

# Current Awareness Bulletin February 2021

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## Covid-19

[At the deep end: COVID-19 experiences of Zimbabwean health and care workers in the United Kingdom](#)  
**Journal of Migration and Health Vol 1-2. 2020.**

This paper shows that health and social care worker experiences included recurrent and widely reported themes such as discrimination in allocation of equipment, moral injury and trauma that may lead to long-term mental health problems.

[Perspectives from the front line: The disproportionate impact of COVID-19 on BME communities](#) NHS Confederation. 21 December 2020.

The COVID-19 pandemic has foregrounded the issue of health inequalities in the starkest terms.

[How British East and Southeast Asians are fighting racism during the pandemic](#)

**The Independent. 13 January.**

Coronavirus made 2020 a difficult year for everyone across the UK, but for people of east and southeast Asian (ESEA) descent, it has stirred up the “raging horror” of racism, on top of everything else.

[Covid-19: UK study aims to understand effects on ethnic minority healthcare workers](#)

**The British Medical Journal. 5 January 2021.**

A new study has launched in the UK to understand the impact of COVID-19 on healthcare workers of different ethnic groups.

[Mitigating ethnic disparities in covid-19 and beyond.](#) **The British Medical Journal. 15 January 2020.**

The disproportionate effect of COVID-19 on ethnic minorities in some high income countries throws into sharp relief the effects of racism on health.

[Lack of data on ethnic minorities and Covid ‘dangerous’](#) . NewsChain. 26 December 2020.

The lack of data taken around ethnic minorities in Britain during the pandemic could be putting lives at risk, health experts have warned.

[Why have Black and South Asian people been hit hardest by COVID-19?](#) Office for National Statistics. 14 December 2020.

We can see death rates for most ethnic minorities are higher compared to White ethnic groups.

[Analysis of the relationship between pre-existing health conditions, ethnicity and COVID-19](#) Public Health England. December 2020.

These findings indicate that there were ethnic inequalities in the risk of getting COVID19 among people with similar pre-existing health conditions.

[Evidence for ethnic inequalities in mortality related to COVID-19 infections: findings from an ecological analysis of England](#) **BMJ Open. 10 December 2020.**

We find clear evidence that rates of COVID-19-related mortality within a local authority increases as the proportion of the population who are ethnic minority increases.

## Health Inequalities

[Health inequality 'Must be focus for change post-pandemic'](#) Medscape. 08 January 2021.

Equity of health and wellbeing must be a central strategy of Government policy as the country emerges from the COVID-19 pandemic.

[Healthcare utilization among migrants to the UK: cross-sectional analysis of two national surveys](#)

**Journal of Health Services Research and Policy. 19 March 2020.**

This study finds that newly arrived migrants tend to utilize less health care than the UK population and that this pattern was at least partly explained by better health, and younger age.

[What can be done to encourage women from Black, Asian and minority ethnic backgrounds to attend breast screening? A qualitative synthesis of barriers and facilitators](#)

**Public Health. 6 January 2021.**

BAME women have disproportionately lower breast screening attendance and a lack of knowledge is an essential barrier to overcome when addressing this health inequality.

[Autism: 'They said bleach would cure my daughter'](#) BBC News. 16 January 2021.

A public health lecturer at the University of Bedfordshire says there is "emerging evidence" BAME people faced longer waits for diagnoses and support than white populations.

[How structural racism works, racist policies as a root cause of U.S. racial health inequities](#)

**New England Journal of Medicine. 16 December 2020.**

As a legacy of African enslavement, structural racism affects both population and individual health in three interrelated domains.

[Racial bias in pulse oximetry measurement](#) **New England Journal of Medicine. 17 December 2020.**

The clinical significance of potential racial bias in pulse oximetry measurement is unknown.

[Structural racism and the racial medication adherence inequity within the end-stage renal disease population: a new theoretical framework](#)

**Journal of Nephrology Social Work 4(2). 2020.**

The interaction of structural racism and social and cultural capital clarifies the relationship as a fundamental cause of medication adherence.

[Becoming A Black Mother Means Fighting For Survival](#) Refinery29, February 2021

Interviews with young Black women in the UK about their experience of pregnancy and childbirth.

## Mental Health

[How Black and Ethnic Minority mental health patients' cultural needs frequently go unmet](#)

**Community Care. 8 January 2021.**

We know that Black, Asian and minority ethnic (BAME) people in England are disproportionately detained under the Mental Health Act 1983 (MHA), compared to the general population.

[Why Black people are four times more likely to be detained under the Mental Health Act than white people](#) ITV News. 13 January 2021.

If you are Black and live in the UK, you are four times more likely to be detained under the Mental Health Act than a White person and over 10 times more likely to be subject to a Community Treatment Order.

[British BAME men's mental health suffers most in Covid crisis](#) **The Guardian. 6 January 2021.**

BAME men reported 14% deterioration in mental health while White males reported 6.5%.

[No one can see me cry: understanding mental health issues for Black and minority ethnic staff in higher education](#) **Higher Education. 2021.**

This study utilises the narratives of 40 BME academic and professional university staff to examine the impact of negotiating racial inequality and discrimination at university and the impact upon mental health.

[Multilingualism, mental health and psychological therapy](#) [www.pasaloproject.org](http://www.pasaloproject.org).

A resource is for trainee and qualified counsellors, psychotherapists, supervisors, psychological wellbeing practitioners, clinical psychologists, psychiatrists, mental health nurses, social workers, family therapists, interpreters and anyone else interested in multilingualism and mental health.

## Healthcare Workforce

[The Health & Care Professions Council equality, diversity and inclusion data 2020 report](#) Cardiff Metropolitan University. 2020.

This report contains the first research evaluation of the Health & Care Professions Council (HCPC) registrants', employees' and partners' equality, diversity and inclusivity (EDI) data to provide the HCPC with an EDI profile.

[Does your definition of leadership exclude women of colour?](#) Harvard Business Review. 20 January 2021.

Many organizations have committed to diversifying their leadership and promoting more women of colour to senior positions. But, to do that, they may find that their leadership criteria need an update.

[Reducing accent bias begins at the recruitment stage](#) Personnel Today. 11 January 2021.

There is little doubt that employees should bring their whole selves to work, but it would be naïve to think that candidates with strong regional accents are not conscious of the potential biases surrounding the way they speak.

[Celebrating us: Breaking down barriers and eurocentrism in midwifery education](#) All4Maternity. 4 October 2020.

'Celebration of Us – Breaking down Barriers', supports student midwives' self-awareness and encourage discussion about important issues related to cultural competence.

[How to hold your company accountable to its promise of racial justice](#) Harvard Business Review. 11 December 2020.

Months after organizations made those public announcements on social media, it's not necessarily clear that change will happen.

[Discrimination and harassment of NHS staff by colleagues prevalent: study](#) Medscape. 24 December 2020.

NHS staff working in London trusts are exposed to high levels of discrimination and harassment from colleagues, with women and minority groups most at risk.

[Strong Black Woman: insights and implications for nursing](#) Journal of the American Psychiatric Nurses Association. 31 December 2020.

This paper discusses how understanding this construct is significant and relevant within nursing.

[Differential attainment in career progression of doctors in the UK](#) Sushruta Journal of Health Policy and Opinion, 14 (1). March 2021.

This review highlights that there is scarcely any published data, monitoring career progression or responsibility for the plight of thousands of doctors who are in the under-represented minority at government or regulatory level.

## Racism in Society

[The impact of a diversity intervention on White college students' colour-blind racial attitudes](#) Whiteness and Education. 5 January 2021.

This research explored the impact a diversity intervention had on incoming White college students'. The analysis shows that students reported a greater awareness of racial privilege and blatant racial issues immediately after the programme.

['We have to stop thinking of ourselves as "minorities" – we are the majority'](#) Metro. 9 January 2021.

Too often, issues of diversity – in corporate spaces and workplaces – are diluted into meaningless buzzwords and performative action that only serves the reputation of an institution.

["As a Black teacher, this pandemic has left me with mental and emotional scars"](#)

**The Voice. 10 January 2021.**

Black teachers across the globe had to navigate conversations around White privilege, police brutality and Black Lives Matter while some schools were reluctant to speak out on these issues, leaving Black teachers feeling isolated and unsupported.

[Parental education, household income, race, and children’s working memory: complexity of the effects](#)

**Brain Science 10 (12) 950. 7 December 2020.**

Authors suggest we need to do far more than equalizing education to eliminate racial inequalities in children’s cognitive outcomes.

[Anti-racism in social work: no more questions, just actions please](#)

**Community Care. 16 December 2020.** Racism is not just an isolated event or incident. It’s also a reflection of institutions, structures (including micro and macro socio-economic and socio-political factors) – which all interact with each other and shape the lived experiences of Black people.

[Women and minorities are penalized for promoting diversity](#) Harvard Business Review. 23 March 2016.

Studies suggest that women and minorities might choose not to advocate for other women and minorities once they reach positions of power, as they don’t want to be perceived as incompetent, poor performers.

## Podcasts and Videos

[Diversifying Medical Education](#) JAMA Network YouTube Channel

Valerie Montgomery Rice, to discuss options for developing training pipelines of under-represented health science students, and how academic medicine can make racial justice a part of its work and mission. Originally recorded January 5, 2021

[Diversity, Equity, and Inclusion 101](#) Race at Work Podcast

Doug Melville answer questions about diversity, equity, and inclusion that can be awkward to ask at work.

[M8 Alliance webinar series on migrant and refugee health](#)

These series bring together experts from across the M8 Alliance to discuss global, develop innovative and collaborative answers and promote science-based policy advice.

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