

Going Beyond Statistics: Impact of COVID on BAME lives

POST CONFERENCE BRIEF

Black, Asian and Minority Ethnic (BAME) Health and Care Professionals

June 2020

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Introduction

The Black, Asian and Minority Ethnic (BAME) Health and Care Professionals (BAMEHCP) is a Network of Networks for BAME health and social care professionals working towards a fairer and more equitable society.

The story of pandemics is the story of inequalities.

The number of BAME frontline workers who have lost their lives or have been affected by COVID-19 is deeply troubling. To gain a deeper understanding of the issues and influence changes in policy, nearly 2000 key BAME representatives registered for a webinar themed '**Going Beyond Statistics, Impact of COVID on BAME lives**' **22nd May 2020**.

It was the first time that so many different BAME health and social care groups and organisations across the health and care family came together under one agreed banner and agenda. It is recognise that despite our varied cultural backgrounds, we are all facing the same storm and therefore it is crucial to work together in unity to drive the systemic, cultural and operational changes that are needed in the health and care systems. The deaths experienced in our communities must not be in vain. There are lessons to learn, action to be taken and outcomes to change.

Overview of the Event

1,300 people (mostly health and social care professionals) attended this event. Chaired by renowned journalist Zeinab Badawi, the webinar aimed to gather evidence regarding the disproportionate impact of COVID-19 on black and minority ethnic groups that went beyond statistics.

Professor Kevin Fenton provided an overview about his focus for the National Public Health England -led review and listened intently to the perspectives shared by various representatives of the BAME communities from Africa, Asia and the Caribbean. The event also highlighted the common vulnerability across the BAME communities and the usefulness of collaborative engagement and partnership.

GOING BEYOND STATISTICS:
Impact of COVID-19 on BAME lives

WEBINAR:
Enhancing better understanding of the risks of COVID-19 amongst the UK BAME community and providing insights on possible solutions
22nd of May 2020 | 5.30-7.30pm BST | Zoom

SPEAKERS:

 PROF. KEVIN FENTON Regional Director, Public Health England London	 DR TITILOLA BANJOKO Co-convenor, Better Health for Africa	 PROF. ALIKO AHMED Co-convenor, Better Health for Africa
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CHAIRIED BY:

 ZEINAB BADAWI Chair, Royal African Society

Headline Recommendations and Asks (T.O.P.I.C.A.L)

Policy: We need real changes to our laws and policies so we get real and proper change

An **Independent Public Inquiry** can be a way for the whole cultural and system to be reviewed

Operational: We need to make sure the recommendations from the reports and reviews are actually implemented

Clinical: We need to make sure there is appropriate Personal Protective Equipment available and robust clinical risk assessments at all times

Advocacy: We need BAME (Black Asian and Ethnic Minority) representation at all levels

Trauma: We need to look after the families that have lost loved ones

Legacy: We need to make sustainable changes now for the future BAME community



Call to Action

Based on our excellent deliberations at the event, and with your continued support (as the BAME Health & Care community and good Friends), we are putting forward the following as our collective '**call to action**'

As a community, we see COVID-19 as a major threat to our lives, exacerbating our existing vulnerabilities, and a barrier to all the progress made so far towards building a more sustainable and equitable society in the UK.

We recognised both our diversity and our shared vulnerability, and we will want to stand and act together in solidarity.

We want to optimise our diversity and lived experiences as strengths, and our resilience and creativity as solutions.

We want to engage both constructively and progressively towards building a fairer and healthier society.

Whilst we may not do everything at once, we will want to do the following at once:

- We will urge government and employers to meaningfully engage with the BAME community in policy conception, formulation and implementation.
- We will urge government and employers to routinise BAME-sensitive impact assessments to all policies as a way of minimising and mitigating any adverse impact to the community
- We will urge governments and employers to ensure effective implementation of all relevant policies aimed to promote equity and fairness to all members of society

As Next Steps, we plan to:

- Have follow-up BAME Health & care Leadership Roundtable to consider practical approaches to the implementation of the above
- Have a policy engagement roundtable with relevant UK policy makers - from governments, NGOs, employers and wider civil society to leverage opportunities for making a difference

Finally, please permit us to close this message with a relevant quote from one of our exemplary leaders of today:

“Let hope be the antidote to fear, let solidarity be the antidote to division, let our shared vulnerability be the antidote to our shared threat” - Dr Tedros, DG WHO

Contributions from Attendees

The table below is a thematic summary of comments and questions submitted during the online conference.

THEMES	FURTHER INFORMATION/DETAIL H- High , many related comments/questions M- Medium , few related comments/questions L- Low , only one or two related comments/questions
Practical steps for the 'new normal'	<ul style="list-style-type: none"> • Comments/concerns about going back to work and practicalities of sending children to school (M) • Concerns and questions about vaccine(s) in development e.g. should BAME people take the vaccine. (L) • Questions about the pay/salary freeze for healthcare workers (L)
Epidemiological traits of COVID-19	<ul style="list-style-type: none"> • Will there be a second curve? (L) • What is the evidence on the reliability of COVID-19 tests in the UK? (L) • Is the R number different for BAME? (L)
NHS England response/engagement	<ul style="list-style-type: none"> • Representation in decision making (H) • Risk assessment model in wards, is it being used everywhere? (M) • Ensure culturally appropriate awareness and support in the workplace for BAME staff (M) • What will the authorities do for BAME – remembrance/awards etc? (L)
Independent Public Inquiry	<ul style="list-style-type: none"> • Will there be an IPI for BAME? (H) • Will it be better for this review to feed into a public inquiry? (M) • Systemic failures in the NHS that are not investigated cost lives and corrodes the trust that BAME communities have in the healthcare infrastructure. • Together with the fact that BAME NHS staff are less likely to raise concerns and the limited capacity and capability of the NHS England and Public Health England Race Equality teams, comments raised about usefulness of an Independent Public Inquiry. An IPI focused on the issue of BAME staff deaths can be instrumental in changing the definition and understanding of what amounts to infringements of human rights within the NHS and the systemic issues, from top to bottom, that might unfairly effect BAME staff. This can change not only the criminal law, but also discrimination law covering employment of frontline healthcare workers and how NHS agencies deal with BAME staff (H)
Africa's experience	<ul style="list-style-type: none"> • What is it about majority African settings that COVID19 experience and outcomes is different/better? (M) • Is the NHS looking to learn from this? (L)

Theories	<ul style="list-style-type: none"> • 5G interaction and theories? (L) • Vitamin D - Some suggestion that the disparity in the effect of Covid-19 on BAME groups is a deficiency in Vitamin D supplementation, questions regarding whether there is a way this can be scientifically investigated either retrospectively or prospectively (M) <p><i>Lots of stark differences of opinion related to vitamin D theories</i></p>
Mental Health	<ul style="list-style-type: none"> • Addressing the mental health trauma of the pandemic on front line, key workers/care workers? • How do we ensure that those mental health interventions are culturally appropriate and sensitive • Need to safeguard children and families of frontline workers
BAME identity	<ul style="list-style-type: none"> • There was a lot of debate about what BAME means and that there is not granularity in current ways that ethnicity is captured. Could the review help to highlight that this is missing from census and hospital data? (H) • <i>Example question:</i> How much of social inequality, economic inequality, comorbidities, underlying health conditions (all of which are factors contributing to higher chance of covid-19) is actually caused by decades-long systematic racism towards BAME people in UK? How can systematic racism be addressed? What can white people do to help with this issue? (M)
Cultural/Systemic Institutional	<ul style="list-style-type: none"> • Questions to ensure that the recommendations from the report are implemented and questions as to how will they monitor implementation and compliance? Health inequalities are longstanding so how will the review be any different to previous reports that appear to have had little impact. (H) • <i>Example comment:</i> We know from research on bullying, that this affects one's immune system. With the levels of racism people of colour are impacted upon daily, does this not impact the impact of daily stress levels and thus the immune system. People in Africa and sub-Sahara are less likely to experience every day racism.
Protected Personal Equipment	<ul style="list-style-type: none"> • Lots of questions and comments about PPE availability and safety of BAME staff • <i>Example comments:</i> I have heard about black nurses not being given PPE even though they knew it was available. They were told it wasn't available. The nurses concluded that it was being saved for white staff. When I reported this to a research body, they said they had heard about this happening too. Does the review cover this? • <i>Example comments:</i> There has been some suggestion that the FFP3 mask and other facemasks are made for a European male face - do we have any evidence on this? In addition, will this be included in the PHE investigation?
Protection of staff	<ul style="list-style-type: none"> • Improve risk assessment for existing and returning staff (M) • Improve use of PPE (M) • Staff testing (L) • Improving data collection (H)

We also conducted live polls throughout the webinar. The table below captures the responses:

Q1 Have you or a family member been directly impacted by COVID?	Yes	266	40%
	No	393	60%
Total respondents		659	

Q2 Do you belong to a BAME network or BAME organisation?	Yes	421	59%
	No	278	39%
	Not applicable	15	2%
Total respondents		714	

Q3 What do you see as a key solution to addressing the Disparities?'	Responses	
Changes to Government Policies	439	
Infrastructural Changes e.g. BAME representation at decision making levels	153	
Grass root community engagement	16	
Collaboration across Communities	11	
Education and Awareness to the wider population e.g. cultural nuances	11	
Engage Diaspora communities	4	
Funding to Micro BAME organisations	4	
Changes to the way grants and funding are awarded - BAME sensitive	1	
Total Respondents		639

Next steps

As an unprecedented collection of BAME groups and Networks, the BAME Health and Care Professionals finds itself in a unique position to advocate and present the summary asks and comments of its Network constituents.

These findings are being shared with the relevant authorities and regulators including Public Health England, NHS England and NHS Improvement, and the Department of Health and Social Care to help inform and influence decisions going forward. The group will observe progress closely and look to engage with the right authorities to ensure meaningful change arises from this tragedy.

What can you do?

Everyone	Watch the webinar Going Beyond Statistics- Impact of COVID on BAME lives" webinar. 22nd of May 2020 https://www.youtube.com/watch?v=nn2G0RpiZ9U&t=5333s
BAME Staff	Get involved in an employee or BAME network and raise your voice
Managers and Senior Leaders	<ol style="list-style-type: none"> 1. With the People Plan uppermost in your mind, peruse the key concerns. Host meaningful conversations with staff, patients and community groups; then take action. 2. Invest and commit to your BAME Networks
Board Members, Leaders, Regulators, Decision Makers	<ol style="list-style-type: none"> 1. Invite the BAME Health and Care Professionals to the table! We have demonstrated the benefit that different perspectives and cultural competence can bring. 2. Remember, we all want the same outcome; equitable, and compassionate care

Contact us:

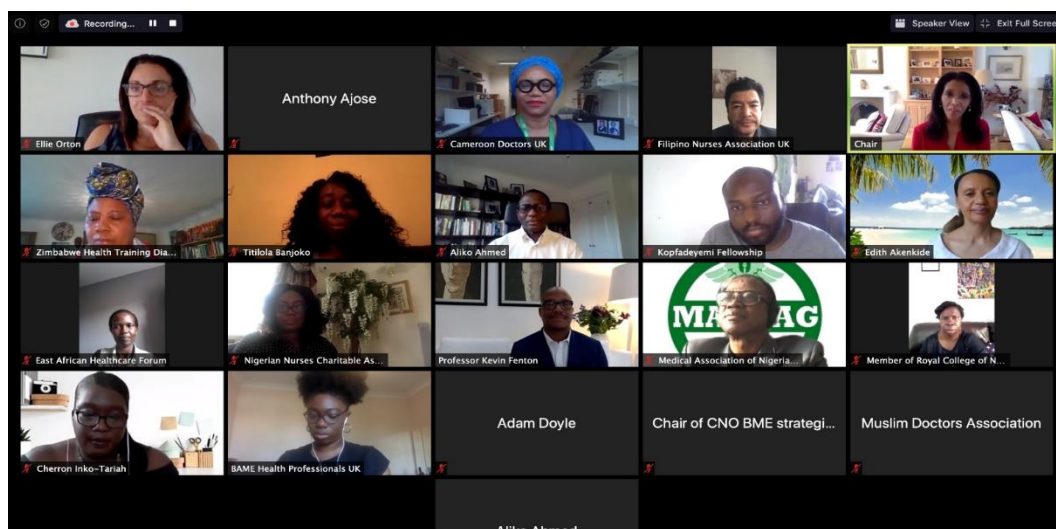
Email: bamehealthprosuk@gmail.com

Twitter: <https://twitter.com/BameHealthcare>

The event, attended by over 1,300 people, can be viewed at:

<https://www.youtube.com/watch?v=nn2G0RpiZ9U&t=5333s>

(and within 3 days, viewed by 1,200 people!)



Biographies and Organisational Profiles

Chair and Speakers

Zeinab Badawi- Chair

Zeinab Badawi is the current Chair of the Royal African Society. Born in the Sudan, her family moved to London when she was two years old. Zeinab has extensive experience in television and radio, and is best known for her work on the BBC's 'Hard Talk', 'Global Questions' and 'World Debates'. Through her own production company she has produced and presented numerous programmes, including currently the definitive TV series of Africa's history in association with UNESCO.

Zeinab studied Philosophy, Politics and Economics at Oxford University and took a Masters Degree (awarded with a distinction) on History and Anthropology at SOAS - University of London. She has been awarded two honorary doctorates: from SOAS - University of London, and from the London College of Communications - University of the Arts London, for her services to broadcasting.

Her many awards include International TV Personality of the Year (the Association of International Broadcasters), the President's Medal by the British Academy for services to broadcasting, the May Chidiac Lifetime achievement award, and the MVISA Movie and Video Industry Lifetime Achievement Award. She has been named several times in the 'Black Power List' as one of Britain's top 100 most influential members of the black community. In 2018 she was one of the top 50 most influential African diaspora members according to African Leaders Magazine.

Professor Aliko Ahmed- Speaker

Aliko is a public health physician, epidemiologist and global health strategist with about three decade of working experience in clinical, academic and public health practice. He is currently the Regional Director of Public Health England (PHE and NHS) for East of England, and previously the Director of Public Health for Staffordshire NHS & County Council. He has led and managed several major public health programmes with demonstrable improvements in outcomes.

His global health experiences include field work as a medical epidemiologist with MSF in Africa, supporting national disease control programme, and advising governments on evidence-based health policies and UHC. He has a special interest in translational research and sustainable health system solutions especially in Africa.

He is a member of several global health committees, Chair of UK Faculty of Public Health Africa Group, Co-Chair of the Global Health Bridge @University of Cambridge, and the co-convener of the Better Health for Africa Initiative. He is a senior fellow and professor at Chatham House, Cambridge and Staffordshire universities.

Professor Kevin Fenton, MD, PhD, FFPH- Keynote Speaker

Professor Kevin Fenton, MD, PhD, FFPH, is currently the Regional Director of Public Health England London and was previously the Public Health England National Director for Health and Wellbeing. In this role he oversaw PHE's national prevention programmes including screening for cancer and other conditions, Health Checks, national health marketing campaigns, public mental health, and a range of wellbeing programmes for infants, youth, adults and older adults. The Health and Wellbeing Directorate also leads PHE's Health Equity portfolio with a range of programmes and activities focused on addressing the social determinants of health, and promoting settings-based approaches to health improvement.

Professor Fenton was previously the director of the National Center for HIV/AIDS, Viral Hepatitis, STD, and TB Prevention (NCHHSTP), Centers for Disease Control and Prevention (CDC), a position he held for seven years from November 2005. He also served as chief of CDC's National Syphilis Elimination Effort and has worked in research, epidemiology, and the prevention of HIV and other STDs since 1995. Previously he was the director of the HIV and STI Department at the United Kingdom's Health Protection Agency.

He attended medical school in Jamaica, obtained his master's in public health at the London School of Hygiene and Tropical Medicine, and PhD in Infectious Disease Epidemiology at the University College London. He has authored or co-authored more than 250 peer-reviewed scientific articles and policy reports. He is a speaker in great demand and speaks Spanish and French.

Dr Titilola Banjoko

Dr Titilola Banjoko currently works as an executive director in the NHS. She has a clinical background. She successfully pioneered the formation of AfricaRecruit and FindaJobinAfrica.com.

She serves on the council of the Royal African Society; Trustee of Tropical Health and Education Trust, Chair of the Foundation for Women's Health Research and Development (FORWARD) a Fellow of the Nigerian Leadership Initiative and the co-convener of the Better Health for Africa Initiative.

She previously served on the Board of European Commission –United Nations Joint Migration and Development Initiative; Department for International Development, Global Poverty Action Fund Advisory Board; World Health Organisation's, Health Worker Global Policy Advisory Council, Editorial advisory board of the International Development Magazine on topical development issues by UK Parliament, Senior Research Associate at the UK's Foreign Policy Centre and board of the Commonwealth Business Women's Forum.

In 2006 she was named as one of the Pride of a continent: Africa's gifts to the world, she has received numerous awards and endorsements over the last 10 years.

Panellists

Association / Representing	Name
Cameroon Doctors UK	<p data-bbox="568 338 1251 371">Dr Montio Kaba Morgan FRCSEd(Oto) FRCS ORL</p> <p data-bbox="568 405 1449 562">Montio trained as a doctor in Yaounde, Cameroon, and started postgraduate training in the UK after passing the PLAB test in 1993. She was appointed as a Consultant Ear Nose and Throat surgeon (Otolaryngologist) in 2003.</p> <p data-bbox="568 595 1442 920">She is a founder member and current Chairperson of CamDocUK. This is a forum for doctors of Cameroonian origin working in the UK to meet and share ideas about various aspects of healthcare provision in UK and Cameroon. CamDocUK was born in 2008 out of the need to provide an environment where mentorship and constructive debate could flourish. More information can be found at www.camdocuk.org</p> <p data-bbox="568 954 1449 1357">The BH4A network offers her a more useful platform to empower the African diaspora to provide their contribution towards public health development in the UK and Africa. Volunteering on various humanitarian surgical missions has been a highlight of her career enabling practical collaboration with colleagues in Africa. Montio loves interacting with other people and is an unapologetic extrovert. She enjoys practising her skills as a situational leader and if she were not a doctor, she would be either a psychotherapist or a hairdresser!</p>
Nigerian Nurses Charitable Association	<p data-bbox="568 1397 1461 1509">Wendy Olayiwola , MSc Public Health, BA (Hons), RN, BSc (Hons), RM, ILM, Senior Midwifery Manager, Better Births Project Lead and Professional Midwifery Advocate in a large NHS trust.</p> <p data-bbox="568 1543 1449 1704">Wendy Olayiwola has strong values in self-belief, personal development, philanthropy, mentoring, supporting others, just as passionately promoting and advocacy for equalities among black and minority ethnic groups.</p> <p data-bbox="568 1738 1449 2018">Wendy is a registered nurse and midwife with more than two decades of active, fruitful and broadened years of service in the community and public health. The recognition and influence of her abilities, reach, influence and touch several spheres within and outside the United Kingdom. Wendy is well seasoned in articulating and participation in diverse roles that involve hospital, community, private health and well-being.</p>

She is very passionate about supporting and empowering nurses and midwives to provide the best and holistic care for women and their families.

Ms Olayiwola received her academic Bachelor of Arts with Honours in Nursing from Buckinghamshire Chiltern University UK; BSc (Hons.) Midwifery City University London with further studies, she obtained a merited diploma in Management and Leadership Studies (DMS) and postgraduate (MSc) degree in Public Health at the University of East London. She is an honorary lecturer at universities on Public health topics and a motivational speaker. She has co-authored articles in professional midwifery journals, including Talking to men about FGM and Reducing the incidence of Stillbirths in Black women.

Nigerian Nurses Charitable Association UK is a non-profit organisation incorporated over 20 years in the UK. The association represents approximately 5,000 Nigerian nurses, midwives and health visitors.

Our mission is to provide a forum for collective action by Nigerian nurses to "investigate, define and determine issues affecting its members, with a view to implement change to alleviate and improve living and working standards.

Wendy is the President, Nigerian Nurses Charitable Association UK (NNCA UK). She is the proud convener of NHS @70 Nigerian Healthcare Professionals UK Awards 2019. She is also the founder of BAME Health and Care Awards. Wendy is a member of the Chief Nursing Officer Black and Minority Ethnic Strategic Advisory Group (CNO BME SAG) Department of Health, England and uses this role to advise and provide guidance on the issues facing patients and staff from minority ethnic groups. She is a member of the Institute of Leadership and Management UK. A member of Nursing and Midwifery Council Equality Diversity and Inclusion Research Advisory Group. Wendy has championed numerous project and initiatives beyond the borders of the UK, stretching from Europe to African countries. She is a founding member of Better health for Africa UK, an expert and resource group for shaping African healthcare. Her project participation stretched her to being a member of the Diaspora Healthcare Initiative steering group: advisor to Nigeria ministry of health.

Wendy Olayiwola has received numerous accolades within the span of her praiseworthy career. She is the

	<p>winner of the NHS@70 women leaders Award 2018. In the same year, she won Top 100 women for LIFT EFFECT Star Award. In 2016, she won the BEFFTA Leadership Awards. She won the Community Excellence Award by OYO STATE INDIGENES UK and the first Community Leadership Award by the Nigeria High Commission UK in 2014. She is recognised as the Nigerian Outstanding Nurse of the year 2011 – Yoruba Heritage Award UK. She won the Golden commendation award by Nigerian achievers Award Institute and the Nigeria Leadership Initiative award in 2007.</p>
<p>East African Healthcare Forum</p>	<p>Dr Emily Cheserem is a Consultant Physician in HIV and Sexual Health, a member of the Kenyan diaspora in the UK, and chair of the East African Healthcare forum, a networking platform fostering peer to peer and institutional healthcare partnerships. Her interests outside work include public health education among diaspora, and exploring ways in which diaspora can use their skills to support healthcare systems in their countries of origin.</p>
<p>Filipino Nurses Association UK</p>	<p>Francis Michael Fernando RN, BSN, MSc Adv HCP (Open), Non-Medical Prescriber. Professional Doctorate in Health and Social Care Student</p> <p>Francis is caring, courageous, compassionate, caring and innovative nurse with nearly 30 years of experience, with 20 years in the UK NHS.</p> <p>An accomplished and award-winning nurse leader who advocates for patients and deliver quality, patient-centric care all the time.</p> <p>He has worked at a number of NHS organisations in England in various roles such as Matron, Clinical Matron, Clinical Nurse Specialist, Consultant Nurse, Nurse Practitioner, Senior Staff Nurse and Staff Nurse.</p> <p>He has received a number of awards such as Equality and Diversity Award winner (2010); Service Improvement Award (2011); 2012 NHS Clinical Leaders Network and Aqua Henderson Quality Award for his work with patients with hip fractures in Salisbury; Burdett Trust for Nursing Scholarship Awardee (2012). He was awarded a Florence Nightingale Foundation Travel Scholarship in 2013/14, the first nurse from Salisbury and the First Filipino nurse to be awarded.</p> <p>The First Filipino Nurse Leader to be accepted into the National</p>

	<p>Leadership Ready Now Programme by NHS England in 2016.</p> <p>The Philippine Nurses Association of United Kingdom (PNA-UK) is the only professional nursing organization of Filipino Nurses in the United Kingdom, accredited by the Philippine Nursing Association National Head Office in Manila, Philippines. It is a non-profit professional Organization of Filipino Nurses currently in the United Kingdom. The association was created in 2003 in response to the growing number of Filipino Nurses in the United Kingdom.</p>
<p>Deputy Chair of the Chief Nursing Officer BME Group</p>	<p>Felicia Kwaku, is currently the interim Deputy Chair of the Chief Nursing Officer BME Group and sits on several committees and Associate Director of Nursing at Kings College Hospital NHS Foundation Trust.</p> <p>Felicia has over 30 years nursing experience, specialised in general Intensive Care/Cardiac nursing. Trained at University College London Hospitals.</p> <p>Felicia holds an MSc in Human physiology and has always been interested/keen on Education & Development, she has held various roles such as Research Nurse, Practice Educator/ Practice Development Lead Nurse. During her tenure she held a part time Lecturer Practitioner post at London South Bank University. Concurrently, Felicia secured the post of Modern Matron/Divisional Senior Nurse at The Heart Hospital for 6 years where she established the THH as a beacon of best practice & innovation within the Trust.</p> <p>Felicia took up the post of Head of Nursing for Surgery & Critical Care at Ealing Hospital, followed by Director of Nursing at BMI Clementine Churchill Hospital and held the post of Director of Nursing at Whipps Cross hospital, London</p> <p>Felicia has always had a passion for clinical practice ensuring that patients as well as staff are at the centre of our care. She believes that if the workforce is not highly valued then this is reflected in poor care delivery.</p> <p>As a Director of Nursing, Felicia performed clinical duties, was highly visible both in & out of uniform. She was the Corporate Head of Nursing (North Middlesex hospital) & was responsible for the organisations CQC preparation as the quality improvement Lead nurse.</p> <p>She is committed to supporting, coaching, mentoring individuals internally & externally. She considers mentoring as a fundamental responsibility as it allows individuals to examine self, grow, develop a global vision & facilitates access to</p>

	<p>personal/professional development opportunities.</p> <p>Felicia sits on the following Committees/Forums and Charities: Chief Nursing Officer (for England) BME Strategic advisory group (Interim chair) Nursing Midwifery Council (NMC) Professional Standards Advisory Group NMC Subject Matter Expert Nigerian Nurses Charitable Association UK Save a Heart Nigeria foundation Royal College of Nursing International Committee</p>
<p>British Association of Physicians of Indian Origin (BAPIO)</p>	<p>Dr. Ramesh Mehta OBE, MD, FRCP, FRCPCH, FHEA, DCH</p> <p>President, British Association of Physicians of Indian Origin (BAPIO); Past President, Global Association of Physicians of Indian Origin (GAPIO) and Emeritus Consultant Paediatrician, Bedford Hospital NHS Trust</p> <p>Dr. Mehta has worked in the NHS for 36 years as a Consultant Paediatrician at Bedford Hospital and retired in 2017. He was a popular clinician with patients and parents. He was tutor for Cambridge Deanery and University, national and overseas examiner for MRCPCH; PLAB examiner; council member RCPCH; chair regional Paediatric development group and strategic lead, South Asia for the RCPCH. He has presented several papers in national and international meetings. He is a fellow of the Higher Education Academy. He was a member of a standards setting group, General Medical Council and Reviewer for Health Care quality Commission.</p> <p>Ramesh founded BAPIO in 1996. Since then he has been at the helm of the organisation. It has become the biggest and most influential organisation of Ethnic Minority doctors in the UK. Dr Mehta has promoted professional excellence and leadership for BME doctors and has stood up for equality and diversity. He has not heisted to challenge the establishment for unfair practices. In 2006 he won victory in House of Lords against DH and Home office resulting in saving training for estimated 15,000 overseas qualified doctors who have now become NHS consultants. In 2014 he challenged the Royal college of General Practioners for Judicial review for differential attainment of ethnic minority doctors. This case had huge</p>

	<p>impact on the establishment with improvement in attainment of these doctors. His work for BME doctors is hugely recognised.</p> <p>He is one of the founders and past President of Global Association of Physicians of Indian Origin (GAPIO) representing estimated 1.4 million Indian doctors practicing worldwide. Through GAPIO he has led several voluntary healthcare projects in India.</p> <p>In his role as strategic lead, South Asia for the Royal College of Paediatrics and Child Health (RCPCH) he has promoted Child Health globally and in India.</p> <p>He is recipient of several awards including prestigious National Clinical Excellence Awards. He was HSJ top 50 BME leaders in the NHS for 2 consecutive years in 2013 and 2014 and HSJ top 100 clinical Leaders in the NHS in 2014. He has been awarded Honorary Fellowship of the RCPCH. He was recognised in Queen's Birthday Honours List in 2017 with an appointment of the officer of the Order of British Empire (OBE) for services to the NHS.</p>
<p>Medical Association of Nigerians Across Great Britain</p>	<p>Ibrahim I Bolaji MBBS, PGCMC, FRCPI, FRCOG, MD, LL.M</p> <p>Consultant Obstetrician & Gynaecological Surgeon/Senior Clinical Lecturer, Diana, Princess of Wales Hospital, Grimsby</p> <p>Ibrahim Bolaji is a Consultant Obstetrician and Gynaecological Surgeon/Senior Clinical Lecturer with Hull York Medical School (HYMS). The divisional Clinical Governance (Patient Safety) Lead in Obstetrics and Gynaecology. A consultant for more than 2 decades at the Diana, Princess of Wales Hospital, Grimsby and my special interest is Acute Gynaecology and Early Pregnancy. Research interest is Ectopic pregnancy, the subject on which he has published widely. The 7th and the current of President of Medical Association of Nigerians Across Great Britain (MANSAG). The association was incorporated and established exclusively for charitable, education, scientific and research purposes. It represents interests of over 5000 Physicians, Nurses, Radiographers, Pharmacists and other Healthcare professionals of Nigerian origin. It is one of the main bodies representing Nigerian physicians and allied professionals in the British Isles. The association recognises the wealth of potential in the diversity of the professional as well as the intellectual capacity of its members against a background of the dearth of medical skills in the developing world. The</p>

	<p>association wishes to play a pivotal role in the new world order, partnering with similar concerned organisations and bodies to improve the health and welfare of the less privileged, particularly those from Africa and Nigeria.</p>
<p>Royal College of Nursing London council</p>	<p>Dr Joan Myers OBE. Joan, has over 35 years' experience as a senior nurse leader and educator in community settings across London, developing children's nursing services. She has over 12 experience as national strategic nurse advisor working with DH/NHSE. Joan is a 2018 Florence Nightingale Foundation Leadership Scholar and is now a Trustee and Director with the Florence Nightingale Foundation. She is London Representative on the Royal College of Nursing Council as well as being on the RCN London Board. The RCN is the world's largest nursing trade union and professional body consisting of a community of over 450,000 nurses, midwives, healthcare assistants, assistant practitioners, trainee nurse associates and student nurse. Joan is an inspirational speaker and is passionate about motivating and challenging nurses to excel and do well in their careers. She is a mentor and coach to many. Joan received an OBE for services to children and nursing in the Queens' Birthday honours list in 2013, she is a Queen's nurse & has an honorary doctorate from Middlesex University. Joan works with Ascension Trust a Christian Interdenominational organization with a passion to provide for the practical needs of communities through mobilizing the church to improve the quality of life of the disadvantage and the vulnerable. Joan is also a local pastor at Rehoboth International Christian Centre in Croydon. Joan has a children's charity providing education and support for over 25 children and their families in Nakuru, Kenya</p>

Muslim Doctors Association	<p>The Muslim Doctors Association is a multidisciplinary non-profit organisation established in 2004 with over 6000 members. We work with ethnic and religious minority groups in the UK to reduce health inequalities using faith and culturally sensitive evidence-based methods. We also work to improve working conditions, inclusion and representation of ethnic and religious minority healthcare professionals in the workforce and in 2019 founded the Religion Equality Group in the NHS with multiple faith organisations. We are frequently consulted by media and academic institutions, professional regulatory bodies, third sector organisations and government on minority health and workforce issues.</p> <p>Dr Hina J Shahid is a multi-award winning doctor and Chairperson of the Muslim Doctors Association. She qualified with a distinction in Medical Sciences at University College London with the first prize in Psychology, Sociology and Epidemiology. She holds a Bachelors of Science in Pharmacology from University College London and a Masters of Science in Public Health from the London School of Hygiene and Tropical Medicine. She works as a General Practitioner in London and holds diplomas in women's health, sexual and reproductive health and children's health. She has an interest in the health and wellbeing of vulnerable groups, health inequalities and humanitarian medicine. She is an honorary clinical tutor at Imperial College Medical School and an honorary faculty member at An-Najah National University Palestine, training doctors specialising in Family Medicine. She has worked in a number of research and humanitarian settings in Europe, Asian and the Middle East.</p>
Social Worker	<p>Edith Akenkide Dip Social Worker, BIA, Practice Educator and Approved Mental Health Professional (AMHP). Edith Akenkide is a qualified Social Worker. She is registered to practice with Social Work England.</p> <p>She currently holds the post of Team Manager within a busy Community Mental Health Team in London where she manages a range of health and social care professionals. To this role, she brings 24 years' experience as a social work practitioner, which includes holding a warrant to practice as an Approved Mental Health Practitioner, A Best Interest Assessor (BIA), a Practice Assessors and Practice Teachers Award.</p> <p>Edith was appointed as a Magistrate to the North London</p>

	<p>Bench and the chair for Youth Court in East London from 2002 – 2012.</p> <p>Edith is a visionary and established influencer in many circles but particularly in leadership circles and on issues on leadership and substance misuse. Her passion is centred on bridging the divide between social care and healthcare to ensure greater partnership working in the delivery of service to those with the greatest need. She is passionate about seeing people treated fairly and that those who are vulnerable and at risk get the care they need to improve their quality of life and wellbeing.</p> <p>As an advocate on issues on equality and inclusion she has supported organisations in meeting their ethical and legal responsibilities under the Workforce Race Equality Standards (WRES) to ensure employees from black and minority ethnic (BME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace.</p> <p>Edith has been the Chair of Staff Networks, working closely with senior leaders at local, regional and national levels in supporting organisation to improve their WRES data.</p> <p>A graduate from the Ready Now Programme for BME Leaders and various leadership courses, Edith has acquired a number of accolades and achievements to include the NEP Chairman's 'Can do award' in 2017 and has featured in the National Guardian Newspaper addressing issues on the lack of diversity at senior leadership levels in Social Care. She has been nominated for the Windrush70 Inspirational BME Leadership Award NHS England and for the Inclusive Companies Award 2018, championing Diversity promoting Inclusion.</p> <p>Edith is keen to be part of the cohort that will lead and deliver the changes happening within the NHS. She believes passionately in integrated care pathways, innovation and systems leadership but never forgetting the patient and their family at the heart of everything she does. She has a passion for enabling people to be the best that they can be as well as, justice, diversity and Inclusion.</p>
The Seacole Group	<p>Cherron Inko-Tariah MBE Author, Consultant, Facilitator, Coach, NED</p> <p>Cherron took a leap of faith and left her leadership role in the</p>

	<p>Civil Service to follow her passion; staff networks. After publishing her book: The Incredible Power of Staff Networks, Cherron founded The Power of Staff Networks consultancy where she provides a wide range of services. She is passionate about staff networks and the positive impact these can have on the individual and the organisation. That is why Cherron founded the National Day for Staff Networks - the first of its kind celebrating the added value of networks.</p> <p>In addition to staff networks, Cherron speaks on career development, leadership and her journey from being 'overlooked to becoming overbooked'. During her career, she has achieved a Post Graduate Diploma in Human Resource Management, and a Masters Degree in Employment Studies and Human Resource Management. She studied with the Chartered Institute of Personnel and Development (CIPD) and is also a qualified career coach with the Institute of Leadership and Management. In 2011, Cherron received an MBE for her services to HM Government and for her work in the faith community with young people. In 2019, Cherron won Woman of the Community category of the Wise Women Awards and was a finalist in the WinTrade Awards.</p> <p>Cherron is also a Non-Executive Director and Diversity Champion, Homerton University Hospital; Vice Chair, Seacole Group (The Network of BAME NHS Non-Executive Directors) and the Strategic Adviser for the BAME Health and Social Care Awards</p>
<p>Zimbabwe Health Training Diaspora Charity</p>	<p>Dorcas Gwata is a Global Health Specialist working with young people and families affected by youth violence and gang culture in London, a project that extrapolates research lessons from low-income countries to high-income countries, she has worked on the Zimbabwean Friendship Bench Project and she has extensive experience working in East Africa and Asia. Her ability to live in and for different cultural realities allows Dorcas to import new innovative knowledge also in the UK were mental and physical health issues display similar challenges such as economic constraints and vulnerable population, with focus on gender violence, mental health and trauma.</p> <p>She is an experienced Global Mental Health Specialist working across Sub-Sahara Africa with special interest in Gender Violence, Substance Misuse, Common Mental Health Disorders, Non Communicable Diseases, Migration, Cross Cultural Psychiatry and Youth Health. Dorcas is also a visiting</p>

	<p>Lecturer at LSHTM and Kings College London. Dorcas studied the MSc in Public Health at LSHTM</p> <p>Dorcas is a Mental Health Advisor at Tropical Health Education Trust (THET) and The Royal Society of Tropical Medicine and Hygiene (RSHTM) she has recently been awarded with the International Human Rights Award by the University of Surrey. Dorcas is the co-founder of the Global Health Café, the first African-led platform focusing on global health issues with particular focus on Africa, she mentors young graduates, and she is passionate about supporting more women of colour in leadership.</p> <p>Dorcas is interested in the merger between mental health and art, she supports local artists in Zimbabwe and the UK. Dorcas is a keen adventure and business traveller; she provides cultural consultation to businesses and individuals travelling to Africa. She practises yoga regularly and has an insatiable love for Africa</p>
Distinguished speakers	
House of Lords	Lord Nigel Crisp co-chairs the All-Party Parliamentary Group on Global Health as well as Nursing Now, the global campaign on nursing
Senior Responsible Officer for Sussex Health and Care Partnership	Adam Doyle
CEO NHS Charities Together	Ellie Orton
Event facilitators	
Adebusuyi Adeyemi	Adebusuyi (Ade) Adeyemi is a Global Health Policy Expert who works as an Assistant Director at the Think Tank Chatham House, where he supports Ministry of Health stakeholders across Africa, by strengthening their leadership and policy development capacity. He also works at NHS England, the 'Head Office' of the NHS in Britain, working on International Health policies for the NHS. Ade is a PhD student in the Department of Global Health & Social Medicine at King's College London and is also the Managing Director of the world's biggest Global Health Jobs platform
Bimpe Lawal	Bimpe Lawal is a Public Health master's graduate with a bachelor's degree in Biochemistry with Medicinal Chemistry. She has over three years of experience in the non-profit sector

	<p>and currently serves as a co-officer for the Young Women's Advisory Council at FORWARD UK, a leading African women-led FGM charity. In 2018, Bimpe was a Fellow for FORWARD's TuWezeshe Young Women's Leadership and Mentorship programme, through which she undertook a self-directed social action project on the status of sexual harassment policies in UK universities. She has a background in stakeholder engagement, community advocacy and technical support of development programmes.</p>
<p>Anthony Ajose</p>	<p>Anthony Ajose MSc, MBA has 15 years combined clinical, health economics and health policy experience. Prior roles were at the World Health Organization, Deloitte's healthcare team and as a regional Head of Service in the NHS. Anthony now works with organisations innovating in the human development and health sectors, particularly those in the health technology, drug development and healthcare financing fields. He has also co-founded Healthx Ventures (health-x.co), a platform focused on connecting medically underserved people to vital health & care resources.</p> <p>Anthony serves on the board of Aspuna, an ethical commodities fair trading house, with a commitment to helping generate social returns in African populations reliant on Agriculture. Additionally he serves in an advisory capacity for several other healthcare and human development focused private holding companies and start ups. He is also founding member of Better Health for Africa.</p> <p>Anthony received his undergraduate degree from University College London (UCL), MSc. in Public Health & Health Economics from the London School of Hygiene and Tropical Medicine (LSHTM) and MBA from the Judge Business School, University of Cambridge.</p>

NHS Charities Together

The NHS Charities National Covid-19 Urgent Appeal was launched by NHS Charities Together to acknowledge and support NHS staff, volunteers and staff impacted by Covid-19 across the country. The money raised is funding grants to help 240 NHS charities support the immediate relief and well-being of NHS staff, volunteers and patients, community partnerships and longer-term recovery.

Funds are only granted to member NHS Charities: find your Trust or Health Board's charity <https://www.nhscharitiestogether.co.uk/meet-our-members/> or contact NHS Charities Together <https://ask.nhscharitiestogether.co.uk/help/>.

NHS Charities Together particularly welcome applications from member charities that actively demonstrate how BAME staff, patients and communities have been consulted and can be supported through grant funding. The next round of funding will be launched in June.