



# Insights Pack

**'Collective leadership to tackle health inequalities'**

Diversity Coffee Connect Series  
14<sup>th</sup> August 2025



# How to use this pack

- ▶ Use this pack as part of your reflective practice, relating to your leadership development.
- ▶ Reflect on the session theme; using the **Our Focus** page to:
  - ▶ Ask yourself the **questions offered for consideration**
  - ▶ Choose one or more **blogs or resources** offered to help you reflect on the questions
- ▶ Read the **Enablers and Opportunities word-cloud** and **Call to Action** page to explore the themes, ideas, comments and take away points from the participants who attended the live event

## Finally ask yourself:

- ▶ What have I learned from this experience, in the moment and now?
- ▶ What one thing will I do differently going forward?
- ▶ How can I commit to the actions I identified?

## About Diversity Coffee Connect

Watch our 2 min animation on the aim and purpose of this programme

**Have you heard  
about our  
Diversity Coffee  
Connect  
programme?**



- ▶ Watch the video [here](#).

# Our focus

In this session we explored a topic nominated by our community; health inequalities and how it relates with wider equalities and leadership.

We heard from Cristina Fernandez-Garcia, Specialist Lead in the NHS Education for Scotland Social Care and Communities Directorate, who shared an opening perspective on the causes and effects of health inequalities and how we can work collectively to lead positive change.

## Resources offered for consideration



Explore: [Public Health Scotland – Facts about Health Inequalities](#)



1-minute read: [Academic Wheel of Privilege](#)



4-minute read: [The leaders who shaped my view of the world](#) by Cristina Fernandez-Garcia



6-minute read - Collective leadership - [Why Stories Matter. by Marshall Ganz. Sojourners Magazine, March 2009 \(Vol. 38, No. 3, pp. 16\)](#)



16-minute watch: [What causes wellness | Sir Harry Burns | TEDxGlasgow](#)

# Health

health(n.)

Old English *hælp* "wholeness, a being whole, sound or well,"

Old English *hal*

Proto-Germanic *heil*



“Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity”

(World Health Organisation, 1948)

A brief nod to: [Reclaiming the word “health”](#)

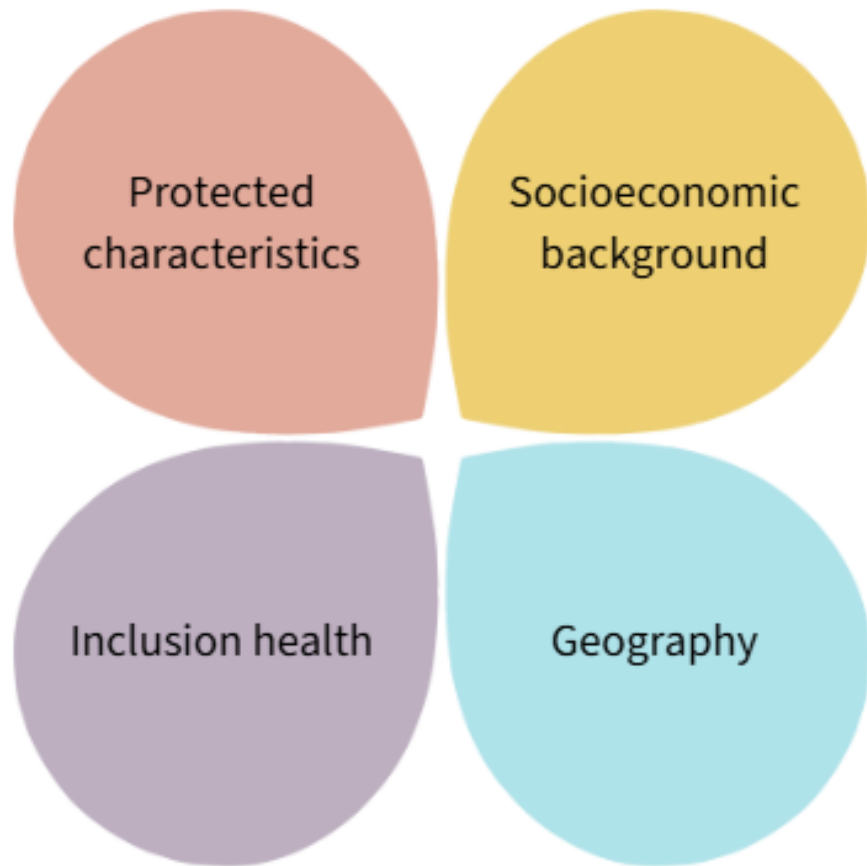
# Health inequalities

“Differences in people’s health across the population and between specific population groups, that are systematic, avoidable, and unfair.” ([Public Health Scotland](#))

## **Fundamental causes**

Unequal distribution in society of resources: income, power, wealth

# Population groups



age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation



low wealth, low income, socioeconomic deprived areas

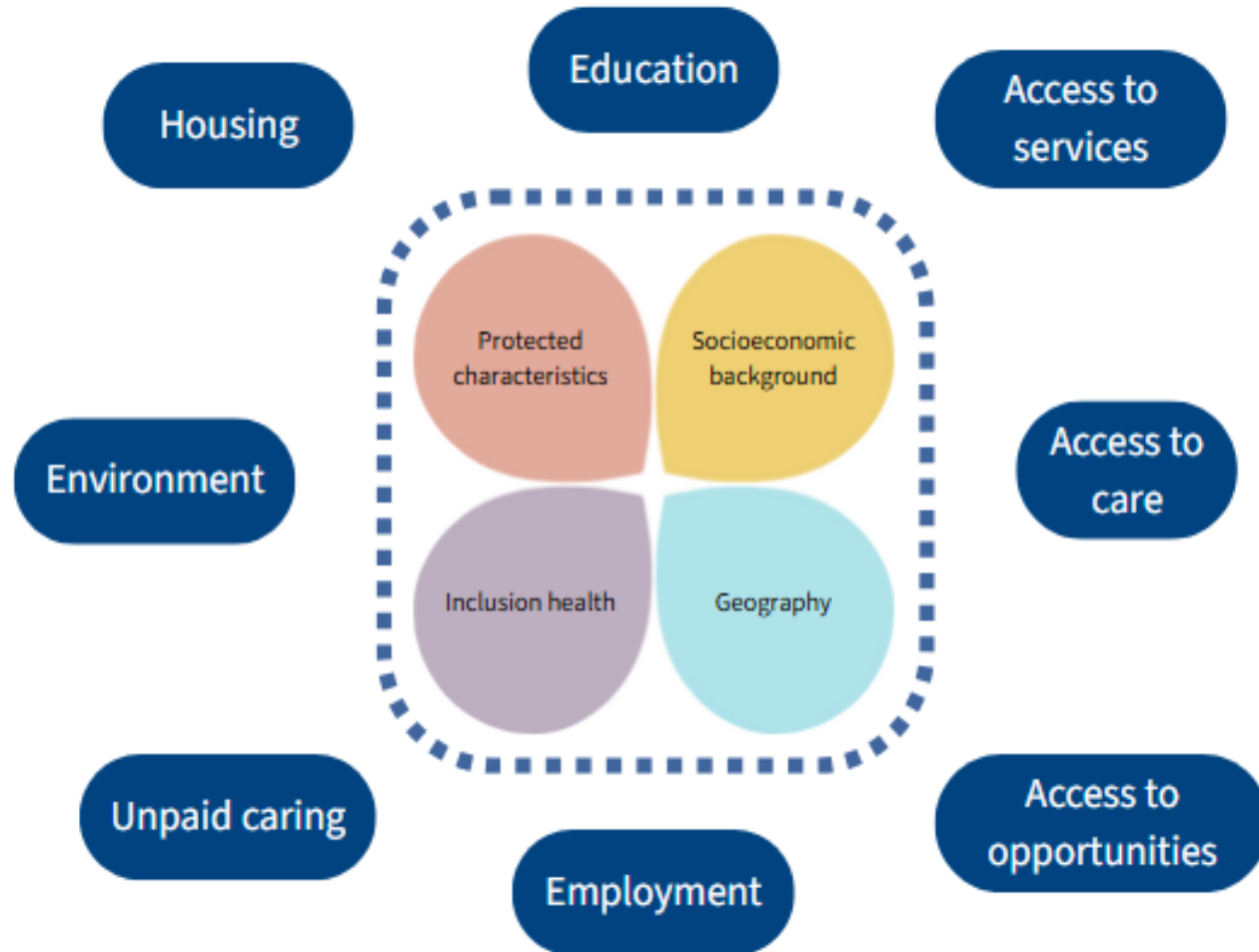


Roma communities, people experiencing homelessness, people involved in the criminal justice system, sex workers, migrants and refugees, people living with addictions, unpaid carers



urban, rural, remote areas, island communities

# Wider determinants of health



## Human rights-based approach

**Availability**  
**Accessibility**  
**Acceptability**  
**Quality**

([WHO](#), 2023)

# Social gradient

“People who are less advantaged in terms of socioeconomic position have worse health (and shorter lives) than those who are more advantaged” ([Donkin, 2014](#))



# Challenges

Complex situations change depending on the lens we use to look at them



# Challenges

What do you see in this picture?



# Challenges

- What do you notice about the people and the space they occupy?
- What resources can you spot? Who might be in control of them?
- What does a snapshot of your area of work look like?



# Challenges

care(n.)

Old English *caru, cearu* "sorrow, anxiety, grief," also "burdens of mind; serious mental attention,"

in late Old English also "concern, anxiety caused by apprehension of evil or the weight of many burdens,"

## Compassion

'Compassion involves the courage to turn towards suffering and the wisdom to know what to do'.

(Gilbert, 2013)

## Compassion fatigue

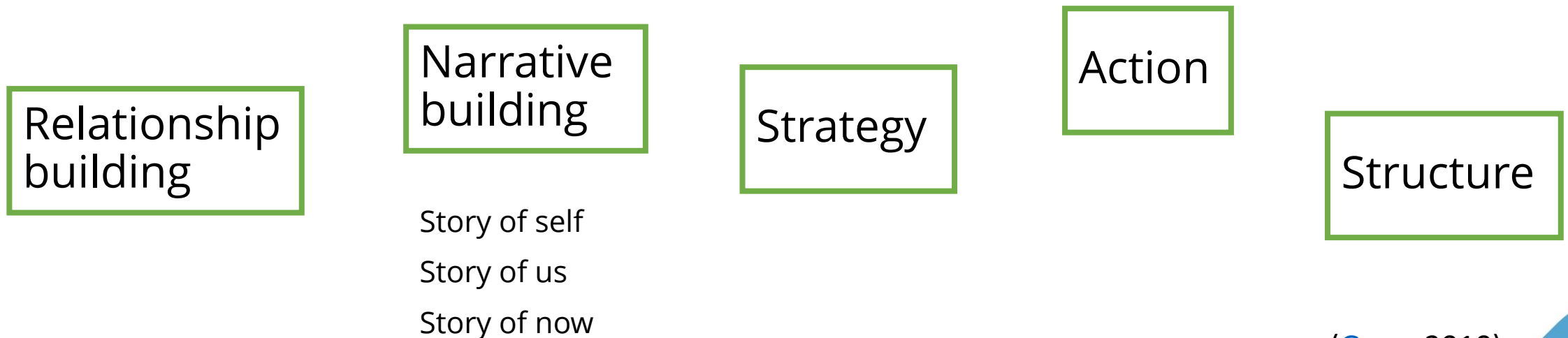
'the natural consequence of experiencing the trauma of others' (Figley, 1995)

# Collective leadership



“a group of people with diverse skills and experience come together to work toward goals that they develop jointly”

**Social movements / social change = Criticality + Hope**



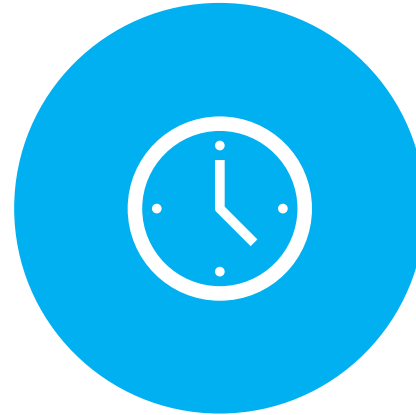


# Group discussions

We invited our community to explore what this means for us, and what practical learning we can take away using breakout groups to enable real conversations and connections.



**8 BREAKOUT ROOMS**



**TIME IN BREAK OUT  
ROOM: 20 MINUTES**



**EVENT DURATION: 60  
MINUTES**

# Call to action (I)

We collectively identified over 41 actions and insights, relating to 'one thing we can do' following our session. Here are some of the themes!

Start with what you can do/control

Community trusted voices

Open-mindedness

Value Lived experience

go to where people are

True collaboration

NHS values need reinforced

Considering structures and the flexibility of these to include creativity.

Communication is key: listen to understand

Walking in others' shoes

simplifying language and understand what matters to people

# Call to action (II)

We collectively identified over 41 actions and insights, relating to 'one thing we can do' following our session. Here are some of the themes!

Build personal  
resilience

Challenge social constructs

People are  
individuals, people  
can sit in multiple  
groups

Continue having  
these  
conversations

Importance of  
educating and  
collaboration

Resource  
limitations

Listen more and ask with  
kindness

Community  
trusted voices

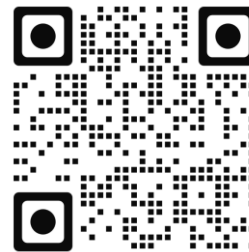
Political landscape

Solidarity

Compassion  
and Worth

Develop own  
understanding  
and trust your  
skills

# Moving forward



Scan for  
events



## ▶ Tell us more [hello@leadingtochange.scot](mailto:hello@leadingtochange.scot)

- ▶ How did you use this Insights pack? What was useful or what would you like to see?
- ▶ We would love to hear your ideas for potential topics and contributors
- ▶ Do you have thoughts and learning to share? Would you like to write a blog or know someone who could? Our team can fully support you with this.

## ▶ To find out more, please explore

- ▶ [Our Equalities page](#) – links and resources in relation to our Diversity Coffee Connect Series, the Allyship Hub, Leadership blogs and more.
- ▶ [Our many leadership, sector and programme resources](#) available to read, watch and engage with from internal and external sources

- ▶ We hope to see you again soon at one of our [next events](#) – scan the QR code above to find out more



# Leading to Change: What's on Offer



Website



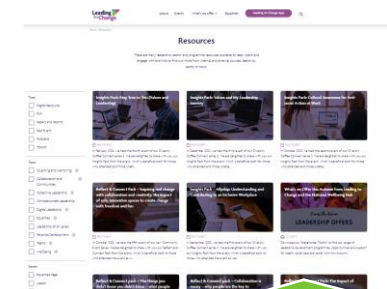
App (incl My Learning)



Leadership 'Friday Emails'



Events



Resources



Awesome Cards



Programmes



Podcasts



Allyship Hub

Click the thumbnails above to find out more or email the team: [hello@leadingtochange.scot](mailto:hello@leadingtochange.scot)



# Thank You!

