

Minutes – SOM Diversity and Inclusion task force 31st March 2022

Attendance: Dr Sheetal Chavda (Chair), Emma Persand (Deputy Chair), Nick Pahl, Anna Harrington, Sade Adenekan, Bethan Cawley, Gemma McCall, Dr Jacquie Halliday-Bell, Jermaine Thompson, Notes – Natasha Sethna

Apologies: Dr Abeyna Jones, Janet O'Neil, Netsai Chirenda, Dr Shaun Davis

1 Welcome

Sheetal welcomed all to the meeting.

2 Culture Shift- presentation

Gemma from 'Culture Shift' gave a presentation on their product and aims and values. Post-pandemic, a decreased sense of belonging has been observed within employees. Gemma noted that employers are responsible for dealing with Harassment and Bullying which may have a discriminatory aspect to it and Culture Shift can assist with resolving these issues within companies.

ACTION: Gemma to share learning and contact details from other Task Forces she is part of (e.g., the UKRI Bullying and Harassment Task Force).

3 Updates

SEQOHS

A meeting occurred with the lead for the review, Dr Robin Cordell. Sheetal advocated for there to be a D and I monitoring process within it and Nick had suggested D and I aspects to assessor recruitment amongst other areas. A further meeting is to be scheduled

4 Research

Sheetal informed the group that her study was in the pilot stage.

Gender diversity research:

Anna received feedback from the group on proposed survey questions for her study on self-confidence and gender-diversity within occupational health professionals. Nick suggested linking with academic colleagues re the survey questions and said that the survey could go to SOM members. Group members asked if Anna could make the questions less broad and to make it clearer who the target audience was.

ACTION:

Emma to share her previous research regarding barristers and gender-diversity with Anna and for those working in HR to receive Anna's questions.

5 Other

Nick note the NHS report on ethnicity for the group to read and review

He also informed the group that the SOM/FOM National Honours Committee are looking for 2 SOM members to consider nominations.

Nick informed the group that the SOM Occupational Health and Medicine Scholarships will be launched on the 1st of April 2022.

Sheetal informed the group that the Midlands regional group would like a speaker for their conference in July. The speaker should talk about religiosity/spirituality and occupational health. Sheetal to research further links into religiosity/spirituality and occupational health.

Next meeting: to be scheduled.