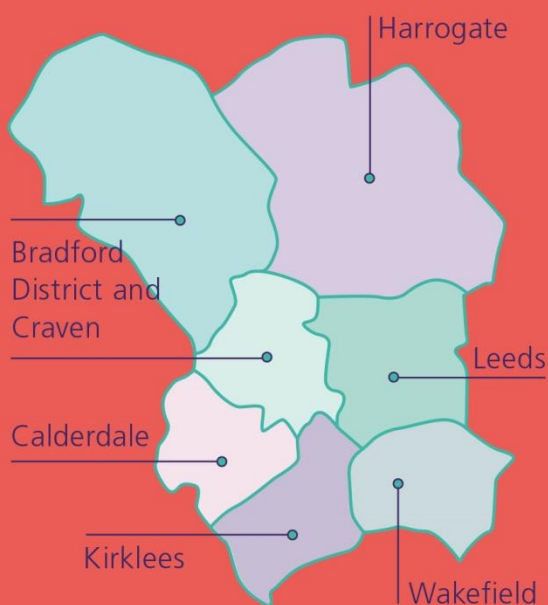


Telling our Partnership story



Proud to be the
West Yorkshire and
Harrogate Health
and Care Partnership

Committed to improving the health
and wellbeing of people living in:



- Working to improve people's health with and for them
- Improving people's experience of healthcare
- Making every penny in the pound count
- Working to keep people well and make life better for 2.7 million people living in West Yorkshire and Harrogate.

West Yorkshire and Harrogate
Health and Care Partnership



Racial inequalities training

Responding to ongoing racial injustice, inequity and everyday discrimination faced by ethnic minorities

Our Partnership has continued to raise the profile of its diverse workforce during Black History Month which ran throughout October 2020.

As part of this a 'Black Lives Matter' workshop was hosted with our leaders. The objectives of the workshop were to educate and raise awareness, build change within our programmes and devise an action plan for change.

Topics covered included unconscious bias and racial micro-aggression which helps employees learn how their individual behaviour is influenced by their own blind spots and stereotypes. White privilege, language for inclusion and creating an inclusive workplace.

What we did

23 programme directors and place leads took part in the conversation and the feedback shared by some of the attendees has been about how powerful the workshop was.

Following the workshop attendees were asked to share a personal pledge - because allyship is not just a concept, it must be part of everything we do.

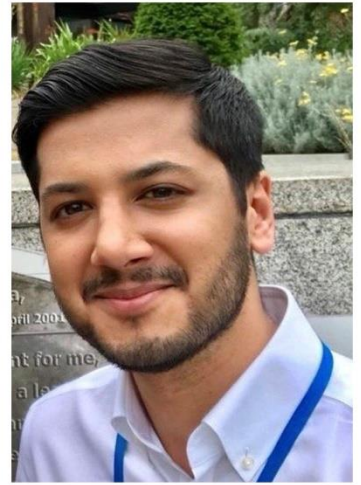
View a short video of some pledges given [here](#).



Sarah Smith, Programme Director for Improving Population Health, is one of several programme directors who recorded their personal Black Lives Matter pledges

Our 'racial inequalities training' will be rolled out as an online programme and content will cover the wider racial inequalities, inclusion and anti-racism agenda.

This will be made available to all colleagues across the Partnership in spring 2021.



Staff network members Cherill Watterston and Wasim Feroze



Staff network members Wasim Feroze and Cherill Watterston wrote this [blog](#) for the Partnership, talking about how the death of George Floyd and the international attention on the Black Lives Matter movement, along with the impact of Covid-19, have brought into sharp focus the ongoing racial injustice, inequity and everyday discrimination faced by ethnic minority communities.

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A partnership made up of the NHS, local councils, care providers, Healthwatch, community and carers organisations.

April 2021

West Yorkshire and Harrogate
Health and Care Partnership

