



George Eliot Hospital
NHS Trust



South Warwickshire University
NHS Foundation Trust

Race Equality Week

Welcome to our Race Equality Week newsletter

This newsletter has been created to support and inform SWFT and GEH staff, keeping you up to date with available resources.

Race Equality Week is an annual UK-wide movement which aims to address the barriers to race equality in the workplace

The theme for this year is **#EveryActionCounts**



Race Equality Week

3-9 February 2025

Race Equality Week (2024), *What is Race Equality Week?* Available at:

www.raceequalitymatters.com/race-equality-week/ (Accessed: 30 January 2025)

5 Day Challenge

5 Challenges, 5 Minutes, 5 Days www.raceequalitymatters.com/5-day-challenge

Created for Race Equality Week, the 5-Day Challenge has 5 different activities for colleagues to engage in over 5 days. The activities help employees reflect and, more importantly, take action to drive Race Equality.

Each daily activity takes just 5 minutes.



Day 1- Intersectionality



Day 4- Code switching/masking



Day 2- Recognising privilege



Day 5- The big promise



Day 3- Inclusive language

Events

Race Equality Week 2025 Events <https://www.raceequalitymatters.com/race-equality-week-2025/>

Articles

Chastney J. *et al.* (2024) "To tell you the truth I'm tired": a qualitative exploration of the experiences of ethnically diverse NHS staff', *BMJ Open*, 14(1), p.e070510. Available at: <https://bmjopen.bmj.com/content/14/1/e070510> (Accessed: 30 January 2025).

Firi, P. and Baryeh, K. (2024) 'Racial microaggressions within the UK Healthcare System: a narrative review', *JRSM Open*, 15(8), Available at: <https://doi.org/10.1177/20542704241232861> (Accessed: 30 January 2025).

Okeahialam, N. *et al.* (2024) 'Effects of strategies to tackle racism experienced by healthcare professionals: a systematic review', *BMJ Open*, 15(1), p.e091811. Available at: <https://bmjopen.bmj.com/content/15/1/e091811> (Accessed: 30 January 2025).

Rhead, R. *et al.* (2024) 'Ethnic inequalities among NHS staff in England: workplace experiences during the COVID-19 pandemic' *Occupational and Environmental Medicine*, 83(3), pp.113-121. Available at: <https://oem.bmj.com/content/81/3/113> (Accessed: 30 January 2025).

Thomas, T. (2024) 'NHS pilot uses virtual reality to tackle racism and discrimination among staff', *The Guardian*, 22 September. Available at: www.theguardian.com/society/2024/sep/22/nhs-pilot-uses-virtual-reality-to-tackle-racism-and-discrimination-among-staff (Accessed: 30 January 2025).

Please note, an Open Athens account may be needed for some articles . No account? Register here: <https://openathens.nice.org.uk/> (Ask the Library if you have any questions)

Blogs

Fallon-Williams, R. (2024) 'Driving an anti-racism strategy through cultural change', *NHS Voices blogs*, 29 July 2024. Available at: www.nhsconfed.org/articles/driving-anti-racism-strategy-through-cultural-change (Accessed: 31 January 2025).

Miller, P. (2024) 'The NHS needs to confront the serious problem of racism within the service', *NHS Voices blogs*, 14 August 2024. Available at: www.nhsconfed.org/articles/nhs-needs-confront-serious-problem-racism-within-service (Accessed: 31 January 2025).

Ross, S. (2024) 'The 2023 NHS Workforce Race Equality Standards: here we go again?', *The King's Fund blog*. Available at: www.kingsfund.org.uk/insight-and-analysis/blogs/2023-nhs-workforce-race-equality-standard-here-we-go-again (Accessed: 30 January 2025).



Podcasts

The **Anti-Racist Listening Project** podcast

<https://open.spotify.com/show/4v9ElezsIDab9JVrYF284U>

Vigor, J. and Warmington, J. (2023) 'Joy Warmington MBE on anti-racism, leadership and the courage to speak out', *The King's Fund podcast*, 31 October. Available at:

www.kingsfund.org.uk/insight-and-analysis/podcast/joy-warmington-anti-racism-leadership (Accessed: 30 January 2025).

Videos



Race Equality Matters (2023) *All the little things*. Available at:

<https://www.youtube.com/watch?v=WvI3AkdbPw0> (Accessed: 30 January 2025).

CIPD (2020) *5 powerful TED Talks on ethnic diversity and unconscious bias*. Available at:

www.cipd.org/uk/about/news/ted-talks-ethnic-diversity-unconscious-bias/ (Accessed: 30 January 2025).

Hatch, S. (2024) *Accelerating change with anti-racist approaches in the NHS*. Available at:

www.nhsconfed.org/events/accelerating-change-anti-racist-approaches-nhs (Accessed: 30 January 2025).

John Lewis Partnership (2020) *It's not OK*. Available at:

https://youtu.be/rf2uL5QIT00?si=-7P2AqO9SX_oEAeP (Accessed: 30 January 2025).

Trust Support

SWFT Diverse Inclusion Network (D.I.N) <https://extranet.swft.nhs.uk/staff-information/equality-and-diversity/Diverse-Inclusion-Network>

GEH EmbRace Network <https://extranet.geh.nhs.uk/staff-information/equality-and-diversity/embrace-network>

GEH Equality and Diversity <https://extranet.geh.nhs.uk/staff-information/equality-and-diversity>

For more information about support within the Trusts, email: edi@swft.nhs.uk





London School of Economics

<https://www.lse.ac.uk/research/research-for-the-world/race-equity/recommended-reads-on-race-equity-4>

Warwickshire Public Libraries Join for free! Take a look at their [Reading Ideas](#) page for links to reading lists for Black Lives Matters fiction and non-fiction books, refugee stories and lived experiences.



Anti-racist Cumbria

<https://antiracistcumbria.org/anti-racist-reading-list/>



Want to know more? Scan to take a look at some of the books you can borrow from our libraries.

You can also search the library catalogue and reserve books held by other health libraries across the Midlands to collect from your Trust library.

<https://koha.healthlibrariesmidlands.nhs.uk/cgi-bin/koha/opac-main.pl>

..and there's more available online!

Access NHS England's Diversity ebook collection at

<https://library.hee.nhs.uk/learning-academy/equality%2C-diversity-and-inclusion/diversity-ebook-collection>

Here's a sample of ebooks available

[Brit\(ish\): On Race, Identity and Belonging](#)

[How to be an Anti-Racist](#)

[White Fragility: Why it's So Hard for White People to Talk About Racism](#)



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Useful resources

NHS Race & Health Observatory – works to identify and tackle ethnic inequalities in health and care by facilitating research, making health policy recommendations and enabling change. <https://www.nhsrho.org>

Black Ballad – UK based platform that seeks to tell the human experience through eyes of black British women. <https://blackballad.co.uk>

Melanin Medics – This non-profit is focused on supporting African and Caribbean aspiring medics, medical students and doctors in the UK. It aims to implement positive solutions to help overcome under-representation and economic barriers in medicine. <https://www.melaninmedics.com>

The Runnymede Trust – The UK's leading independent race equality thinktank. <https://www.runnymedetrust.org>

#MyNameIs find out why it's important to pronounce people's names correctly <https://www.raceequalitymatters.com/my-name-is/> and produce a phonetic signature

Inclusive Employers **2025 Race Equality Week**

<https://www.inclusiveemployers.co.uk/awareness-day/race-equality-week/>

NHS Providers **Race Equality Programme**

<https://nhsproviders.org/development-offer/race-equality>

NHS Providers **Can we talk about race?** Biannual webinars

<https://nhsproviders.org/development-offer/race-equality/resources#canwetalkaboutrace>

NHS Providers **Race 2.0 2022** <https://nhsproviders.org/race-2-0-time-for-real-change>

This newsletter has been produced by Librarians from GEH and SWFT Libraries.

Many thanks to colleagues who have shared links to useful resources.

For more information about accessing quality information resources, or if you are interested in a resources newsletter for your awareness event, please get in touch with

Lisa.Mason@geh.nhs.uk, Rayanne.Byatt@swft.nhs.uk or Caroline.Stephen@swft.nhs.uk

