



## Diversity and Inclusion Advisory Group FREQUENTLY ASKED QUESTIONS

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# Diversity and Inclusion Advisory Group

## FREQUENTLY ASKED QUESTIONS

This document is aimed to answer any questions you may have about the Diversity and Inclusion Advisory Group.

We are committed to increasing diversity and inclusion within our organisation, as well as using our voice and platform to help make pathology as a profession more inclusive. This means reflecting critically on issues of diversity and inclusion within all that we do, identifying and taking appropriate actions to reduce inequality, and welcoming challenge.

### 1. What is the purpose of the Diversity and Inclusion Advisory Group?

The purpose of the Diversity and Inclusion Advisory Group, hereinafter referred to as the **Group**, is to have an open discussion on diversity and inclusion and provide any outcomes and recommendations to the [College Trustee Board](#).

A [Terms of Reference](#) has also been approved.

### 2. Who commissioned the Group?

The group was commissioned by the Trustee Board (2018-2020) to provide advice on matters relating to diversity at the College.

### 3. Why has the Group formed now?

Since the death of the Black American, George Floyd in May 2020 in the United States of America and the Black Lives Matter movement, there has been a long-awaited increased worldwide focus on racism. This Group plays its role in this focus particularly promoting inclusion in the medical arena.

### 4. Who leads on the Group?

Dr Esther Youd leads this Group which includes chairing the monthly meetings. Dr Youd is the Assistant Registrar, a member of the College Trustee Board. She outlined plans already underway to embed a real and continuous change in the College's culture – [January 2021 Bulletin](#) (login required).

### 5. When was the Group's first meeting?

The Group first met in October 2020 after a period of advertising for volunteers. It has met monthly thereafter.

### 6. What is the composition of the Group?

The Group comprise College members, College staff, Foundation trainees, specialty training and Medical Training Initiative, consultants, medics and clinical scientists, members from devolved nations, part-time and full-time workers and academics – from teaching hospitals,

district general hospitals and from outside the NHS. Additionally, the Group's composition is formed of people representing a huge range of characteristics, experience, and expertise.

## 7. Will the Group continue after its initial 6 months commission?

Yes, a recommendation to the Trustee Board for its continuation has been submitted, to form a permanent Diversity Network, open to all members to attend meetings and get involved in the work to improve diversity and inclusion at the College. The Trustee Board recognises and appreciates that there is a lot of work to be done which will take time on a continuous basis to accomplish.

## 8. Can anyone else join the Group?

Yes, the Group welcomes your open and honest participation in an attempt to help the College promote a fair and inclusive environment, no matter what your background or identity is. If you are passionate about issues around diversity and inclusion, particularly discrimination and the different aspects and would like to try to make a difference by sharing and learning, then we welcome you.

## 9. Am I required to complete a data consent form and a declaration of interest form if I join the Group?

Yes, the completion of these form is important. The data consent form allows a mechanism for the Group's members to communicate directly with one another and to be contacted by those affiliated with the College in carrying out the business of the College. The declaration of interest form offers the opportunity to highlight any potential conflicts of interests.

## 10. What has the Group accomplished to date?

To date (up to April 2021), the Group has had 6 well-attended meetings and have accomplished the following:

- **Diversity data collection – recommended to the Trustee Board**  
The College does not currently hold data on aspects of diversity, a benchmark of data will be collected and analysed to improve diversity and inclusion at the College.
- **Mentoring – recommended to the Trustee Board**  
The Group recommended a programme of reverse mentoring for Trustees be undertaken. This is being scoped.
- **College role descriptions**  
The Chair has been involved in review of College role descriptions to improve inclusivity. Further work to review other role descriptions is being undertaken.
- **College *Bulletin***  
A full and comprehensive article about the Group in the January 2021 *Bulletin*.
- **Calendar of awareness days**  
The Group acknowledges and appreciates the different awareness days throughout the year. Selected days spanning ethnicity, gender, LGBTQ, disability, mental health have been chosen to mark in 2021, with a view to expanding further in 2022. There is a promise to celebrate each one with named lead participants to drive the awareness for the College and make our diversity visible.

- **Detailing ethnicity and skin colour in autopsy reports**  
The Group discussion facilitated a response to the Death Investigation Committee for their review.

## 11. What are the next steps for the Group?

To date (up to April 2021), the Group has had 6 well-attended meetings with open discussions on items including:

- **Trustee Board**  
The group is tasked with advising Trustee Board on encouraging a wide diverse range of people across ethnic groups and other identities to feel confident to go forward in joining the College Trustee Board membership and other College roles.
- **Providing advice or consultation for College committees or individuals**  
For example, there is awareness of a lack of ethnic diversity in forensic pathology. The Group is considering ways to address the issue.
- **Inclusive language**  
A review of College documents is underway to ensure inclusive language is used.
- **Invisible barriers (coming soon)**  
A questionnaire is being developed to understand what invisible barriers exists that prevents engagement with the College and its work.
- **Equality and diversity data collection**  
As part of the College's commitment to improving diversity and inclusion, and in response to a recommendation from the Group, the College will be gathering data on members to determine how representative the College structures are and to work towards improving diversity and inclusion at the College.

## 12. Who should I contact for further information?

If you require further information and/or wish to join the Group, please email [Jessica.zago@rcpath.org](mailto:Jessica.zago@rcpath.org) or [esther.youd@rcpath.org](mailto:esther.youd@rcpath.org)

Additionally, minutes of meetings, the terms of reference and a list of Group members are available at: [Diversity and Inclusion Advisory Group](#).

This is a continuous work in progress document which will be updated on an ad hoc basis.

**Diversity and Inclusion Advisory Group**  
**April 2021**