare Libraries.

Commentaries

The language of ethnicity
Khunti, Kamlesh
British Medical Journal. 23 November 2020. BAME and BME terms, commonly used in the UK, are problematic as they indiscriminately combine people from different geographical, behavioural, social, and cultural backgrounds.

Transgender, gender-fluid, nonbinary, and gender-nonconforming employees deserve better policies
Zheng, Lily
Harvard Business Review. 20 November 2020. We’re in the midst of a fundamental transformation in how society thinks about gender.

Managing cultural change in a crisis
Rapson, Jasmine
Health Service Journal. 27 November 2020. Executive leaders can drive improvement by focusing on developing an organisational culture, building up staff in an open, just, and empowering environment.

Is it lawful and ethical to prioritize racial minorities for COVID-19 vaccines?
Schmidt, Harald et al
JAMA. 14 October 2020. The ethical justification for prioritizing economically worse-off racial minorities rests on epidemiological, economic, and social justice grounds.

Listening to the voices of staff with disabilities case study
NHS Employers. 19 November 2020. In this case study shows the rationale for setting up a staff disability network and the impact this has had on both staff and patients.

Reparations as a public health priority, a strategy for ending Black–White health disparities
Bassett, Mary et al
New England Medical Journal. 26 November 2020. Black reparations would not solve racism, but they would represent a monumental break with the past.

COVID-19: mitigation of risks in occupational settings with a focus on ethnic minority groups

For Muslim women, finding a therapist is hard, but there is hope
Khan, Mariam
Refinery29. 26 November 2020. Instead of a place to explore our trauma, therapy can quickly become a place where we have to explain our non-white selves because those we are speaking to have no reference point by which to understand us other than what is said in the media.

Fair care for trans and non-binary people
Royal College of Nursing. 19 November 2020. This resource is designed to help nursing staff respond to the needs of service users who identify as trans or non-binary, in both the NHS and independent sectors.

Coronavirus shows how hard it is for ethnic minority and migrant women to access healthcare
Yong, Adrienne and Germain Sabrina
The Conversation. 25 November 2020. Migrant women in abusive relationships have been disproportionately affected by the pandemic.

The influence of ethnicity on the impact of cyberbullying among adults
Young, Sarah
Walden University, PhD Dissertation. 2020. The aim of this study is to promote awareness of this growing social problem among adults and to encourage more rapid and effective intervention to

Cyberbullying.
Evidence-based articles

**Racial Microaggressions in everyday life, Implications for clinical practice**
Sue, Derald Wing et al
*American Psychologist, Vol 62 (4), 271-286. 2007.* This article uses the White counsellor – client of colour counselling dyad to illustrate how they impair the development of a therapeutic alliance. Suggestions regarding education and training and research in the helping professions are discussed.

**Racial discrimination and health: a prospective study of ethnic minorities in the United Kingdom**
Hackett, Ruth et al
*BMC. 18 November 2020.* UK adults belonging to ethnic minority groups who perceive racial discrimination experience poorer mental and physical health than those who do not.

**Women, wellbeing and the city: A model of participatory health research exploring physical activity in Black, Asian and minority ethnic communities**
Peerbhoy, Denise
*Health Education Journal. 19 November 2020.* This feasibility study demonstrates the effectiveness and limitations of partnership working as a public health tool.

**Intensifying Multicultural Education Through Critical Pedagogy, Antiracism, and the Need to Unschool**
Petrovic, John E. and Caddell, April
*Oxford Research Encyclopedia of Education. 19 November 2020.* Born of and informed by a number of different social movements (civil rights movements; women’s liberation, gay, and lesbian rights movements; indigenous rights movements; etc.), critical multicultural education, then, stands as multiculturalism plus both collective and individual empowerment for responsible, critical engagement against structural forms of oppression.

**Decolonising the master’s house: how Black Feminist epistemologies can be and are used in decolonial strategy**
Matiluko, Oluwaseun
*The Law Teacher. 20 November 2020.* Understanding Black Feminist thinking and decolonial strategy as intimately connected, this paper argues that the foregrounding of Black Feminist epistemology is crucial in the decolonisation of university curricula.

**Trust, courage and silence: carving out decolonial spaces in higher education through student–staff partnerships**
Memon, Ahmed Raza and Jivraj, Suhraiya
*The Law Teacher. 20 November 2020.* We discuss the detail of racialised life both as part of surviving and through resisting institutional racism and its affective impact upon students. We argue that the necessary conditions that made it possible to do the work of self-empowerment from our intersectional and multiple positionalities across the student–staff continuum within the neoliberal university have been trust, courage and silence.

Racism and discrimination in society

**Windrush generation: UK ’unlawfully ignored’ immigration rules warnings**
BBC News. 25 November 2020. The Home Office unlawfully ignored warnings that changes to immigration rules would create "serious injustices" for the Windrush generation, a report by the equalities watchdog says.

**Black History Month stories in the Met Police**
Metropolitan Police. 2020. Met Police shares the experiences of Black officers and staff from past and present to celebrate Black History Month.

**’If I’m not in on Friday, I might be dead’: chilling facts about UK femicide**
Roberts, Yvonne
*The Guardian. 22 November 2020.* One woman is killed by a man every three days in the UK – a figure unchanged in a decade. A new census analyses this epidemic of male violence.
UK universities perpetuate institutional racism, report says
Weale, Sally
The Guardian. 24 November 2020. UK calls on leaders to improve understanding and awareness of racism among staff and students.

National curriculum ‘systematically omits’ Black British history
Weale, Sally

Home Office broke equalities law with hostile environment measures
Gentleman, Amelia

Black public figures urge airlines not to carry out Home Office deportation
Taylor, Diane
The Guardian. 27 November 2020. Eighty-two Black public figures have written to airlines who have worked on deportation charter flights urging them not to carry up to 50 Jamaicans the Home Office wants to deport next week.

Irish politicians with ethnic minority backgrounds suffer more abuse online, according to study
Brent, Harry
The Irish Post. 23 November 2020. An investigation carried out by the Irish Independent analysed tens of thousands of tweets sent to more than 20 politicians in Ireland over a three month period. The results showed that people of colour, as well as LGBT politicians were abused more often on social media.

How you can use the Equality Act 2010 if a company discriminates against you and refuses, terminates or changes the terms of a service
Which? Magazine. 2020. A consumers guide on How you can use the Equality Act 2010 if a company discriminates against you and refuses, terminates or changes the terms of a service.

Survey of Health Care Workers about ‘Risk Assessment’ and their perception & views about ‘Racism’ at their place of work
Aftab, A
Survey Monkey. A survey that will help to inform the policy makers about the current state of ‘Risk Assessments’ of Health Care Workers and also of the views of the UK National Health Service workforce regarding ‘Racism’ in health care.

Microaggressions and Microassaults in the workplace
Jones, Dawn
Eventbrite. 30 November 2020 19:00 – 20:30 GMT. Carl Barge - Counsellor and Psychotherapist and Joan Myers OBE - Florence Nightingale Scholar and Council Member of the Royal College of Nursing, and Dawn H Jones, HR Specialist, Coach and Blogger will be bringing their collective experience to bear on these challenging topics.

Compassion and Racism
Carbon, Samantha
Eventbrite. 3 December 2020 15:00 – 16:00 GMT. This training is aimed at Educators, Managers, Coaches, Leaders and anyone wanting to start and promote anti-racist practices in their work and home environments.

Ethnic disparities and inequality in the UK: call for evidence
Commission on Race and Disparities. Deadline Monday 30 November 2020 at 11:45pm. Government asked the commission to review ethnic disparities and inequality. The commission is asking the public to provide evidence based on a questionnaire.
Multimedia Resources

Barack Obama Talks to David Olusoga

BBC One iPlayer. 18 November 2020. In a UK exclusive, Barack Obama encounters historian David Olusoga to discuss his long-awaited memoir A Promised Land, and how he may have cast a spotlight on the racial fault lines in America.

Social Media

This model is based on Tom Senninger’s adaptation of Len Vygotsky’s zone of proximal development. Presented during the #PPNEngland conference. #PPNWeek #PsychologicalProfessionsWeek #psychologicalprofessionalsintoaction #ppsintoaction #BAME #diversity

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