

## **Diversity and Inclusion Task force – draft minutes 27<sup>th</sup> January 2021**

Anna Harrington, Sheetal Chavda (chair), Janet O'Neill, Matthew Wood, Dr Chami Rathmalgoda, Netsai Chirenda, Emma Persand (deputy chair), Dr Sade Adenekan, Barbara Grohs, Nardhia Kidd-Walker, Professor Anne Harriss, Abeyna Jones, Kate Costello, Nick Pahl (NP), Jacque Bell *In attendance; Dr Louise Freeman, Martin Pugh*

*Apologies:* Jane Hill, Bethan Harrison, Shaun Davies, Professor Anne Harriss

Notes – Sujal Naik

Sheetal thanked to everyone for joining the call.

### **1. Minutes of the last meeting**

The Minutes were agreed.

### **Action point brought forward from last meeting:**

Emma Persand and Janet Hill to set up a SOM Diversity and Inclusion Facebook group and invite all to be part of it.

### **2. Matters arising**

#### **Unconscious bias workshop feedback**

All agreed it was a good, informative session highlighting key areas and 'lightbulb' moments. More training on Diversity and Inclusion were encouraged within organisations to embed EDI as part of cultural change in organisations. (Unconscious bias workshop video for those who could not make it, <https://youtu.be/0wiuU4gzmBo> recording)

#### **Resource library update**

Emma adding to the resource library on an ongoing basis.

### **3 Updates**

#### **- SOM EDI statement – draft attached**

Comments included:

Statement was quite long and maybe need to be more succinct.

- Legal elements to be considered.
- How does the statement allow enforcement or 'follow up' on issues or adverse behaviour identified? Nick updated that SOM would be restricted due to limitations under the SOM charity constitution and charity 'objects.'
- Noted that most SOM members were affiliated to a regulatory body, with strict codes of conduct.

#### **- Martin Pugh re recruitment practices**

Martin commented that in the OH sector, there are no significant EDI issues as far as he is aware. Martin suggested that there are some issues in inclusivity, cultural fits with 'conscious' bias from employers in the recruitment process.

#### **- Dr Louise Freeman re BMA EDI committee activity**

Dr Freeman updated on the BMA EDI group, see [The Doctors' Support Network - Home page \(dsn.org.uk\)](https://www.bma.org.uk/about-us/equality-diversity-and-inclusion/edi/equality-matters)

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**4 PHE / SOM project webinar. Addressing inequalities during COVID-19**

Book at <https://www.som.org.uk/civicrm/event/info%3Fid%3D325%26reset%3D1>

**5 AOB**

None.

*Meeting ended 3.10pm*

***Next meeting tbc***