

# EQUALITIES NEWSLETTER

April 2024 - Issue 5

## Equalities Team Update

Hello, and Welcome to the April 2024 edition of the Equalities newsletter! The Equalities Team has had plenty to celebrate recently, winning two awards at the Midlands Inclusivity and Diversity Awards Scheme (MIDAS Awards). The team attended the awards ceremony in Nottingham on 22nd March 2024 and was delighted to win both categories. Colleagues from around the West Midlands attended the event, which was also live-streamed for those who wanted to watch.

Our very own Laura Cowley, Staff Network coordinator, was a joint EDI Champion of the Year winner. Laura was nominated for the award because of her role in leading campaigns, supporting our networks and all members, and implementing projects such as centralising reasonable adjustment, menopause support group and Anti-Racism work.

The Black Country Integrated Care System (ICS) was nominated and won the **Inclusive ICS of the Year** award as part of the wider system's work in ensuring healthier Futures. Its work has included developing the workforce system's first process to strengthen relationships with partners, organising successful EDI events, championing initiatives such as anti-racism, allyship, Menopause at Work Charter, and embracing the Care Leavers Covenant.

We are delighted to announce that our staff networks have been shortlisted for the Team Excellence Award for the 2024 Committed to Excellence Awards.



Look out for our future newsletters where we will update on our Committed to Excellence nomination!

## Developing Aspirant Leaders (DAL) Programme

The DAL programme supports ethnic minority nurses and midwives by providing academic learning, sponsorship and the ability to safely stretch. The programme aims to deliver a sustainable positive action scheme for progression for all participants.

We were thrilled to see Hefda Salam, a midwife working within our Trust, successfully completed the DAL programme in 2023/24 and is featured in a celebration book. Hefda has kindly allowed us to share this with you. The commemorative book celebrates the incredible achievements of all 30 participants and showcases their journeys.

Research demonstrates that women from ethnic minority backgrounds face additional maternity risks, with maternal mortality rates significantly higher than for white women. This is prevalent in women who have mental health problems during pregnancy or in the first year after giving birth.

Hefda's role as a midwife enabled her to focus upon a review of existing information available to support the mental health of ethnic minority mothers in the postpartum period. Hefda was able to evaluate the adequacy and appropriateness of the available information and make recommendations for improvements.



**Hefda Salam**

- Role: Midwife
- Email: [hefda.salam@nhs.net](mailto:hefda.salam@nhs.net)
- Integrated Care System: The Black Country
- Sponsor: Mary Sexton, Chief Nurse

As a result of this review, Hefda's findings will be disseminated amongst the Trust's maternity services.

To read the celebration book visit our Equalities hub page or [Click Here](#)

# Women's History Month



The Women's Network recognised Women's History Month and International Women's Day throughout March 2024. We had several events that fit the theme 'Inspire Inclusion', which we used throughout the month across the Trust.







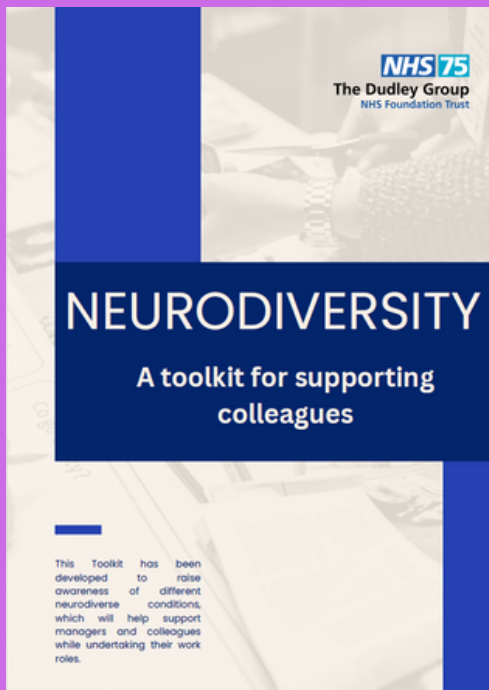
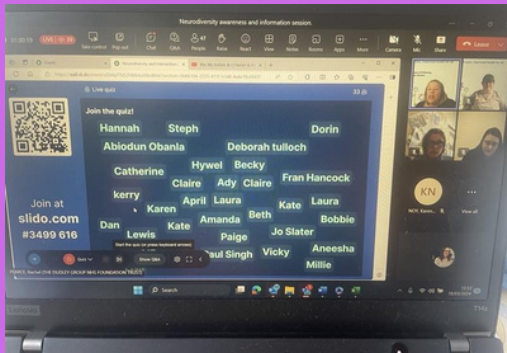
## Women's Network Meeting – 14th March

The network met with the members to discuss relevant topics for their departments and promote their work. We also discussed common issues that will be used for future discussions. The Network is a safe space to be able to share thoughts and ideas; it also acts as a mechanism for employee voice, supporting to drive improvements and change for the equity and safety of women in the workplace.

## Neurodiversity Celebration session – 19th March

Our intersectional staff network event: Celebrating Neurodiversity. All four staff networks collaborated for this celebration and awareness event. We, and our guest speakers from Dudley College and the Department for Work & Pensions (DWP) explored:

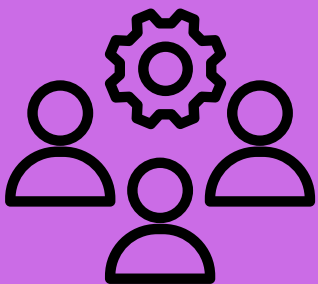
- What is Neurodiversity?
- The relationship between neurodiversity and ethnicity
- The impact of Gender and Gender Identity on Neurodiversity
- Being Neurodivergent at Dudley Group (a lived experience)
- How can we support Neurodivergent colleagues and patients?



We were also joined by colleagues with lived experience, thinking about how we can support colleagues and patients and #InspireInclusion. To view the recording or read our Neurodiversity toolkit visit the Equalities hub pages or [Click Here](#)

## Women at Work session – 27th March

Our Women at Work lunchtime session focused on neurodiversity awareness and health inequalities. We were joined by colleagues from across the Trust from all different departments and staff groups. These sessions aim to raise awareness of events, successes, resources and provide a valuable opportunity to network and hear from professionals such as those in HR, recruitment or medical workforce.



We would like to say **THANK YOU** to all of the Dudley Group staff who participated in the events and to the other departments and guest speakers who helped make each and every event a success! We look forward to hosting more events throughout the year and would love you to get involved.



For more information and to get involved , please email [dgft.womensnetwork@nhs.net](mailto:dgft.womensnetwork@nhs.net)



Disability and long term health condition network hosted a very informative session to mark 'Eating Disorders week. Joined by guest speakers from Black Country Healthcare, it was explored how both the physical and mental health aspects of these disorders can impact on a person.



To access the recording please click [here](#)

Dudley Voices for Choice invite you to join a lunch and learn session about Autism and all thing neurodiversity. Please join them on Wednesday 17th April 2024, 12.30 until 1.30pm via a teams meeting. To book a place please visit this link: [Lunch & Learn- autism and neurodiversity](#)



14th May -12pm  
Teams Meeting in conjunction with EmbRACE



5th - 11th February saw the EmbRACE staff network supporting [Race Equality Week](#), an annual UK wide movement uniting thousands of organisations to address the barriers to race equality in the workplace.

We came together as a Trust to speak about our anti-racism stance and our own anti-racism statement here at The Dudley Group.

Chief executive Diane Wake recorded a short [video](#) for Race Equality Week, highlighting what this means to us here at The Dudley Group and our commitments to you as members of staff.

You can read the Trust's anti-racism statement, our commitments and how to report instances of racism [here](#).

## Anti-racism Statement

At The Dudley Group, we want to ensure all staff, patients and visitors are respected.

### What is anti-racism?

Anti-racism means actively identifying and opposing racism. We are all responsible for eliminating all forms of racism; we must challenge ourselves and others with care and compassion.

For our commitments to support the Trust on its anti-racism journey and ways to report any incidents, please scan the QR code



Our anti-racism statement is sponsored by our EmbRACE staff network



14th May -12pm  
Teams Meeting in conjunction with Disability and long term health condition



# LGBT+ History Month

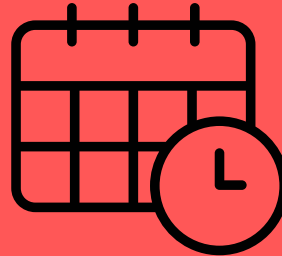
As an NHS Trust we were pleased to learn that this year's theme is Medicine. There have been several major contributors to medical advances from the LGBTQ+ community across history, though many of them remain largely unknown.

We have taken the opportunity this month to explore the topic; from the history to health inequalities. Please find below the articles the network have written to celebrate the month:

[Communications - Historical figures article](#)

[LGBTQ+ Experience of Healthcare](#)

[LGBT+ History month](#)



**17th May -9.30am**  
**In person meeting**



The Women's staff network has been working with the wellbeing team and occupational health team to ensure there is support and information for staff approaching or going through the menopause. There is a section on on the Staff Wellbeing hub pages dedicated to this subject, you have access to:

- Menopause Champions
- Support session
- Menopause symptoms checker
- Menopause apps and webinar to learn more
- Menopause awareness training &
- Additional resources.

To access this information visit the Staff Wellbeing hub pages or click on this link:  
[Staff Wellbeing - Menopause](#)



**13th June - 10am**  
**In person network meeting**