

NURSES UNITED

Organising a Black Lives Matter Demo in Your Workplace

Why? COVID-19 has only highlighted the race inequalities in our health system. The only way we will address these are by demanding things are done differently.

With the global Black Lives Matter movement, it's really important we show which side NHS workers and health workers are on and put pressure on our trusts to implement changes that will bring about racial justice.

Holding a small workplace demo outside your workplace is an important starting point. It raises awareness of racial injustice, and it gets people thinking about the need to do things differently.

You are well within your rights to carry out such a demo as long as it is off the grounds of your hospital/health centre and you are doing it before/after work or in your break time.

How?

1) Mention to a couple of colleagues. And see if anyone is up for helping to organise.

"Hey ____, at the weekend I joined a call about Black Lives Matter and racial inequality in nursing. They asked us to organise a mini-demo outside our workplaces to raise awareness of racism in healthcare. I am going to organise one here. Would you be up for getting involved."

If you want to do a mini demo (around 10 people) outside your workplace site you should make sure that you do not show your trust's logo so cover it up with a badge, sticker, placard or a coat.

2) Fix a date and a time.

Think about when people have breaks or lots of people have finished shifts.

3) Spread the word!

- The best way to get people to your demo is asking them 1:1.
- You can also draft a Whatsapp message and ask people to forward it to colleagues.
- Use our [editable poster design](#) and advertise around your hospital. Remember to add the date, time and if possible a contact detail.

4) Decide if you want to link to a petition or signed letter with a demand.

Does your hospital done have mandatory risk assessments for all BAME (or vulnerable) staff members? Is there another policy you would like to push for? You can link a petition to your demo and ask everyone who attends it to sign.

5) Make it clear what you're protesting for!

Make placards or even write a slogan on A4 paper to have in your photo with you. Some suggested slogans are: "NHS Workers Believe Black Lives Matter", "PPE now", "Research shows that BAME health workers have less access to PPE. WHY?", "7 out of 10 Nurses who died from COVID-19 are People of Colour" or "Mandatory Risk Assessments for BAME Staff Now". You can make some spares for anyone who doesn't have one. They don't need to be fancy - a message written large and clear on A4 paper is fine.

6) Get a photo!

Please make sure you get a photo/some photos of your demo however large or small! This really helps to amplify your work. And will inspire other hospitals to do the same. Even a selfie with 3 health workers is an important starting point.

Please email in your photos to campaigns@nursesuniteduk.org. We also encourage you to post on social media and tag us @nurses_united.

Persuasive Convos Script!

Lots of us are having challenging conversations everyday as nurses such as when you give smoking cessation advice or when you have to give upsetting news to patients and their relatives. We know that having conversations about racism can be difficult and uncomfortable which is why we have some tips for how to approach them.

1. Approach them like a health promotion conversation, don't overload the person with facts but use a few to get your point across, i.e. that 20% of nurses are people of colour versus the 71% of nurses who have died during Covid have been people of colour.
2. Tell stories. Humans, even ourselves, learn from stories. It's how we connect with each other so telling people about our own stories, or those of others, is really powerful when it comes to convincing people to take action.
3. You don't need to know the full evidence base and don't feel like you have to be drawn into irrelevant discussions. As Nurses and anti-racists we all know the strong research on the social determinants of health. They have the most impact on people's life chances and that's all you need to keep referencing in these conversations.
4. End on a positive note with an action: you want people to feel like they can do something about this (just like a health promotion conversation) which means giving them an ask that they can do straight away such as coming along to the demo or

talking to other members of the team.

5. Be kind to yourself! Just like you can remember the first time you gave handover, having a persuasive conversation can seem daunting. However, like that first handover, you will do better than you think, so give yourself a pat on the back afterwards and do something to celebrate your efforts.
6. **Get in touch with us for more support.** Nurses United is led by frontline nurses just like you and we're building up an organisation that can win and learn together. So get in touch at campaigns@nursesuniteduk.org if you have any questions or feedback for how we can make a difference to our lives and those of our patients.