

## **Healthwatch Greenwich Black, Asian and Minority Ethnic Advisory Group**

Thursday 26<sup>th</sup> of November 3-4pm

Attendees: Joy Beishon, Jummy Alabi, Naomi Goldberg, Makeda Bernard, Chewyeen Lawes, Gary Ghale, Balbir Singh, Louisa Joseph, Shola Oladipo, Oladipo Ayoola, Joy Okafor

Apologies: Viv Cameron, Sheldon Allen and Yannick Nyah

### **Terms of reference**

The group discussed the draft terms of reference and agreed upon the specific service provider commitments that the group would prioritise:

#### **NHS Lewisham and Greenwich Trust:**

- Setting up a working group with partners to tackle health inequalities
- Review recruitment processes and training offered to recruiting managers (including training on unconscious bias), and consider focused coaching, mentoring and career support available to staff who need support to help progress their careers
- Launch a reverse mentoring programme giving BAME, disabled and LGBTQ+ staff a chance to mentor a senior leader in the Trust

#### **NHS Oxleas Trust**

- Commence cultural sensitivity workshops in November to ensure that all staff have cultural competence awareness training
- An equality plan in place by November by all Service Directorates, based on areas identified through the Equality Impact Assessment and EDS2<sup>1</sup>, and including culturally appropriate services

#### **Royal Borough of Greenwich**

- Develop an Equality and Equity Charter which sets out pledges to promote the values of equality, diversity and inclusion, and welcome

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<sup>1</sup> Equality Diversity System – a toolkit to help the NHS

views to help shape the Charter and collectively agree on a set of commitments that can be adopted in all organisations and groups – anticipated to inform a broader action plan due October 2020

It was also agreed that the following elements of the RBG Equality and Equity Charter <sup>2</sup> could be included in the commitments that we prioritise:

1. Challenging discrimination, harassment, bullying, hate crime and victimisation
2. Eliminating barriers, encouraging a growth mindset, raising aspirations, and creating opportunities for growth beyond limit
3. Listening to and understanding the diverse needs of the people

### **BLM Listening event follow-up**

It was agreed that we will request a summary progress report from service providers, and invite LGT and the SEL CCG (Greenwich) to the next meeting (February). It was noted that we need clarity on how service providers intend to review their actions and plans and make improvements.

Additionally it was suggested that a listening event follow-up takes place, to provide those on the receiving end of the actions made by service providers (service users and staff) the opportunity to hear what progress has been made and share their thoughts.

Naomi highlighted that one of the areas that needs to be considered with the follow-up event, is service users' concerns about COVID-19 vaccinations and how services are going to change as we come out of the pandemic.

### **AOB**

It was agreed that meetings will occur quarterly.

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<sup>2</sup> <https://www.royalgreenwich.gov.uk/equalitycharter>