EQUALITY AND DIVERSITY BETWEEN THE DREAM AND REALITY

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Introduction: No doubt great progresses have been achieved in term of diversity and equality . In a country like the United Kingdom , and in our trust in particular , we take pride in the battles won in social justice and inclusivity in the medical field . We stand determent and understanding of the long way ahead toward true diversity and equal opportunity. We owe great deal of gratitude to those who came before us and paved the way to what we now enjoy . While we have no doubt we have accomplished great deal , we must be conscious on how much is much on the ground .To evaluate how our doctor felt and how is the diversity and inclusivity we celebrate reflected in reality .

Methodology We distributed a designed surveymonkey anonymous questionnaire to be filled by our medical professionals aiming to collect objective , qualitative and quantitate data. The questionnaire was multi faceted covering age , gender , ethnicity , sexual orientation among others . Instances where the medical professional was at the receiving end of discrimination and how was that handled .

We also investigated our staff awareness of the local guidelines and escalation procedures , was the incidents reported ? and if not why not ?

Results: Despite the wide distribution of the survey and its anonymity the response rate was too poor and insufficient to yield any usable data .

Conclusion : Theorising about the cause of the lack on engagement with the survey is concerning . With the best case scenario being improper delivery ,worse yet if our audience did not see the point of filling a survey due to lack of confidence in change.

We plan to redesigned our survey to investigate the potentials causes of lack of engagement and try again with enhanced delivery system