



The Royal College of Radiologists

A college that welcomes everyone

Dr Dan Saunders, Chair RCR EDIC



Introductions/COIs

Dr Dan Saunders, Chair RCR EDIC
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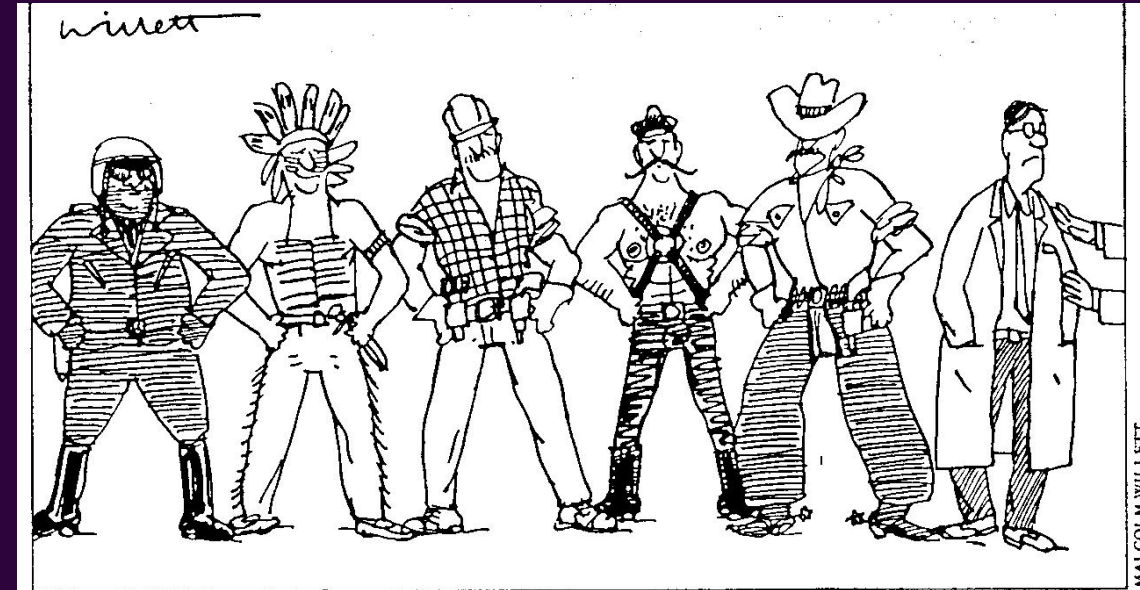
Why does EDI matter?

- We know there is evidence of disproportionate mortality and morbidity amongst Black, Asian and Minority Ethnic (BAME) people, including our NHS staff, who have contracted COVID-19
- The LGBTQ+ population health inequalities – physical and mental health – risk factors for ill health, access, discrimination, poor care
- Higher rates of MHPS and GMC investigations for IMGs, differential exam pass rates
- Authenticity – we all perform better if we can be ourselves
- We make better decisions if we hear and respond to diverse views and opinions
- Psychological safety – we provide better and safer care if our colleagues are able to raise concerns
- EDI extends to multiprofessional team too



Doctors as leaders

- We are all leaders but do not always recognise this when we qualify and move up the medical hierarchy
 - Nearly all of us work as part of a multidisciplinary and multiprofessional team and our clinical outcomes are dependent on successful teamwork
 - “Dr” and “Consultant” and “Specialist” bring with them privilege and influence
 - Our longevity of tenure as senior medical colleagues provides organisational memory and perspective which is important
- Be thoughtful about what you pay attention to
- Be thoughtful about who you pay attention to



Diversity in the Medical Workforce provides better patient care

Doctors from other countries are an essential component of the UK workforce

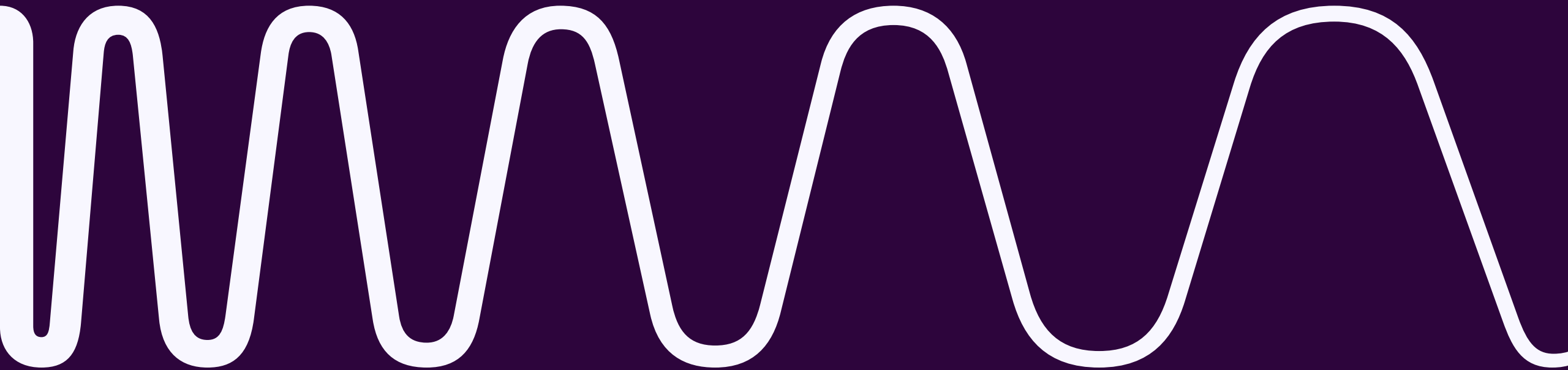
42% licensed doctors on the GMC register from Ethnic Minority background

In 2021 more IMGs joined the GMC register than UK-trained doctors (50% vs 39%)

Differential Attainment is seen in both UK and non UK graduates

40 % of licensed UK doctors are International Medical Graduates (IMGs)

Inclusivity should not be
restricted to other doctors



RCR EDIC

Three principal areas of focus:

- Differential attainment and awarding
 - A College that welcomes everyone
 - Representation and representativeness of Boards and Committees
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- Each component of action plan is owned by an Officer
 - EDIC has elected fellows and members who hold officers to account and provide assurance to Trustees'
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- We are refreshing our EDI strategy currently
 - All feedback is welcome
 - Do please consider standing for election to EDIC in the future





Diversity is a fact.
Equity is a choice.
Inclusion is an
action.
Belonging is an
outcome.

- Arthur Chan -

Questions

