

## **Diversity and Inclusion Task force – draft minutes 18<sup>th</sup> November 2020**

Anna Harrington, Sheetal Chavda (SC), Janet O Neill, Jane Hill, Matthew Wood, Dr Chami Rathmalgoda, Netsai Chirenda, Emma Persand (EP) (deputy chair), Dr Sade Adenekan, Barbara Grohs, Nardhia Kidd-Walker (NKW), Professor Anne Harriss, Nick Pahl (NP)

*Apologies:* Bethan Harrison, Shaun Davis      *Notes –* Sujal Naik

Sheetal thanked to everyone for joining the call. Everyone introduced themselves.

### **1. Minutes**

Minutes were agreed.

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

Matt Wood updated on referrals to OH and tracking of data. General comment was that 'subtle' racism was more dangerous and difficult to quantify than 'direct' racism.

**Action:** Matt to share documentation from HML at December meeting.

**Action** - SOM to host specialist webinars on various topics such as unconscious bias.

**Action** – encourage more diversity at point of shortlist and ask for recruiters / universities' opinion on practices, Nick to contact specific recruiters and follow up for next meeting.

**Action** – create guidelines/ framework about OH providers activity / approach to diversity and inclusion. To be finalised following review of best practice models shared by Emma

Agreed by group that all participants should contribute to setting these standards and defining 'best practice' in this area.

### **2. Matters arising e.g. research – Sheetal**

Sheetal updated that a questionnaire was being developed along with a study design protocol. Ethics application to be submitted by December.

### **3. What attendees want to get out of the task force and what they can contribute – all**

General discussion ensued after which it was decided a collective approach should be adopted, with everyone contributing.

### **4. OH standards – Discussion**

Agreed by group that all participants should contribute to setting these standards and defining 'best practice' in this area.

### **5. Collating resources – Emma**

Emma Persand has sent research to Nick to start an 'inclusion directory', all are encouraged to contribute

### **6. Leadership programme opportunity – attached. Put open for expressions of interest in general to SOM members in general**

- Aim to select at least one applicant from the diversity taskforce. Another through direct via SOM or via D and I group on merit ?

Sheetal and Abeyna commented that anyone from this group interested on attending the leadership programme should contact Nick directly.

### **7. SOM webinar e.g. on unconscious bias- speaker tbc**

Anna Harrington recommended Karen Broad as a speaker for the webinar TBC in January 2021.

**Action:** NP to co-ordinate call with Karen Broad for webinar.

**8. SOM EDI - update - Sujal – attached**

Sujal updated on the SOM EDI framework that had been created. This is to be developed and updated as progress is made in each of the following key categories:

1. *Governance and leadership*
2. *Membership and professional registration*
3. *Meetings, conferences, and events*
4. *Education and training, accreditation, and examinations*
5. *Prizes, awards, and grants*
6. *Communications, marketing, outreach, and engagement*
7. *Employment*
8. *Monitoring and measuring*

Sheetal confirmed that FOM were to be invited to adopt and set up a similar EDI framework

**9. AOB:**

Nardhia informed the group about the research she has conducted on unconscious bias and its links with Cognitive Behavioural Therapy. Janet suggested the collective thoughts of the group should be recorded on a podcast.

***Next meeting 16<sup>th</sup> December 11-12pm***