

We all require and want respect, man or woman, black or white. It's our basic human right. (Aretha Franklin)

OCTOBER 2021

# Get Comfortable Being Uncomfortable

By Umar Zamman, Director of People, Communications and Inclusion

It is an honour to be asked to contribute to this month's edition for Black History Month and also gives me an opportunity to introduce myself.



My name is Umar Zamman, and I am the new Director of People, Communications and Inclusion at Nottingham CityCare. I have always been pas-

sionate about advancing race equality, and strongly believe that we all have a duty to eradicate discrimination on the grounds of race and wider.

I'm proud to be of British Asian heritage and the son of immigrants to this country. My link with Britain goes back to the World Wars, where my great Grandfather and my Grandfather fought for the British in both world wars, in fact my Grandfather spent seven years of his life as a prisoner of war in Hong Kong.

So, understanding the contribution my ancestors have made to Britain, makes me proud and stand tall when facing racism of any kind.

It is important to me that we continue to talk about race, the struggles that people have been through and continue to go through in today's world. We only have to look at the tragic events in the USA and the death of George Floyd.

I'm committed to eradicating discrimination in all forms and strongly believe that it can be done with the right support and leadership. We need to "Get comfortable being uncomfortable", and that means talking about the issues and acting, be that in employment, reducing the ethnicity pay gap, health inequalities or everyday micro aggressions that people of colour face.

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Send your questions, comments and feedback to Sarah Wilson  
 EDI Officer  
[sarah.wilson140@nhs.net](mailto:sarah.wilson140@nhs.net)

# Timeline of Black British History

By Sarah Wilson, EDI Officer

1241

The first image of a black Briton was found in the Domesday Book



1672

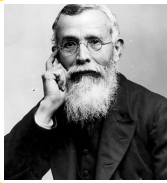
Slavery is legalised and the Atlantic slave trade begins

1781

132 sick Africans are thrown overboard so the Captain could claim the insurance



1892



Dadabhai Naoroji, born in Mumbai, was elected the first ethnic minority MP in Britain

1853-1856



Jamaican born Mary Seacole, cares for British soldiers on the frontline of the Crimean War

1833

Britain passes an act officially outlawing the institution of slavery

1913

John Richard Archer becomes London's first black mayor



1914-1918

Soldiers from the West Indies, India and across the British empire joined the war effort



1919

Race riots break out across the British Isles due to housing shortages

1958

NHS established with much of its workforce coming from the Caribbean



1948

The Empire Windrush arrives at Tilbury dock from Jamaica

1939-1945

13 Victoria crosses were awarded to 'colonial soldiers' after WWII



1962



The Notting Hill riots started the national debate on race relations

1968

Commonwealth Immigrants Act passed restricting immigration from the former British Empire

1976

Race Relations Act makes it illegal to refuse housing or employment based on ethnicity



1984

The PACE Act stipulates that police must give a reason for stopping someone



1981

The New Cross Fire, the Black People's Day of Action and the Brixton riots occurred in the same year













1978

Viv Anderson becomes the first black British footballer to play for England in an international tournament



# Timeline of Black British History Cont.

By Sarah Wilson, EDI Officer

<p><b>1987</b></p> 	<p><b>1987</b></p> <p>UK elects four black members of parliament, including Dianne Abbott (the first black woman); all Labour MPs.</p>	<p><b>1988</b></p> <p>Naomi Campbell becomes the first black model to grace the cover of French Vogue.</p>	<p><b>1993</b></p> <p>Stephen Lawrence is stabbed to death in an unprovoked attack by a gang of white youths in London.</p> 
<p><b>2002</b></p> 	<p><b>2002</b></p> <p>Paul Boateng is appointed chief secretary to the Treasury, becoming the first black cabinet minister</p>	<p><b>2000</b></p> 	<p><b>1999</b></p> <p>The Macpherson report represents a watershed in UK race relations, identifying institutional racism for the first time</p>
<p><b>2003</b></p> <p>Baroness Amos becomes the first black female cabinet minister</p> 	<p><b>2005</b></p> <p>John Sentamu becomes the first black Archbishop of York</p>	<p><b>2005</b></p> <p>Frank Bowling becomes the first black artist to be elected to the Royal Academy of Arts</p> 	<p><b>2006</b></p>
<p><b>2013</b></p> <p>Malorie Blackman becomes first black children's laureate</p>	<p><b>2011</b></p> <p>Mark Duggan is shot dead by the police in Tottenham. His killing sparks riots that quickly spread across the UK</p> 	<p><b>2008</b></p> <p>Barack Obama flies in to the UK. His visit begs the question: will there ever be a black British prime minister?</p> 	
<p><b>2015</b></p> <p>Britain's bill (£20m) to compensate slaveowners is finally paid off - after 182 years</p> 	<p><b>2017</b></p> <p>A record number of 52 BAME MP's are elected in the 2017 General Election</p>	<p><b>2018</b></p> <p>Windrush scandal: Thousands of migrants had been denied NHS treatment and wrongly detained or deported</p> 	
<p><b>2021</b></p> <p>????</p> <p>The Black Lives Matter Movement was nominated for the Nobel Peace Prize</p> 	<p><b>2020</b></p> <p>Marcus Rashford takes on the government arguing for free school meals for Britain's poorest children</p>	<p><b>2019</b></p> 	<p>Demonstrators in Bristol tear down a statue of 17th-century slave trader Edward Colston</p>

**THERE IS STILL A LOT OF PROGRESS AND HISTORY TO BE MADE**

# Voices of Our BAME Community

By Carolin Tomlinson

Nottingham prides itself as being a diverse City; home to citizens from a wide range of nations.

As a community provider, we serve patients from all nations, all of whom have rich tales about their backgrounds and lives here in England.

As we celebrate Black History Month 2021, as part of our celebrations; we include the voices of members of the Black, Asian, Minority Ethnic community, sharing anecdotes from their recollections of their moving to England and settling as Citizens of Nottingham.

“When I first arrived in Nottingham in the early 1960’s, it was strange. The houses looked so closed in, it was all so surprising. When I went to the wash house, I saw that they were still using scrubbing boards and big mangles just like in Jamaica. I thought it was going to be much more modern!” (JW)

“I feel that in Nottingham Black People helped a great deal in integration of the youths. We helped to break down the barriers down that existed between West Indians and English people who had a chip on their shoulders. We did this by teaching them to integrate instead of segregate.” (LD)

“I have led a full and happy life since setting in Nottingham. My contributions to society have been, being a good Citizen, a good neighbour, a carer and helping the homeless. My experiences have taught me not to judge others.” (LTD)

“During my school days, although all of my teachers were Dominican, we never actually learnt anything about Africa. All the history that we learnt was English. All that I knew about Africa before I came to this country was that it is a very large continent. It was never explained that we were brought to the Dominica as slaves. All we knew was that we were Dominicans and British and that England was the ‘Mother Country’”. (MC)

“Thinking about the contribution black people have made to Nottingham, I feel that Black people in Nottingham have become more integrated in society than in other cities. In Nottingham in the 70’s and 80’s black people laid the foundation for good community relations. In Nottingham there was tolerance between white and black” (AW)

## White Privilege & Allyship

By Sarah Wilson, EDI Officer

The aim of Black history month is to celebrate individuals (and wider achievements) within the black community. This is because, historically, many of those achievements have been devalued, overlooked or just plainly ignored.

Due to recent significant events, many white people are beginning to understand that with white privilege comes responsibility. However, the term ‘white privilege’ is often misunderstood and can be upsetting and offensive to some people. But having white privilege

should not be seen as an insult or accusation, it just refers to the idea that some people have basic rights and benefits simply because they are white.

*“You might be a white person and still be poor with a lack of access to education or face a language barrier in the workplace. It doesn’t mean you can’t be disadvantaged in other ways.*

*It just means with respect to that one particular thing - your race and skin colour...[you have] the luxury of being*

*able to step outside without fearing that you’re going to be discriminated against or oppressed in any way because of the colour of your skin”*

*(JT Flowers, a 26-year-old American rapper, student and activist living in the UK, [BBC](#))*



To tackle this, everyone needs to challenge the institutional and everyday racism that negatively impacts so BAME communities. This is why white allyships is so important. We need to speak up and take action to, not only support our BAME colleagues but, create a fair and level playing field for everyone in the future.

# What is Anti-Racism?

By Sarah Wilson, EDI Officer

## What does anti-racist mean?

Proactive in tackling all forms of racism

- Take active action to tackle racism
- Challenge colleagues that don't act
- Confront those that act inappropriately
- Exposing your own vulnerability
- Take responsibility and accountability
- Face uncomfortable feelings
- Proactively challenge racism
- Staff a difficult dialogue about racism
- Educate yourself about the history of racism
- Stand up as an ally
- Make your values known
- Influence others by being a role model
- Becoming a leader

## What does non-racist mean?

Not actively involved in tackling racism

- Lack of education about racism
- Does not recognise forms of racism
- Scared of confrontation
- Anxious about standing out
- Embarrassment
- Guilt
- Does not care enough
- Not aware of own privilege
- Aware of own privilege and protect it
- Acknowledge there is a problem but does not take active steps
- Believe they are good people
- Lack of confidence and support

Systemic racism is deeply embedded in our culture and our communities from our schools, the justice system, the government, and healthcare. It is so widespread that people often don't even notice how policies, institutions, and systems disproportionately favour some while disadvantaging others.

The goal of anti-racism, therefore, is to proactively identify, challenge and change the policies, behaviours, and beliefs that perpetuate racism at individual, institutional, and structural levels.

The more passive approach to addressing racial inequalities it to be non-racist. The problem with this perspective is that without action, change cannot happen.

The table to the left compares the differences between being an anti-racist and non-racist.

## FAST FACTS



BAME workers have experienced racial harassment at work in the last 5 years



BAME workers say they have been subjected to unfair treatment, because of their race, by their employer



The most ethnically diverse companies are 36% more profitable than the least diverse companies

Source: [AntiRacism Infographic-2.pdf](#) ([inclusiveemployers.co.uk](#))

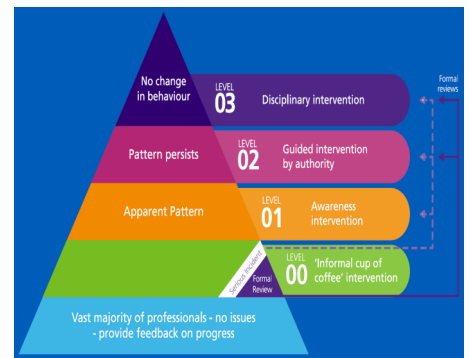
# Civility & Respect

By Sarah Wilson, EDI Officer

Current approaches for addressing bullying and harassment in the workplace, such as policies and training, are not working. Although they are still essential to creating a positive working environment, research shows that, in isolation, these methods do not reduce the overall incidence of bullying in Britain's workplaces (Evevson, 2015).

As a result, the NHS have developed a Civility and Respect Framework based on an understanding, supportive and corrective approach to inappropriate behaviour.

The Framework provides a practical overview of the actions that should be taken to analyse, plan and intervene when inappropriate behaviour occurs.



(Click [here](#) to go to the EDI Resources page where you can find more information on the Civility and Respect Framework)

In addition to the framework the NHS are encouraging a change in language from preventing bullying and harassment to promoting civility and respect.

It is hoped that this change in language will help individuals understand and explain their experience's more easily and enable organisations to focus on the root causes of bullying, which predominantly include incivility and disrespect.

# BLACK LIVES MATTER

## Crossword Puzzle

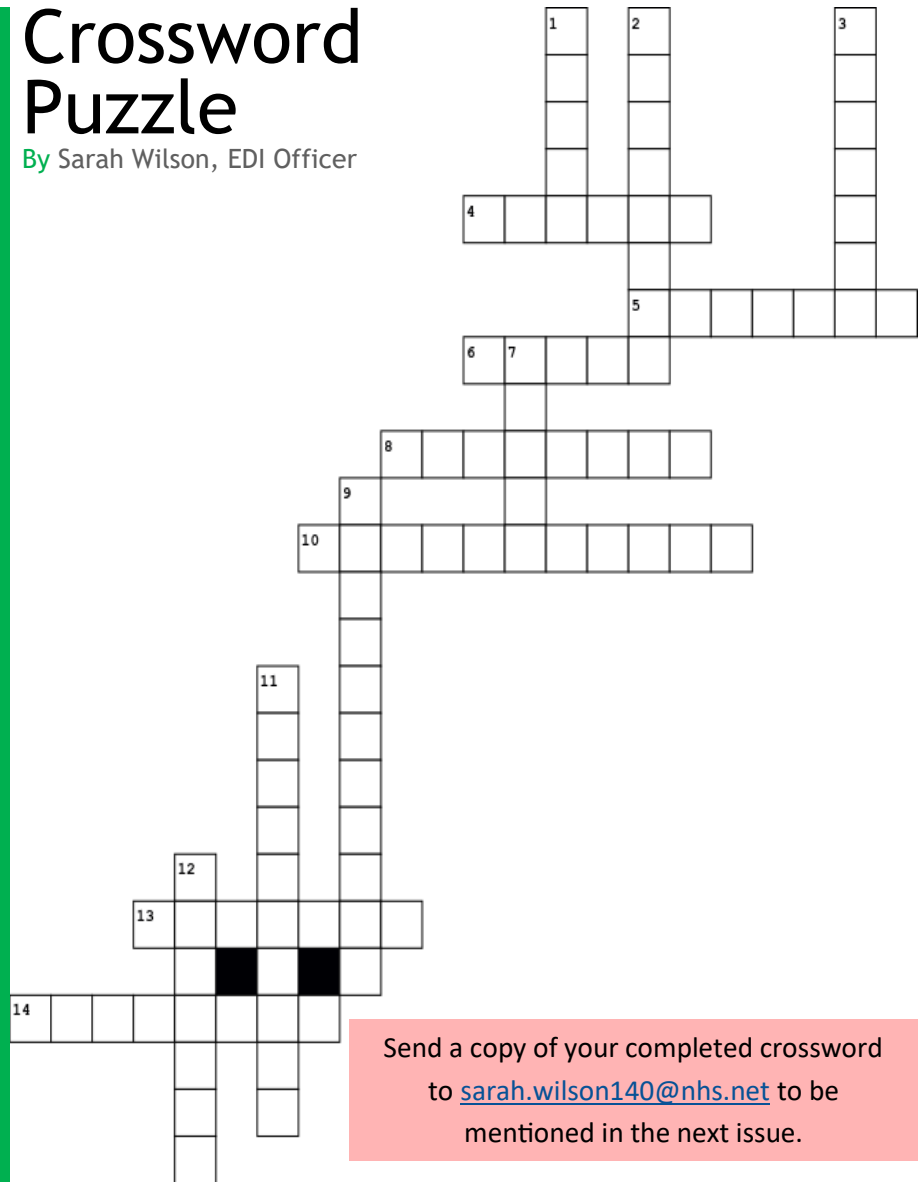
By Sarah Wilson, EDI Officer

By Sarah Wilson, EDI Officer

The Black Live Matter movement was founded by 3 black women (Alicia Garza, Patrisse Cullors, and Opal Tometi) in 2013 as a response to police killings of black people in America.

Following the death of George Floyd in May 2020, the BLM movement was reignited and protests were held around the world. At one protest in London, over 15,000 people gathered in Hyde Park to demonstrate their support for the BLM movement.

In January 2021, the BLM movement was nominated for the Nobel Peace Prize for being “the strongest global force against racial injustice”.



Send a copy of your completed crossword to [sarah.wilson140@nhs.net](mailto:sarah.wilson140@nhs.net) to be mentioned in the next issue.

### Across

4. What was the name of John Fashanu’s older brother who was one of the first British sportsmen to be openly gay? He was also the first black player to be transferred for £1m. (6)
5. Mary Seacole was a pioneering nurse who’s reputation rivalled that of Florence Nightingale’s. In which war did she go to the frontline to care for wounded soldiers? (7)
6. At age 18, Naomi Campbell became the first black woman to grace the cover of which magazine in 1988? (5)
8. In which book was the earliest image of a black Briton discovered, from c1241? (8)
10. In 1981, who was the first black woman to become a newsreader and eventually named the Best Female Television Personality in 1994? (5, 6)
13. In which Shakespeare play, written in 1604, featured a fully rounded black leading character? (7)
14. In 1948, The Empire \_\_\_\_\_ arrives in Tilbury Dock, carrying 492 first generation Caribbean settlers to Britain. (8)

### Down

1. Alexandre \_\_\_\_\_, who wrote The Count of Monte Cristo and The Three Musketeers, was of Haitian heritage. (5)
2. Who became the first black Captain of the England football team in 1993? (4, 4)
3. In which US state did Rosa Parks refuse to give up her seat for a white passenger, sparking the Montgomery bus boycott and the catalyst for the Civil Rights Movement? (7)
7. At the 1936 Olympic games in Berlin, Adolf Hitler refused to shake the hand of Jesse \_\_\_\_\_ who won four gold medals at the event. (5)
9. Claudia Jones, born in modern-day Trinidad, founded which carnival in 1959 and is still celebrated today? (7, 4)
11. The \_\_\_\_\_ Report was published in 1999, detailing the Metropolitan Police force’s handling of Stephen Lawrence’s murder. (10)
12. Who was the first black British solo artist to headline Glastonbury in 2019? (7)

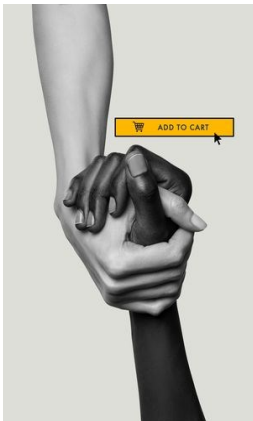


## Actions that Improve the Lives of BME Staff (Webinar)

Monday 11 October  
@ 13:00-14:30

[Link](#)

Hear from colleagues about the actions and interventions they have implemented to support and improve the lives of NHS colleagues from a BME background.



## Leadership that Makes a Difference (Webinar)

Tuesday 19 October  
@ 13:00-14:30

[Link](#)

Hear from white Executive Leaders who will be talking about their experiences of addressing racism, sharing their lived experience of white allyship and how they have used their leadership to support BAME staff.

The EDifier | CityCare

## Impact of White Allyship for me as BAME (Webinar)

Tuesday 26 October  
@ 13:00-14:30

[Link](#)

Hear from BAME colleagues who have been supported by white allies. They will share the impact of their lived experiences of working with white allies and how allyship has made a difference in their working life.

## BHM Conference (Webinar)

Wednesday 27 October  
@ 14:00-16:30

[Link](#)

Join the Midlands Leadership Academy for their 2021 Black History Month event to celebrate, empower and embrace the

talents of the black, Asian and minority ethnic workforce. Topics being covered are around leadership, allyship and mental health.



## ICS BHM Celebrations (Webinar)

Thursday 28 October  
@ 12:00-13:30

[Link](#)

Join our ICS partners to show your support for our BAME colleagues / peers and learn what others are 'Proud To Be...'

The spotlight is where we highlight good EDI practices, recognise individuals for their contribution to / support of the EDI agenda and celebrate achievements

## Carolin Tomlinson

Carolin has worked at CityCare for four years and was an influential member of the Race Religion and Culture Group. Now, Carolin represents CityCare at several ICS networks dedicated to race equality and Chairs our own BAME Staff Network.

Carolin is an experienced leader and a qualified coach, skills that she uses to help, mentor and advocate for her staff and the wider BAME community at CityCare. Carolin is passionate about developing staff to reach their full potential and has proven to be committed to, and invested in, enhancing the inclusive culture at CityCare.

If you would like to nominate someone to be recognised in a future issue of the EDifier, please email [sarah.wilson140@nhs.net](mailto:sarah.wilson140@nhs.net) with the name of the person you are nominating and why you think they deserve to be in the 'Spotlight'

