



**National Ambulance
BME Forum**

Microaggressions

Working to improve the
experience of Black and Minority
Ethnic Staff and communities

Pam Brown
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Your facilitator



National Ambulance
BME Forum



Pam Brown is a committee member of the National Ambulance BME Forum and Head of Diversity and Inclusion at West Midlands Ambulance Service



Kink hunting with purpose and intent



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56 BLACK MEN
I AM NOT MY STEREOTYPE

#56BLACKMEN
FOUNDER | CEPHAS WILLIAMS



Major Kink



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We employed a black person
last year





Primal Pack Mentality



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White pupils at Bath school ‘tied up and whipped black student for mock slave auction’



Microaggressions



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- Microaggressions have been described as “death by a thousand cuts.”
- Research on microaggressions provides strong evidence that they lead to elevated levels of depression and trauma among minorities. In a sample of 405 students at an undergraduate university, depressive symptoms were the link in the relationship between racial microaggressions and thoughts of suicide.
- Not only do microaggressions harm mental and physical health, they can also undermine trust in service providers and caregivers.



A thousand cuts



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These thousand tiny cuts
come with a constant subtext
that these are not your peers,
this is not your expertise,
this is not your world



Rent-A-Minority



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 RENT-A-MINORITY

[HIRE A MINORITY](#)

[SIGN UP AS A MINORITY](#)

[MINORITY REPORT](#)

Get Ethics With Our Ethnics

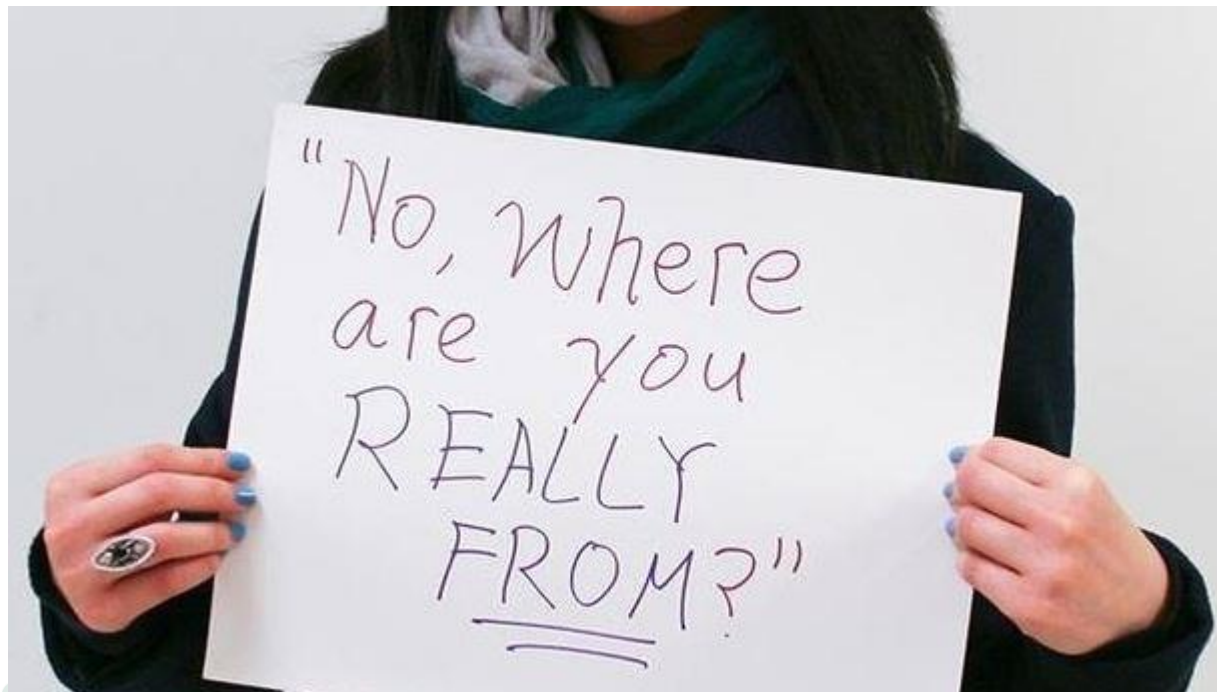
We have a minority for every occasion



Micro Aggressions



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Five playing cards to hide behind



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Straight Flush



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- * “If BME people applied of course we would recruit and promote them”
- * “What are you talking about - Have you seen our BME numbers?”
- * “We just want the best person for the job.”
- * “I have never had this conversation. It makes me deeply uncomfortable.”
- * “I know its not happening fast enough but we are trying”



88% Improvement



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My nudge to you.....



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- * **Onlyness** is the term Nilofer [coined in 2011](#) to describe the distinct insight, experience and vision every single one of us possesses. New ideas are born when someone stands in that singular spot where only they stand. It is not saying “you’re special” but that each of us are able to add value, from that point of view distinctly their own. It is from this point, this centering spot of Onlyness that all new creations, innovations and opportunities are first given life.

