

White Allies at Work

Taking action on racism

Introduction

Over the past year, the Black Lives Matter movement and the disproportionate impact of Covid-19 on Ethnic Minorities have highlighted the need for widespread and more rapid action to tackle racial inequality. The health and social care system is both an example of where racial inequality can be found^{1 2}, and one which can form part of the solution³.

By addressing intentional and unconscious racial discrimination in the workforce and through the delivery of care, the NHS and social care systems can simultaneously reduce and prevent racial inequalities and discrimination. Some NHS organisations are making progress in employment practices through the Workforce Race Equality Standard (WRES), but for others there is still a long way to go⁴. The White Allies at Work programme supports organisations to work towards improvements in their WRES indicators⁵.

As an enterprising civic University, we are committed to addressing real world problems. Our team have been working with the health and social care sector for many years and we have a critical role as thought leaders, learning partners and role models for the NHS to provide an environment based on equality and diversity.

We believe that active anti-racism is a lifelong development process. White colleagues may never have experienced racism directly and this lack of direct experience of racism can make it difficult to fully comprehend and support those (including condemning acts of racism) who have experienced racism overtly, in its structural context or as a macro or micro-aggression. Our approach to developing active anti-racism also recognises that language and the spoken word (e.g. 'where are you really from?'), can have a cumulative effect on Ethnic Minority colleagues and make the workplace racially uncomfortable.

This programme aims to support participants and organisations to become actively anti-racist rather than simply being 'not racist,' and embed this culture so that both staff and citizens experience a more racially inclusive health and social care system.

Programme Aims

Organisations:

Embedding active anti-racism in an organisation requires several key elements of transformational change work. This includes but is not limited to:

1. Listening, working with and acting on both bottom-up and top-down perspectives, with mutual respect and equality given to those across the professional spectrum and hierarchy.
2. Leadership which works to create a shared vision and build energy within each organisation.
3. Tackling issues 'at source' by ensuring that the drivers of inequality and barriers to change identified are addressed collectively by organisational stakeholders.
4. Strengthening relationships and building networks.

Organisations signing up to White Allies at Work can expect the following:

1. Staff undertaking the programme will be able to use the knowledge and skills gained in active anti-racism to improve the quality of services provided, to educate others they work with and act on health inequalities that stem from structural racism and unconscious bias.
2. Participants will be able to use their knowledge and skills to influence and lead an anti-racist workplace culture and build a better workplace that celebrates racial diversity and is intolerant of racism in all its forms.
3. Participants will be able to identify overt forms of racism as well as microaggressions and understand how to respond.
4. The programme will support participants to run and evaluate a sustainable organisational change project. Staff participating in the programme will help to scale, embed and sustain the values of being actively anti-racist through these projects.

5. The programme will facilitate organisations to embed long-term change through:
 - a. Participants will be able to use the course materials to support anti-racism work within their teams and the wider organisation.
 - b. Programme materials will be made accessible and shareable (slides, videos, podcast, recordings, case studies, reflection materials and handouts).
6. The self-development process and organisational change projects will support improvements in the workplace experience for Ethnic Minority staff and support local work towards the WRES indicators.
7. This programme aims to complement existing Ethnic Minority Networks within their organisation through enhancing White allyship within the organisation.

Participants:

White Allies at Work will explore and discuss race related issues in a safe space, as well as being a stimulating and challenging experience for participants.

Participants attending this programme can expect to:

1. Develop an understanding of the impact of the felt experience of racism through the planned talks and exercises.
2. Develop skills in how to listen to and understand the concerns of Ethnic Minority people through an intersectional lens.
3. Learn about and acknowledge 'White privilege' and understand how they can use this to make changes and educate others they work with.
4. Understand how to create culture change through the principles of anti-racist allyship.
5. Develop skills in starting and maintaining a culture change project with support from our academic and wider community.

At the end of this programme, the participants will leave with:

- Experience in anti-racist self-development work and started their own practice with sharing and spreading this work within their organisation.
- Leadership skills to lead and support the anti-racism work within their organisations and beyond.
- A network of peers and experts.

Who this programme is for

Organisations

- Organisations are asked to recruit at least 3 participants, to ensure that the participants are able to spread the learning and collaborate on an organisational anti-racism project. There is no ceiling to numbers attending from one organisation.
- The individuals recruited by the organisation must be self-nominating, in order to ensure the readiness of participants.
- We would recommend recruiting participants with diverse characteristics from different professional groups (both clinical and non-clinical staff).

Participants

- Individuals who are motivated to learn about and lead on active anti-racism on a personal and organisational level.
- Due the nature of the issues discussed the programme is likely to be an emotional process, so please do be prepared to experience this.
- Individuals wanting to join their organisation's group on this programme should be aware that the programme is not designed for Ethnic Minority participants.

Entry criteria and commitment

What we expect from participating Organisations

1. Commit to enabling all participants to attend all sessions.
2. Empower participants to undertake their organisational change projects through senior staff buy-in and support for the programme.
3. Ensure that local Ethnic Minority Network and other relevant groups are informed about the programme and project work from the outset.
4. To invite key stakeholders to attend the final Project Showcase Event.
5. Application process:
 - i. Each Trust secures its own cohort and it is preferable for this to be multi-disciplinary, with both clinical and non-clinical staff working at different levels.
 - ii. Prospective participants self-nominate to participate in the programme through their organisation, in order to ensure the readiness of participants.
 - iii. Please note the programme is not designed for Ethnic Minority participants.

What we expect from participants:

1. Commitment to programme: because of the nature of the material and the benefits of forming a close working community, this programme requires attendance at every session and meeting as outlined in the programme timetable.
2. Commitment from the participants to:
 - i. Spread the learning within their organisation. We ask prospective participants to demonstrate how they might do this in the application.
 - ii. Collaborate together on their organisational change project(s).
3. Individuals need to self-nominate to participate in this programme.

Programme Faculty



Kanar Ahmed RD MRes, Associate Professor

Kanar is an Associate Professor at London South Bank University and AHP Public Health Clinical Advisor at Public Health England. She has a background as a Registered Dietitian with a specialist interest in childhood and health inequalities. Kanar has had several clinical and leadership roles within the health and care sector and has also worked with Ethnic Minority colleagues and senior leaders to tackle systemic racism and inequality at an organisational level. She is inspired by community action and has been involved in various initiatives addressing child health, food poverty and homelessness. In 2020 she co-founded the podcast Necessary Rebels, which shares experiences of racial equality work and allyship in different sectors. Examples of topics discussed include the ethnicity pay gap, foster care, broadcasting and politics.



Professor Calvin Moorley RN PhD

Prof. Calvin Moorley RN, PhD is Chair of Diversity and Social Justice at London South Bank University. His research focuses on the interplay of gender, culture, ethnicity and health. Since graduating from the University of Essex as an adult registered nurse, Calvin has followed a clinical academic career, remaining close to clinical nursing, particularly in the critical care environment. Calvin has a keen interest in how health is theorized using social media platforms. He has published widely in nursing and on social media and is developing a set of European nursing principles for the use of social media. His most recent works include knowledge, attitude and beliefs on sex among Black Africans; psychosexual experiences of FGM survivors and experience of stroke among Caribbean populations in the UK. Calvin is well recognised in the field, and this is also demonstrated through his work as Guest Editor for a special issue of Journal of Clinical Nursing on LGBTI Health 2017, with the Mary Seacole Prize for Leadership in Nursing and editor for the Journal of Transcultural Nursing. Calvin collaborates nationally and internationally including working with teams in Trinidad, Jamaica and Australia.

Publications can be accessed on [Google Scholar](#).

Guest Speakers

The faculty will also be joined by several guest speakers who have contributed to anti-racism and transformational change work within various organisations and settings.

Programme structure and timeline

The programme will be delivered online over a 12-month period.

The time commitment for participants includes:

- Months 1-4: x6 half day sessions
- Months 5-12: monthly Action Group meetings
- Month 12: half-day project showcase event
- Other activities include independent self-directed learning before/after the sessions. Some of these self-directed learning activities are not optional as they will be discussed on the course.

Fees

- Each participating organisation will need to recruit three or more internal participants to attend the programme.
- Cost for a group for 3 people - £4200
- Cost for a group for 5 people - £6375

Contact

If you would like more information about this programme, please contact:

Anam Farooq, Programme Manager: anam.farooq@lsbu.ac.uk

References

¹ Gov UK (2019). NHS staff experiencing discrimination at work. Available online at: <https://www.ethnicity-facts-figures.service.gov.uk/workforce-and-business/nhs-staff-experience/nhs-staff-experiencing-discrimination-at-work/latest>

² Milner A, Baker E, Jeraj S, et al. Race-ethnic and gender differences in representation within the English National Health Service: a quantitative analysis. *BMJ Open* 2020;10:e034258. doi:10.1136/bmjopen-2019-034258

³ Stevens S (2020). Personal message from Sir Simon Stevens on Black Lives Matter and health inequalities. Available online at: <https://www.england.nhs.uk/2020/06/personal-message-from-sir-simon-stevens-on-black-lives-matter-and-health-inequalities/>

⁴ NHS England (no date). NHS Workforce Race Equality Standard. Available online at: <https://www.england.nhs.uk/about/equality/equality-hub/equality-standard/>

⁵ NHS England (2021). NHS Workforce Race Equality Standard (WRES) 2020 data analysis report for NHS trusts and clinical commissioning groups. Available online at: <https://www.england.nhs.uk/wp-content/uploads/2021/02/Workforce-Race-Equality-Standard-2020-report.pdf>