

NHS Lothian training video: Understanding Racism – Facilitator’s Guide

This guide has been developed to allow NHS Lothian staff to have facilitated discussions in small groups about what they have heard on the video and the sensitive topics discussed.

The video can be watched in parts or in one session. It is recommended that that groups spend between 1 – 1.5 hours discussing the video in total.

The discussion topics and questions are suggestions and not all of them need to be considered. As part of planning the session, it may be helpful to agree with a few colleagues what discussion topics and questions you want to include given the time available.

Please let the Equality and Human Rights Team at NHS Lothian know if you have used this training video, and please also provide any feedback or comments to help improve the education and training we provide. Contact us by email - loth.equalityandhumanrights@nhs.scot

Introduction (2-5mins)

Slide title & time	Discussion topic and questions	Discussion prompts and expected feedback
<p>Introduction</p> <p>2-5 mins</p>	<p>In NHS Lothian, we continue to work towards having an inclusive culture for the people who work for us and use our services. We have used the learning from our transatlantic slavery project and NHS Lothian is now, more than ever, fully committed to being an anti-racist organisation. This is a strategic priority for NHS Lothian and included in our current five-year Equality and Human Rights Strategy.</p> <p>We asked staff from a range of backgrounds and working across the organisation about their lived experiences of racism, what needs to change and what type of workplace they want to be part of. This is what they told us.</p> <p>During this session, you will watch this video and ask people to work in small groups to reflect and discuss what they have heard, what it means to them and what actions they will take away as individuals and teams</p>	<p>Please refer to NHS Lothian shared values and emphasise this is a safe space. You can ask people to discuss what a safe and respectful space looks and feels like to them and note these down on a flipchart before watching the video.</p> <p>Please let staff know that some of the information in this video may be hard to watch and listen to. It should be explained that people can stop and take a break at any time. Information about where staff can access support must be shared – the main sources of support are explained on the staff pages of NHS Lothian website Staff Support – NHS Lothian Staff (mental, emotional and physical wellbeing & tools to help with wellbeing and mental health) and the Staff Equality Networks.</p>

Section 1 – What is racism? (20 mins)

Slide title	Discussion topic and questions	Discussion prompts and expected feedback
<p>What is racism?</p> <p>10 mins discussion</p> <p>10 mins feedback</p>	<ul style="list-style-type: none"> • What are your thoughts after hearing these experiences? • How does it make you feel that some people we work with have been treated badly because of something that they have no control over – the colour of their skin, where they were born, their heritage or culture? • How does this resonate with you and your lived experience of racism in the workplace? • Racism can present itself in different ways in the workplace, what are your thoughts about where this comes from? Think about stereotypes, prejudice, only being told one side of the story. • Discuss examples of racial stereotypes and racial prejudice from the past and the present. • When a senior manager says in a meeting that EDI is 'such a waste time' what are the implications of this behaviour and attitude in the workplace. • The video showed how people can react when they experience racism – what are your thoughts about the impact on people directly and what we learned about how racism affects people in different ways. 	<ul style="list-style-type: none"> • Reflection on the impact on individuals – their health, their lives, their performance. • People sharing their own experiences of racism from staff and patients or in their personal life. • Cambridge dictionary definition- a set idea that people have about what someone or something is like. Stereotypes can be negative and positive. • What does prejudice mean? Prejudice is an attitude. Cambridge dictionary definition – an unfair and unreasonable opinion or feeling, especially when formed without enough thought or knowledge. • What is discrimination? Discrimination is a behaviour. It is about treating someone worse or differently than would treat others because of something relating to characteristic or identity. • Talk about the different behaviour in blatant and covert racism. What about the similarities in terms of impact? • Talk about how we respond when we see or hear racism and when we see the effect of it on people. • Suggest people watch The danger of a single story TED talk by Chimamanda Ngozi Adichie

Section 2 – Connection between Atlantic Slavery, NHS Lothian and Racism (20mins)

Slide title & time	Discussion topic and questions	Discussion prompts and expected feedback
<p>The connection between transatlantic slavery, NHS Lothian and racism</p> <p>10 mins discussion</p> <p>10 mins feedback</p>	<ul style="list-style-type: none"> • For about 140 years the Royal Infirmary of Edinburgh owned enslaved people and used the profits from slavery to look after and improve the health of people in Edinburgh? Why do you think it's important to know about our past history? • How do you think this history affects people today – think about 1) people working in NHS Lothian, 2) people of African or Caribbean heritage and 3) people living in Scotland? • Who do you think was responsible for, and benefited, from transatlantic slavery? Why do you think understanding where transatlantic slavery came from is important today to help us understand why racism continues to exist? 	<ul style="list-style-type: none"> • Discussion about what people know about transatlantic slavery? • Red Hill Pen in Jamaica and the enslaved people kept there, was given to the managers of the Royal Infirmary of Edinburgh in the will of a Scottish surgeon. The land and enslaved people were leased to others and the income used to fund health services in Edinburgh. This history hasn't been talked about until recently. • Records of this history are kept within Lothian Health Services Archives and include letters and records from management meetings showing that managers were trying to find funding to keep the hospital running, and one way to do that was through donations from people with direct or indirect links with transatlantic slavery. • Share the link to the resources on the website – video and official report.

Section 3 – How to be an anti-racist organisation (55mins)

Slide title & time	Discussion topic and questions	Discussion prompts and expected feedback
<p>Leadership</p> <p>5 mins discussion</p> <p>5 mins feedback</p>	<ul style="list-style-type: none"> • Why do you think it is important that leaders acknowledge racism exists in our communities and our organisation and its impact? • How can we all lead by example? • What difference do you think this will make? 	<ul style="list-style-type: none"> • An anti-racist approach is pro-health. • NHS Lothian has a statutory responsibility to provide health services for everyone in Lothian and employment opportunities for everyone. • We can proactively look at different outcomes and experiences that different groups of people face and try to understand why some people have worse outcomes, experience more disadvantage and take action to improve everyone’s lives.
<p>Self-awareness</p> <p>5 mins discussion</p> <p>5 mins feedback</p>	<ul style="list-style-type: none"> • What do you think is stopping you, and others, from having conscious knowledge that racism is happening in NHS Lothian? • How can you use your power to challenge racism when you see, hear, and feel it in the workplace? 	<ul style="list-style-type: none"> • Our responsibility to educate ourselves. • Think about what it must feel like for people, what it does to their health. • This isn’t fair. It isn’t right. • Lots of resources we can access to understand more – books, podcasts, TV programmes, videos, toolkits. • Direct to NHS Lothian staff equality and human rights education website

Slide title & time	Discussion topic and questions	Discussion prompts and expected feedback
Education & training 5 mins discussion 5 mins feedback	<ul style="list-style-type: none"> • What further knowledge and skills do you need to enable you to talk about and challenge any form of racism and unacceptable behaviour in the workplace? 	<ul style="list-style-type: none"> • Discussion about what's stopping us to gain knowledge and skills to do understand, acknowledge and take action. • What stops us challenging racist behaviour?
Listen, learn and take action 5 mins discussion 5 mins feedback	<ul style="list-style-type: none"> • You've heard ideas about the kind of organisation we need to be, how do we achieve this? • Think about - how do we build trust? How do we create safe and inclusive teams? How do we make sure people understand we will not tolerate racist behaviour? 	<ul style="list-style-type: none"> • What makes us feel included? • What makes us feel excluded? • How can we proactively make sure people feel included?
Safe, kind and supportive conversations 10 mins discussion 5 mins feedback	<ul style="list-style-type: none"> • Given everything you've watched and listened to, how do you think racism impacts 1) individuals, 2) the organisation and 3) the people use our services? • What changes do you need to make to eliminate racism in the workplace? 	<ul style="list-style-type: none"> • Being curious, being kind, complete our equality monitoring data. • Share link to info on NHS Lothian intranet about how to update personal details on eESS, including a short video demonstration. • Collect and use equality data about service users, about employment. • Taking positive action to address inequalities and disadvantage – in employment and accessing services. • Link to NHS Lothian Equality and Human Rights Strategy – our six priorities and how we will achieve them.

Any Questions & Evaluation Link (5 mins)

Slide title & time	Discussion topic and questions	Discussion prompts and expected feedback
<p>Any Questions & Evaluation link</p> <p>5 mins</p>	<p>Ask everyone / a number of people depending on group size:</p> <ul style="list-style-type: none"> - What is your key takeaway from the session? - What is one action you are going to take? 	<ul style="list-style-type: none"> • Share evaluation and feedback form (request this from loth.equalityandhumanrights@nhs.scot)