

Development of a more diverse workforce...70 years and counting

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Fanny Lou Hamer

- In 1964, Fanny Lou Hamer, an African–American civil rights activist (1917-1978) wrote,

‘All my life I have been sick and tired. Now I’m sick and tired of being sick and tired.’

Hamer, F. L. (1964, June 1). Life in Mississippi. In J. DeMuth, "Tired of Being Sick and Tired," *The Nation*, p. 549.



hello my name is...
☺



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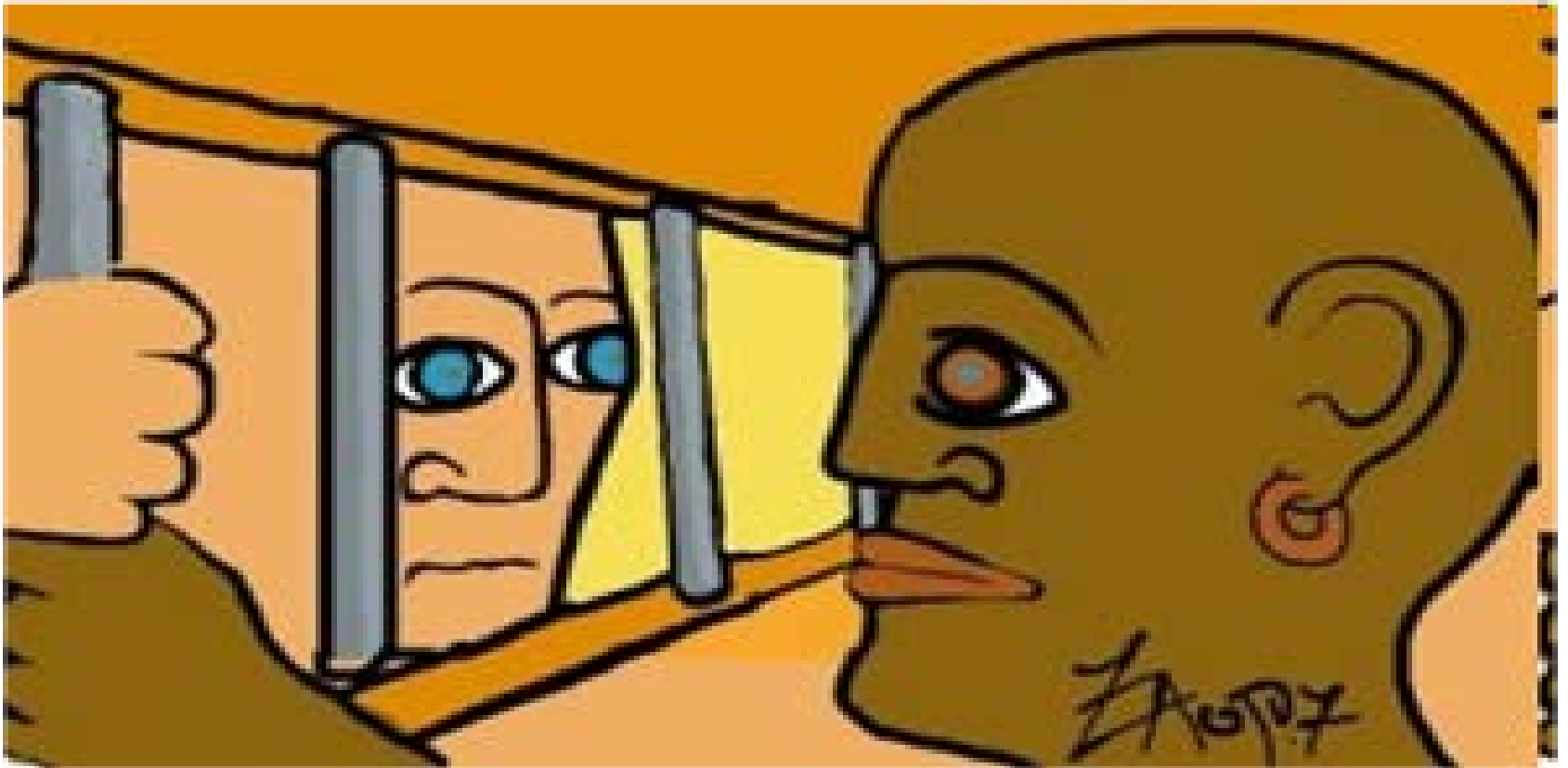
| Diversity and Health

*There is no encounter between a health professional and patient or client that does not entail working with difference. Thinking and learning about difference, and about how to manage difference in relationships with others , is therefore essential – but often neglected- work for all health professionals’
(Kohner 2003)*

| Diversity Challenge

- Diversity issues often difficult to action due to tensions at level of individual, social group and society.
- Planning and provision may be complicated by historical, political and language issues
- Action often avoided or 'sanitised' by focus on policy and documentation

| Insider Out?



Nurse Training: 'Insider out'

- Transcultural nursing training problematic
- Dependant on tutor or mentor expertise not professional standardisation
- Recommended rather than compulsory in NMC standards
- "permission to touch"



| **Snowy White Peaks**

- The attitude to diversity displayed by many in the senior echelons of the NHS seems to be a mixture of indifference and denial

(Kline 2014)

- “Research suggests that the experience of black and minority ethnic (BME) NHS staff is a good barometer of the climate of respect and care for all within the NHS.
- “Put simply, if BME staff feel engaged, motivated, valued and part of a team with a sense of belonging, patients were more likely to be satisfied with the service they received”

(West et al 2012)

*Those who cannot remember the
past are condemned to repeat it.*

[George Santayana](#),

The Life of Reason, Volume 1, 1905

US (Spanish-born) philosopher (1863 - 1952)

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| The Personal is Political...

- **1920s** - Sanitation, health care and disease,
- **1930s** - Free School Milk Act
- **1940s** - Welfare State/NHS. Slum clearance, new towns and 'green belt'
- **1950s** – Smokeless zones
- **1960s** – birth control, rising birth rates
- **1980s** – Inequalities in health, health informatics
- **1990s** – Costs of NHS
- **2000s** – User centred, localised changes
- **2010s** – Global challenges, self care and NCDs

| Screaming Silences

Experiences which are historically and/or politically undervalued, absent or invisible. Absence of this ‘evidence’ leads to policy/practice and care developed in ‘Silence’

(Serrant-Green 2004)

| **‘Silent’ issues in Migrant health**

- NHS: Health care provided ‘free at the point of delivery’
- Rights to ‘free’ NHS care
- GP access
- Emergency care
- Fear of discovery or suspicion of government services
- Myth of mass migration

| Guiding Philosophy

How we learn, experience and respond to health issues personally and professionally shapes the workforce we produce and ultimately the communities in which we live

Nursing must contribute as well as respond to social, political and strategic drivers in society

| Professional Practice

“Professions are constituted through their specific ways of engaging with Knowledge”

(K. Jensen et al. (eds.), Professional Learning in the Knowledge Society, 27–48.)

How we know what we know...and how we use it

| Diversity *in AND for* Practice

- Equality and quality in healthcare is more than simply considering 'colour' or status
- Permeates ALL the contexts in which we live both inside and outside work
- Safeguarding the diversity of our community and workforce includes responsibilities for self and each other
- Requires ACTION to safeguard nursing futures and the safety of our patients/communities

Silences, Snowy Peaks & 5 year Plans

- Diversity in leadership to reflect the community
- Contributing to scholarship and evidence informed practice
- Prioritising ‘whole systems’ approaches which recognise the diversity of actions needed
- Championing the ART and SCIENCE of care
- Focus on workforce as much as service delivery
- Educating for Future – celebrating difference within and outside our profession

| You Called...and We came



- Mary Seacole
- Edith Cavell
- Felicity Stockwell
- Neslyn Druee-Watson
- Dame Audrey Emmerson
- Bronte Welsh (St Kitts)
- Dame Nita Barrow
(Barbados & beyond!)
- Professor Elizabeth
Anionwu
- Cecilia Amin

Thank you

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