

Inclusion & Diversity Networks Newsletter

October 2020

Welcome to October's inclusion & diversity networks newsletter, this month we celebrate Black History Month, please take time to look through at the inspirational quotes and other articles. The newsletter keeps you informed with what the networks and the Trust are doing to realise our ambition of becoming an effortlessly inclusive employer

It's time to take part in National Staff Survey:

Your 2020 staff survey is on the way!

You will receive your 2020 National NHS Staff Survey by email which commenced on 21st Sept. For those of you who have never received a survey – it enables you to provide feedback about your experiences of working at UHMBT. Your feedback matters. Results from this survey will be used to understand the impact of the pandemic on colleagues, improve working conditions and ultimately improve patient care. The whole process is confidential and managed by our provider organisation, Picker. Responses go directly back to Picker meaning that no one at the Trust sees your individual responses. The survey is available online and you will receive a unique link by email. Remember you can access your UHMBT email account via Office 365 app on any device. You can forward the email to a personal account if this works better for you. We really hope you are able to take some time out of your busy working life to help us understand what it is like to work here at the Trust. If you need any support or advice on completing the Staff Survey requests should be sent to StaffSurvey@mbht.nhs.uk or alternatively you can phone Karl Hinchliffe on 07970204132.

Black Asian and Minority Ethnic (BAME) Network:

Black History Month

Held every October in Britain, Black History Month was first introduced in London in 1987 through the Greater London Council, as a means for offering a sense of history, achievement and continuity within the black community.

In the same year, the African Jubilee Year Declaration was launched which called on local and national government authorities to recognise African contributions to the cultural, economic and political life of London and the UK. The declaration also called upon boroughs to implement their duties under the Race Relations Act 1976 and to strengthen their support against apartheid by requiring authorities to support and continue the process of naming monuments, parks and buildings reflecting the contributions of historical and contemporary heroes of African descent, thus giving positive affirmation to children and young people identity and self-worth.

Over the years, hundreds of local and national events have been organised across the UK in commemoration of Black History Month. It has also evolved into a celebration of cultural diversity, and has significantly contributed in promoting inclusion in the UK.

Join the BAME Network as an Ally:

Our BAME staff network at UHMBT is not just for Black, Asian and Minority Ethnic colleagues. We would love to have your support as an ally.

We want to create a truly anti-racist culture in Morecambe Bay, and we need allies like you to make this change possible.

Whatever your background, it can make a real difference at work knowing that your colleagues respect and appreciate the culture, perspectives and experience that make you, you.

You will always be welcome at a Network meeting, whether you'd like to get a better understanding of the issues and experiences that our BAME colleagues are dealing with, or if you'd like to be more actively involved with championing change.

We meet every other Friday at 12pm via Teams – to join, please contact Hannah Chandisingh on hannah.chandisingh@mbht.nhs.uk.

Forces Network:



The British army – A Legacy of Valour

Black History Month in 2018 coincided with the 100th anniversary of the Armistice; a fitting time to reflect on the contribution of the heroic and inspirational deeds of Afro-Caribbean soldiers to Britain.



As Armed Forces we champion recognition of the service of black servicemen and women and people from the Commonwealth and ethnic minorities.

These examples are select but highlight the contribution of Afro-Caribbean's, underlining our shared heritage. They exemplify determination, professionalism, commitment and loyalty.

The Victoria Cross (VC), the Armed Forces' highest award for valour, has been awarded to four Afro-Caribbean service personnel. First in 1857, William Hall of the Navy, most recently Sergeant Johnson Beharry, from Grenada, in 2004.

The first black soldier to win a VC was Samuel Hodge from the British Virgin Islands in 1866. Under fierce enemy fire, he hacked his way into a stockade where he Hodge and his Commanding Officer Colonel D'Arcy forced the gates, allowing its capture. D'Arcy cited Hodge "the bravest soldier in the Regiment."



Hodge was seriously wounded in the action. Our medics who apply life-saving treatment to the injured, often under fire, are the embodiment of courage and selfless commitment. In this mould were Major James Africanus Beale Horton and Mary Seacole. Horton, born to freed slaves in Sierra Leone in 1835, qualified as a doctor in Britain. He joined the Army as an Assistant Surgeon, one of the first Africans in the officer corps, participating in several wars. Army service helped him develop important medical theories, earning him acclaim and promotion. He is held as the Father of modern African political thought writing pioneering works to rebut ideas of scientific racism.



Mary Seacole supported the Army during the Crimean War from a sense of service to the wounded. Born in Jamaica in 1805 she achieved much before following the Army to Crimea in 1854. Here she set up an establishment caring for wounded soldiers, travelling to battlefields on several occasions to tend casualties and was nicknamed 'Mother Seacole' by soldiers for her compassion. Seacole is commemorated by a statue outside St Thomas' Hospital.

Walter Tull, a true role model, demonstrated patience, humility, fortitude and bravery, enduring racism and hardship but came out on top. A professional football player before World War One he joined the Army in 1914. Despite prevailing attitudes, his ability and strength of example saw him selected as an officer, the first black man to lead white troops. He was mentioned in dispatches for bravery but was killed on the 8 March 2018.



These examples illustrate the valuable contribution of Caribbean and African people to the Army, even more remarkable considering the barriers they faced. The modern Army aspires to represent the society it serves. Diversity is a strength in today's complex world and closely aligns to two of the Army's core values: Respect for Others and Integrity. Serving today are people from many different ethnicities and colours who can be proud of their illustrious forebears, who would be immensely proud of them.



Inter Faith Week 2020 8-15 November 2020:

<https://www.interfaithweek.org/>

With regret because of the Covid-19 pandemic, SLEDP has decided not to hold a public SLEDP Inter Faith Week event in Kendal. We had planned an event with two excellent speakers whom we hope will be able to speak next year.

SLEDP will support the holding of 2 sessions at home every day of Inter Faith Week in support of Inter Faith Week. These will be at 7am and 7pm for half an hour. Please feel welcome to read The Golden Rule and to undertake an appropriate practice from any faith or none (eg chanting, meditation, reading, reciting).

The Golden Rule is available at <http://www.worldfaiths.org/our-poster/>

Inter Faith Week Events by Town. Local events will be posted there.

<https://www.interfaithweek.org/events/by-town>

Kendal 2017- 2019 Inter Faith Week

The IFN Interfaith Network for the UK acknowledged Kendal as the smallest town to hold a weeklong programme of events in Interfaith Week 2017. Kendal was included in the *Inter Faith Week: Stories from 2017, Inspiration for 2018*, on pages 6,7,16 and 24.

https://www.interfaithweek.org/uploads/Inter_Faith_Week_2017_report21.pdf

Kendal held a week long programme of events in 2018. Kendal was included in the *Inter Faith Network Annual Review 2017/2018*, page 36.

https://www.interfaith.org.uk/uploads/Inter_Faith_Network_for_the_UK_Annual_Review_17-18_E_LR.pdf

Kendal held a week long programme of events in 2019. IFN Inter Faith Network for the UK posted Kendal on the Inter Faith Week Facebook, Instagram, and Twitter.

<https://www.facebook.com/ifweek/posts/3204073652952661>

We hope everyone has a wonderful Inter Faith Week.

Best wishes

Councillor Guy Tirvengadam SLEDP Chair

Jacquetta Gomes SLEDP Lead on Inter Faith and Multifaith

Sledp2016@gmail.com

<https://www.southlakeland.gov.uk/your-council/equality-and-diversity/south-lakeland-equality-and-diversity-partnership-sledp/>



Disability Staff Network:



To celebrate Black History Month, Good Neighbor is highlighting the exceptional African Americans with disabilities or mental illnesses who made an incredible impact on the world. They fought for the rights of those who needed it most while also facing and overcoming barriers in their own lives.

While their accomplishments are more frequently remembered, what is often overlooked are the disabilities or mental health struggles they experienced. Which is often the case with the populations that Good Neighbor and other providers serve.

There are over 5.6 million African Americans today living with a disability, and African Americans are 10 percent more likely to experience serious psychological distress. By shining a light on these outstanding individuals, we hope to also shine a light on those who have few championing their rights.

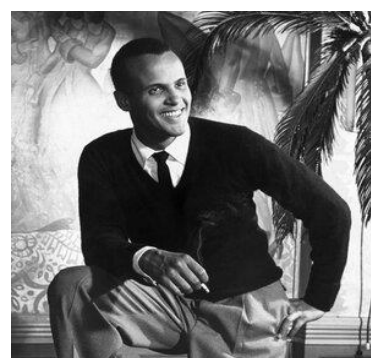
Harriet Tubman



Harriet Tubman was an abolitionist and a political activist. Born into slavery, she later escaped and became a powerful force in the Underground Railroad, where she helped lead enslaved people to freedom. What is lesser known is that Harriet Tubman also suffered from epilepsy. As an adolescent she suffered a severe head injury at the hands of an overseer. She endured painful headaches, seizures, and spells of unconsciousness. Nevertheless, she was the conductor of the Underground Railroad for eight years about which she said, "I never ran my train off the track and never lost a passenger."

Harry Belafonte, who's known for hits like Jump in the Line and Banana Boat (Day-O), also struggled with dyslexia. So much so that he dropped out of high school. As an adult, he learned that his trouble with reading was due to dyslexia, but during his time at school the disorder was widely misunderstood and made him feel like a misfit. But that didn't stop him from sharing his beautiful music with the world. His album "Calypso" was the first LP in history to sell one million copies. He has since been a champion for dyslexia awareness and other learning or attention impairments.

Harry Belafonte



@DSN_UHMBT disability.network@mbht.nhs.uk

Respect Champions:

Our team of Respect Champions can offer support and advice and signpost you to other sources of support. They can be contacted on Tel: 07970 204132 or email respect.champions@mbht.nhs.uk

Our Respect Champions are still available to help support our colleagues with their concerns, however as you can appreciate these are unprecedented times and as we see more colleagues returning to work these could also be very worrying times for some so following Trust guidance our support will be via email, phone or teams/video chat, we will still make contact within the 72 hours. As we move forward as a Trust with teams this may become the preferred way of meeting for a lot of our colleagues.

If you would like to speak with one of the Trust's Respect Champions during this pandemic they can still be contacted via the respect.champions@mbht.nhs.uk inbox or via the respect phone

07970 204132



@UHMBTRespectCh

**The Behavioural Standards Framework**
Everybody's responsibility in everything we do



Meet your Respect Champions

 Karl Hinchliffe (RLI)	 Barry Rigg (FGH)	 Martina Hansen (FGH)	 Sam Hubbard (WGH)	 Maemi Wyant (RLI)	 Julie Murray (FGH)	 Jenna Quinn (FGH)
 Cath Mason (RLI)	 Andrea Hutton (FGH)	 Husam Elbana (RLI)	 Laura Robertson (RLI)	 Sheri Giles (RLI)	 Suzanne Lord (RLI)	 Anne Wallhouse (RLI)

Respect Champions are volunteers from all areas of the Trust, here to listen to any concerns you may have about behaviour and offer support and guidance. We aim to respond to all enquiries within 72 hours.

Contact the team in confidence on 07970 204132 or email respect.champions@mbht.nhs.uk


University Hospitals of
Morecambe Bay
NHS Foundation Trust

LGBT+ Network:



Black History Month x Stonewall

Every October, Black History Month is a celebration of all Black life, including Black lesbian, gay, bi and trans people.

For all of us at Stonewall, Black History Month is an opportunity to highlight the work and contributions of Black LGBT people, which are too often forgotten and erased.

The murders of George Floyd, Breonna Taylor and Tony McDade this summer sparked an unprecedented wave of international activism against structural racism that demanded reform and accountability in saying: Black Lives Matter. Black History Month comes at a time when there has never been more focus and attention given to the struggles and discrimination that Black people face in the UK and worldwide.

Black people have always been at the centre of the LGBT liberation movement from Marsha P. Johnson and Stormé DeLarverie, who were major figures in the Stonewall uprisings of 1969, to modern day LGBT leaders like Munroe Bergdorf and Lady Phyll.

This year Stonewall's Black LGBT staff aim to highlight the incredible contributions that Black LGBT people and Black LGBT-led organisations are making throughout the UK, as well as share the richness of queer Black activism. Our Black LGBT staff aim to use our platform to provide a space to meaningfully centre a wide range of Black LGBT voices, with a particular focus on Black trans voices, when many of their experiences can be overlooked.

We will also share resources on how to be a better ally to Black LGBT people. If you want to get started, make sure you:

- Listen to the voices of a community that has been historically erased
- Support Black LGBT communities by recognising the privilege that you have
- Showcase those communities, be it in the workplace, in social spaces or just in your personal lives

10 ways to be an ally to Black LGBT people

1. Listen to us



The last year has provided some much needed opportunities for Black LGBT people to be heard in spaces where they have been traditionally silenced or overlooked.

It's so important that your first step as an ally is to listen to and *believe* us when we tell you what we've experienced. Trying to 'explain away' racism is harmful and makes you complicit in upholding a racist system. Listen even when it is difficult to hear. It's a lot harder for Black LGBT people to be open about their experiences. No matter how well-intentioned you thought you were, understand and accept when you have made a mistake.

It is also important that you do not take one Black LGBT person's story as the only story. This risks allies treating us as one homogenous group. In fact, the Black LGBT community has a vast array of identities and experiences that must be recognised.



2. Do not ask Black LGBT people something you can learn yourself

We need you to listen to us, but we do not always have to be the ones supporting your education. Repeatedly explaining the realities of racism, homophobia, biphobia, and transphobia by people who actually experience it, is exhausting.

This blog and the resources on our Black History Month hub are only the beginning of your journey. There are so many great anti-racism resources that you can read and begin to learn from and grow a greater understanding and empathy for the challenges Black LGBT people face. Make sure this reading takes an intersectional approach to our experiences and are written *by Black people*. We would encourage you to build on this learning through discussions with other allies, so you can learn from each other.

It's not Black LGBT people's responsibility to relive our trauma or justify our existence. Rather than place emotional labour on your Black LGBT friends, educate yourself.

3. Recognise and use your privilege

The reality is that society is set up to benefit some people more than others. When you benefit from a certain structure or environment, you have a privilege. White people, cis people and straight people are inherently advantaged in certain ways by how society is structured, despite their own efforts, income, or background.

Acknowledging your privilege does not mean you have not worked for what you have or experienced hardship. It simply means that you have not been discriminated against due to certain aspects of your identity.

Once you can acknowledge your privilege, no matter how uncomfortable it makes you, you can use it to centre and amplify the experiences of others who may not have been afforded the same advantages as you. This can be giving up a seat on a panel to someone with a particularly underrepresented identity, or using the fact that people listen to you in meetings to insist on input from marginalised communities. It is important to consider this in all areas of your life as this will look different for everyone.

4. Speak up

Once you have done your research, you need to use your platform to speak up about the experiences of Black LGBT people. It is not enough for Black people to call things out, we need allies to speak up too.

Use your platform to educate others. Make sure you do not use your platform to speak over Black LGBT people or take credit for their work. Rather than take up space, centre Black LGBT people in the conversation. Amplify Black voices by directly sharing information created by Black LGBT people.

Be careful not to be performative in your allyship. Do not just speak up when our experiences are 'trending', make sure to keep up the momentum.

5. Your allyship is not inclusive if it does not include Black trans people

The lives of Black trans people were painfully overlooked this year in the Black Lives Matter movement – and always have been. This fails to highlight the higher levels of discrimination and violence that Black trans people face compared to Black cis people.



Being an ally to Black LGBT people means understanding the experiences of Black trans people in how their oppression is compounded by being Black and trans, and speaking out against transphobia.

Where you are able, support fundraisers for Black trans people's transitions and housing needs. Black trans people suffer disproportionately from unemployment, pushing many into poverty, precarious housing situations and limiting access to essential healthcare.

The full list can be found at <https://www.stonewall.org.uk/about-us/news/10-ways-be-ally-black-lgbt-people>



@LGBT_UHMBT LGBT.network@mbht.nhs.uk

Personal Fair Diverse Champions

Our Personal Fair and Diverse Champions are another point of contact that can be approached for help & advice. If you are a PFD Champion and see someone you work alongside needing support please let them know you are happy to help if needed.



All of our Personal, Fair & Diverse Champions are easily recognised by the badge that they all wear (pictured on the right) If anyone would like to become a Personal, Fair & Diverse Champion please email Karl Hinchliffe at karl.hinchliffe@mbht.nhs.uk

What is in your Influenza Vaccination?

Many colleagues ask the team what's in their Influenza vaccine and we can confirm that this year's vaccine will be a quadrivalent vaccine containing the following four viruses:

Influenza composition below:

- A/Guangdong-Maonan/SWL1536/2019 (H1N1)pdm09-like virus;
- an A/Hong Kong/2671/2019 (H3N2)-like virus;
- a B/Washington/02/2019 (B/Victoria lineage)-like virus; and
- a B/Phuket/3073/2013 (B/Yamagata lineage)-like virus.

Please look out for the Occupational Health and Wellbeing Team alongside the peer vaccinators who will be visiting your area and department from the **W/C 28th September**.

For more details about the Influenza vaccine and how you can get yours, visit the Occupational Health and Wellbeing Team intranet page here or call extension **42290**.



Mental Health First Aiders:

We currently have 54 Mental Health First Aiders in our Trust to support and signpost anyone to appropriate help if required.

To find out whom our Mental Health First Aiders are please visit:

<http://uhmb/cd/ohwe/Pages/Mental-Health-1st-Aiders.aspx>

Occupational Health Support:

The Trust advises that any colleague reporting symptoms of a temperature of 37.8 degrees and/or a new persistent cough or loss of smell or taste, or 2 of the following Fatigue, Shortness of breath, Muscle aches, Headache, Sore throat, Sputum production, Diarrhoea or Malaise (General feeling unwell) should contact occupational health on 01524 512290. Occupational Health lines are open between 8am – 6pm Monday to Friday and 8am – 4pm over the weekend for COVID-19 related calls.



Support available from occupational health:

- Counselling
- Cognitive Behaviour Therapy (CBT)
- Hypnotherapy
- TRiM
- Mental health advice from the Trust Mental Health First Aiders

Covid Check-in Appraisal Hints & Tips:

Don't forget to complete your Covid Check-in Appraisal. The focus this year is on three core areas:

- ☐ Checking in on your physical and psychological wellbeing
- ☐ Listening to, and learning, from your Covid experiences
- ☐ Ensuring that you understand the core organisational priorities for this year.

We would like every Colleague to have an appraisal conversation where they can talk freely about their experience and their well-being. We want to make sure that no story goes untold and that no learning is lost. It is important to remember that all our experiences are real for us and may be different for other people. Using the Appraisal discussion to listen and provide support where required is really important and can be very powerful. Reliving what has happened may also bring out a range of emotions, this is very 'normal'.





We have today launched **a new series** focused on why inclusive leadership is more important than ever in the NHS.

The series of online publications on racism and race inequality in the NHS will share a range of perspectives on how healthcare leaders can help to address structural inequalities, particularly for Black, Asian and minority ethnic people working within the service. Over the next three months, we will highlight existing good practice in the NHS, alongside research, ideas and learnings from other sectors, and discuss what more is needed from the government as we seek to create a fair, just and healthy society for all.

We are launching the series with a blog: *Addressing racism in the NHS: looking after our staff to better serve our communities*, written by trust chief executives Patricia Miller and Raj Jain. They call for all providers to have an honest conversation about racism and for leaders of health services to lead from the top in order to spearhead major change to tackle these inequalities and prejudices. This blog comes at a time where racial injustice has come to the fore through movements such as Black Lives Matter, which has shone a light on the racism and discrimination Black, Asian and minority ethnic colleagues continue to face in the NHS and throughout the world.

The blog focuses on the NHS equality agenda, highlighting its two clear responsibilities. First, to look after its people, ensuring they feel valued and have a sense of belonging. Second, to the communities it serves, ensuring patients have access to the services they need. It also recognises that if the NHS does not acknowledge and welcome diversity within its workforce, or ensure that leadership at every level represents the communities that it serves, hopes of gaining a true understanding of the root causes of health inequalities will fall short, halting any progress or change.

We hope you find this series useful and timely. In particular we would like to thank Patricia and Raj for their contribution.

As ever, we welcome your feedback on any of the issues raised. Please do not hesitate to get in touch with **Finn O' Dwyer-Cunliffe**, NHS Providers policy advisor.



I Am The Black Child

I am special, ridicule cannot sway me

I am strong, obstacles cannot stop me

*I hold my head high, proudly proclaiming
my uniqueness*

*I hold my pace, continuing forward through
adversity*

I am proud of my culture and my heritage

*I am confident that I can achieve my every
goal*

I am becoming all that I can be

I am the black child, I am a child of God

-Mychal Wynn



Inspirational Quotes:

“CHANGE WILL NOT COME

If we wait for some other person

Or if we wait for some other time

WE ARE THE ONES

We've been waiting for

We are the change we seek”

Barrack Obama

“If you can't fly, then run,

If you can't run, then walk,

If you can't walk, then crawl,

But whatever you do,

Just keep moving forward”

Martin Luther King Jr.

“I don't stand for the Black man,

I don't stand for the White man

I stand for Gods side”

Bob Marley

“I've failed over & over & over again in my life

And that's why I succeed”

Michael Jordan

“If you want the cooperation of humans around you,

You must make them feel they are important,

And you do that by being Genuine and Humble”

Nelson Mandela



We must learn to live together as brothers or perish together as fools.

I have a dream that one day on the red hills of Georgia the sons of former slaves and the sons of former slave owners will be able to sit down together at the table of brotherhood. **Martin Luther King Jr.**

Poem:

Don't Judge the Colour of my Skin

Naomi Johnson

Don't judge the colour of my skin

But from substance I have within

My intellect I possess

And the strength I compose

The root of my spiritual fruit.

And the knowledge I obtain

The wisdom I gain

And the words I use

My balance views

The confusion I defuse.

My peaceful depth of soul

That I keep under control

The integrity I display

And my humble ways

My image I project

With self respect

The complete work I do

And how I see thing through

For there are several elements still I hold

Even the hidden qualities I have yet unfold

So don't just judge the colour of my skin from what you see

You don't know me.



AskSami:

Ask Sami is the first point of contact for all colleagues if you have any queries in relation to how Co-vid 19 may impact upon your role or team.

How to contact us...



ask.sami
@mbht.nhs.uk



@AskSamiUHMBT



Phone: 01524 519 700
Ext. 49700

Key Contacts

Staff networks contact details

If you are a member of staff, volunteer or student on placement with us, and wish to join any of the staff networks or if you would like more information, please contact any of the following:

BAPIO Leads:

Rishi Parmeshwar:

Rishi.Parmeshwar@mbht.nhs.uk

Karnad Krishnaprasad:

Karnad.Krishnaprasad@mbht.nhs.uk

BAME Network

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Forces Network

Forces.network@mbht.nhs.uk

Gender Equality

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Disability Network

Disability.network@mbht.nhs.uk

LGBT Network

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Carers Network

Paul.Jebb@mbht.nhs.uk

Network for Inclusive Healthcare

Barry.rigg@mbht.nhs.uk

<https://www.uhmb.nhs.uk/about-us/inclusion-and-diversity-matter-uhmb/>

<http://uhmb/cd/hr/myjob/Pages/Respect-at-Work.aspx>