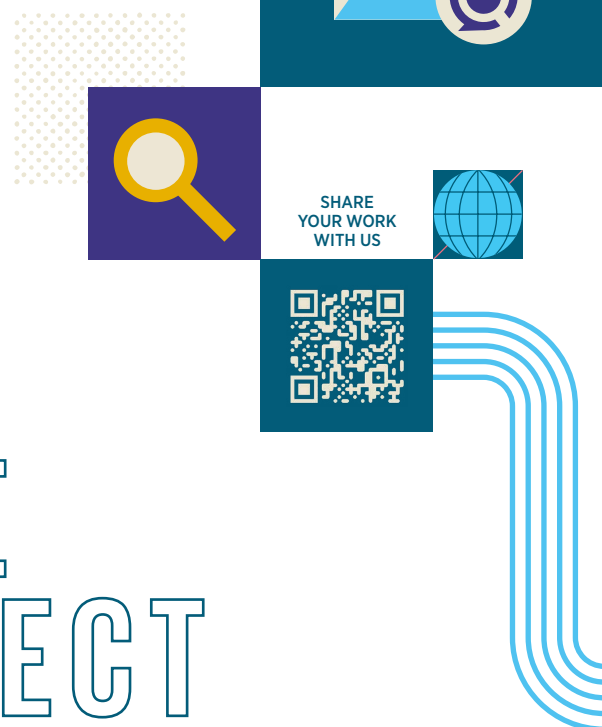


# ANTI RACISM PRINCIPLES

Anti-racism is about more than pledges and good intentions. To meaningfully combat racism in healthcare, we need to think about tangible actions. This series of briefings highlights concrete steps that healthcare providers can take to ensure that their services work for everyone, regardless of the colour of their skin.



## 7. EVALUATE AND REFLECT



### INTRO

Too often in the NHS, good practice is lost where it's not properly evaluated and recorded. It's vital that, when we implement new practices or take steps to mitigate or eliminate racial bias, we evaluate and reflect on those interventions using metrics that recognise the role of racism as a determinant of health. These evaluations should be practical, identifying what works well - and what doesn't work - for whom, why, and how. This should be made publicly available so that effective interventions can be spread across the NHS.



### WHY IS THIS IMPORTANT?

Structural, institutional, and interpersonal racism pervade our society and our healthcare system, influencing the [social determinants of health](#). System-wide approaches at multiple levels will be needed to address these inequities, but the evidence base for the effectiveness of interventions to address racism in the NHS is [relatively sparse](#). The Observatory's own [work on effective interventions in maternal and neonatal care](#) found that, even where interventions were thought to be effective in mitigating ethnic and racial inequity, they were often not evaluated in a systematic way. This meant that the effectiveness of the interventions could not be easily understood and assessed, and, more concerning, information about the implementation of the intervention was not adequately captured, hindering efforts to replicate good practice across the system.

There is potential to improve the evidence base through the development and publication of well-evaluated interventions and improvement approaches. Under Principle 4, we have outlined the importance of data to identify racial and ethnic health inequity, and to inform approaches to address them. Ongoing monitoring and evaluation enable an understanding of the effectiveness of interventions aimed at tackling racial and ethnic health inequity; and support accountability for, and learning from, such initiatives.



## AN EXAMPLE IN PRACTICE

The [Black Maternity Matters initiative](#) - developed by the [West of England Health Innovation Network](#), in partnership with [Black Mothers Matter](#), [Representation Matters](#) and [BCohCo](#) - aimed to deliver meaningful, actionable improvements to reduce inequity of outcomes for Black women within maternity systems. The initiative had a pilot phase which saw 14 midwives and maternity support workers undertake anti-racism and quality improvement training. The pilot was evaluated, and [the evaluation](#) demonstrated that the project had been successful in increasing the cultural competency of the service. Thanks to the effectiveness of the evaluation, learning could be captured, and the training programme has gone on to be rolled out in three more areas.

There are also examples of organisations building reflective tools that allow them to review how they're working and, crucially, who they're working for. In the London borough of Newham, they've developed a [Does it look like Newham \(DILLN\) tool](#). The tool is a dashboard that allows service providers to compare the demographic data of their service users against that of the population more generally - this allows providers to quickly evaluate whether or not they're adequately serving the true diversity of their community and to adjust their services accordingly.



## HOW TO GET STARTED

Evaluation is not something to do once - it's an ongoing commitment to monitoring and capturing the effectiveness of your interventions and thereby improving access, experience, and outcomes for racialised minority communities. Here are some steps that you can take:

- If you're a **leader**, ensure that when teams within your organisation are making improvements, that resource is made available to evaluate those improvements and capture learning.
- If you're a **commissioner**, require where possible that any new approach to be adopted has been properly evaluated, and ringfence resource for the evaluation of any new intervention you propose to test.
- If you're a **practitioner**, ensure you are confident in understanding and using anti-racist approaches to evaluation, including by using the below resources:
  - [How Do We Know It When We See It? By Sally Liederman](#)
  - [Race Equity Tools' Evaluate Approach](#)
  - [Anti-racist evaluation strategies: A guide for evaluation teams by WestEd](#)
  - [Fighting racism and discrimination: a UNESCO toolkit](#)
  - [Research Methods: A Practical Guide - Research Methods Course - FutureLearn](#)

