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George Floyd's Global Legacy

The BLM campaign has captured the imagination of a broad range of people, far wider than those who would normally be mobilised to protest on issues of racism and social justice. This has led many informed observers to claim that there is 'no going back from here', in that it will no longer be possible for governments, business, civic and service organisation leaders to be silent observers regarding the need to take action within their own sphere of influence to address historic and ongoing inequality and discrimination.

It may seem premature to be talking about George Floyd's global legacy given that it is less than 6 months since his passing. However, there appears to have been more collective, considered and global soul searching regarding the impact of discrimination (particularly racial discrimination) and inequality in the last 6 months than in the previous 50 years. Many believe that George's legacy must be that 'something good must come from his death'. I would contend that the 'something good' should be based around the following key theme:

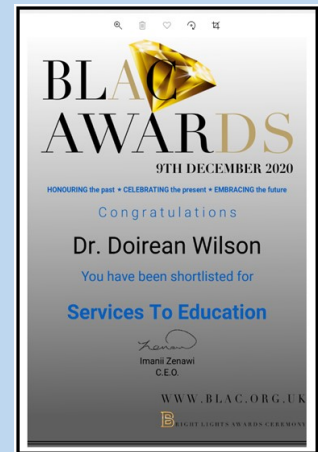
Greater commitment to equity, diversity and inclusion (EDI) by governments, employers and service providers. This greater commitment should be demonstrated through long term investment (human and financial resources), increased accountability, proactivity and leadership.

The current George Floyd-inspired BLM campaign has forced us to talk about the 'elephant in the room' in a way that we have not done previously, forever denying the credibility for society's gatekeepers to be able to claim ignorance regarding the true impact which discrimination has on the lives of people within their circle of influence.

Do you have EDI news which you would like to contribute to the next edition of this newsletter? Please get in touch with melissa@ukied.co.uk

Congratulations

Congratulations to Dr Doirean Wilson, Diversity Lead (Teaching & Learning), at Middlesex University London, who has been shortlisted for one of the prestigious BLAC Awards, to be held at the ILEC Conference Centre in London on Wednesday 9 December. For further information, please visit <https://blac.org.uk/>



Wilkes Education Scholarship Trust (WEST)
With your help we can make a positive change

Wilkes Education Scholarship Trust (WEST) has been busy assessing and interviewing its first cohort of applications, for the academic year 2020/2021. We have now selected some very deserving students and will have more news on our website very soon:
www.wilkestrust.org

News from Centre 404

In the midst of very challenging times with the ongoing Covid-19 pandemic, we were so pleased to be able to offer support to our staff who either needed to be shielding themselves or remain at home for the safety of their relatives or other loved ones who needed to shield.

Centre 404 made the decision to furlough the affected staff and to offer them full pay, topping up the government funded 80% with 20% from the organisation itself. We kept in regular contact with staff throughout their period of furlough, checking in on their circumstances and wellbeing and reassuring them by providing updates on the status of their furlough. The safety of our staff and service users is our top priority as an organisation and we take pride in our ability to support staff through this time with ongoing communication, mental health resources, and financial stability.

Staff who were furloughed expressed how supported they felt, which was wonderful to hear!

“When I decided not to work for a while because of concerns for my partner, I didn't think I would be furloughed so that was a very pleasant surprise, especially as Centre 404 also made up the 20%. I enjoyed having lots of time to myself, gardening and reading!”

“As far as work is concerned, it feels like I haven't been away. It was lovely seeing the tenants and my work colleagues after such a long time. I would like to thank Centre 404 for all the support they have given me and my family and feel blessed to be working for such a nice company.”

News from Diverse Cymru



Working across Wales, Diverse Cymru exists to highlight the disparities faced by people from protected characteristic groups and to promote 'equality for all'. We all know that Covid-19 has highlighted systemic inequalities for some protected characteristic groups in the UK, in particular Black, Asian and minority ethnic people and disabled people and the notion of us all being 'in this together' is not felt by everyone. The brutal murder of George Floyd in the USA and the Black Lives Matter movement has made it impossible to ignore the systemic racism felt by Black people in all parts of the UK.

At such a crucial time, we have been pleased to see that the Welsh Government has highlighted the 'BAME Mental Health Workplace Good Practice Certification Scheme', delivered by Diverse Cymru in association with UKIED and the Royal College of Psychiatrists in Wales. The scheme offers a solution to the disparity of outcomes that are clearly reflected in all available data that show that there are profound inequalities for people from ethnic minority communities accessing mental health treatment, their experience of care and their mental health outcomes.

Like all organisations in the UK and indeed internationally, the Coronavirus pandemic has changed the way that we deliver our services to people. We are all working from home and in line with public health and governmental guidance at the time, ceased all face-to-face activities with our clients to protect our staff and their families, as well as the vulnerable people that we support. Moving our activities online has been a mixed blessing for us. We have been able to engage with new diverse audiences across Wales, running regular Coronavirus and Inequalities engagement sessions on Zoom, reaching many people who would not have been able to attend our usual face-to-face sessions. This innovation comes at a price however as it has also highlighted digital inequalities that exist within our diverse communities. We have a long way to go to achieve our aim of 'equality for all'.

**If you have an event which you would like us to promote, or for advert placements,
please contact admin@ukied.co.uk**

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