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# **Launch Event**

## **Workforce Race Equality Action Plan**

### **Judith Paget CEO**

### **July 21<sup>st</sup> 2021**



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# Format for Launch Event

- **Background**
- **Action Plan Priorities**  
**Star Moyo**
- **‘My Story’**  
**Jason Mohammad**



**Star Moyo**



**Jason Mohammad**



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# Background

## Tackling Inequality - A Statement From Your Chief Executive...

Thursday, 11 June 2020

As your Chief Executive I write to you in light of recent events, which have again highlighted the racial inequalities and discrimination that continue to blight the lives of Black, Asian and Minority Ethnic (BAME) patients, family, friends, the communities we serve and the colleagues we work alongside...

I want to be clear that I condemn any form of racism. I stand in solidarity with our BAME communities and staff. Please know that **you do matter**.

I renew my commitment to promote equality, diversity and inclusion for all and acknowledge the evidence of inequality for many individuals and groups. As the largest local employer we recognise the responsibility our Health Board has to tackle health inequalities and to realise our aspiration of being the employer of choice for our diverse community.

All of us can choose to take personal responsibility to play our part in tackling the injustice of inequality that is the lived experience of too many. As well as our individual actions we can and must work together to tackle these issues.

I am interested in your views and have asked our 'People and Culture Committee to explore this issue in more detail. Please contact me at [judith.paget@wales.nhs.uk](mailto:judith.paget@wales.nhs.uk) so that we can collate any views expressed to help determine the actions we can take.

*Diolch / Thank you*

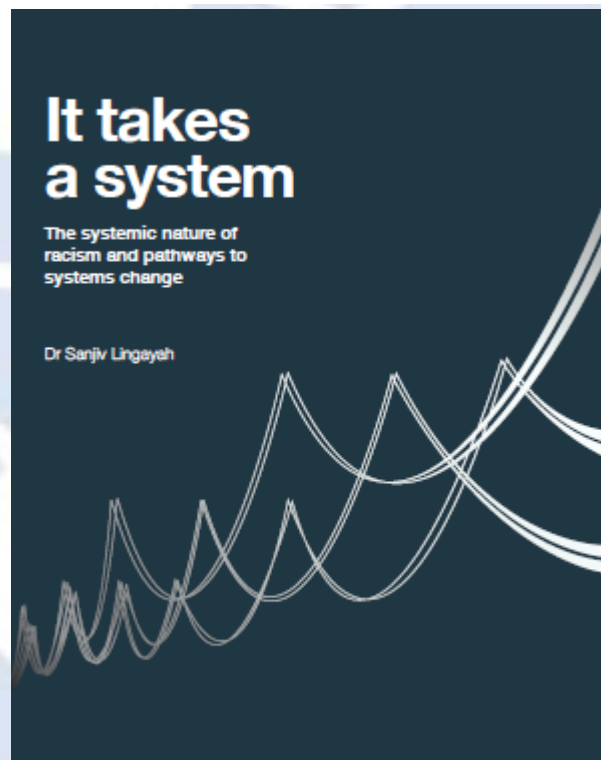
**Judith Paget**  
Chief Executive



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# Now is the time for action on racial inequality: Welsh Government lays out route to systemic and sustainable change for Wales



**Equality and Human Rights Commission**

## Inquiry into racial inequality in health and social care workplaces



**BLACK LIVES MATTER**

## Two thirds of Black NHS Wales workers have experienced racism at work



Latest news



Public service workers to be trained to recognise signs of modern slavery

Posted on August 21, 2020

First Ministers BAME Covid-19 Advisory Group  
Report of the Socioeconomic Sub Group  
Chair: Professor Emmanuel Ogbonna, June 2020

Beyond  
Race

rota

Supported by  
Lankelly Chase

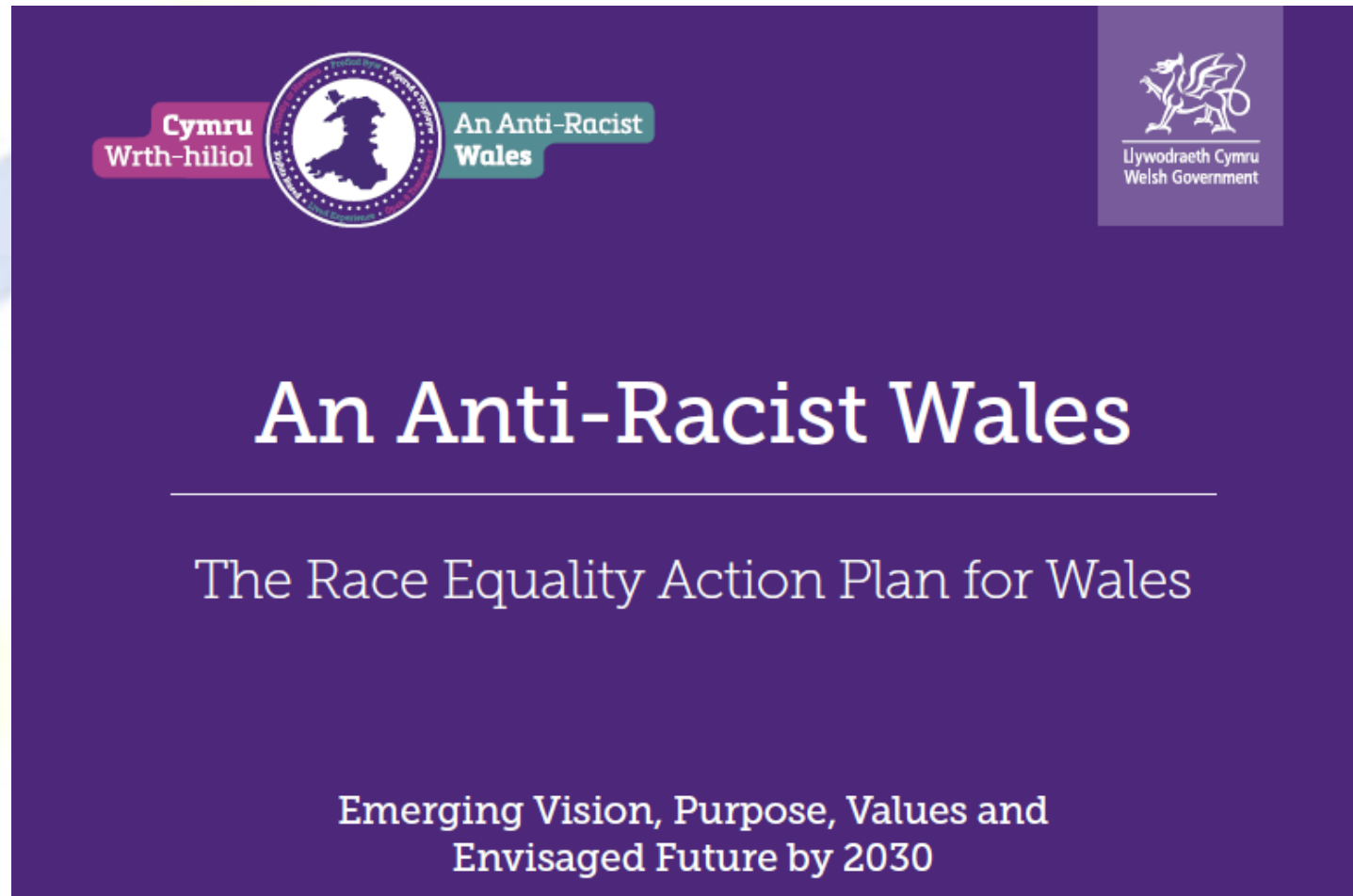


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# Welsh Government consultation



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# To be 'non racist' is not enough

## A helpful tool for personal reflection on our own journey to being anti racist



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# Feedback Received from within ABUHB

- **Positive response** – *“It’s good that racism is being talked about”*
- **Sense of relief but also trepidation** that *“nothing will come of it”, “what will be different this time”, “we’ve been here before”*
- **Cultural change** - Recognition that there was *‘no quick fix’, ‘action, with timescales, accountability and exec/Board sponsorship essential to bring about meaningful and sustainable change’*



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# Feedback Received from within ABUHB

- **Lived experience** of those most affected by racism is essential in shaping the agenda and priorities going forward ‘

*“nothing about us without us – “I know it’s clichéd but it’s still true”*

- **Difficult conversations** *“I know that it can be awkward talking about racism but why should I fear raising issues just because it might make a white person feel uncomfortable for 2 minutes.....because of this, mostly I say nothing, I let things go, I make excuses for them, I don’t make a fuss, it’s ludicrous really”*



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# Workforce Race Equality Action Plan



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**Workforce Race Equality Action Plan**

**2021 - 2024**



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# Diolch Yn Fawr – Thank You



## Our VALUES are...



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