

# Equity, Diversity & Inclusion



**NHS LYPFT**

**Resource Library Index**

**Learning about EDI**



Leeds and York Partnership  
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# Library Services



## Library Website

- Home page for Leeds Libraries for Health, home to four health library services within the city



## Join the Library

- A sign up page to join the library



## Library Catalogue

- A detailed record for each item, including its title, author, publication date, and location in the library



## Self Service

- A page for you to reserve books, renew loans, cancel resource reservation and more



## Reading Lists

- A curated collection of resources and materials for specific topics

The library offers a number of services as listed above, please click each link to learn more.

If you would like a copy of any of the following resources and articles, you can request it from the LYPFT Knowledge and Library Services;

[libraryandknowledgeservices.lypft@nhs.net](mailto:libraryandknowledgeservices.lypft@nhs.net)

The resource library is an ever-evolving repository, so if you would like to contribute, please contact:

[kerrie.channer1@nhs.net](mailto:kerrie.channer1@nhs.net)



# Welcome to the EDI resource for Psychological Professionals

This Equity, Diversity, and Inclusion (EDI) Resource Library serves as a repository for shared knowledge, learning and resources to highlight systemic inequalities and advocate for meaningful social change.

Our goal is to provide resources to contribute to the ongoing development of person centered care.

This includes best practice, bias free language guidance and adaptations in therapy and supervision, with a specific focus on EDI.

By collating essential information, we aim to support you in improving your clinical practice and team skills, fostering cultural competence, and developing a deeper understanding of inclusive practices.

Throughout this guide the topics are organised by the protected characteristics, these are specific attributes defined by law that are safeguarded against discrimination and promote equal treatment and inclusion. We contextualise the protected characteristics [here](#):



Equality and Human Rights Commission. (2020, December 15). *Protected Characteristics* [Video]. YouTube. <https://www.youtube.com/watch?v=VXLtKImtrvM>

# Guide

“The NHS must welcome all, with a culture of belonging and trust. We must understand, encourage and celebrate diversity in all its forms”

NHS England, NHS Improvement, Health Education England, & Rankin. (2020). *WE ARE THE NHS: People Plan for 2020/2021 - action for us all.* [link](#).

To ensure this document is as user-friendly as possible, the content has been divided into the following sections.

The menu will include live links to their relevant pages, along with a home button that redirects you to the main menu.

## Introduction: Learning about Equity, Diversity & Inclusion

- Overview of the landscape
- Books
- Video content
- Podcasts
- Instagram accounts
- LYPFT support networks



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Quote with link to source



Good practice or language guide

# Introduction: Learning about Equity, Diversity & Inclusion

## Overview of the landscape



**APA Inclusive Language guide**

**APA Bias-Free Language guide**

APA. (n.d.) *Inclusive Language guide*. Retrieved August 7, 2024, from <https://www.apa.org/about/apa/equity-diversity-inclusion/language-guidelines>

APA. (n.d.). *Bias-Free Language Guide*. Retrieved August 7, 2024, from [https://apastyle.apa.org/style-grammar-guidelines/bias-free-language?utm\\_source=apa.org&utm\\_medium=referral&utm\\_content=/about/apa/equity-diversity-inclusion/language-guidelines](https://apastyle.apa.org/style-grammar-guidelines/bias-free-language?utm_source=apa.org&utm_medium=referral&utm_content=/about/apa/equity-diversity-inclusion/language-guidelines)

BPS welcomes its new Equality, Diversity and Inclusion Board | BPS. (2023). <https://www.bps.org.uk/news/bps-welcomes-its-new-equality-diversity-and-inclusion-board>

BPS. (2022). Using Community Psychology approaches to reduce the impact of inequality through the Community Mental Health Framework. <https://www.bps.org.uk/guideline/using-community-psychology-approaches-reduce-impact-inequality-through-community-mental>

Burnham, Pearce and Pearce, Partridge, Divac, Heaphy, Roberts, & McGoldrick. (2019). *Practice Tool: Social GRRRAACCEESSS and the LUUUTT model*. (pp. 2–7). <https://practice-supervisors.rip.org.uk/wp-content/uploads/2019/11/Social-GRRRAACCEESSS-and-the-LUUUTT-model.pdf>

Clearing house. (2022). *Equal opportunities data - Equal opportunities*. <https://www.clearing-house.org.uk/about-us/equal-opportunities/equal-opportunities-data>

Khan, A; Gilliat-Ray, S. (n.d.) *Understanding mental health in Muslim communities*. Cardiff University. <https://www.cardiff.ac.uk/community/our-local-community-projects/case-studies/understanding-muslims-mental-health>

Kline, R., Middlesex University Business School, brap, Warmington, J., MBE, Somra, G., & Rebecca Pilliere. (2024). Too hot to handle? [https://27aa994b-a128-4a85-b7e6-634fb830ed15.usrfiles.com/ugd/27aa99\\_4d4e620e6889408d926dad142839c0f3.pdf](https://27aa994b-a128-4a85-b7e6-634fb830ed15.usrfiles.com/ugd/27aa99_4d4e620e6889408d926dad142839c0f3.pdf)

Mind. (2021). *Inequalities for Black Asian and Minority Ethnic communities in NHS mental health services in England*. (pp. 2–15). <https://www.mind.org.uk/media/6484/race-equality-briefing-final-oct-2020.pdf>

Mir, G., Salway, S., Kai, J., Karlsen, S., Bhopal, R., Ellison, G. T., & Sheikh, A. (2012). Principles for research on ethnicity and health: the Leeds Consensus Statement. *European Journal of Public Health*, 23(3), 504–510. <https://doi.org/10.1093/eurpub/cks028>

NHS England. (n.d.). *Equality, diversity, and inclusion resources*. PPN NHS. <https://www.ppn.nhs.uk/resources-url/equality-diversity-and-inclusion>

NHS England. (n.d.). NHS Workforce Race Equality Standard. <https://www.england.nhs.uk/about/equality/equality%20hub/equality-standard>

Osajivbe-Williams, D; Menyié, M. (2023). *Race is complicated Race is complicated: a toolkit for psychological therapies training*. UK Council for Psychotherapy. <https://www.psychotherapy.org.uk/news/race-is-complicated-toolkit>

Oxfam Policy & Practice. (2024). Inclusive Language Guide. <https://policy-practice.oxfam.org/resources/inclusive-language-guide-621487/>



## Books

Akala. (2018). *Natives: Race and class in the ruins of empire*. Two Roads.

Bhopal, K. (2018). *White privilege: The myth of a post-racial society*. Bristol: Policy Press

Byrne, B., Alexander, C., Khan, O., Nazroo, J., & Shankley, W. (2020). *Ethnicity, Race and Inequality in the UK: State of the Nation*.  
<https://library.oapen.org/handle/20.500.12657/22310>

Burnham, J. (2018). *Developments in Social GRRRAAACCEEESSS: Visible–invisible and voiced–unvoiced*. In *Culture and Reflexivity in Systemic Psychotherapy* (pp. 139-160). London: Routledge.

Eddo-Lodge, R. (2018). *Why I'm no longer talking to white people about race*. London: Bloomsbury Publishing.

Fernández, A. L., & Evans, J. (2022). *Understanding Cross-Cultural Neuropsychology*. In Routledge eBooks. <https://doi.org/10.4324/9781003051497>

Fernando, S. (2017). *Institutional racism in psychiatry and clinical psychology*. In Springer eBooks. <https://doi.org/10.1007/978-3-319-62728-1>

Jones, C. (2021). *Racism in Psychology*. In Routledge eBooks.  
<https://doi.org/10.4324/9781003119401>

Olusoga, D. (2020). *Black and British: A Short, Essential History*. Pan Macmillan.

Saad, L. F. (2020). *Me and White Supremacy*. Quercus. [laylafsaad.com](http://laylafsaad.com)

Said, E. W. (2003). *Orientalism*. Penguin Classics.

Shukla, N. (2016). *The Good Immigrant*. Unbound Publishing.

Stovall, N., & Stovall, N. (2022, October 18). *Whiteness on the couch*. Longreads.  
<https://longreads.com/2019/08/12/whiteness-on-the-couch/>



## Video Content

Churchill Fellowship. (2018, July 9). African psychology: Erica McInnis on her Churchill Fellowship [Video]. YouTube. <https://www.youtube.com/watch?v=14UahHfVu0Y>

Emilie Flower. (2017, November 17). Birth with Sanctuary [Video]. YouTube. <https://www.youtube.com/watch?v=tcn6RgVv1aQ>

Emilie Flower. (2018, June 13). WOMEN FROM THE SHADOWS Final version [Video]. YouTube. <https://www.youtube.com/watch?v=KKCFqLTM6h4>

Implicit Bias Module Series | Kirwan Institute. (n.d.). <https://kirwaninstitute.osu.edu/implicit-bias-module-series>

TEDx Talks. (2023, February 16). You're Doing It Wrong: The evolution of cultural competence | Raquel Martin | TEDxRutgersCamden [Video]. YouTube. <https://www.youtube.com/watch?v=FNCu1ED0Zsk>

## Podcasts/TV Programs

About Race with Reni Eddo-Lodge - Anti-Racist Activism. (2024, March 14). About Race With Reni Eddo-Lodge. <https://audioboom.com/channels/4947699-about-race-with-reni-eddo-lodge>

Arena - I am not your negro. By James Baldwin. (2020). [Video]. BBC iPlayer. <https://www.bbc.co.uk/iplayer/episode/m000kbn6/arena-i-am-not-your-negro>

BBC One - Why is Covid killing people of colour? (2021, March 2). BBC. <https://www.bbc.co.uk/programmes/m000sv1d>

BBC Two - The Unwanted: The Secret Windrush Files. (2019, June 24). BBC. <https://www.bbc.co.uk/programmes/m00068sk>

Channel 4 – Empire State of Mind. By Sathnam Sanghera. (2021, November). Channel 4. <https://www.channel4.com/programmes/empire-state-of-mind>

Code switch. (2024, May 1). NPR. <https://www.npr.org/podcasts/510312/codeswitch>

Is Covid Racist? (2020) All4 Documentary. Watch Is Covid Racist? | Stream free on Channel 4

Netflix. (2020, April 17). 13TH | FULL FEATURE | Netflix [Video]. YouTube. <https://www.youtube.com/watch?v=krfcq5pF8u8>

Noughts + crosses. (2020). BBC iPlayer. <https://www.bbc.co.uk/iplayer/episodes/p082w992/noughts-crosses>

Podcast. (n.d.). THE RADICAL THERAPIST. <https://www.theradicaltherapist.com/podcast.html>

Small axe. (2020). BBC iPlayer. <https://www.bbc.co.uk/iplayer/episodes/p08vxt33/small-axe>

Watch When They See Us | Netflix Official site. (2019). <https://www.netflix.com/gb/title/80200549>





# Instagram Accounts of Interest

**Note:** NHS LYPFT is not responsible for content posted by public or external sites. If you find any of the content to be offensive or against our values please email [kerrie.channer1@nhs.net](mailto:kerrie.channer1@nhs.net) so it can be removed.

56 Black Men [@56blackmen]. (n.d.). *Posts*. [Instagram profile]. Instagram. Retrieved July, 20, 2024, from <https://www.instagram.com/56blackmen/?hl=en>

Amanda Seales [@amandaseales] . (n.d.). *Posts*. [Instagram profile]. Instagram. Retrieved July, 24, 2024, from <https://www.instagram.com/amandaseales/?hl=en>

Black Minds Matter [@blackmindsmatter.uk]. (n.d.) *Posts*. [Instagram profile]. Instagram. Retrieved July, 16, 2024, from <https://www.instagram.com/blackmindsmatter.uk/?hl=en>

Dclin\_RevealingRacsim [@dclinreveal]. (n.d.). *Posts*. [Instagram profile]. Instagram. Retrieved July, 16, 2024, from <https://www.instagram.com/dclinreveal/?hl=en-gb>

Dr Shola Mos-Shogbamimu [@SholaMos1]. (n.d.). *Posts*. [Instagram profile]. Instagram. Retrieved July, 24, 2024, from <https://www.instagram.com/sholamos1/?hl=en>

Ericka Hart [@ihartericka]. (n.d.). *Posts*. [Instagram profile]. Instagram. Retrieved July, 21, 2024, from <https://www.instagram.com/ihartericka/?hl=en>

Layla F Saad [@Laylafsaad]. (n.d.). *Posts*. [Instagram profile]. Instagram. Retrieved July, 21, 2024, from <https://www.instagram.com/laylafsaad/?hl=en>

No White Saviors [@nowhitesaviors]. (n.d.). *Posts*. [Instagram profile]. Instagram. Retrieved July, 20, 2024, from <https://www.instagram.com/nowhitesaviors/?hl=en>

Rachel Cargle [@rachel.cargle]. (n.d.). *Posts*. [Instagram profile]. Instagram. Retrieved July, 21, 2024, from <https://www.instagram.com/rachel.cargle/?hl=en>

The Art of Being Well [@theartofbeing\_well]. (n.d.). *Posts*. [Instagram profile]. Instagram. Retrieved July, 16, 2024, from [https://www.instagram.com/theartofbeing\\_well/?hl=en](https://www.instagram.com/theartofbeing_well/?hl=en)

The Conscious Kid [@theconsciouskid]. (n.d.). *Posts*. [Instagram profile]. Instagram. Retrieved July, 20, 2024, from <https://www.instagram.com/theconsciouskid/?hl=en>

The Slow Factory [@theslowfactory]. (n.d.). *Posts*. [Instagram profile]. Instagram. Retrieved July, 21, 2024, from <https://www.instagram.com/theslowfactory/>

The Voice of Colour [@thevoiceofcolour]. (n.d.). *Posts*. [Instagram profile]. Instagram. Retrieved July, 21, 2024, from <https://www.instagram.com/thevoiceofcolour/>





## LYPFT support networks

### Workforce Race Equality Network

The Workforce Race Equality Network (WREN) aims to create a safe platform for staff to discuss and address race and workplace inequalities while supporting the development of racially minoritised individuals.

WREN members meet quarterly and can also engage in additional project and focus group initiatives dedicated to advancing the race equality agenda. Comprising individuals who identify as 'BAME', allies, and those from non- 'BAME' backgrounds with a vested interest in race equality, the membership includes permanent, temporary, and voluntary staff across all professional groups and grades within the Trust.

**If you would like to know more, please contact Maxine Brooke:**  
[maxine.brook@nhs.net](mailto:maxine.brook@nhs.net)

### Disability and Wellbeing Network (DaWN)

DaWN is a staff network within the Trust that is dedicated to advancing equality and inclusion in the workplace for individuals managing health conditions and/or disabilities. It warmly welcomes colleagues and allies who share a commitment to promoting wellbeing and inclusive practices for individuals with health conditions and disabilities within the Trust.

**You can get in contact with the DaWN team via email:**  
[england.DAWN@nhs.net](mailto:england.DAWN@nhs.net)

**Or you can find more information here:** [Disability and Wellbeing Network \(DaWN\)](#)

### Rainbow Alliance

The Rainbow Alliance serves as a supportive network within LYPFT for colleagues who identify with or support the LGBTQ+ community. Its primary aim is to create a secure and welcoming environment for members while advocating for their continued contributions within the Trust. Activities within the alliance range from exchanging resources and offering advice on workplace issues to representing the organisation at events such as Leeds Pride.

**You can get in contact with the Rainbow Alliance team via email:**  
[rainbowalliance.lypft@nhs.net](mailto:rainbowalliance.lypft@nhs.net)

**Or you can find more information here:** [Rainbow Alliance](#)



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