

Presentation: Creating conditions for social justice and representation: How do we get there?

This session involved creating inclusive working cultures and closing gaps on health inequalities across health and care, requires leaders and managers to have higher expectations of themselves and each other. Setting high and ambitious standards for equity, diversity, inclusion and social justice, begins with a personal commitment to learn, that is evidenced through practice. This presentation sets out some simple but powerful actions, that everyone can adopt to improve their own practice on equity, diversity and inclusion, so that through your decision-making, socially just outcomes will increasingly become the norm.

Speaker: Tracie Jolliff

Tracie Jolliff is national Head of Inclusive System Development at NHS England. She strategically leads the **inclusive leadership** portfolio of work for the People Directorate in Leadership and Life-long Learning (LLL) as part of her portfolio within the EDI function. Tracie crafted the knowledge enhancing work of Building Leadership For Inclusion (BLFI), that has influenced a suit of interventions for the NHS - to raise the level of ambition on inclusion, quicken the pace of change, and ensure that leadership is equipped to achieve and leave a sustainable legacy on inclusion. Tracie is also the designer and host of the Racial Justice Seminar Series, the first of its kind for the NHS as part of the Executive Suite of offers for LLL.

Key takeaways:

- Inclusive leadership practice must be learned on the job.
- The use of self is the instrument that will create change in this space
- Leadership and management is relational, inclusive leadership practice cannot be honed without intentionally cultivating meaningful and trustful relationships across difference

Resources:

- Caroline Criado Perez - *Invisible Women Exposing data bias in a world designed for men*
- Ibram X Kendi – How to be an anti-racist
- CN Lester - Trans like me
- Ongoing articles, reading and recommendations @TracieJolliff on twitter