



The Royal College of Radiologists

RCR Equity and Allyship in Practice

Session 5: reflection and implementation

5 September 2024



What does diversity, equity and inclusion mean to you?



Why REAP?

Current momentum and enthusiasm for learning more about and improving EDI.

Recognition of variability or lack of access to training in EDI at local institutions.

The REAP aim was to give interested members the opportunity to increase their awareness of the background and importance of EDI in our specialties.

To provide participants with improved knowledge and confidence to support these principles at their local institutions.

Session 1: EDI - Where are we and Why does it matter?

Recap of Aims and Objectives:

- To understand the current background and data on equity, diversity and inclusion (EDI) in our specialties
 - To understand why EDI is important and beneficial to the workforce and patients in Clinical Radiology and Oncology
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| • Under representation in the UK radiology and oncology workforce | • Impact on diagnostic accuracy, research and patient outcomes |
| • Evolving workforce demographics | • Enhanced learning environment |
| • Innovation and problem solving | • Compliance with ethical and legal standards |

Session 2: Unconscious Bias & Allyship in Practice

Recap of Aims and Objectives:

- To understand what is meant by “allyship” and why/how to be one
- To understand what unconscious bias is and how it impacts day to day behaviours

- Advocate for fair opportunities
- Provide mentorship and sponsorship
- Promote diverse voices
- Challenge bias and discrimination
- Listen, read and learn

Session 3: Tools for Challenging Bias and Discrimination

Recap of Aims and Objectives:

- To learn tools for having 'difficult conversations' and giving feedback
- To gain awareness of what your trainer can or should do to support you when encountering bias

- Promoting psychological safety
- Establishing clear reporting mechanisms
- Use data to monitor progress
- Implementing bias training
- Encouraging bystander intervention

Session 3: International Medical Graduates

Recap of Aims and Objectives:

- To understand the unique challenges faced by International Medical Graduates in training
- To understand how the RCR and your training programme can support you
- To understand how you can be an effective ally to your IMG colleagues
- **Challenge:** Navigating a new healthcare system
- **Challenge:** Cultural & communication barriers
- **Challenge:** Isolation & lack of peer support
- **Challenge:** Adjusting to differences in medical practice
- **Support:** Comprehensive orientation programme
- **Support:** Cultural competency training & reverse mentoring
- **Support:** Establish mentorship programmes that pair IMGs with experienced UK-based doctors
- **Support:** Offer ongoing clinical training & simulation sessions focused on common conditions & procedures in the UK

End of programme- discussion (slido)

1. How much more confident do you feel in challenging bias and discrimination after participating in this programme?
2. Is there an example of bias that you have previously encountered or witnessed where in retrospect you may now have chosen to approach it differently?
3. What actions do you commit to taking after having participated in this programme?
4. What support or resources do you need to effectively implement what you've learned?
 - Identify and discuss any additional tools, knowledge, or support that could help you apply these principles.
 - How can the RCR support in signposting here? What do you need from us?
5. What long-term changes do you hope to see in your department or specialty as a result of applying the principles of this programme?