

# Equality & Diversity

## Current Awareness Bulletin

July 2020

This Current Awareness Bulletin is produced by the Yeovil Academy Library to provide staff with a range of equality & diversity-related resources to support practice. It includes recently published guidelines and research articles, as well as news and policy items.



In order to get the most from this bulletin, you will need an OpenAthens username and password. This will grant full text access to many of the listed resources. To register for an OpenAthens account go to: [openathens.org.uk](https://openathens.org.uk).

## Publications



### [LeDeR – Action from learning report](#)

16 July 2020

- Equality and diversity
- Learning disabilities

### [Workforce Disability Equality Standard \(WDES\) annual report 2019](#)

25 March 2020

- Equality and diversity
- Workforce

### [Workforce Race Equality Standard data reporting – 2019](#)

13 February 2020

- Equality and diversity
- Workforce

If you would like help obtaining any of the articles, please contact the Library.

## NICE Healthcare Databases

---

### 1. Massage Therapist Honored for Work in Equality, Diversity & Inclusion.

**Author(s):** Payne, Allison M.

**Source:** Massage Magazine; Feb 2020 (no. 285); p. 16-16

**Publication Date:** Feb 2020

**Publication Type(s):** Periodical

**Abstract:**The article reports on the recognition of massage therapist Ann Blair Kennedy with the Performance Health/Massage Therapy Foundation Humanitarian Award for her work which embodied causes for equality, diversity and inclusion in 2019. Topics discussed include views of Craig Hall, who presented the award, on Kennedy's humanitarian efforts, her services with committees which involve women and the LGBT community in medicine and science, and her goal to improve formal research into massage therapy.

**Database:** CINAHL

### 2. Equality, Inclusion, and Diversity in Healthcare During the COVID-19 Pandemic.

**Author(s):** Kim J

**Source:** International neurourology journal; Jun 2020; vol. 24 (no. 2); p. 180-181

**Publication Date:** Jun 2020

**Publication Type(s):** Journal Article

**PubMedID:** 32615681

Available at [International neurourology journal](#) - from Europe PubMed Central - Open Access

Available at [International neurourology journal](#) - from Unpaywall

**Database:** PubMed

### 3. NHS workforce race equality.

**Author(s):** Peate, Ian

**Source:** British journal of nursing (Mark Allen Publishing); Jan 2020; vol. 29 (no. 2); p. 81

**Publication Date:** Jan 2020

**Publication Type(s):** Editorial

**PubMedID:** 31972100

Available at [British journal of nursing \(Mark Allen Publishing\)](#) - from MAG Online Library

**Database:** Medline

#### **4. WHEN MISFORTUNE BECOMES INJUSTICE: EVOLVING HUMAN RIGHTS STRUGGLES FOR HEALTH AND SOCIAL EQUALITY.**

**Author(s):** Reichert, Alexandra

**Source:** Health Affairs; Jul 2020; vol. 39 (no. 7); p. 1269-1270

**Publication Date:** Jul 2020

**Publication Type(s):** Academic Journal

**Database:** CINAHL

#### **5. The Equality Act Is Needed to Advance Health Equity for Lesbian, Gay, Bisexual, and Transgender Populations.**

**Author(s):** Gonzales, Gilbert; Gavulic, Kyle A.

**Source:** American Journal of Public Health; Jun 2020; vol. 110 (no. 6); p. 801-802

**Publication Date:** Jun 2020

**Publication Type(s):** Academic Journal

Available at [American journal of public health](#) - from ProQuest (Health Research Premium) - NHS Version

Available at [American journal of public health](#) - from EBSCO (Psychology and Behavioral Sciences Collection)

**Abstract:**The U.S. House of Representatives passed the Equality Act (HR 5) on May 17, 2019, which would prohibit discrimination based on sexual orientation and gender identity in employment, housing, public education, and public accommodations (e.g., health care facilities, nursing homes, youth service providers, transportation systems, and retail and hospitality industries). Discrimination negatively affects the health of lesbian, gay, bisexual and transgender populations. The author suggests the US Senate should consider the health implications of the Equality Act when considering its passage. Not only are health disparities costly to the health care system, but health disparities limit the full potential of the population

**Database:** CINAHL

#### **6. Gender equality in global health leadership: Cross-sectional survey of global health graduates.**

**Author(s):** Yount ; Cheong, Yuk Fai; Miedema, Stephanie S.; Chen, Julia S.; Menstell, Elizabeth; Maxwell, Lauren; Ramakrishnan, Usha; Clark, Cari Jo; Roachat, Roger; del Rio, Carlos

**Source:** Global Public Health; Jun 2020; vol. 15 (no. 6); p. 852-864

**Publication Date:** Jun 2020

**Publication Type(s):** Academic Journal

Available at [Global Public Health](#) - from Unpaywall

**Abstract:**Women comprise two-thirds of the global-health (GH) workforce but are underrepresented in leadership. GH departments are platforms to advance gender equality in GH leadership. Using a survey of graduates from one GH department, we compared women's and men's post-training career agency and GH employment and assessed whether gender gaps in training accounted for gender gaps in career outcomes. Master-of-Public-Health (MPH) and mid-career-fellow alumni since 2010 received a 31-question online survey. Panel studies of women's and men's career trajectories in GH are needed.

**Database:** CINAHL

## 7. Promoting Health Equality and Nondiscrimination for Transgender and Gender-Diverse Youth.

**Author(s):**

**Source:** Journal of Adolescent Health; Jun 2020; vol. 66 (no. 6); p. 761-765

**Publication Date:** Jun 2020

**Publication Type(s):** Academic Journal

**Abstract:**Adolescent and young adult health-care providers often care for transgender and gender-diverse (TGD) youth—youth whose gender identity is incongruent with the gender assigned to them at birth. This patient population faces health challenges distinct from their cisgender peers (i.e., youth whose gender identity aligns with their assigned gender at birth), which include the health impacts from gender dysphoria and from societal stigma and discrimination. SAHM encourages adolescent and young adult health-care providers to receive training in providing culturally effective, evidence-based care for TGD youth; calls for more research on gender-affirming health care; and advocates for policies that protect the rights of TGD youth and minimize barriers to attaining healthcare. Consistent with other medical organizations, the Society for Adolescent Health and Medicine promotes the call for gender affirmation as a mainstay of treatment and is opposed to the notion that diversity in gender is pathological.

**Database:** CINAHL

## 8. 'The public health turn on violence against women': analysing Swedish healthcare law, public health and gender-equality policies.

**Author(s):** Öhman ; Burman, Monica; Carbin, Maria; Edin, Kerstin

**Source:** BMC Public Health; May 2020; vol. 20 (no. 1); p. 1-12

**Publication Date:** May 2020

**Publication Type(s):** Academic Journal

**PubMedID:** NLM32448199

Available at [BMC public health](#) - from BioMed Central

Available at [BMC public health](#) - from ProQuest (Health Research Premium) - NHS Version

Available at [BMC public health](#) - from Unpaywall

**Abstract:** The main recommendations for healthcare are to routinely ask patients about violence exposure. Violence against women is usually labelled "violence within close relationships" in the policies, and it is not necessarily described as a gender equality problem. While violence against women in some policy documents is clearly framed as a public health problem, such a framing is absent in others, or is transformed into a gender-neutral problem of violence within close relationships. It is not clearly articulated what the framing should lead to in terms of the healthcare sector's obligations, interventions and health promotions, apart from an ambivalent discourse on daring to ask about violence.

**Database:** CINAHL

## 9. HEALTH EQUALITY CAN IT EVER BE REACHED?

**Author(s):** Waters, Jo

**Source:** Community Practitioner; May 2020; vol. 93 (no. 3); p. 34-39

**Publication Date:** May 2020

**Publication Type(s):** Academic Journal

Available at [Community Practitioner](#) - from ProQuest (Health Research Premium) - NHS Version

**Abstract:**The article focuses on the reports and data published in February and March 2020 that reveal the growing gaps between the health and life expectancy of the rich and poor in Great Britain. Topics covered include how austerity has taken its toll in all the domains of health, the contribution of poverty to children's outcomes, both health and safeguarding, and what community practitioners (CP) can do help tackle inequality.

**Database:** CINAHL

### **10. Women: Why Their Equality, Health, Wealth and Safety Matter to Everyone.**

**Author(s):** Stephenson, Rebecca

**Source:** Journal of Women's Health Physical Therapy; Apr 2020; vol. 44 (no. 2); p. 89-89

**Publication Date:** Apr 2020

**Publication Type(s):** Academic Journal

Available at [Journal of Women's Health Physical Therapy](#) - from Unpaywall

**Database:** CINAHL

### **11. The Lancet-SIGHT Commission on peaceful societies through health and gender equality.**

**Author(s):** Friberg ; Fewer, Sara; Clark, Jocelyn; Horton, Richard

**Source:** Lancet; Feb 2020; vol. 395 (no. 10225); p. 670-671

**Publication Date:** Feb 2020

**Publication Type(s):** Academic Journal

**PubMedID:** NLM32113491

Available at [Lancet \(London, England\)](#) - from ProQuest (Health Research Premium) - NHS Version

**Database:** CINAHL

### **12. Associations between gender equality and health: a systematic review.**

**Author(s):** King ; Kavanagh, Anne; Scovelle, Anna J; Milner, Allison

**Source:** Health Promotion International; Feb 2020; vol. 35 (no. 1); p. 27-41

**Publication Date:** Feb 2020

**Publication Type(s):** Academic Journal

**Abstract:**This systematic review sought to evaluate the impact of gender equality on the health of both women and men in high-income countries. A range of health outcomes arose across the 48 studies included. Gender equality was measured in various ways, including employment characteristics, political representation, access to services, and with standard indicators (such as the Global Gender Gap Index and the Gender Empowerment Measure). The effects of gender equality varied depending on the health outcome examined, and the context in which gender equality was examined (i.e. employment or domestic domain). Overall, evidence suggests that greater gender equality has a mostly positive effect on the health of males and females. We found utility in the convergence model, which postulates that gender equality will be associated with a convergence in the health outcomes of men and women, but unless there is encouragement and support for men to assume more non-traditional roles, further health gains will be stymied.

**Database:** CINAHL

### **13. Adolescence and Gender Equality in Health.**

**Author(s):** Greene ; Patton, George

**Source:** Journal of Adolescent Health; Jan 2020; vol. 66

**Publication Date:** Jan 2020

**Publication Type(s):** Academic Journal

Available at [The Journal of adolescent health : official publication of the Society for Adolescent Medicine](#) - from Unpaywall

**Database:** CINAHL

#### **14. Gender equality and global health: intersecting political challenges.**

**Author(s):** Cislighi ; Weber, Ann M.; Gupta, Geeta Rao; Darmstadt, Gary L.

**Source:** Journal of Global Health; Jan 2020; vol. 10 (no. 1); p. 1-10

**Publication Date:** Jan 2020

**Publication Type(s):** Academic Journal

**PubMedID:** NLM32257161

Available at [Journal of global health](#) - from Europe PubMed Central - Open Access

Available at [Journal of global health](#) - from ProQuest (Health Research Premium) - NHS Version

Available at [Journal of global health](#) - from Unpaywall

**Abstract:** Gender-related vs sex-related causes were categorised using available literature on the drivers for selected causes, illustrating that sex-disaggregated data represents a mix of social and biological influences. This analysis offers a model that policy makers can use to uncover potential gender inequalities in health, including intersections with other social factors. From it, new challenges emerge for global health policy makers and practitioners willing to address them. Global health actors will need to achieve a balance between the two agendas of global health and gender equality.

**Database:** CINAHL

#### **15. Reordering gender systems: can COVID-19 lead to improved gender equality and health?**

**Author(s):** King, Tania; Hewitt, Belinda; Crammond, Bradley; Sutherland, Georgina; Maheen, Humaira; Kavanagh, Anne

**Source:** Lancet (London, England); Jul 2020; vol. 396 (no. 10244); p. 80-81

**Publication Date:** Jul 2020

**Publication Type(s):** Journal Article

**PubMedID:** 32569582

Available at [Lancet \(London, England\)](#) - from Unpaywall

**Database:** Medline

#### **16. Advancing mental health equality: a mapping review of interventions, economic evaluations and barriers and facilitators.**

**Author(s):** Arundell, Laura-Louise; Greenwood, Helen; Baldwin, Helen; Kotas, Eleanor; Smith, Shubulade; Trojanowska, Kasia; Cooper, Chris

**Source:** Systematic reviews; May 2020; vol. 9 (no. 1); p. 115

**Publication Date:** May 2020

**Publication Type(s):** Journal Article

**PubMedID:** 32456670

Available at [Systematic reviews](#) - from Europe PubMed Central - Open Access

Available at [Systematic reviews](#) - from ProQuest (Health Research Premium) - NHS Version

Available at [Systematic reviews](#) - from Unpaywall

**Abstract:** The mapping review was useful in assessing the spread of literature and identifying highly researched areas versus prominent gaps. The findings are useful for clinicians, commissioners and service providers seeking to understand strategies to support the advancement of mental health equality for different populations and could be used to inform further research and support local decision-making. SYSTEMATIC REVIEW REGISTRATION Not applicable.

**Database:** Medline

**17. The relationship between global gender equality with maternal and neonatal health indicators: an ecological study.**

**Author(s):** Abdollahpour, Sedigheh; Heidarian Miri, Hamid; Khademol Khamse, Fatemeh; Khadivzadeh, Talat

**Source:** The journal of maternal-fetal & neonatal medicine : the official journal of the European Association of Perinatal Medicine, the Federation of Asia and Oceania Perinatal Societies, the International Society of Perinatal Obstetricians; Apr 2020 ; p. 1-7

**Publication Date:** Apr 2020

**Publication Type(s):** Journal Article

**PubMedID:** 32290738

**Abstract:** Panning and policymaking for reducing gender equality barriers should be among the top priorities of primary healthcare in order to achieve maternal, neonatal, and under 5 health universally.

**Database:** Medline

**18. Why achieving gender equality is of fundamental importance to improve the health and well-being of future generations: a DOHaD perspective.**

**Author(s):** Roseboom, Tessa J

**Source:** Journal of developmental origins of health and disease; Apr 2020; vol. 11 (no. 2); p. 101-104

**Publication Date:** Apr 2020

**Publication Type(s):** Journal Article

**PubMedID:** 31735185

**Abstract:** We need better insight into the complex adaptive interactions between various societal and human factors contributing to gender inequality and find approaches that take this complexity into account. If we want DOHaD science to have societal impact, we should strive beyond gender equality for gender equity and help women achieve equal rights and opportunities. We need to work with public health professionals, human rights activists, and policymakers to gauge the importance of gender equality. After all, gender equality is not only a fundamental human right, but also a necessary foundation for healthier future generations.

**Database:** Medline

**19. Improving Hypertension Control in Poststroke Patients: A Step Toward Health Equality Across Ethnicity.**

**Author(s):** Adji, Audrey

**Source:** American journal of hypertension; Apr 2020; vol. 33 (no. 4); p. 301-302

**Publication Date:** Apr 2020

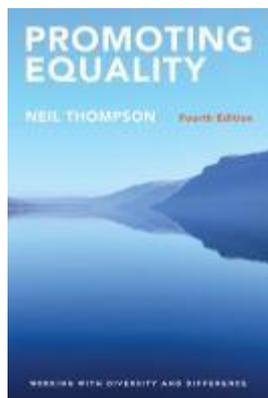
**Publication Type(s):** Journal Article

**PubMedID:** 32119068

**Database:** Medline

## Library Resources

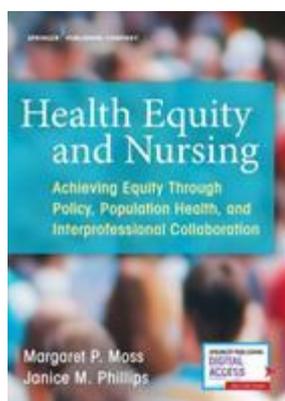
The books listed below are a selection of those that can be found at the library. To search the library catalogue in full, visit [swims.nhs.uk](http://swims.nhs.uk).



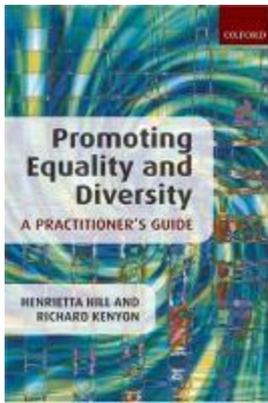
**Promoting equality : working with diversity and difference**  
Thompson, Neil



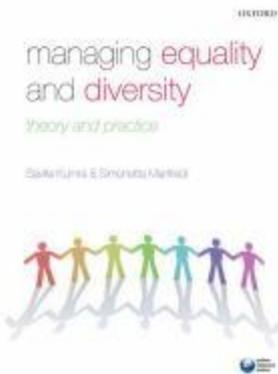
**Anti-discriminatory practice : equality, diversity and social justice**  
Thompson, Neil



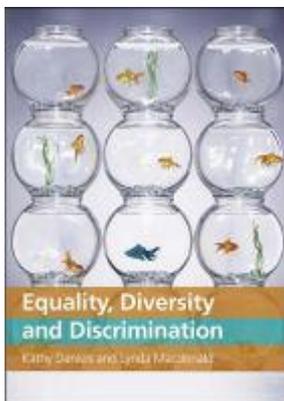
**Health equity and nursing : achieving equity through policy, population health, and interprofessional collaboration**  
/ Margaret P. Moss, Janice M. Phillips, editors. 2021.



Promoting equality and diversity : a practitioner's guide / Henrietta Hill and Richard Kenyon 2008.



Managing equality and diversity : theory and practice / Savita Kumra and Simonetta Manfredi 2012.



Equality, diversity and discrimination : a student text / Kathy Daniels and Lynda Macdonald 2005.

## In the News



### [Yvonne Coghill to lead London NHS COVID-19 race equality programme](#)

9 June 2020

NHS England's Director of Workforce Race Equality is to lead a rapid programme of work to support black Asian and minority ethnic (BAME) staff across London, in response to the COVID-19 outbreak

### [NHS chief pledges 'head office' will match diversity of health service](#)

5 March 2020

NHS Chief Executive Sir Simon Stevens has today unveiled a new commitment to ensure that the health service's 'head office' is representative of the wider workforce at all levels of seniority.

### [NHS publishes new workforce race equality data, ahead of NHS and race summit](#)

13 February 2020

Every NHS trust in London now has at least one black and minority ethnic (BME) board member, according to new data published today.

### [LGBT+ staff and allies launch first NHS virtual pride](#)

25 June 2020

NHS colleagues from across the country are being invited to enjoy an unprecedented online celebration of the LGBT+ community this Friday evening.

### [NHS England and NHS Confederation launch expert research centre on health inequalities](#)

30 May 2020

NHS England and the NHS Confederation have today confirmed the creation of a new centre to investigate the impact of race and ethnicity on people's health.



### [Collage of BAME nurses released to celebrate diversity on NHS birthday](#)

03 July, 2020

A special collage of nurses from black, Asian and minority ethnic (BAME) backgrounds working on the front line during the coronavirus pandemic has been created to pay tribute to the many nationalities that make up the NHS.

### [NMC pledges commitment to stamp out inequalities for BAME nurses](#)

02 July, 2020

Nurses are "at the heart" of action needed to tackle discrimination and inequalities in the UK's health and social care system, the head of the Nursing and Midwifery Council has told registrants.

### [Yvonne Coghill: 'Racial inequality cannot be denied any more'](#)

01 July, 2020

The events of the past six months mean race inequality in the NHS workplace and beyond can no longer be denied or ignored, according to the nurse leader tasked with driving change in this area.

### [One of UK's first Asian chief nurses to join Guy's and St Thomas'](#)

29 June, 2020

Guy's and St Thomas' NHS Foundation Trust has announced the appointment of Avey Bhatia as its next chief nurse, taking over from Dame Eileen Sills. Dame Eileen is stepping down, having been in the role of chief nurse at Guy's and St Thomas' since 2005.

### [Workplace racism described as factor in BAME nurses' higher virus risk](#)

16 June, 2020

Institutional racism and bullying at work have meant that nurses from black, Asian and minority ethnic (BAME) backgrounds are "afraid to speak up" about issues that put them at a higher risk of Covid-19, such as inadequate personal protective equipment (PPE), a review has found.

### [Nurse leading NHS race equality agenda announces retirement](#)

09 June, 2020

The nurse in charge of improving race equality in the NHS in England is set to retire from the health service in September, it has been announced.

### [Latest figures on Covid-19 deaths spark fresh calls to protect BME population](#)

07 May, 2020

Most ethnic minority groups are at greater risk of dying from Covid-19 than the white population, according to latest analysis, leading to calls for action at all levels.

### [Wellbeing package to help nurses 'decompress and reflect' at London trust](#)

30 April, 2020

A London trust has brought in a package of wellbeing support for its nurses and other staff, including a supermarket, laundry service and "rest and recharge" zones to help relieve pressure during the coronavirus pandemic.

### [News round-up: Catch-up on April's top nursing stories](#)

30 April, 2020

Miss any of the news affecting the profession during April 2020? Catch up with our summary of the main nursing headlines, most of which are linked at this time to coronavirus or Covid-19.

### [NHS leaders set out new measures to protect BME staff in pandemic](#)

29 April, 2020

Nurses from black and minority ethnic (BME) backgrounds should be "risk-assessed" before being placed to work in environments where Covid-19 is present, NHS England leaders have urged.

### ['Selfless' diversity champion nurse Khuli Nkala dies from Covid-19](#)

21 April, 2020

A 46-year-old mental health nurse who was passionate about stamping out race inequalities in the health sector has died from coronavirus.

### [Exclusive: BME nurses 'feel targeted' to work on Covid-19 wards](#)

17 April, 2020

The Covid-19 outbreak is putting a stark lens on the inequalities faced by nurses from black and minority ethnic (BME) backgrounds, according to a diversity lead who warned that despite giving their lives to care for others, BME staff were being treated of a lesser value.

### [Exclusive: Are we whitewashing coronavirus?](#)

12 April, 2020

One of the new hospitals set up to cope with Covid-19 should be named after British-Jamaican nursing pioneer Mary Seacole to show support for black and minority ethnic (BME) nursing and healthcare staff, according to the nurse leading efforts to improve race equality in the health service in England.

### [Analysis: Key chapters from landmark report on world nursing](#)

07 April, 2020

The first-ever review of the state of the world's nursing has today been published in a major report. Nursing Times has broken down the key chapters.

### [News round-up: Catch-up on February's top nursing stories](#)

05 March, 2020

Miss any of the news affecting the profession during February 2020? Catch up with our summary of the main nursing headlines.

### [First-ever national chief nurse for digital transformation named](#)

19 February, 2020

A digital nurse leader from University College London Hospitals NHS Foundation Trust has been appointed as the first-ever national chief nursing information officer.

### [BME nurses experiencing rising tide of bullying and discrimination](#)

14 February, 2020

Nurses from black and minority ethnic (BME) backgrounds represent the "highest proportion" of NHS staff to report being discriminated against and bullied in the workplace, according to latest national figures – the worst on record.

### [Exclusive: Handbook author aims to raise profile of matron role](#)

04 February, 2020

A new handbook has been published today with the ambition of clarifying and raising the profile of the matron role in England.

### [News round-up: Catch-up on January's top nursing stories](#)

03 February, 2020

Miss any of the news affecting the profession during January 2020? Catch up with our summary of the main nursing headlines. Research explores gender in the workplace and education

---

This current awareness bulletin contains an inexhaustive selection of information that has not been critically appraised by library staff. It is therefore the responsibility of the reader to appraise this information for accuracy and relevance.

For further information or support please contact **Yeovil Academy Library, Level 4, Yeovil District Hospital, Higher Kingston, Yeovil, BA21 4AT**; tel 01935 38(4495) or 01935 38(4697), [library@ydh.nhs.uk](mailto:library@ydh.nhs.uk) or visit the library blog at: [yeovilacademylibrary.com](http://yeovilacademylibrary.com).