

Partnerships for Social Justice

Pathways for equitable public services

Online workshop 17th September 2020

10:00am-12:30pm

Social inequities have received a high profile during the current COVID-19 crisis, making apparent the role public services can play in replicating and reinforcing discrimination and social exclusion relating, for example, to age, ethnicity, gender, migrant status and disability. At the same time, the cross-sector response to the crisis highlights the potential for public services to be reconfigured at scale to make reducing inequity a mainstream and routine concern rather than a marginal issue.

This workshop builds on two previous half-day events, *Understandings of Inequality* (June 24th 2020) and *Leadership for Equity* (July 1st 2020), that explored how public service policymakers and practitioners understand and work to challenge inequity, drawing on perspectives from public service, voluntary sector and academic participants.

Participants are invited to share examples of local or national inclusion initiatives in the priority research areas listed below. A keynote presentation offers context regarding how changes in equitable access, representation and outcomes can be measured. In the second half of the workshop, participants will be asked to discuss how existing good practice might support future service development. Proposed research directions and the methods, support, and partnerships required to undertake research that supports service development will also be explored.

Research Areas

- **Restructuring public services** – addressing inequities in power, priorities and processes that prevent inclusive practice; learning from responses to Covid-19; addressing systemic barriers to change
- **Making inclusion processes more effective** -e.g. Equality/Health Impact Assessments; legislation and policy that can help to drive change
- **Organisational readiness for change** - understanding, legitimacy and leadership
- **Improving representation** – recruitment, engagement and trust of disadvantaged populations; accountability
- **Developing shared values and motivations** – public and media support; harnessing political will; an accessible national repository for inclusion resources
- **Collaboration and partnerships** – across public service sectors; between groups that experience exclusion;
- **Developing sustainable interventions** – short, medium and longer term initiatives that address the above issues; potential for scaling up existing good practice; community led initiatives; measuring change;

The workshop is open to everyone interested in using participatory methods to support public service development on equity and inclusion. We particularly welcome policy, practice or voluntary sector organisations wishing to explore, implement or evaluate inclusion interventions and to collaborate on future research that supports development in the above areas.

KEY SPEAKER: Habib Naqvi (NHS England) Dr Habib Naqvi is currently the Interim Director for the NHS Workforce Race Equality Standard at NHS England, and the in-coming Director for the NHS Race and Health Observatory. Before joining NHS England, Habib led on the development of national equality and diversity policy at the Department of Health and Social Care, including leading on the health sector's response to the UK government's review of the Public Sector Equality Duty. Habib is a key member of several national advisory bodies and is an Ambassador for the Mary Seacole Trust. He is reverse mentoring the NHS Chief Executive, Sir Simon Stevens, and was awarded an MBE in the 2019 Queen's Birthday Honours for services to equality and diversity in the NHS.

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Please join using the following link: https://eu.bbcollab.com/guest/086194566f394081a976fea5e87bbef4 Or dial in by phone: +442033189610 (Pin: 641 811 4251)	
10:00	Welcome from chair: Ghazala Mir, University of Leeds
10.05	Existing good practice: brief presentations on selected initiatives <ul style="list-style-type: none"> • Dr. Mohammed Sattar: Accelerating the development of BAME staff networks in NHS organisations • Julie Westgarth: Improving Representation-Recruitment Activity with Tyne and Wear and Beacon Films • Suganya Naveenan and Ken Andrews: London borough of Southwark: Equality Impact and Needs Analysis
10:30	Habib Naqvi: Measuring Change: Race Equality in the NHS Q & A plus feedback
11.00	BREAK
11:10	BREAKOUT GROUPS: facilitated discussion of priority areas for collaboration identified from previous workshops <ul style="list-style-type: none"> • Priorities for service development – short, medium and longer term goals for service development on equity; which research questions would be most useful to your organisation? Which research questions would align with your institutional priorities? • What kind of research is feasible and helpful? E.g. evaluation of existing good practice; implementation of inclusion initiatives promoted by policy/research; additional interventions/evaluations that could be undertaken with research funding • Designing development research – what kinds of research design would support service development while modelling equitable practice? Examples of design eg implementation research; research into practice models, theory-based approaches • Research collaboration – organisations interested in acting as sites for research in the areas identified: Who could act as institutional lead? What approvals are needed?
12:00	Report back from breakout groups; Next steps
12.30	Finish

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