

## Jasminara Ali – Ethnic Minority Award 2021 - Minority and Cultural Awareness Group for the Cardiff Critical Care unit in the University Hospital of Wales

My name is Jasminara Ali and I am a Clinical Development Nurse working in the Education Team for Cardiff Critical Care Unit in the University Hospital of Wales. I applied for and was awarded the BACCN BAME Work project funding in October 2021. This was to help set up and introduce an Ethnic Minority and Cultural Awareness Group for the Cardiff Critical Care unit in the University Hospital of Wales.

BACCN supported me with setting up this group to create awareness of our diverse workforce and to help encourage and inclusivity by promoting our differences. The aim is to highlight and celebrate the diverse workforce working within Critical Care, as well as creating an awareness of the multicultural community and important events which take place when looking after patients too.

Funding was used to buy a World map so staff can pin where they are from to provide a positive visual for how diverse and multicultural the Critical Care unit is. This was especially important for the staff who were recruited internationally to help provide a sense of belonging, and to open up channels of conversations to educate one another. A notice board was also purchased to further information and promote inclusivity within the workforce. We have also used this funding to help provide information for staff and to gather feedback to move this further for more ethnic minority related projects in the future.

Along with providing funding for the running of this project, I was also supported by a mentor from BACCN who was able to support and advise me throughout the year to help run this quality improvement project. I was provided with extensive reading materials to support me to lead the project which enabled me with the confidence to launch the Ethnic Minority and Cultural Awareness Team that has been established on the unit. This team consists of nurses from many different backgrounds who will be help with providing support for International Nurses, creating awareness of various cultural events throughout the year and to promote staff profiles who originate from Black, Asian and Ethnic Minority backgrounds.

I was given confidence to lead a small team of staff to launch this project and we have been able to raise awareness about inclusivity of ethnic minority communities. We have gained support from the Health Board, senior management teams and also floor staff in which they have been able to get engaged conversations, that may not have taken place if the project was not launched. It has given staff who are from an ethnic minority background the confidence to be able to speak up about their concerns with members of the team so that issues can be dealt with in a safe manner.

Understanding of our differences and respect amongst peers has taken place and both myself and staff on the Critical Care Team are excited to see how this project will move forward in the future.

Thank you BACCN for the immeasurable support you have given to help promote this project for our unit.