Hello this is my blog Series where I talk about uh the work that we're doing at SignHealth on uh Equity diversity and inclusion EDI. I aim to talk about the things that I'm trying to make progress with and talk about how to sit in the mud and the difficulty of this work. It feels really important to talk about what's happening at the moment in the UK the violence and the hatred towards people from the global majority uh including Muslim people is terrible and I know that it's making people in my Friendship Circle my family people who I work with my colleagues um members of those communities feel really unsafe and it prompts difficult questions for us as Leaders what should we say and what words should we be using we've been spending time having those conversations at SignHealth recently they're not easy conversations to have and they're often had over teams um online after work after working hours it's difficult I'm really grateful to work with colleagues who trust each other and that we can challenge each other to I see lots of leaders hundreds of them giving advice on what to say and how to say it but it can be difficult to know whose advice to follow and some of the advice differs in Conflict I think a lot of my concern or hesitation is about the fear of getting it wrong but if I have learned anything in the past few years is how important it is to do things and to say things not just to think them and of course it's about my white fragility too I have the luxury and the power of worrying about getting it wrong while so many of my friends and colleagues are faced with the real fear just of going outside I'm also conscious of focusing only on this very recent current violence and the risk of forgetting all of the other issues that are still affecting people linked to racism I've been learning over the past few weeks how some of the language that we use when we talk about anti-racism um it can exclude some people um who experience racism there's a risk that that when we talk about uh people from the global majority or about black and brown people some people particularly Jewish people or people from the Gypsy Roman traveller Community they don't feel included in those descriptions given how much anti-Semitism we have seen sadly recently it feels more important than ever to be talking in inclusive language I don't have the perfect language but I'm I'm going to keep trying I'm encouraged by the numbers of people who are coming together taking part in rallies that are demonstrating anti-racist principles it's really good to be reminded of how many people have positivity and love and how relatively few have real hatred in their hearts that's a good thing to remember we all need to think about how do we follow up on our statements of support and make sure that we're actually doing things to deliver on our commitments over the next few weeks and months seeing all the violence is a really strong reminder of how much work there is still to do so as always if you have any comments or feedback please please please just let me know, thank you.