Commentaries

Ethnic inclusion in medicine: the ineffectiveness of the ‘Black, Asian and Minority Ethnic’ metric to measure progress
Sarfo-Annin, Jason Kwasi
British Journal of General Practitioners Open. 24 November 2020. The King’s Fund, a health think-tank, has recently highlighted that senior leadership and managerial positions are predominately held by White British and male persons.

Ethnic minority doctors are less likely than white colleagues to report workplace improvements during pandemic
Rimmer, Abi
British Medical Journal. 27 November 2020. Doctors from Ethnic Minority groups were less likely than White colleagues to experience improved team working and knowledge sharing during the first wave of the covid-19 pandemic.

Shouting, screaming and microaggressions uncovered at NHS organisation
Moore, Alison
Health Service Journal. 27 November 2020. A review of a clinical commissioning group has discovered “microaggressions and insensitivities” towards Black, Asian and Minority Ethnic staff, and the use of derogatory slurs about other groups.

‘One size does not fit all: Moving towards delivering culturally competent services’
Healthwatch Enfield. 1 December 2020. A key lesson from this report is that specific community groups used different services in different ways and as a result had different views about the support they need.

Nearly half of trusts report no BAME staff in top management tier, HSJ investigation reveals
Kituno, Nick and Dunhill, Lawrence
Health Service Journal. 30 November 2020. Nearly 100 trusts have no ‘very senior managers’ who are declared to be from a Black, Asian or minority ethnic background, HSJ analysis has revealed.

CEO urges staff to come forward after anonymous racism allegations
Thomas, Rebecca
Health Service Journal. 2 December 2020. A trust chief executive has called for staff to come forward with concerns after allegations were made about Black workers being treated like a ‘second class’.

6 things White people say that highlight their privilege
Borresen, Kelsey
Huffington Post. 11 June 2020. Merely acknowledging White privilege is one small and necessary step toward taking action to help dismantle the systems that oppress the Black community.

The impact of colour blind racial attitudes and implicit bias in evaluations of student behaviour
Khyati, Verma
Illinois State University MSc Dissertation. 2020. This research indicates that colour blind attitudes and implicit bias did not predict problem behaviour ratings but predicted punishment severity ratings.

Prejudice
Cheung, Vivian G.
JAMA Network. 8 December 2020. Most organizations including medical and research institutions lack diversity and comprise homogeneous leadership. So perhaps it is not surprising that most organizations have had anemic responses to systemic injustice.
Evidence-based articles

- **Examining BSA Muslim women’s everyday experiences of veiling through concepts of ‘the veil’ and ‘double consciousness’**
  Bibi, Rashida
  Identities. 2020. This paper argues that the use of the Veil and double consciousness, is able to highlight the extent to which Muslim women actively reflect upon hegemonic discourses of the veil as oppression and veil as respectability.

- **Clinical implications of removing race from estimates of kidney function**
  Diao, James A. et al
  JAMA Network. 2 December 2020. Removal of race adjustment may increase CKD diagnoses among Black adults and enhance healthcare, while potentially excluding kidney donors and prompting drug contraindications or dose reductions for individuals reclassified to advanced stages of CKD.

- **In pursuit of antiracist social justice: Denaturalizing whiteness in the academic library**
  Brook, Freeda et al.
  Johns Hopkins University Press, Vol 64 No2 pp 246-284. 2015. This article examines racism and the culture of Whiteness in academic libraries.
**Race, ethnicity, and racism in the nutrition literature: an update for 2020**
Duggan, Christopher P
The American Journal of Clinical Nutrition. 3 December 2020. Authors consider that instead of using racial categories to explain biologic phenomena, researchers should consider not just race and ethnicity but many social determinants of health, including experienced racism.

**Understanding equality and diversity in nursing practice**
Stenhouse, Rosie
Nursing Standard. 2020. It discusses the role of organisational culture in supporting nurses to uphold the values of equality and diversity and encourages nurses to reflect on this topic to enhance their practice.

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**Race, Racism and The Law**
Randall, Vernellia
VernelliaRandall.org. This website makes law review scholarship (and related material) more accessible to community activists, students, and non-legal faculty.

**The Pásalo Project**
The Pásalo Project is a UK based organisation, drawing in talented professionals as required to create project-specific responses and solutions for psychological health and social care issues across languages.

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**Racism and discrimination in society**

**The hidden story of African-Irish children**
Finnerty, Deidre
BBC News. 4 December 2020. In the middle of the last century, some African students had children outside marriage, who were then placed in one of Ireland’s notorious mother and baby homes. Today these children, now adults, are searching for their families.

**Halo Code: Black hair guide launched to stop discrimination**
Pandey, Manish
BBC News. 10 December 2020. The Halo Code explicitly protects students and staff at school and work with natural hair and protective hairstyles associated with their racial, ethnic and cultural identities.

**Google workers mobilize against firing of top Black female executive**
Solon, Olivia and Glaser, April
NBC News. 4 December 2020. The executive, Timnit Gebru, technical co-lead of Google’s Ethical Artificial Intelligence Team had been fired after sending an email to co-workers stating that the company’s leadership had forced her to retract a paper focusing on ethical problems involving the kind of artificial intelligence systems used to understand human language.

**Equity at sea: Gender and inclusivity in UK sea-going science**
Hendry, Katharine et al
Ocean Challenge, Vol 24, No 2. 2020. This article considers gender equity and equality in participation and leadership.

**Gypsy Christmas food bank challenge is just one of their many contributions to society**
Marsh, Hazel
The Conversation. 13 December 2018. Gypsies, Roma and Travellers are some of the most marginalised and vilified people in society. They are rarely seen as having a place in a country.

**Police should prioritise negotiation over routine force to win back trust**
Hough, Mike
The Conversation. 30 November 2020. In the UK, ethnic minority groups are over-represented in deaths in police custody and black suspects are heavily over-represented in stop-and-searches.
'I didn't feel I fitted in': why Gypsies, Roma and Travellers don't go to university
Hall, Rachel
The Guardian. 30 November 2020. A new tutoring project is ensuring students from Gypsy, Roma and Traveller backgrounds don’t drift away from education during the pandemic.
The BAME women making the outdoors more inclusive
Parveen, Nazia
The Guardian. 2 December 2020. Three outdoor enthusiasts seek to address lack of diversity in British outdoor activities.
Hate targeted at Gypsy, Traveller and Roma linked to rise in suicides – report
Quarmby, Katharine
The Guardian. 10 December 2020. Gypsy, Traveller and Roma communities are experiencing hate incidents on an almost daily basis, while mental health issues and suicide are on the rise.

Multimedia Resources

Tales from the Front Line ... and other stories
Tales from the Front Line ... and other stories uses verbatim interviews to explore the historic Covid-19 crisis and its seismic impact on Black frontline workers at the front line of the pandemic.
‘Excluded’
Eachother. Org.uk presents a film amplifying young people’s voices on the issue of school exclusions.
The only one in the room
Laura Cathcart Podcast. The host interviews people who share their experiences about being the only one in the room.
Has anything changed for Black women at work?
Harvard Business Review podcast. About what four Black women make of the discussions and actions around racial justice happening inside their workplaces.

Social Media

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