

Diversity and Inclusion Task force – 2nd March

In attendance Anna Harrington, Dr Sheetal Chavda (chair), Jane Hill, Matthew Wood, Netsai Chirenda, Emma Persand (deputy chair), Dr Sade Adenekan, Professor Anne Harriss, Janet O Neil , Anna Harrington, Dr Abeyna Jones

Notes – Nick Pahl

Sheetal thanked everyone for joining the call.

1. Minutes of the last meeting

The Minutes were agreed.

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

Research project – Dr Sheetal Chavda said the work had progressed well in terms of ethics and study protocol. Confirmation wating. There is currently no validated questionnaire in this area so all agreed it would be a useful tool for others.

Agreed aiming to publish in a high impact journal with an allied press release would be worthwhile.

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

This has occurred - with Emma Persand, Carnegie and BITC .

All agreed it was a good session and good feedback on the day. It had led to other sessions being commissioned for international women's day.

3 BMA link – negative experience with reasonable adjustments and need more support from OH.

There was a discussion as to whether all OH professionals really understand MH issues. Agreed CPD and clinical supervision was important.

Sheetal is planning to take forward this issue with NP with the BMA, GMC, and others

4 Presentations etc

Health and wellbeing at work – to occur this month.

At Work Partnership last month plus short article on the need to do more on race equality

Sheetal has been asked to do editorial for Journal of Occupational Medicine on this topic to raise awareness.

Agreed a video on vaccine update would be useful.

Action - Emma to set up. (NP to explore via DHSC/SOM)

Feedback was received for those on the leadership development programme. Noted that leadership webinars occurring via SOM and led by Dr Jenny Napier. Diversity and inclusion in leadership webinar planned Tbc July. Participants welcome.

5 Feedback

Agreed regular updates in e news and on SOM webpages as to what has been achieved e.g. inclusion directory.

Agreed to progress Pod casts – production contacts to be shared by Matt Wood.

Agreed need to continue to

-raise awareness

- share resources on inclusion directory on membership area

Next meeting tbc