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# Developing the Leadership Toolkit: Learning Globally, Leading Locally

NHS Race & Health Observatory  
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# Equity is a Leadership Issue

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Leadership



Culture



Workforce experience



**Patient care and outcomes**

# Developing The Toolkit

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7 Principles of Antiracism

International Learning

## Leadership Toolkit

Practical • Evidence-informed • Action-oriented

# What International Learning Told Us

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## **Courage**

Leaders must name racism



## **Accountability**

Data must lead to action



## **Structural Change**

Representation is not enough



## **Partnership**

Communities must shape solutions

# From Principles to Practice

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Courage



Accountability



Structural Change



Partnership

**Governance**

**Recruitment**

**Culture**

**Decision-making**

**Progression**

**Psychological safety**

**Learning globally.  
Leading locally.**

Equity must define organisational excellence.