Additional Resources

Resources:

"...Step up and be the friend, co-worker, peer who says something about it..."

Bystander Intervention (University of Maine's Rising Tide Center, 5-Minute Professional Development Series)

Watch 5:45 min

Chimamanda Ngozi Adichie: The danger of a single story | TED
https://www.youtube.com/watch?v=D9Ihs241zeg

entrepreneurs.ng

Not-racist v anti-racist: what's the difference?

There's a big difference between being not-racist and being anti-racist. I know it doesn't seem like it. I know that both of these things seem equally good, but they're not.

Video Transcript ∨

"Sometimes, we sit and we look around us and we think, 'how can I possibly change all this?' And sometimes you can't. But what you can do is make sure wherever you go, people know where you stand. They know that you're an anti-racist. You become a beacon of light that way. You become someone who makes other people want to be anti-racist too. You've got tools at your disposal. Learn. Read. And make everybody clear where you stand.

Authentic Inclusion (O4)
- NMC Code: Prioritise people
- Ethnic minority networks
- Inclusion in practice

Challenging Racism (O1)
- NMC Code: Practise effectively
- Staff witnessing racism
- Staff experiencing racism

Challenging Leadership (O3) / **O4**
- NMC Code: Promote professionalism and trust
- Ensure consistent practices, policies and procedures
- Career progression

Caring and Belonging (O2)
- NMC Code: Preserve safety
- Long term psychological impact of racism

[NHS England » Combatting racial discrimination against minority ethnic nurses, midwives and nursing associates](#)

2. Caring and belonging (NMC Code – Preserve safety)

True workplace inclusion is evident when people feel a sense of belonging and being valued; where they are psychologically and physically safe to be themselves at work and share views, opinions and experiences in a respectful and thoughtful fashion.

Everyone has the right to dignity and respect, and to feel included. But what if the behaviour of others means you or a colleague feel excluded?

"...I think racism kills people..."
[Racism in the NHS - Documentary](#)
Watch 18:58 min

Nursing and midwifery Combatting Racial Discrimination Guidance. Taken from:

 NMC, NHSE, NHS Confederation: [Combatting racial discrimination against minority ethnic nurses, midwives and nursing associates guidance](#)

Key Resources

Patient and carer race equality framework

The race equality framework outlines the approach to anti-racism that mental health trusts and providers should take. It gives practical steps to deliver culturally responsive care that will improve experiences for ethnically and culturally diverse communities

NHS EDI Improvement Plan:

Outlines 6 high impact changes and responsibility and accountability for delivery.
https://www.england.nhs.uk/publication/nhs-edi-improvement-plan/