

## **Diversity and Inclusion Task force – draft minutes 13<sup>th</sup> May 2021**

Attendance: Anna Harrington, Sheetal Chavda (chair), Sade Adenekan, Netsai Chirenda, Emma Persand (deputy chair), Jackie Halliday-Bell

Apologies: Nick Pahl, Janet O'Neill Notes – Sujal Naik

Emma thanked to everyone for joining the call.

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

The Minutes were agreed.

### **2. Podcast Group**

Anna updated that progress had been made:

- Podcast recording has been done
- Sourced a person to do the editing
- Free podcast hosting sight found and funding agreed with SOM

Anna and Emma confirmed that more recordings from individuals are required, and this is having an impact on further progress. Promotion on this is required and there is a capacity issue, with people not able to commit their time.

**ACTION:** Anna/Emma to re-assess framework and identify a specific 'podcast' group and a sub-group of this task force.

### **3 Other updates**

Sheetal updated that the research study funding is to be confirmed with Druschca, the next application for £5k needs to be approved at the next SOM Board meeting.

Sheetal is organising a Diversity and Inclusion leadership webinar with Jenny Napier for 28<sup>th</sup> July at 12 noon.

A meeting is to be organised to decide on content for the webinar and contributions from Sheetal, Netsai, Emma and Sade.

Sheetal also updated that a meeting had been set up with the Professional Standards Authority (PSA) and a meeting with the Chair of the BMA on 3<sup>rd</sup> June at 12 noon.

Sujal suggested that the group do an assessment on the original EDI framework set up, so progress can be gauged and any future targets set in key areas.

Sheetal asked about FOM involvement in the EDI group, Jackie suggested she had a separate call with Sheetal to discuss this.

*Meeting ended 2.05pm*

## **SOM EDI Framework – update June 2021**

### **1. Governance and Leadership**

Initiating Level 1:

- A case for change has occurred – an EDI group has been established and a SOM Board statement made
- EDI is featuring in leadership discussions at board level – this has occurred at Board level on two occasions. Also stated in annual report 2020
- Diversity and Inclusion Task Force set up to oversee process – 6 meetings have occurred
- Discussion at SOM team meetings – occurred twice – latest 1<sup>st</sup> June

### **2. Membership and professional registration**

Initiating Level 1:

- A case for change has occurred – SOM is initiating EDI questions in member entry and exit surveys
- Membership criteria are being reviewed to ensure they are transparent and accessible – this has been reviewed
- Some data of members views has been gathered and shared internally – a survey has occurred but SOM will use EDI as a membership field going forward

### 3. Meetings, conferences, and events

#### Initiating Level 1:

- Discussion on increasing diversity of speakers at SOM events and conference has begun – this is continually reviewed and events on EDI have occurred
- Venue/online accessibility is considered (e.g. with religious holidays), and potential participants will be asked about their needs – SOM have put in place a relevant calendar
- Observational data about speaker diversity and accessibility - is shared internally

### 4. Education and training, accreditation, and examinations

#### Initiating Level 1:

- Links between SOM and FOM regarding their approach to education, training accreditation etc - a FOM representative and link is needed
- SOM to host specialist webinars on various topics such as unconscious bias – yes this training has occurred along with a PHE webinar. A further webinar is planned in July
- Data to be gathered on accessibility to webinars – to add ethnicity to the webinar feedback form

### 5. Prizes, awards, and grants

#### Initiating Level 1:

- EDI in prizes, awards, and grants to be discussed at awards meeting – diversity and inclusion grants to be held 2021
- Assessment criteria and processes are transparent – ongoing review – chair of judges Dr Kaveh Asanati
- Regional Groups encouraged to adopt the same process – to occur and discuss with Chair of Council

### 6. Communications, marketing, outreach, and engagement

#### Initiating Level 1:

- Increasing EDI in communications, marketing, outreach, and engagement – discussed with Ann and to continue
- SOM materials to be reviewed to support EDI – occurred via Ann EDI resource area
- Other ad-hoc or informal activity taken place to support EDI e.g. link with Kings Fund, PARN and projects – yes meeting with BMA, RCN, NHS Employers, GMC, Professional Standards

### 7. Employment

#### Initiating Level 1:

- Ongoing discussions on EDI are taking place within SOM team - occurred
- Good Practice on EDI to be established via SOM policies – occurred and statement occurred and Facebook page set up
- SOM to encourage more diversity at point of shortlist for interviews – will occur

### 8. Monitoring and measuring

- A case for measuring and monitoring has been made and will be put to the Board in December 2020 - occurred
- Data to be gathered on practice of OH clinicians – research in process and funded by SOM Board to University of Glasgow

