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Star Moyo

Workforce Race Equality Action Plan

Our first 3 Priorities

July 21st 2021



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Overview of Presentation

- ABUHB Race Equality Group
- Feedback from staff - What did they think would help move the agenda forward
- Priority areas agreed
- Actions are taking



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New Aneurin Bevan Race Equality Group

- **Purpose of the Group:**
- To lead a programme of work to promote workforce race equality and address the workforce elements of the Welsh Government Race Equality Action Plan

Chair Dr Vivek Goel



- **Executive Lead** Geraint Evans Director of Workforce and Organisational Development
- **Trade Union Partnership Forum representatives** – Louise Wright and Chris Grand
- Other members from across the Health Board and from different roles



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What our staff thought would help?

- Make it easier to **talk about race** – open up the conversation across ABUHB



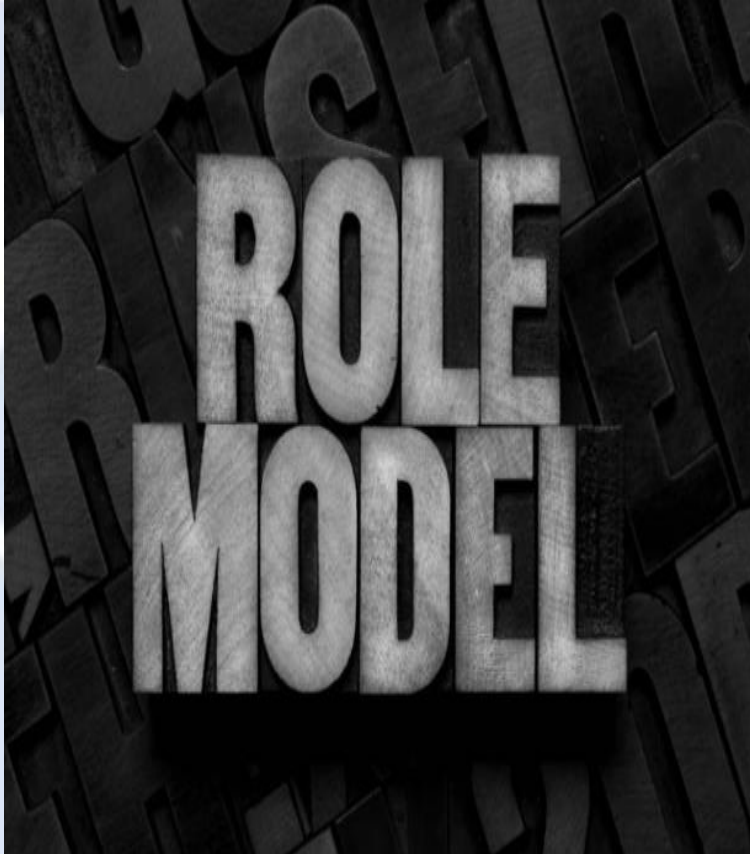
- A group/s to focus on this issue
 - ‘**Network Group**’ for Black, Asian and Minority Ethnic colleagues for support, ‘safe space’ and networking
 - **Advisory group** – influential and strategic with a prioritised work programme, led by the people most likely to be affected by racism but include others with specific expertise to bring to the table



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What our staff thought would help?



- Visible **role models** – representation matters – “It’s hard to be what you cannot see”
- “Good to see Black History Month promoted but need a focus on this for more than just one month a year”

**BLACK
HISTORY
MONTH**
WALES/CYMRU

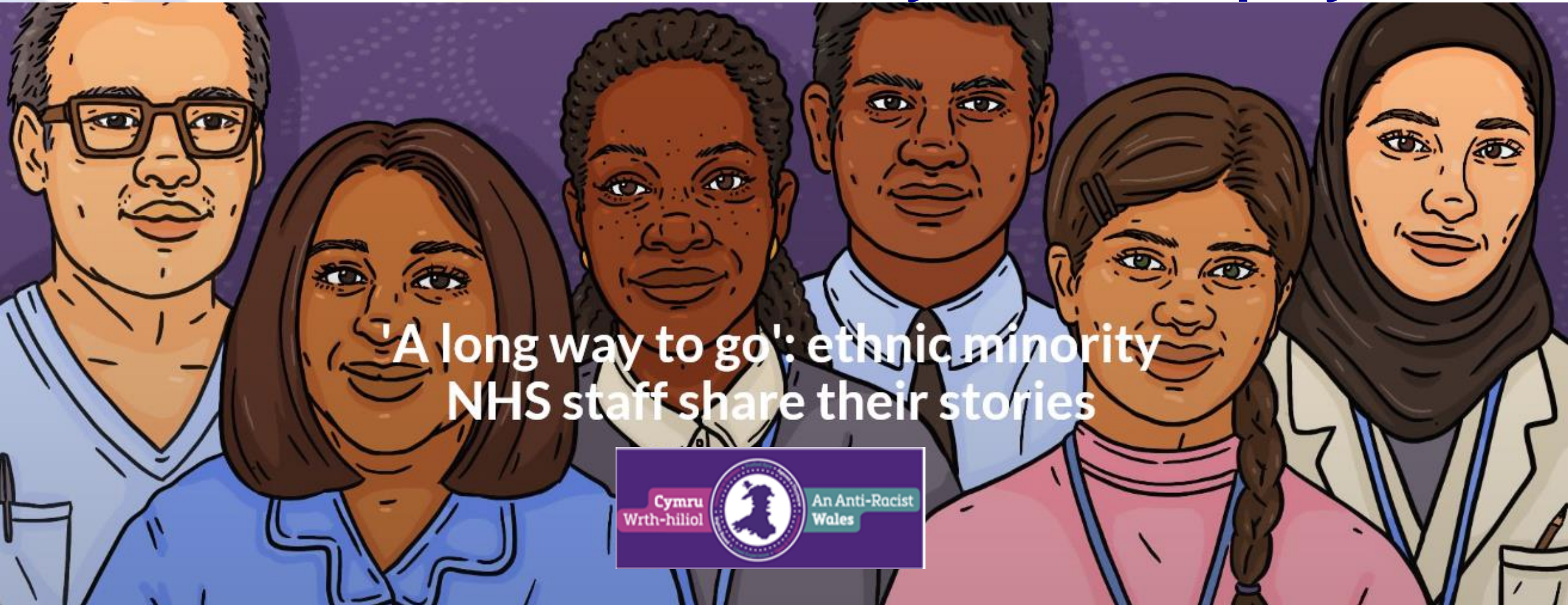
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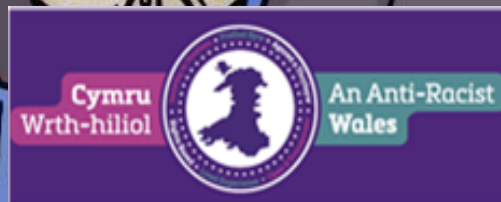
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Greater understanding of the 'lived experience' of our Black, Asian and Minority Ethnic employees



'A long way to go': ethnic minority NHS staff share their stories



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What our staff thought would help?



- More staff **training** leading to improved cultural competence
- Access to '**Positive action**' programmes for staff development was felt to be helpful by some



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What our staff thought would help?

- Explore the concept of 'allyship' – make it easier for **everyone** to be a better ally
- Recognise and take account of 'intersectionality' and other 'protected characteristics'



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The First Three Priorities of Our Action Plan



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An Anti-Racist
Wales

Aneurin Bevan University Health Board Workforce Race Equality Action Plan 2021 - 2024

Our VALUES are...

People first



Personal responsibility



Passion for improvement



Pride in what we do

PRIDE



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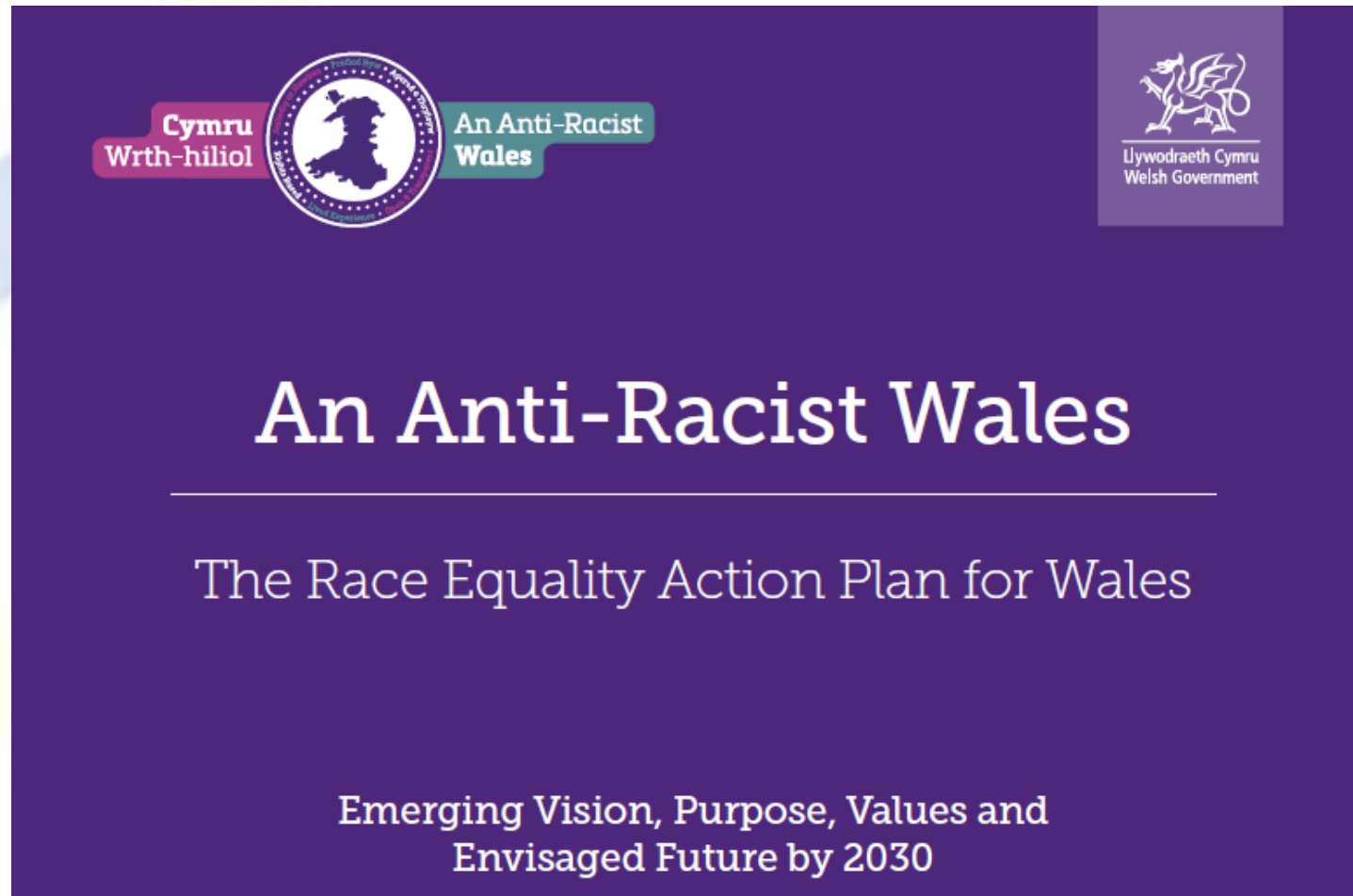
- **Engagement** - Open up the conversation about race equality across the Health Board
- **Improve staff support and education**
- **Improve our baseline data**



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Welsh Government consultation



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Diolch Yn Fawr - Thank you



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