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Covid-19

[Addressing vaccine hesitancy in different ethnic communities](#). NHS Confederation, January 2022

Cheshire and Merseyside Health and Care Partnership used insight from a four-stage programme to understand the impact that COVID 19 was having on ethnic minority communities, and work with the different communities to understand the causes of vaccine hesitancy. This programme of work, which entailed partnership working between multiple agencies as well as with the various communities, led to a significant increase in vaccine uptake in just four months.

[Final report on progress to address COVID-19 health inequalities](#) Race Disparity Unit and Equality Hub. December 2021

The fourth and final report summarising work undertaken by the Minister for Equalities and government departments on COVID-19 disparities.

[Learn Lessons, Save Lives](#). Covid-19 Bereaved Families for Justice. December 2021

Drawing on expert opinion and personal testimony, this report maps out which areas the public inquiry into Covid-19 should cover. Report includes section from Runnymede Trust on the racial inequalities that the inquiry must address.

[What Covid taught us about racism – and what we need to do now](#) Guardian, December 2021

Long read from Gary Younge, looking at the systemic reasons for the unequal impact of Covid, and what needs to happen to change this.

[Ethnic Minority Older People, Histories of Structural Racism and the COVID-19 Pandemic](#). Jenny Hewitt and Dharmi Kapadia. November 2021

This briefing uses qualitative data from research with ethnic minority older people to show (1) how isolation stemming from the pandemic restrictions has affected older people’s wellbeing as well as quality of care in health and social care services, (2) the vital role that has been played by VCSE organisations in providing a lifeline for ethnic minority older people and (3) the underlying experiences and reasons behind distrust of the vaccine and health institutions more generally.

[Specialist palliative care services response to ethnic minority groups with COVID-19: equal but inequitable—an observational study](#). BMJ Supportive & Palliative Care. September 2021

Insights into response of palliative care services during COVID-19. Concludes that policies introduced during the COVID-19 pandemic may have adversely impacted those from ethnic minority groups making these at-risk populations even more vulnerable. The palliative care response may have been equal but inequitable. During the COVID-19 period, systemic steps, including equality impact assessments, are urgently needed.

Healthcare Workforce

[Racialised professionals' experiences of selective incivility in organisations: A multi-level analysis of subtle racism.](#) Human Relations, Feb 2022

This article explores how racialised professionals experience selective incivility in UK organisations. Analysing 22 in-depth, semi-structured interviews, it provides multi-level findings that relate to individual, organisational and societal phenomena to illuminate the workings of subtle racism.

[Ethnic minority-led GP practices: impact and experience of CQC regulation](#) CQC, January 2022

Providers led by GPs of an ethnic minority background have raised with us concerns that they do not receive the same regulatory outcomes from CQC as providers led by GPs of a non-ethnic minority background. To investigate and respond to these concerns, the CQC started a programme of work in February 2021. The focus of this has been on how their regulatory approach affects ethnic minority-led GP practices and how the CQC can improve their methods to address any inequalities identified.

[NIHR publishes first year of diversity data for funding programmes.](#) National Institute for Health Research, December 2021

The first annual collation of diversity data produced by the NIHR, following the introduction of an Equality and Data Reporting System in early 2020. It represents the benchmark against which the NIHR's work to improve inclusion and diversity across its portfolio will be measured in the future.

[Supporting named leads for health inequalities on NHS boards.](#) NHS Race and Health Observatory. November 2021

The NHS Race and Health Observatory commissioned this mixed-methods study in April 2021, to provide a basis for planning what support would enable Health Inequality leads to create impact through their roles. This report draws on those findings to make recommendations about support, knowledge and learning interventions as well as the importance of an enabling political and policy environment and accountability framework.

[Attracting, supporting and retaining a diverse NHS workforce.](#) NHS Employers, November 2021

Despite endeavours to improve equality and inclusion in the workforce and some improvements around diversity – such as in terms of minority ethnic representation in very senior roles – progress has been limited, including across some key outcome measures

[Racial harassment charter for medical schools: Learn how to implement the BMA charter against racial harassment in your medical school](#) BMA, October 2021

This charter for medical schools sets out clear standards, including support and training on how to respond when racial harassment and undermining behaviours are seen or experienced.

Health Inequalities

[Race watchdog says trusts must be held to account for progress on health inequalities.](#) HSJ, December 2021

Efforts to end health inequalities should be 'in the mix' of metrics used to determine the NHS' progress against key performance targets, say race inequality experts.

[Government to launch review into pulse oximeter racial bias.](#) Pulse. November 2021

The Government has announced that it has commissioned a review into the health impact of possible race and gender bias in medical devices, including pulse oximeters.

[Content style guide: Make content about skin symptoms more inclusive](#) NHS Digital Service Manual. November 2021

New NHS Digital guidance on making written content and imagery of skin symptoms inclusive for people with various skin tones and people with a visual impairment.

[No One's Listening: An Inquiry into the avoidable deaths and failures of care for sickle cell patients in secondary care](#) All-Party Parliamentary Group on Sickle Cell and Thalassaemia (SCTAPPG), November 2021

This inquiry sought to examine the level of care sickle cell patients receive when accessing secondary care and to determine the action that is required to improve care for sickle cell patients. Sickle cell patients too often receive sub-standard care, with significant variations in care depending on which staff happen to be on duty or which area of the country a patient is in.

[Medical Photography Is Failing Patients With Darker Skin](#) **The Verge, November 2021**

A brief article about how poor quality medical photographs of dark skin can contribute to disparities in health outcomes for patients of colour.

[White doctors in London are six times more likely to be offered jobs than black doctors](#) **BMJ, October 2021**

These findings are just one indicator of the barriers that applicants from ethnic minorities faced. “The racism some of these results point to will be replicated in the day-to-day lived experience of staff working within the trust.”

[Undoing Racism and Mitigating Bias Among Healthcare Professionals: Lessons Learned During a Systematic Review](#). **Tiffany N. Ricks, Christine Abbyad & Elizabeth Polinard. September 2021**

Research indicates that the implicit biases and racist attitudes of healthcare workers are fundamental contributing factors to race-based health inequities. However, few studies and reviews appear to have examined the provision and effects of anti-racist education and training on post-licensure healthcare workers. The purpose of this systematic literature review was to explore what research methods are being used to ascertain the training healthcare workers are receiving post licensure and to identify the goals and outcomes of this training.

Podcasts and Videos

[Speak On: How Maternity Care Is Killing Black and Brown People and How We Can Stop It](#) **Speak On Podcast, January 2022**

With Benash Nazmeen a Specialist Cultural Liaison Midwife, working towards addressing health inequalities within maternity services, and Co-Chair of Birthrights, the only UK organisation dedicated to improving women and birthing peoples experience of pregnancy and childbirth by promoting respect for human rights. Together, they talk about how to reduce harm and promote compassion understanding in maternal healthcare.

[Chidiebere Ibe-Medical Illustrator](#) **YouTube, June 2021**

A video about his story, fundraising campaign and impact on medical illustration. See also the article: [A Nigerian Medical Student Wondered Why His Textbooks Only Depict White Patients. So He Drew His Own Illustrations—and They Went Viral](#). (Artnet, December 2021)

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