

**RCEM Equity, Diversity, and Inclusion Committee**  
**Strategy 2020-2023**

**Context**

The issue of inequity is complex. Indeed, inequalities have taken society centuries to construct. This has influenced the interactions between people at the macro, meso, and micro level, in active, passive, conscious and unconscious ways.

Whilst this does appear to be an intimidating edifice to demolish, the impacts of inequity can be reduced, especially if we approach it in a strategic way by understanding and addressing the underlying rationale that drives them.

The EDI Committee of RCEM must choose its priorities carefully, to be effective, as its resources must be used carefully. Despite this it is the aim of the committee to be agile enough to respond to the external environment especially when pressing equalities issues appear.

RCEM represents a young, dynamic, and malleable specialty. This presents an opportunity to establish real change and shape the future of the specialty. The College is a relatively small organization in terms of its number of employees, who are the core of all it does. The EDI committee should prioritize ensuring RCEM, as a charity, and organization, is focusing efforts to be anti-discriminatory, intersectional, inclusive, and equitable in its ethos. It should adopt EDI values to discharge its obligations and functions, both to comply with relevant regulations as an employer but also in how it oversees areas such as the education of Emergency Medicine trainees, curriculum, and exams.

It should be acknowledged that the time of the EDI committee is given voluntarily, and we are aware of the privilege impact of this ask and will seek to ensure valuable insights are not lost due to this. EDI committee members will be well placed to advise and sit on whatever committees or bodies as required to attempt to minimise blind spots and to raise issues pertinent to the ethos of this committee. An intersectionality lens is crucial and if adopted early will save work later on; we will also seek to raise broader EDI issues when able.

As well as making the body of RCEM a beacon and exemplar of EDI and intersectional representation and practice, the broader aims must be considered.

We recognize that the cognitive process is subject to bias, demonstrated by how we approach errors in clinical decision making. To overcome these, individuals and organisations need to gain knowledge of self and insight into the biases that are occurring within their structures as well as individuals and learn to find practical ways to overcome them. The EDI committee will explore this concept and seek to find examples of best practice to share, to allow us all to incorporate them into professional practice, and as a method to enlighten all involved with Emergency Medicine. This will have the additional benefit of improving our care of the patients we serve.

## **Immediate aims**

The history of medicine unfortunately has been saturated with examples of pseudo-science being used to justify the social construct of race and racism. With this in mind, we will primarily aspire to dismantle the unfortunate legacies of racism.

Racism has had a colossal influence in shaping our institutions, not least the healthcare system we are all part of. The events of 2020, notably the murder of George Floyd and the concerning ethnic disparities in risk and outcome of the coronavirus pandemic, were the driving forces behind establishing this committee. These issues were certainly highlighted in the results of RCEM's coronavirus survey in 2020 which revealed alarming racial disparities in regard to access to appropriate PPE.

Taking action on these issues coincided with the birth of this Committee and naturally this has become our initial focus. Our remit is however to advocate for all marginalised groups.

## **Ongoing aims**

The Committee has a wider remit in promoting diversity and taking action against the discrimination and inequalities experienced by our colleagues in the LGBTQ+ community, those belonging to different religious groups and those living with visible and hidden disabilities. We aim to work closely alongside other College committees, including the Women in Emergency Medicine Special Interest Group to ensure the College takes an intersectional approach to advocating on behalf of our members from all marginalised groups.

Naturally, interventions designed to tackle structural issues will benefit all members; when we lift from the ground, everybody rises.

*RCEM Equity, Diversity, and Inclusion Committee*

Objective	Key activities	Performance indicators	Stakeholders	Timeline
To respond to the ongoing environment and any equalities issues that may arise.	<p>Carry out reactive communications and influencing work as EDI 'red flags' come to light. Take a collaborative approach with other Colleges and organisations where appropriate.</p> <p>Monitor management of coronavirus pandemic and impact on members and fellows in relation to PPE, occupational concerns, and vaccine uptake. Respond to any equalities concern and provide advice and support to the College.</p> <p>Position statements and press commentary.</p>	Provide timely responses to issues as they arise.	Policy team Communications team Executive	Ongoing
Increase awareness of issues surrounding intersectional equity, diversity, and representation within the College.	<p>EDI Committee members represented on the relevant College committees. Members advocate for important issues relating to EDI matters.</p> <p>Support and advise the College on improving the collection of demographic data and the protected characteristics of our membership.</p>	<p>EDI members successfully embedded in other College committees.</p> <p>EDI members provide committee updates in meetings.</p> <p>Coverage of demographic data held on members and fellows improves and data is reviewed on a regular basis.</p>	Quality team Policy team Training team Examinations team	Ongoing

<p>Foster and facilitate a culture of open communication about equity, diversity, and inclusion issues.</p>	<p>Advise and support College staff in promoting all forms of diversity within RCEM's membership.</p> <p>Support and signpost staff for social media campaigns on awareness days such as:</p> <ul style="list-style-type: none"> <li>• March - Neurodiversity Celebration Week</li> <li>• 21<sup>st</sup> March – Single Parent's Day</li> <li>• June - Pride</li> <li>• July/August - South Asian Heritage Month</li> <li>• October - Black History Month</li> <li>• 3rd December - International Day of People with Disabilities</li> </ul>	<p>Increased social media activity</p>	<p>Communications team. Policy team</p>	<p>Key dates listed</p>
<p>Develop and implement strategies to promote wellness, career sustainment, and career progression of minority groups.</p>	<p>Carry out a baseline survey of needs.</p> <p>Work with relevant College committees and departments proactively tackle issues that may arise from the baseline survey.</p> <p>Work across teams in the College – including Training and Examinations – and relevant committees such as TSC and Education to address differential attainment, specifically disparities in outcomes of exam results – FRCEM and MRCEM.</p> <p>Educate and inform members through conferences and CPD about differential attainment and the role they can play in supporting trainees. Although the causes of differential attainment are complex, numerous studies show that the nature of the training environment plays a big role in producing disparities.</p>	<p>Survey has a good response rate (around 1000 members?)</p> <p>Reduction in differential attainment in recruitment, exams, ARCP outcomes.</p>	<p>Policy team Executive Communications team Members and Fellows</p> <p>TSC Education Committee</p>	<p>Baseline survey (March-May)</p>

	Review exam process working and understand the causes (if any) for the disparities			
Provide guidance and ensure that College processes are inclusionary, equitable and diverse.	<p>EDI Committee members influence the outputs of the committees they sit on.</p> <p>EDI Committee provide guidance and advice on equity and diversity outputs of the College.</p>	It becomes standard practice to send reports and outputs which have EDI implications to the EDI Committee for review and comment.	Policy team Quality team Training team	Ongoing
Construct solutions to mitigate the negative consequences of inequity and conscious and unconscious bias amongst staff, workforce, and patients	<p>Monitor the RCEM curriculum to include recognition and awareness of inequity in all forms in the education of an EM clinician</p> <p>Empower minoritized members to raise concerns within their Trusts through providing advice and guidance.</p> <p>Influence the RCEM CPD/conferences programme to consider EDI issues and seek to explore equity issues on being able to actively participate in RCEM events.</p> <p>We seek to guarantee there will never be an event without differential representation of race and sex as a minimum at all events.</p> <p>Online conferences must be inclusive spaces for all social groups e.g., RCEM should always use captions for online events and explore the use of BSL interpreters</p>	<p>Good ethnicity and gender representation at events, as a minimum</p> <p>Online conferences must be inclusive spaces for all social groups</p>	Policy team Training team	Ongoing