



Hasan Reza
Head of Equity, Diversity & Inclusion | Chair of
Mission Remission



Kent Community Health
NHS Foundation Trust

Ethnicity & Race Inclusivity In The Workplace

Hasan M Reza

Head of Equity, Diversity & Inclusion (Workforce)

20 April 2023

Hasan.Reza@nhs.net

<https://www.linkedin.com/in/hmreza/>



Challenges

- Need to engage multiple stakeholders: board level colleagues + operational/frontline colleagues
- Not seen to be sitting in any one hierarchical group
- Authenticity
- Year on year change vs long term movement against an EDI strategy

Trustwide: Microaggressions Workshops

- Developed a combined Workshop & Discussion offering
- Surprising levels of uptake: 10-20% of 10,000 colleagues attended in first 12 months
- Engagement not only of colleagues from diverse ethnic backgrounds but across the protected characteristics
- Highlighting the intersectionality of EDI work and compounding impact on people of multiple forms of inequity/disparity

Board Level: Reverse Mentoring

- Known issues of bullying and harassment and lack of understanding at a senior level as to the experience of under represented groups
- Culture in need of work and nurturing
- Authentic Allyship: Can it be achieved without knowledge at all levels of what those who you are being an ally towards are experiencing?
- Intersectionality of protected groups and compounded inequities

Outcomes: Inclusion & Belonging

- 2.2% rise in colleagues recommending LGT as a place to work (Staff Survey, 2022)
- Black, Asian & minority ethnic colleagues as well as those reporting disabilities: fantastic increase in equal opportunities, career progression and promotions (Staff Survey, 2022)
- 4% increase in overall organisational diversity (Workforce Profile Report, 2022)
- 4% increase in 8a+ Black, Asian and minority ethnic representation (Workforce Profile Report, 2022)



Hasan Reza

Head of Equity, Diversity & Inclusion | Chair of
Mission Remission



**Please do
connect!**