



A We Care Staff Network Virtual Library 2023

This Virtual Library has been created to support the emerging developing culture across Norfolk Community Health and Care.

To better support our People (staff and patients) we need to educate ourselves to better understand who our People are and in doing so, adapt, learn and implement new language, ways of working etc that ensure that we provide an environment that is safe, respectful and healthy for staff to work and patients to heal.

Your support in the evolution of our We Care Culture is gratefully received.

Please submit additions to the Virtual Library by emailing: staffdiversityforum@nchc.nhs.uk

The Employers Network for Equality and Inclusion

www.enei.org.uk

(NCH&C is a fully paid Corporate Member of ENEI. Please register for FREE with your NCH&C work email address).

NHS People Promise

<https://www.england.nhs.uk/ournhspeople/online-version/lfaop/our-nhs-people-promise/the-promise/>

EDI General

Accenture Inclusion & The Power of Diversity | Accenture
<https://www.youtube.com/watch?v=2q88Ju6nkcq>

Why Diversity Matters | Katherine Phillips | Talks@Columbia
<https://www.youtube.com/watch?v=IHStHPQUzkE>

How to get serious about diversity and inclusion in the workplace | Janet Stovall
<https://www.youtube.com/watch?v=kvdHqS3ryw0>

On Diversity: Access Ain't Inclusion | Anthony Jack | TEDxCambridge
<https://www.youtube.com/watch?v=j7w2Gv7ueOc>

Let's stop talking about diversity and start working towards equity | Paloma Medina | TEDxPortland
<https://www.youtube.com/watch?v=deYUUFak08Y>

Humanize Diversity and Inclusion
<https://www.youtube.com/watch?v=79JHMjA6tAA>

The Myth of Bringing Your full, authentic Self to Work
https://www.ted.com/talks/jodi_ann_burey_the_myth_of_bringing_your_full_authentic_self_to_work

What is Diversity in the Workplace?

https://www.bing.com/videos/search?q=equality+and+diversity+short+video+in+health+and+social+care&&view=detail&mid=B2A75299C89FA9152DC3B2A75299C89FA9152DC3&rvs_mid=10725093AB0679D2690210725093AB0679D26902&FORM=VDQVAP

EDI General Continued: (How You See Me Series)

Disability: <https://www.youtube.com/watch?v=bwW6mYdJ7Xc>

LGBTQ+: <https://www.youtube.com/watch?v=wxHHstcyP4I>

Women: <https://www.youtube.com/watch?v=cFQ6Ce3VpeQ>

Men: <https://www.youtube.com/watch?v=eWRxkDHqnUQ>

Black: <https://www.youtube.com/watch?v=FO6DADHDPQw>

Asian: <https://www.youtube.com/watch?v=OTLtiGUGgN8>

How to Practice Understanding | How You See Me:
https://www.youtube.com/watch?v=Fls_W4PMJgA

The Victim Card: https://www.youtube.com/watch?v=Llc1DYCCn_U

Why Do Labels Matter: https://www.youtube.com/watch?v=P_GkSHBVHzc

Tell My Story – How We Make Assumptions

<https://www.youtube.com/watch?v=DIV7vIMi4kc>

<https://www.youtube.com/watch?v=zbpYqzDo2PQ>

<https://www.youtube.com/watch?v=DktGSzhZhaw>

Gender Biases

I've lived as a man & a woman -- here's what I learned | Paula Stone Williams | TEDxMileHigh
<https://www.youtube.com/watch?v=lrYx7HaUIMY>

It's a man's world: Challenging nursing stereotypes | Sean Morton | TEDxBrayfordPool
<https://www.youtube.com/watch?v=4UaJ2kVhEHc>

Men and Flexible Working

<https://dileaders.com/blog/men-and-flexible-working/>

Why I'm done trying to be "man enough" | Justin Baldoni
<https://www.youtube.com/watch?v=Cetg4gu0oQQ>

The Rigged Test of Leadership

https://www.ted.com/talks/sophie_williams_the_rigged_test_of_leadership

Race

East of England Anti-Racism Strategy

<https://www.youtube.com/watch?v=Wo0ZKAODIFE>

International Day for the Elimination of Racial Discrimination: How to be an Anti-Racist – NHS England and NHS Improvement

<https://www.england.nhs.uk/north-west/north-west-equality-diversity-and-inclusion-portal/international-day-for-the-elimination-of-racial-discrimination/>

Let's Talk About Race, NHS England / NHS Improvement

<https://www.youtube.com/watch?v=aRd4Udc7550>

Just belonging: finding the courage to interrupt bias | Kori Carew | TEDxYouth@KC

<https://www.youtube.com/watch?v=Dif43L6hNkM>

Get comfortable with being uncomfortable | Luvvie Ajayi Jones

<https://www.youtube.com/watch?v=QijH4UAqGD8>

The Conversation with Dr Robert Livingston

<https://www.youtube.com/watch?v=xU9VurLfbog>

Disability

Removing Disabling Barriers from the Recruitment Process

<https://dileaders.com/blog/removing-disabling-barriers-from-the-recruitment-process/>

I'm not your inspiration, thank you very much | Stella Young

<https://www.youtube.com/watch?v=8K9Gg164Bsw>

LGBTQ+

Ask Me

<https://www.youtube.com/watch?v=rnbnF8QAnsY>

LGBTQ+ Stereotypes That NEED to Die

<https://www.youtube.com/watch?v=pv6rMKjBrf0>

'I'm intersex, I don't get periods and I'm going through menopause' - BBC Africa

<https://www.youtube.com/watch?v=0vBEq-M0rJA>

Religion

Stand up against religious discrimination – even if it's not your religion | Eboo Patel | Big Think

<https://www.youtube.com/watch?v=7K0V9YqWfAA>

Age

Diversity & Inclusion: Age

https://www.youtube.com/watch?v=_mae0usykcY

How generational stereotypes hold us back at work | Leah Georges

<https://www.youtube.com/watch?v=dKNu5ZnWhb4>

Reading: Books, Audio and eBooks

Diversify by June Sarpong

The Power of Privilege by June Sarpong

The Power of Women by June Sarpong

Slay in Your Lane – The Black Girl Bible by Yomi Adegoke and Elizabeth Uviebinené

The Good Ally by Nova Reid

The Conversation: How talking Honestly about Racism can Transform individuals and Organisations by Robert Livingston

The Person YOU Mean to Be: How Good People Fight Bias by Dolly Chugh

Safe: On Black British Men Reclaiming Space by Derek Owusu

Anti-Racist Ally by Sophie Williams

Millennial Black, by Sophie Williams

Everything's Trash by Phoebe Robinson

You Can't Touch My Hair by Phoebe Robinson

Please Don't Sit on My Bed in our Outside Clothes by Phoebe Robinson

Useful Websites:

https://eoen.ent.sirsiidynix.net.uk/client/en_GB/NN - _____ The East of England Health Libraries Catalogue, browse the catalogue or log in to renew or reserve items.

<http://www.eel.nhs.uk/> - Discover more about the East of England Health Libraries and their resources, access your Athens account and search the healthcare databases for articles. Links to electronic journals and books (via Athens) and NHS evidence.

E-books are available to loan on a variety of subjects. Visit <https://read.kortext.com> and select Norfolk and Norwich University Hospital from the dropdown institution list. You will need an NHS Open Athens account. Register for an open Athens account by visiting <https://openathens.nice.org.uk/>

<https://www.clinicalkey.com/> - Clinical Key is a clinical search engine featuring books, medical journals, images, videos, First Consult content and much more.

<https://bestpractice.bmj.com/info/> - BMJ Best Practice uses the latest evidence-based research, guidelines and expert opinion to offer step-by-step guidance on diagnosis, prognosis.

<https://www.rmmonline.co.uk/> - The online edition of The Royal Marsden Manual of Clinical Nursing Procedures provides users with up-to-date, evidence-based clinical skills and processes.

<https://pages.oup.com/hee> - Oxford University Press medical and healthcare books online.

<https://nanime.nnuh.nhs.uk> – For library registration and resources or scan the QR code below to register.



Podcasts/Vlogs that educate, inform, spark conversation and entertain about all subjects from religion, disability, race and ethnicity, gender, sexuality and sexual orientation, and how to develop within our career with purposefully.

iWeigh by Jameela Jamil

Happy Place by Fearne Cotton

Black Frasier by Phoebe Robinson

Ted Talks Daily

About Race with Reni Eddo-Lodge

Katie Piper's Extraordinary People

On Purpose with Jay Shetty

Red Table Talk with Jada Pinkett-Smith, Gammy and Willow Smith

Social Media Profiles:

@iWeigh

@alokvmenon

@thediversitymovement

@diversityuk

@your_token_black_colleague

@DiversityEquity&Inclusion

@dopequeenpheebs