

RACE 2.0

Time for real change

Introduction

Our research highlights just 4% of trust leaders think race equality is fully embedded as a core part of their board's business. Given the data still paints a stark picture of the ongoing racial injustice faced by staff, patients and service users, how can we make this a time of real change which reflects the urgency of this challenge?

Key requirements for real change

Based on our conversations with ethnic minority and white trust leaders, we believe three things are needed for meaningful change:



Hearts and minds change

Creating more safe spaces and committing to have the difficult conversations drawing on data and personal testimony. Promoting the concept of self as an instrument for change and proactively challenging structural racism.



Confidence and capability to act

Evidence on high-impact interventions and why they've worked in a particular context. Peer learning sessions on 'the how', with a relentless focus on outcomes. Signposting to wider resources, other support offers and networks.



Taking accountability

Embedding race equality into the heart of the board's business, looking at how progress is evaluated and reported, and key questions to ask.

Our Race Equality programme

Our Race Equality programme aims to support boards to effectively identify and challenge structural race inequality as a core part of the board's business. Influenced by our seminal trust leader insights report: **Race 2.0 - Time for real change**, the programme focuses on sharing research, evidence based interventions and lived experiences through a range of events and resources for boards.

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Questions for boards

A key element of our programme is equipping boards to ask challenging questions of themselves and each other. The following questions emerged from our conversations with ethnic minority and white leaders as helpful and significant:



How comfortable are you talking about race and racism and how comfortably can you articulate why achieving race equality is a priority?



Are you able to confidently articulate both your own personal journey and the action the board is taking to address race inequality? In particular, what are individual board members doing to deepen their own levels of awareness and understanding of the impact of structural racism on staff, patients and services users and their local communities more widely?



How are staff, patients and service users and the community you serve being brought on the journey? Are there regular opportunities for all employees to engage in honest conversations about race to ensure you're seeing the organisation as it really is?



Are you aware of the six high impact actions as identified in the EDI improvement plan and the areas of focus for your trust as identified by the national WRES team? Is there a compelling strategy which extends beyond the WRES indicators?



Is this led with support from key leaders across the organisation, including middle managers?



Do you have confidence that the actions you are proposing have a reasonable likelihood of working? What evidence base are you drawing on? How will you evaluate your interventions and understand their impact? What resources (time, money) are you putting in?



How do you reflect, check, and challenge one another on personal behaviours and hold each other to account when you talk about race or speak with ethnic minority colleagues or staff? How do you support your ethnic minority leaders?



How do you seek assurance that progress is being made? What are the sources of assurance and your view on their quality? What race outcome measures and metrics do the board see and how often are they reviewed? How will you improve the data you hold on race?

Further information

For further information, please visit nhsproviders.org/programmes/race-equality or contact race.equality@nhsproviders.org