



# Equity First

The equality, diversity and inclusion LCO staff newsletter



Issue 4 - Mar2023

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## Hello and welcome

Welcome to Equity First, our equality, diversity and inclusion (EDI) staff newsletter.

This is our second edition of the new year, and in this, we share with you an update on how our allyship training has been going, which you may remember from last time. Also, as spring is now upon us, we've included details on what upcoming festivities there are, such as Easter and Ramadan, how these are celebrated, and the things we can consider during these times to help make life that little easier for ourselves, our patients, and those we provide care for.

We've also added to this edition some further key terms to continue to help you build your knowledge and understanding of terminology used when discussing or describing EDI matters. In addition, we've shared some great reads, programmes to watch, and podcasts to listen to. We hope you enjoy these, as well as the rest of the newsletter!

If you have any feedback or have an idea or story that you'd like to see featured in a future edition of the newsletter, then please get in touch by emailing India Henry, LCO EDI lead, at [india.henry@mft.nhs.uk](mailto:india.henry@mft.nhs.uk).

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# Allyship training

## Part of our next chapter in becoming an anti-racist and equity first employer

Back in February, we began our first step towards becoming an anti-racist and equity-first employer. This involved inviting you, as our staff from across the LCO family (both Manchester and Trafford), to join one of our allyship training sessions. These sessions explored what an ally is, what it means to be a good one, how you can support others who may be treated badly or unfairly because of their race or other characteristics, and how to act as a voice for them.

**25% of staff who attended allyship training between January and March said they had little or no knowledge of allyship. 55% also said that they found the training extremely useful. This demonstrates that we're taking the right approach to developing our learning, through listening and lived experience.**



**We had a great level of interest for our first round of sessions, which were held earlier this month, so thank you to all who got involved!**

We've now approached those of you who attended to ask if you'd like to be not only an ally but also a Let's Talk About Race programme facilitator for us. This programme will be delivered later this year, and it's been designed to support and encourage teams to have meaningful conversations about racism and the impact it can have on our workforces. There'll be more on Let's Talk About Race in future copies of this newsletter, so keep your eyes peeled!

If you missed March's round of allyship training and it's something of interest, don't worry, as more dates have been **released for June for you to get involved with**. See the [LCO extranet](#) or the Fortnightly Staff Bulletin for details.

**“**My biggest takeaway from the allyship training was that I realised that using my white privilege can be helpful. I recognised that I needed to broaden my knowledge by listening and speaking to people and be more confident in speaking out. **”**

## Helping to improve your understanding

### Glossary of equality, diversity and inclusion key terms

As we progress with our journey to becoming an anti-racist and equity-first employer, we're continuing to share some key terms and phrases that we hope you'll find useful, as we'll be talking more about these as our journey progresses.

First up to feature is a little more on what an **ally** is and the **four different types of allyship** that there are. Although it is important to come to terms with these words and to aspire to be a certain type of ally, at the LCO we aspire to be an ally that **learns, listens, and advocates**.

## Ally

An ally is someone who recognises their privilege (based on gender, class, race, sexual identity, etc.) and works with oppressed groups in the fight for justice. Allies recognise that it is in their own best interests to put an end to all forms of oppression (cruel and/or mistreatment of power), even those from which they may directly benefit. You could be an ally to people of different races and ethnicities, religions, LGBTQ+ identities, disabled people, or anyone else for whom society has built barriers.



Image of two hands shaking

## Allyship in the workplace

This is about better understanding the struggle and mistreatment that others may face by learning and actively trying to make a change.

## Performative allyship

In the workplace, performative allyship looks like a senior person sending an email to the entire company saying they are 'sponsoring' or 'championing' a group but never bringing up the rights or needs of this group in important meetings or when decisions are being made. Performative allyship erodes trust and can lead to further exclusion and feelings of being let down on a regular basis.

## Intersectional allyship

This is about how social classifications like race, class, and gender apply to an individual or group. This means that there will be overlapping discrimination and disadvantage factors. Recognising that everyone has their own unique experiences of disadvantage or discrimination is what intersectionality is all about. To be an ally in intersectionality, you must constantly be aware of and recognise the various individual experiences that people can have while also acknowledging and honouring identities and working to dismantle oppressive systems.



An image demonstrating the different ways groups of people are classified

## Confidant

A confidant is an ally who creates a safe space for people to express their fears, frustrations, and needs. By listening to stories and experiences and fully believing their individual experience, you can make them feel supported and safe.

## Gender bias

The tendency to prefer one gender over another.



## Ageism

The tendency to judge an individual's ability based on their age.



## Horns effect

When one bad thing clouds your opinion of an individual.



## Halo effect

When one impressive thing affects your opinion of them.



## Implicit bias

Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They're expressed automatically, without conscious awareness. Many studies have indicated that implicit biases affect individuals' attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Notably, implicit biases have been shown to trump individuals' stated commitments to equality and fairness, thereby producing behaviour that diverges from the explicit attitudes that many people profess. The Implicit Association Test (IAT) is often used to measure implicit biases with regard to race, gender, sexual orientation, age, religion, and other topics.

## Microaggression

The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalised group membership.

## Unconscious vs conscious leadership

Conscious leadership refers to guiding others with full awareness of the self and cultivating growth in organisations by supporting the people in them. Instead of an ego-centric me attitude, a conscious leader embodies all aspects of an inclusive approach. The goal of conscious leadership is to establish long-term working practises and workplace cultures. The conscious mind is logical and rational and reacts to different situations in our lives, whereas the unconscious mind is a reservoir of feelings, thoughts, and memories that are outside of our conscious awareness. The unconscious mind is the behind-the-scenes process that is inaccessible to consciousness but that influences judgements, feelings, or behaviour. Our feelings, motives, and decisions are powerfully influenced by our past experiences and stored in the unconscious.

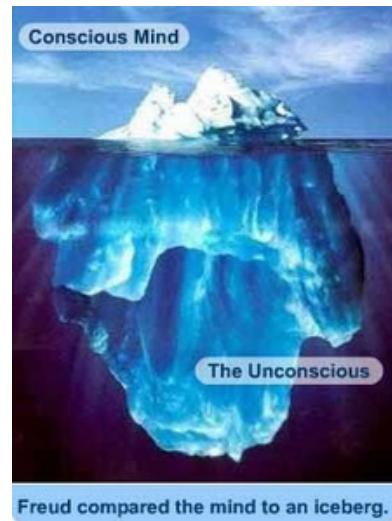
In the workplace, we use both our conscious and unconscious minds. We consciously think about the health and wellbeing of ourselves, those we care for,

and our patients. But subconsciously, we may be making judgements too. For example, assuming someone young is likely to be good at computers and types fast is an unconscious thought. Based on past experiences, we've assumed that all young people have this skill. This type of thinking does no harm, or does it?

Our unconscious mind has more control than what we think, so when we bring this back into the workplace, it can present in the form of an unconscious bias. For instance, we hire more men than women because our unconscious mind presumes, they're less likely to take time off for parental leave. The unconscious completely erases the idea of individuality or intersectionality; it makes assumptions solely based on the gender and past experiences of that gender and not the person.

The current argument as to whether 'unconscious vs. conscious' leadership matters is one we feel is worth exploring. But we also understand that our efforts to become a fair, equal, and equity-first employer require us to look at people holistically, which involves listening, learning, and teaching. We need to pay attention to every aspect of an individual. As a result, the LCOs intend to provide both unconscious and conscious leadership training, as well as continue to raise awareness of the negative effects of workplace unconscious biases and provide prevention strategies.

**If you'd like more information on our future plans, please email India Henry, LCO EDI lead, at [india.henry@mft.nhs.uk](mailto:india.henry@mft.nhs.uk).**



Freud compared the mind to an iceberg.

## Awareness dates and celebrations

### Ramadan and Eid 2023

Ramadan is an integral part of the Islamic faith, where Muslims around the world observe fasting for a period of 29 to 30 days. People fast from dawn to sunset, which means no food or water, and use the time to purify the mind and body and focus on spirituality and personal growth.

This year, the holy month of Ramadan began on **Wednesday 22 March and is due to run until Friday 21 April**, subject to the sighting of the moon. The last day of fasting will then be marked by a festival known as Eid al-Fitr, which lasts for two days.



Like other religious festivals, Ramadan can be celebrated very differently. For example, some people who are pregnant, diabetic, or living with another long-term condition may not choose to participate in fasting, while some children may not attend all prayers.

Therefore, to encourage an inclusive environment across our LCO teams and services, we thought it might be helpful to share some tips and useful websites that host information on the things we can do to support each other and those we provide care for during Ramadan. This includes:

- **The MFT staff intranet** - the site hosts guidance on allowing leave requests, time for prayers, and suggested reading to help improve our knowledge and understanding. There is also guidance for patients accessing services
- **The British Muslim Council website** - a useful website for guidance on what adaptations we should consider during Ramadan, how to maintain good health and wellbeing, and much more
- **Muslim Friendly Employers** - another great website that includes a guide on Ramadan and how you can support your fellow colleagues during the holy month

### **Finally, if you're observing Ramadan, we hope you have a safe and wonderful time!**

We'd love to hear your experiences and details of how you celebrated to feature in a future edition of Equity First. If you'd like to share, then email India Henry, LCO EDI lead, at [india.henry@mft.nhs.uk](mailto:india.henry@mft.nhs.uk).

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## **Easter 2023**

Easter, like Christmas, is another popular Christian festival that many of us celebrate, no matter our faith or beliefs. It marks the arrival of spring as well as the time when Jesus Christ was resurrected and a four-day long weekend that we all enjoy!

Easter is also now largely about chocolate eggs, which you won't have been able to miss if you've been to the supermarket lately! These then tend to be given as gifts on **Easter Sunday, which this year is set to fall on Sunday 9 April.**

### **Some helpful tips**

- Have open conversations about Ramadan and discuss what support or adjustments colleagues might need. For example, not holding team meetings too late so staff break their fast on time
- Allow time for annual leave to be taken and be flexible with working hours. For example, staff may wish to start earlier, work through their lunch, or change their breaks to work around prayer times
- Consider creating a prayer or quiet space within your team areas if one is not already available for staff wishing to do their daily prayers



Again, like for Ramadan, it's important to keep in mind during the lead-up to Easter (Lent) what support or adjustments our Christian colleagues or those we care for might need. This includes things like allowing considering flexible working and annual leave requests.

## What's on to enjoy this Easter in Manchester and Trafford?

Below, we've rounded up just some of the events and activities for you to get involved with that are happening across Manchester and Trafford this Easter 2023. There's a fantastic selection and something for everyone! You can also find out about other events and activities by searching online for [Loads to Do Manchester](#) and the [Trafford Service Directory](#).

### Manchester

#### [The Science and Industry Museum](#) -

it's game on this springtime at the museum as from Saturday 1 to Sunday 16 April they've a great selection of free gaming and other family friendly activities to chose from.

#### [The Whitworth Park and Art Garden](#)

- this beautiful park that surrounds the art gallery is a great place for a relaxing stroll. Even if it's raining, you can still enjoy the grounds as the university's website has a free Welly Walks guide, which is also perfect for doing with the little ones.

[Heaton Park](#) - this family park has a great variety of activities on offer. It's a free animal centre that houses cows, pigs, alpacas, rabbits, and geese and has two big playgrounds, two cafes, and a whole lot more.

[Easter crafts for families at North City Library](#) - join this free session at the library on Tuesday 11 April from 2:00pm to 3:00pm for a fun afternoon of Easter craft activities. This session is free and suitable for children aged 5 to 11 years.

### Trafford

[Longford Park](#) - The historical park situated in Stretford now has disc gold going on. It's an 18-hole course which is played by throwing a frisbee disc as close as possible to a specially designed basket target. There's a beginners and advanced course to choose from and frisbee's can be hired for £1 and a £5 returnable deposit.

[The Runway Visitor Park](#) - a great location for families to kill an hour or two. Not only can you watch a huge selection of planes take off and land at Manchester Airport, but there's also a small playground and five aircraft you can get up close to. It's free to enter when arriving by foot, bike, or public transport. However, parking charges apply for cars starting at £5 for up to 2 hours.

[Gandeys Glitterati Tour 2023](#) - situated at the Trafford Centre, the popular Gandeys circus returns with their sensational new production Glitterati. The new show has 30 artists, new special effects, new productions, and even a new Big Top! Tickets are priced at £9.99 each.

Key festival dates during April

Sunday 9 - Easter Sunday

Friday 21 to Saturday 22 - Eid ul Fitr

Sunday 2 - Palm Sunday

Friday 7 - Good Friday

Monday 10 - Easter Monday

There are many other awareness dates and celebrations taking place over the next couple of months. Stephen Lawrence Day is on Saturday 22 April, Administration Professionals Day is on Thursday 20 April, Lesbian Visibility Week is from Monday 24 to Sunday 30 April, just to name a few. If you'd like to raise awareness or show how you're marking any of these, then please get in touch by emailing [india.henry@mft.nhs.uk](mailto:india.henry@mft.nhs.uk).

## Read, watch and evolve

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In this section, we've listed a variety of suggested books, audio tracks, and TV programmes for you to explore in your own time that can help you widen your knowledge and understanding of all things equality, diversity, and inclusion. This section is a regular feature in our Equity First newsletter, and we always welcome your contributions. So, if you've got a book or other material that you think may help others or aid a powerful conversation, then get in touch!

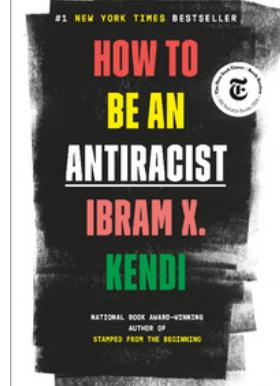
You can add to this section by emailing India Henry at [india.henry@mft.nhs.uk](mailto:india.henry@mft.nhs.uk).

### Suggested books

#### **How to be an antiracist by Ibram X Kendi**

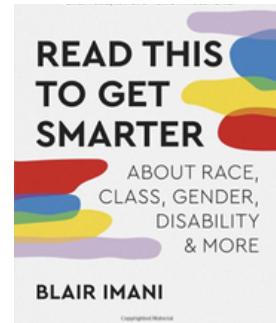
"Not being racist is not enough. We have to be antiracist."

In this rousing and deeply empathetic book, Ibram X. Kendi, founding director of the Antiracism Research and Policy Centre, shows that when it comes to racism, neutrality is not an option: until we become part of the solution, we can only be part of the problem. Using his extraordinary gifts as a teacher and storyteller, Kendi helps us recognise that everyone is, at times, complicit in racism, whether they realise it or not, and by describing with moving humility his own journey from racism to antiracism, he shows us how instead to be a force for good.



#### **Read this to get smarter by Blair Imani**

An approachable guide to being an informed, compassionate, and socially conscious person today—from discussions of race, gender, and sexual orientation to disability, class, and beyond—from critically acclaimed historian, educator, and author Blair Imani.





## What to watch

### ▶ Inside Our Autistic Minds

This beautiful documentary will make you see the world differently. Chris Packham, a naturist and well-known television presenter, gives autistic people the chance to make a film about their lives, and the results are deeply moving. The series is definitely worth a watch!

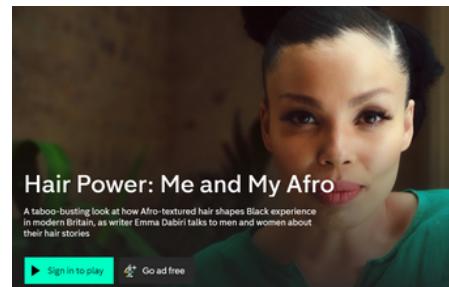
Go to the [BBC iPlayer](#) to take a look.

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### ▶ Hair Power: Me and My Afro

A taboo-busting look at how Afro-textured hair shapes black experience in modern Britain, as writer Emma Dabiri talks to men and women about their hair stories.

Search for **Hair Power** on the [Channel 4 website](#) or app.



## What to listen to

### 🎧 Being LGBTQ

Being LGBTQ features interviews with people from different communities and is hosted by Sam Wise, an LGBTQ advocate. It's an informative and friendly programme that aims to give a platform to those who feel underrepresented and discusses, with special guests, how certain issues impact the community. It also signposts you to the latest LGBTQ music artists and much more.

Search **Being LGBTQ** on [Spotify](#) to explore.



## Closing quote

"The difference between equity and equality is that with equality everyone gets the same thing, while with equity everyone gets the things they deserve."

DeRay Mckesson, civil rights activist.