

Programme

Agenda and keynote speaker profiles



Anti-Racism in Healthcare Conference

Tuesday 12 March 2024 | Brighton and Sussex Medical School

With thanks

Organisers



Stallholders



Caterers



Welcome

Welcome to the Anti-Racism in Healthcare conference! It is our honour to host this flagship event at Brighton and Sussex Medical School (BSMS). We are delighted to welcome such a diverse and passionate group of people to learn more together about this crucial topic.

Thank you for all the work you are already doing in this area. We can't wait to hear your contributions today, and what you will plan next for your respective workplaces. After all, it will be your efforts that will make anti-racism not just a passing fad but a commitment that we sustain together.

Neil Singh, BSMS

Neil Singh is a primary care physician who lectures on health inequalities, preventative medicine, and global health at Brighton and Sussex Medical School. His writing on race and health has been published in *The Guardian*, *The Independent* and in scholarly journals. He has delivered extensive anti-racism training to health and social care staff throughout Sussex, and was featured in "Our NHS: A Hidden History", a BBC documentary on racism in healthcare.

 @NeilSinghHQ



Rachael Duke, Heads On

Rachael Duke is the Charity Director for Heads On, Sussex Partnership NHS Foundation Trust's official NHS charity. She is passionate about equality in healthcare and Heads On are pleased to be a co-funder for this important event.

Heads On is Sussex Partnership NHS Foundation Trust's NHS charity. Our purpose is to go above and beyond to make life better for people living with mental health conditions across Sussex. From funding essentials kits for people waiting in urgent care, providing innovative training to our nursing teams and commissioning research into mental health recovery through nature, right through to partnering with clinicians to deliver conferences just like this one to fight against health inequalities and deliver real change for the people who need it most, Heads On works in whichever way it can to support people to maintain better mental health throughout their lives.

Programme

	MENTAL HEALTH	COMMUNITY HEALTH	MEDICAL EDUCATION	HEALTH POLICY/ MANAGEMENT	WOMEN'S HEALTH	HOSPITAL CARE
Room	Chowen LT	GA A+B	GA C	GA D	1.08/9	1.12/3
Chair	Anna-Marie Bibby-Jones	Patrick Nyikavaramda	Gaurish Chawla	Lavinia Bertini	Tilly Paz	Muna Al-Jawad
9:00-9:30	Registration					
9:30-9:45	Opening Remarks Neil Singh & Rachael Duke					
9:45-10:10	Keynote Talks: Where we are, and where we want to be Anton Emmanuel & Tanya Brown-Griffith					
RESEARCH 10:15-10:45 <i>Breakout</i>	Black racial minority young people with psychiatric disorders utilizing creative arts therapies (BLACK-ARTS): a qualitative study Briana Applegate (University of Oxford)	Ethnic inequalities in healthcare use and care quality for people with multiple long-term conditions living in the UK Brenda Hayanga (City, University of London)	Decolonising the Physician Associate curriculum through interprofessional educational collaboration Khawla Ahmed (Brighton and Sussex Medical School)	Diversity amongst decision makers? Workplace inequality, Black under-representation, and the afterlife of colonialism in NHS governance Rebecca Irons (University College London)	Uncovering the influence of social determinants of health on Black women's maternal well-being during childbirth: disparities, dangers, and recommendations Cecille Quansah (Kings College London)	How geographical place and racial/ethnic categories come to matter – the problem of Trichomonas vaginalis in sexual health care in England Ulla McKnight (University of Sussex)
	Supporting Black Families affected by psychosis (SAFE) Angela Kibia (Kings College London)	Gypsy, Roma and Traveller health inequalities in primary care Ruby Conlon (Friends, Families, and Travellers)	Analysing the impact of a third-year scholarly project exploring anti-racism and health on medical student learning and future practice Maaya Modha (Kings College London)	'Excluded on the Frontline': survey results Hina Shahid & Hira Ali (Muslim Doctors Association /The Grey Area)	Inequalities in maternal health outcomes: a nationwide cohort study Miranda Geddes-Barton (University of Oxford)	The lived experiences of Filipino nurses in the UK during the COVID-19 pandemic Denise Borbolla (City, University of London)
10:45-11:10	Morning Break					
PRACTICE 11:10-11:40 <i>Breakout</i>	Enhancing the perinatal mental health participation of ethnic minorities in Crawley, West Sussex: a quality improvement project Abdelrhman Darwish (Brighton GP Training Programme)	Workplace race equality in children's social care Atiya Gourlay & Helena Green (East Sussex County Council)	MedRACE Alumni: Promoting inclusivity beyond medical school Kike Solanke (University of Leicester)	Developing and implementing an anti-racist framework in the NHS Manisha Panesar (Birmingham and Solihull Mental Health Foundation Trust)	Decolonising midwifery education: co-producing a toolkit Heather Bower & Jayne Bekoe (Royal College Of Midwives)	Welcoming, inducting and supporting International medical graduates within UH Sussex Rayanna Pereira & Catherine Milles (University Hospitals Sussex NHS Trust UH Sussex)
	Mental well-being support for Punjabi men Taimour Ahmed (Taraki)	Everyone is responsible for health equity: Sussex MSK service EDI projects Fern Bolwell (Here)	How initiatives like 'Skin For All' will change the trajectory of anti-racism in medical education Naabil Khan (Exeter Medical School)	Rolling out the Patient & Carers Race Equity Framework (PCREF) in NHS trusts Jacqui Dyer (NHS England)	Implementing an anti-racism framework in a London maternity service Holly Lovell (Guy's and St Thomas' NHS Foundation Trust)	'No One's Listening': a report on failures in care for sickle cell patients Michele Salter (Sickle Cell Society)

<p>11:45-12:15 <i>Plenary</i></p>	<p>Keynote Book Event: "Divided" and "Arguing for a Better World" Annabel Sowemimo in conversation with Arianne Shahvisi Followed by book signing (with Afrori Books)</p>					
<p>12:15-13:20</p>	<p>Lunch Break Stalls: Bridging Change, Refugee Radio, Stolen Tools, MedAct, The Grey Area/Muslim Doctors Association, One Voice, Diversity Resource International Poster Gallery</p>					
<p>13:20-13:55 <i>Plenary</i></p>	<p>Keynote Panel: International graduates in UK healthcare Ruth Mhlanga, Edmund Tabay & Anandi Ramamurthy</p>					
<p>WORKSHOP 14:00-15:30 <i>Breakout</i></p>	<p>Challenging the securitisation of healthcare: 'Prevent' and policing in healthcare Sarah Lasoye (MedAct)</p>	<p>Running an anti-racism informed social participation in health session Anusree Sasidharan, Nora Mzaoui, Beth Harrison & Erica Nelson (Bridging Change/Institute of Development Studies)</p>	<p>Cultural humility via a Community of Inquiry (CoFI) approach: a sustainable non-tick-box model for anti-racist work in medical education Hina Shahid & Alison Scott-Baumann (Muslim Doctors Association/School of Oriental and African Studies)</p>	<p>An anti-racist supervision template for use in health and social care Shabnam Ahmed & Rachael Rooke (Camden Council/Manchester Metropolitan University)</p>	<p>Addressing race in relationships, sex and healthcare education Emma Chan & Dolly Padalia (School of Sexuality Education)</p>	<p>Becoming anti-racism in healthcare systems Raselle Miller & Holly Lovell (Guy's and St Thomas' NHS Foundation Trust)</p>
<p>15:35-16:10 <i>Plenary</i></p>	<p>Keynote Q&A: Healing the future Teresa Salami-Oru, Malcolm Reed & Nicky Cambridge</p>					
<p>16:10-16:30 <i>Plenary</i></p>	<p>Final thoughts & prize-giving Neil Singh</p>					

Meet our keynote speakers



Tanya Brown-Griffith

Tanya is currently accountable for the strategic delivery of the Sussex Population Health Transformation programmes which includes Health Inequalities, Prevention, Personalised Care and Race Equality. Tanya sits on the Regional Prevention and Health Inequalities Board as well as National Health Inequalities Forums and chairs many Sussex Health Inequalities groups.

[in](#) Tanya Brown-Griffith [X](#) @TanyaBrownGrif3



Nicky Cambridge

Nicky Cambridge is Head of Equality, Diversity and Inclusion, NHS Sussex Integrated Care Board having previously worked on the Black and Minority Ethnic Covid Response Programme and Chief Executive of Healthwatch Brighton and Hove. She has also held senior roles in local government and has 20+ years of working in equality and health inequality, alongside many national and local Trustee roles.



Anton Emmanuel

Immigrant, Londoner, overly-specialist medic. Work in NHS (professor of neurogastroenterology), RCP (journals) and NHS in Welsh Government (inclusion and leadership).

[X](#) @AntonEmmanuel2



Ruth Mhlanga

Ruth is a trained Physiotherapist and is currently employed as Professions Lead for AHPs at South Tees Foundation NHS Trust. Ruth was the inaugural chair of the Chief Allied Health Professions BAME Strategic Advisory Group and currently chairs the North East and North Cumbria Allied Health Professions Council. She is currently working with NHS England to review the long-term workforce plan and ensure that Equality, Diversity, Inclusion and Belonging is embedded in all AHPs work streams.

[X](#) @ruth_mhlanga



Anandi Ramamurthy

Anandi is Emeritus Professor at Sheffield Hallam University. She was PI for the AHRC/UKRI Urgent Covid Call research project Nursing Narratives: Racism and the Pandemic. Her publications include Imperial Persuaders: images and Africa and Asia in British advertising (2003); Black Star: Britains's Asian Youth Movements (2013); Struggling to be Seen: The travails of Palestinian Cinema (2019); Exposed (2022). She is currently editing a book for Critical Publishing on the Anti-racist nurse and midwife.

[X](#) @Anandimanc

Malcolm Reed

Professor Reed attended school in Birmingham and subsequently qualified in medicine from the University of Sheffield in 1981. He then underwent surgical training in Birmingham, Derby and Bristol before moving to the University of Louisville in the United States to undertake a research MD. Prof Reed was appointed Dean of BSMS in 2014. During his time as Dean, BSMS has been awarded silver (2018) and gold (2023) in the Athena SWAN scheme.



Teresa Salami–Oru

Teresa brings a wealth of theoretical, operational and lived experience to her work as lead for the East Sussex County Council Creative Health agenda with a focus on the democratising of research methodologies to capture the experiences of seldom seen and heard groups. She is a member of the ESCC EDI Board, Culture East Sussex Board Health, National Centre for Creative Health's Creative Health Champion Network and is the lead for the EDI agenda in Public Health.



Arianne Shahvisi

Arianne Shahvisi is senior lecturer in ethics at Brighton and Sussex Medical School, where her research focusses on gender, race, and migration. She has also written for the Guardian, the London Review of Books, and the Independent. Her first book 'Arguing for a Better World', which shows how philosophy can be used to tackle inequality, was published in 2023.

ⓧ @ArianneShahvisi



Annabel Sowemimo

Dr Annabel Sowemimo is a Consultant in Community Sexual & Reproductive Health in the NHS. Her first book *Divided: Racism, Medicine and Decolonising Healthcare* was published by Profile Books/Wellcome Collection in April 2023 and was shortlisted for the Orwell Prize for political non-fiction. She founded the award-winning charity the Reproductive Justice Initiative, and in 2023, she was awarded the Outstanding achievement award by the BASHH.

ⓧ @sosowemimo



Edmund Tabay

Edmund Tabay trained in the Philippines and started his nursing career in the United Kingdom in 2001, undertaking the Overseas Nursing Programme in Buckinghamshire. He is the first Filipino nurse in the UK to be appointed as Director of Nursing in the NHS. He is a recipient of the Silver Award from the Chief Nursing Officer for England, and included in a list of 75 nurses and midwives who have contributed in a significant way to the health service, compiled by the Nursing Times to celebrate the 75th anniversary of the NHS.



Meet our speakers



Khawla Ahmed

Khawla is a Year 4 medical student at Brighton and Sussex Medical School. She has a special interest in diversifying the medical and clinical field and is happy to seize the opportunity to present her research on the 'BSMS anti-racism curriculum.'



Shabnam Ahmed

Shabnam Ahmed is a social worker and trainer. She has recently been awarded an MBE for her outstanding contribution to the field of social care. She is a member of the Black and Ethnic Minority Professional Symposium, a closed group as part of the British Association of Social Workers, which focuses on promoting anti-racist practice nationally. She led and created an antiracist supervision template, which is very popular and has widely influenced supervision policy and practice across several Local Authorities.



Taimour Ahmed

Taimour Ahmed is a project lead at Taraki, an organisation that works to reshape approaches to mental wellbeing in Punjabi communities. He leads the delivery and growth of their men's peer support training program called 'Cha in the City'. Outside of work he is an avid football fanatic.

✕ @yogabytaimour



Hira Ali

An inspiring leadership development specialist, executive career coach, and acclaimed writer and speaker, Hira's work has been published in The Harvard Business Review, Forbes, Telegraph, B.B.C., Harper's Bazaar, Independent, C.B.C., Huff Post, and Entrepreneur, among hundreds of other print, radio and television outlet. She is also founder of Advancing Your Potential, co-founder of The Grey Area, and champion of inclusive allyship programs and diverse talent management initiatives.

Anusree Biswas Sasidharan

Anusree is a social justice activist, director and co-founder of Bridging Change (a Black racialised minority organisation challenging inequalities in health, social justice and socioeconomic disadvantage). An elected Community Works Black and racialised minority rep and NHS Sussex Assembly representative for voluntary sector for Brighton and Hove, also sitting on the Health inequalities delivery board and Race Board. Her day job is as a safeguarding programme adviser for Local Government and Adult Social Services unit.



Fern Bolwell

Fern is the Learning Lead at Here, a social enterprise which works with NHS Services. She is passionate about justice and fairness in society. Fern is focussed on health inequities within the Sussex MSK Partnership and is an inaugural member of the Kent, Surrey and Sussex Health Equity Fellowship programme.



Denise Borbolla

Dr Denise Borbolla is a Counselling Psychologist with years of experience in the public sector and NHS. Denise's research and clinical interests include the exploration of intersectionality, culture, and well-being. Denise's research shed light on the complex positioning of Filipino nurses navigating the societal expectations of selflessness and sacrifice, alongside the public image of strength.



Heather Bower

Heather Bower is Head of Midwifery Education and Lead Midwife for Education at the Royal College of Midwives. She has worked in midwifery education for over 20 years and was the Lead Midwife for Education (LME) at the University of Greenwich for seven years, and previously LME at Oxford Brookes University for ten years.

✉ @Heather_B@rcm



Meet our speakers



Abdelrhman Darwish

Abdelrhman Darwish is a Second year GP trainee in the Brighton GP training program.



Atiya Gourlay

Atiya leads equality and strategic partnerships at Children's Services for East Sussex County Council. She is particularly excited about championing youth voice and facilitating collaborative commissioning across the public and voluntary sector. Her commitment to race equality continues in her personal life, through her voluntary Trustee roles at Royal Pavilion and Museums Trust, Hummingbird refugee project, Writing our Legacy and a south Asian classical dance company, Amina Khayyam Dance Company.



Brenda Hayanga

Dr Brenda Hayanga: I am a Presidential Fellow based at City, University of London in the Department of Health Services Research and Management. My research examines ethnic inequalities in health. I am interested in how individual-level processes intersect with social, historical and structural processes to shape the health outcomes of minoritised ethnic groups.

ⓧ @BHayanga



Rachel Ibikunle

Rachel Ibikunle is a research midwife with a passion to contribute to research that reduces ethnic health inequalities in maternal outcomes. Her experiences in Nigeria in 2015 sparked a lifelong interest in understanding the complex relationship between racism and health equity. She holds an MSc in Population Health.

Rebecca Irons

Rebecca is a Wellcome Trust Senior Research Fellow at the UCL Institute for Global Health, working on HIV/AIDS, race and ethnicity, reproductive and sexual health, Migration, and NHS Managerialism in Latin America and the UK. She is also currently supporting knowledge exchange for the 'Marginalisation and the Microbe' project at Sussex.

 @RebeccaMIrons



Angela Kibia

Angela Kibia is a Research Assistant at the Institute of Psychology, Psychiatry and Neuroscience at King's College London. Building on her psychology background and working with qualitative methods, Angela's research centres on reducing inequalities for racially and ethnically minoritised groups. Specifically, her research focuses on the lived experiences and support needs of informal carers of people with psychosis from Black racially minoritised communities.



Naabil Khan

Naabil Khan is a Third-year Exeter Medical student. As well as the Founder of the highly acclaimed educational website, Skin For All, Naabil is a Podcast host and Founder of the bimonthly newsletter for students, Future Dr. She is committed to highlighting the importance of representation and diversity in healthcare and medical education.

 naa.n.khan



Sarah Lasoye

Sarah Lasoye is Peace & Security Campaign and Programmes Lead at Medact – a UK public health campaigning organisation. She supports health workers campaigning for change on issues such as the securitisation of health, and the health and humanitarian impacts of arms, global conflict and war. Headshot: attached

 @/Medact



Meet our speakers



Holly Lovell

Holly is a Clinical Research Midwife and one of the members of Guy's and St Thomas' NHS Foundation Trust's Anti-Racism Implementation Advisory Group within the maternity department. Holly is passionate about addressing ethnic inequalities and is currently undertaking an NIHR Doctoral Clinical Academic Research Fellowship aligned with this topic.

✕ @hollyklovell



Ulla McKnight

Dr Ulla McKnight is a Sociologist at the University of Sussex and a Co-I on the AHRC-funded 'Reproductive Borders and Bordering Reproduction: Access to Care for Women from Ethnic Minority and Migrant Groups'. Her talk draws on a Wellcome-funded ethnography entitled: 'Marginalisation & the Microbe' led by Professors Catherine Will (University of Sussex) and Bobbie Farsides (BSMS).



Catherine Miles

AIM ST5. RCP chief registrar for UH Sussex (west) Working on projects within the trust to improve the induction and shadowing process for International medical graduates.



Erica Nelson

Erica Nelson, PhD, is a multidisciplinary researcher at IDS working predominantly on issues of health inequities, accountability processes, health policy and systems research and social participation in health. She has developed learning modules and training on "community engagement and involvement" for the NIHR, and is working with Bridging Change and NHS Sussex on the "Building Back Better from Below" project on racialised food and health inequities in Brighton and Hove.

Maaya Modha-Patel

Maaya Modha-Patel is a Senior Teaching Fellow and Pharmacist, currently teaching medical students at King's College London. From her professional and lived experiences, Maaya is aware of the historical legacy and ongoing problem of ethnic disparities within healthcare and this academic year, she supervised third-year students conducting a Scholarly Project on Anti-Racism and Health.

 @MaayaModha



Rayanna Pereira

Dr Rayanna Pereira graduated in Brazil in 2018 and started work in the NHS in 2019 as a Trust Grade in Salisbury. She is now finishing Internal Medicine Training in Brighton and works on projects to support other International Medical Graduates.



Cecille Quansah

Cecille Quansah, a Black British medical student at King's College London, explores the intersection of race and medicine due to disparities in the presented statistics. As an ethnic minority woman, her background fuels a passion for understanding the intricate dynamics of race in medicine. In her third year, she actively researches structural racism's definitions, ramifications, and its enduring impacts on ethnic minority healthcare



Rachael Rooke

Rachael Rooke joined Manchester Metropolitan University in 2019 and is a senior lecturer teaching across BA, MA, Step-Up and Social Work Degree Apprenticeship Social Work programmes. She has 20 years' experience as a registered social worker and before working as an academic, Rachael was a full-time Approved Mental Health Professional (AMHP), and prior to this, a Care-Coordinator on a Community Mental Team. Rachael remains in AMHP practice alongside working in academia.



Meet our speakers



Michele Salter

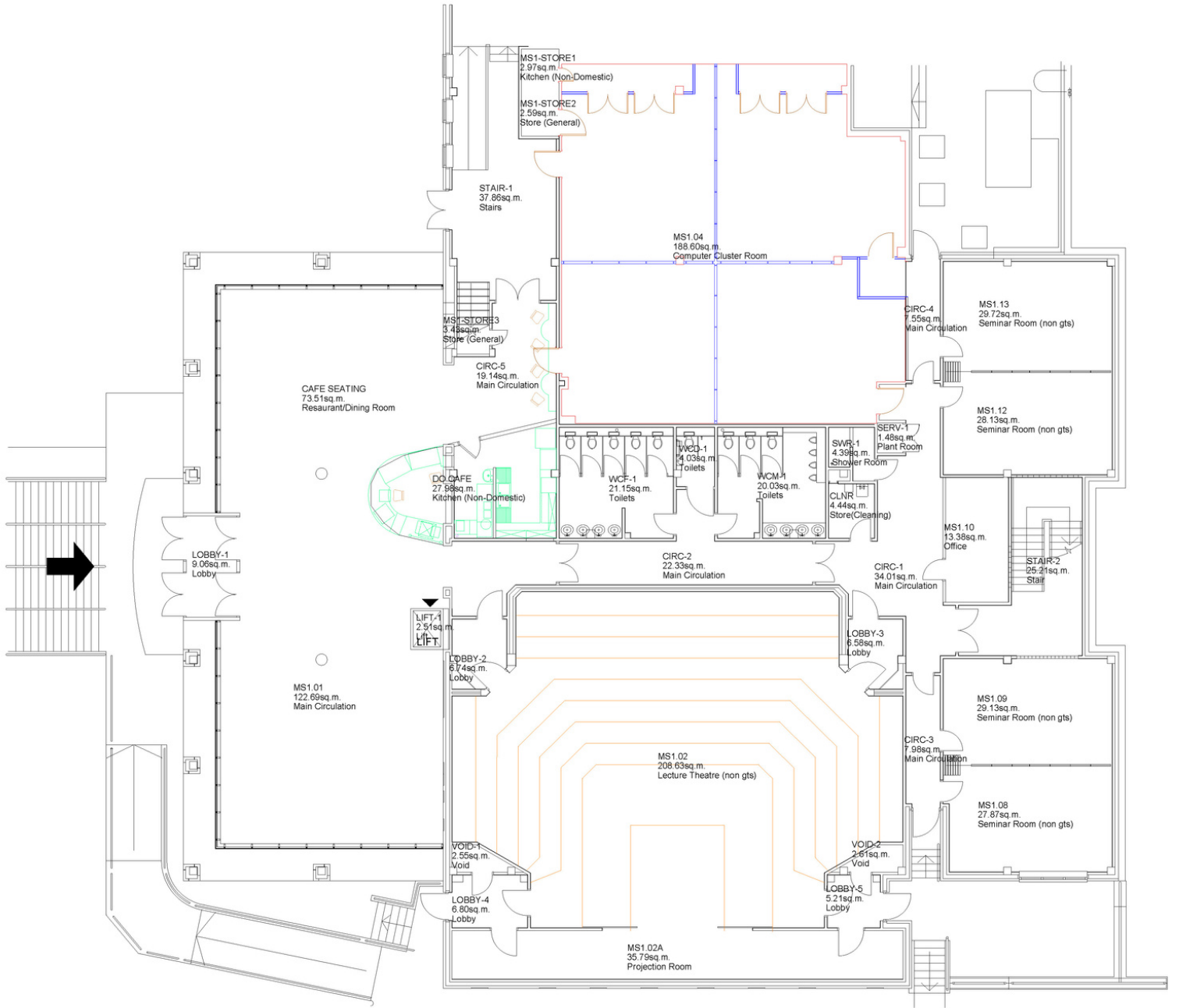
Michele Salter, is Chair, Sickle Cell Society and Treasurer, Association Against Medical Accidents. She uses skills and expertise developed in her 30 year professional career as a NHS finance leader, to support the outstanding achievements of the SCS, delivering positive changes to address health inequalities nationally and internationally.

[in](#) Michele Salter [X](#) @MSalterONeill



Hina Shahid

Hina is a GP in London with a background in public health. She is an undergraduate tutor, postgraduate trainer and a GP Appraiser. She chairs the Muslim Doctors Association & Allied Health Professionals CIC and has an interest in racialised health inequities and cultural diversity in healthcare with a focus on intersectional discrimination and Islamophobia.





Conference wellbeing guide

The team involved in organising today's conference wanted to create a friendly safe space; to promote equality and diversity; and challenge oppression and prejudice. This is an ongoing learning process, so if you have any feedback or suggestions for improvement, please let us know.

To help us achieve this, we also have the following guidance we are asking everyone to follow today:

- Make sure that you are using language that everyone can understand. If you need to use clinical words or an acronym please explain what it means. Please be mindful of asking personal questions unless the person has told you they are happy to share
- There may be some difficult or upsetting content discussed today. Please keep yourself safe and step outside, into the cafe or outside area if you are feeling uncomfortable. If you have any questions or concerns, please do speak to one of our organisers
- Be mindful and respectful during your conversations today. Actively listen and do not speak over others
- We are keen that this is an inclusive safe space for everyone to learn and we want all attendees to have a great day.

Let's get social

Please share your thoughts using our conference hashtag **#ARC24**



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