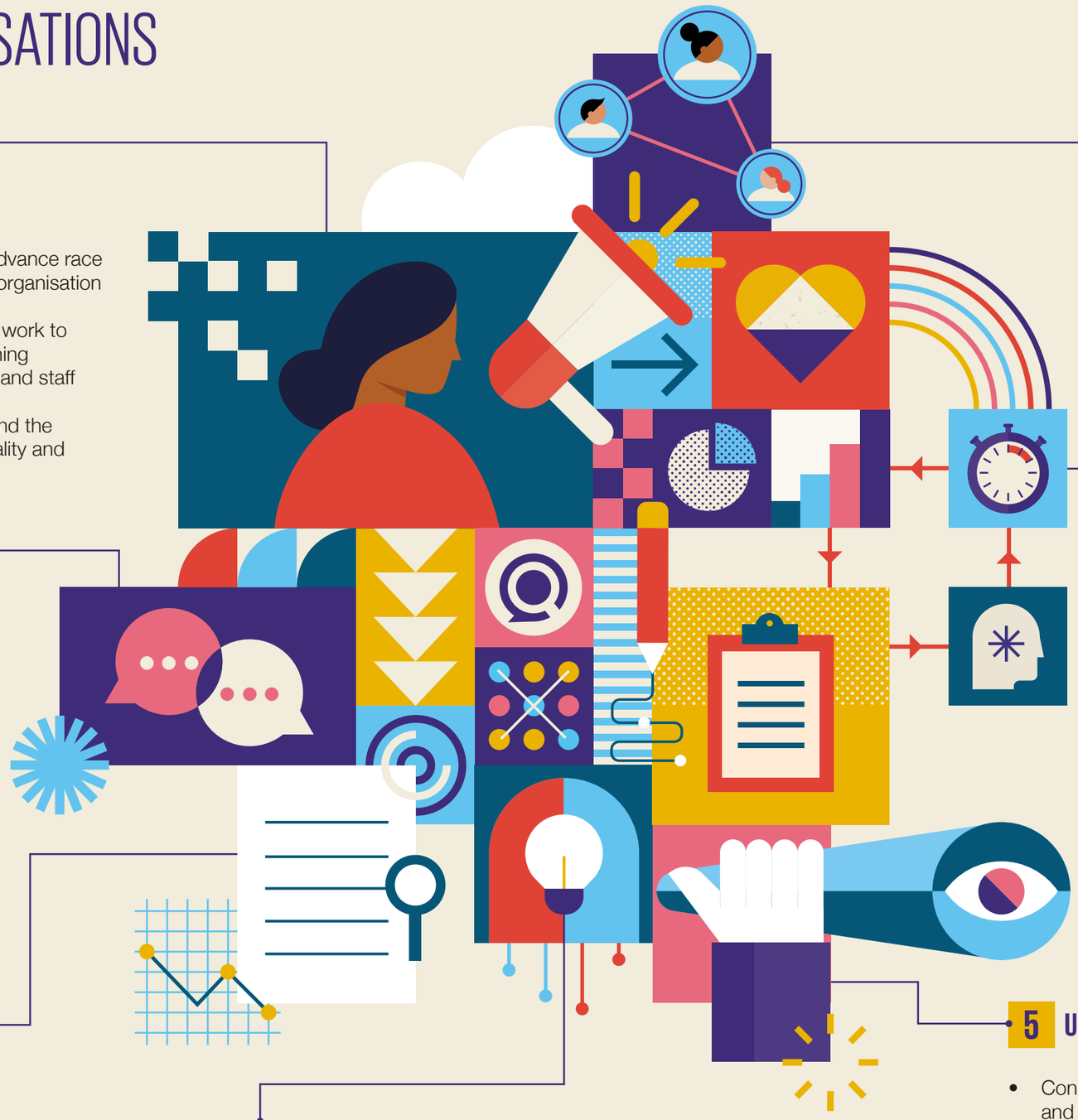
TOWARDS RACIAL AND ETHNIC EQUITY
WITHIN NHS ORGANISATIONS

NHS RACE & HEALTH OBSERVATORY
Breaking barriers for better health



1 NAME RACISM

- Name racism explicitly and consistently to advance race equity across all staff and at all levels of the organisation
- Actively commit to sustained and multi-level work to address racism and its root causes establishing commitment on the agenda from all leaders and staff
- Articulate the evidence-base for the “why” and the “how” when it comes to tackling race inequality and promoting inclusion

2 DEMONSTRATE LEADERSHIP

- Embed equity into organisational governance, performance management, strategy, and everyday decision making
- Model the behaviours and actions that we expect from others, and have clear leadership accountability for developing work to tackle racism and advance equity
- Inspire a clear, equity-focused vision for equity – reinforce innovation, reward progress and celebrate success

3 FOCUS ON DATA AND EVIDENCE

- Strengthen the collection and use of data to generate insights and strategies to drive targeted, evidence-based action
- Enable assessment of the extent and impacts of racism and the effectiveness of work to address racism
- Focus on evaluation for continuous learning and development of interventions to tackle inequality

4 VALUE LIVED EXPERIENCE INSIGHT

- Listen to staff who experience racism and act upon what is heard
- Co-design and co-produce work with staff and centre focus on their experiences
- Balance technology and innovation with human insight and cultural context

5 USE EVIDENCE-BASED INTERVENTIONS

- Consider how racism intersects with other inequalities and with health inequalities throughout work to address racism
- Develop emotionally resonant communication strategies that support structural understanding of racism and discrimination
- Support continuous improvement in performance and share replicable good practice, within and beyond the organisation

6 FOSTER TRANSPARENCY AND ACCOUNTABILITY

- Set specific, measurable and timely indicators for work on addressing racism
- Evaluate and report on the impact of work to hold individual staff, and the organisation, to account for achieving measurable progress
- Foster ‘do or explain’ approach for decision-making, based upon evidence-based interventions

7 PROMOTE WELL-BEING AND CULTURAL SAFETY

- Empower staff to achieve and maintain working environments where "everyone counts"
- Understand structural, institutional and inter-personal racism and other forms of discrimination through impactful education and learning approaches
- Promote evidence-based, culturally sensitive and safe approaches to staff health and well-being within the workplace