

Working to Sustain Progress

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In recent years the NHS has made significant progress in increasing the number of non-executive directors (NEDs) from black and minority ethnic (BME) communities, as part of a wider move to reflect diversity at all levels of NHS organisations. Drawing on the findings of two surveys and interviews with individuals involved in the field, this paper explores the current situation for NEDs from BME communities in London's NHS trusts and health authorities. It examines their experiences, levels of satisfaction and impressions of the impact of organisational changes, and asks what can be done to ensure BME representation among NEDs is sustained.

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