



## Forum Central Inclusivity Working Group Meeting Notes Thursday 16 September | 3pm – 4pm | via Zoom

### Attendees:

Abigail Olaleye - VAL

Annette Morris - VAL

Arfan Hanif - Touchstone (Chair)

Bushra Javed - Advonet

Delvina Saunders - LCC Public Health

Helen Kemp - Leeds Mind

Ruth Kettle - Inspire North

Sarah Sturgeon - BARCA Leeds

Daisy Morgan, Karen Fenton, Karl Witty, Kim Goulden, Jenny Bull, Marvina Newton - Forum Central

### Welcomes, Introductions and Apologies

Arfan welcomed everyone to the meeting of Forum Central's Inclusivity Working Group.

### Update on group focus

Arfan gave an overview of the renewed focus of this group, which has shifted slightly from solely being a group focused on Black Lives Matter to one which recognises the historical, current and ongoing structural inequalities impacting on black, minority ethnic and other protected characteristic groups/communities.

The proposed purpose of the group is to provide a leadership forum for members to consider, influence and embed inclusion best practice in strategic decision making across the health & social care sector/system of Leeds.

Underpinned by the spirit of the Black Lives Matter movement, the group is focused on historic, current and ongoing inequalities. How can we proactively build on the progress that's already been made? Structural inequalities exist within protected characteristic groups, not just for Black people. The focus of the group as outlined by the draft ToR (next item) is on how we can embed this in our day-to-day work and pay due regard to promoting strategies to tackle health inequalities. This forum should be used to bring things together amongst those who are committed to positive change.

### Draft Terms of Reference

Arfan proposed the [draft Terms of Reference](#) (ToR) for input / feedback. The primary aims outlined include using knowledge that exists in the city to be champions, working with communities, and being a platform to share best practices and identify any differentials in terms of data.

Forum Central has significant influence, and it will be important to make sure reps of the group raise issues into key decision making boards, and that work isn't happening in isolation. Comments on the draft ToR included:

- How can we tease out the work that needs to be done within our own organisations as well as as a sector; we need to challenge ourselves as well as the rest of the system
  - What are we going to agree to do together within our own organisations so we're not reinventing the wheel? How do we feed in and ensure resources are pooled e.g. when it comes to staff development and training?
- Important to agree an annual forward plan including issues we want to cover as a group
  - Group should be action-focused versus coming together to talk. As a collective we need to influence the people making decisions and holding resources - key to get these people around the table
- Focus should be on creating a best practice model that can be used by all of us, covering key values, how we can learn from each other, collaboration, bringing our resources together as one to challenge systems, and particularly ensuring the voices of communities are not lost
- The ToR should make clearer where exactly we want to get to - organisations need to do some work internally on championing specific communities / learning / training / development, with a focus on allyship
- Need to make clearer who group is open to - any Forum Central member organisation representative who is interested
- What can we do differently to influence people's unconscious beliefs; focus on allies who might have solutions people can learn from

**ACTION:** Update ToR to reflect comments shared

**ACTION:** Develop an annual, action-focused forward plan for the group covering development, training and data

## **BHI Vaccine Hesitancy Report**

Karen gave a brief overview of a report, [COVID-19 vaccine hesitancy, medical mistrust, and mattering in ethnically diverse communities](#), recently published by Black Health Initiative (BHI). The group discussed implications and other points stemming from the research including:

- Hesitancy and mistrust of the health system that is deeply embedded in communities - why is the focus on vaccination rather than preventing the issues that make certain ethnic groups more susceptible?
- Potential for compulsory vaccination of health and care workers is concerning, of which a higher proportion are from Black and Minority Ethnic communities
- Links to work Leeds' Culturally Diverse Hub is doing with a clinical trials unit to look into hesitancy amongst ethnically diverse communities
- Increased focus on African Caribbean communities - how does hesitancy differ across the groups? Also no mention of benchmark i.e. uptake amongst White British people
- Work needs to continue - focus from judging people who haven't had the vaccine to where their mistrust has come from and where trust can be built

Current Covid implications for our culturally diverse communities should be a standing item on our meetings agendas.

**ACTION:** Share feedback on report with Heather on behalf of the group

## **Date of next meeting**

- 26 November - 2-3.30pm