

# NHS GRAMPIAN DIVERSITY FESTIVAL

## BACKGROUND TO EVENT

Why is NHS Grampian planning to hold a Diversity Festival?



NHS Grampian has a longstanding commitment to equality and diversity. The event is part of achieving progress as a workplace and a community where everyone feels supported, included and empowered to make their best contribution. Awareness raising is a fundamental part of this, and the event will help colleagues across the organisation to learn more about becoming a welcoming and inclusive workplace. It will also support wellbeing, and provide opportunities for colleagues to share examples of lived experience, discuss 'speaking up' and learn more about key programmes, including 'Civility Saves Lives'.

Everyone should feel supported, included and empowered to make their best contribution within their workplace and within their community. NHS Grampian has a longstanding commitment to equality and diversity but began a new chapter in this journey after an open letter was sent from the University of Aberdeen Black Medical Society to Aberdeen University and NHS Grampian. The letter raised examples of the racism students experienced during their training and the distress this was causing.

Ongoing engagement with students, colleagues and partners has shone a light on the devastating impact on the wellbeing of those affected by racism, discrimination and more commonplace micro-aggressions.

The NHS Grampian Anti-Racism Plan will help us move from a policy of zero-tolerance towards a culture that actively promotes anti-racism

Why is making a commitment towards achieving a culture that actively promotes anti-racism and anti-discrimination important to NHS Grampian?



Who has been involved in the development of NHS Grampian's Anti-Racism Plan?



A joint NHS Grampian and University of Aberdeen Race Taskforce, an Equality, Diversity and Inclusion Champion, NHS Grampian's Staff Equalities Network and Grampian Empowered Multicultural Staff (GEMS) Group have all contributed to the development of our Anti-Racism Plan.

They have taken part alongside our long-established NHS Grampian Equality and Diversity Manager and Assistant Manager roles as well as a more recent Engagement and Inclusion Manager role and a new Diversity Champion role, uniquely supported by the University of Aberdeen and NHS Grampian. This means there has been a well-rounded and lived experienced focus on race inequalities locally, and on the opportunities that exist to address this.

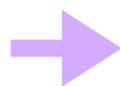
Anti-racism is understanding that society has been built upon centuries of inequality – prioritising one race or culture over another – and that prejudice still exists.

Anti-racism is not about being free of racism. It is about acknowledging racism or bias exists within ourselves and wider society, and making a commitment to challenge it.

What is anti-racism?



What will NHS Grampian's Anti-Racism Plan involve?



NHS Grampian's Anti-Racism Plan will be launched with an organisational 'Anti-racism Statement' at the health board's first ever celebrating Diversity Festival. We believe the plan is the first of its kind and this makes NHS Grampian the first anti-racist health board in Scotland.

October has been chosen to do this as it is NHS Scotland Speak-Up Month and Black History Month, as well as including Hate Crime Awareness Week. This will also mark the beginning of a 12-month programme to raise awareness and offer training across NHS Grampian's sites, with all staff and student groups across the healthcare system.

