



Black History Month Celebrations 2019

Hopefully throughout the month of October you were able to attend one of the many Black History Month Events that took place. The London Leadership Academy planned two key events on the 17th October 'Building a More Inclusive London' where **Martin Griffith** Clinical Director for Violence Reduction was interviewed by Anne-Marie Archard, Director of the London Leadership Academy. He shared his personal story which was very inspirational. There then followed an evening event 'The Windrush Generation and the NHS' with **David Olusoga**. Both events were well attended, we are grateful to all our guest speakers and panellists involved on the day. Thank you all those who attended it was a pleasure to welcome you. Here are some Twitter quotes

"Agenda for today's Building Leadership for Inclusion event is so rich!!! Particularly looking forward to Advantage Blindness – Ben Fuchs and a conversation with Martin Griffiths"

"Thanks Mark I enjoyed your session Unpacking Power"

"We cannot begin to address inequity if there is fundamental denial of the lived experience"

"Great to hear from Michelle Martin today at BLFI about her experience with WRES then Samantha Hosten led session on Networks that underscored how this work is best undertaken locally and actively"

"Talking allyship with Black Men LLA and Adeboye Ifeduru, something I am really keen to better support"

"Thank you to all the organisers at LLA. Being around like minded and inspiring people is always a honour"

"Amazing end to the day, hearing directly from David Olusoga about the rich and empowering history of the NHS and our beloved Windrush Generation"

Building a More Inclusive London



The Windrush Generation and the NHS – David Olusoga



Several Black History Month events were organised by NHS Trusts and Organisations across London. These events have been very inspiring and demonstrate the great work taking place across the BAME Networks. I was privileged to attend a few of these events and have received write-ups from BAME Networks that held celebrations.

Camden and Islington NHS Foundation Trust held their Network for Change 3rd Annual Conference on 22nd October 2019 moderated by **Dalwardin Babu**. Speakers included **Dr Navina Evans** (ELFT), **Acosia Nyanin**, Chief Nurse, Sussex Partnership NHS FT who shared her lived experience and Dalwardin Babu (OBE), Non-Executive Director, C&I talked about Gangs, youth violence and the police. Well done Anthony Jemmott and everyone involved.



Dorcas Gwata, opens up the discussion

Central and North West London held an event focussed on youth violence. The event presented findings and recommendations from a recent study on Youth Violence and Exploitation in Black, Asian and Minority Ethnic (BAME) communities.

The study was funded by the Mary Seacole Trust and Health Education England. It found that gender roles can play a big factor, particularly with females sometimes having a larger influence than males. Dorcas, who works within our Child and Adolescent Mental Health Services (CAMHS) said gang members will often ignore health issues because accessing a health centre could mean crossing into rival gang territory.

Joseph Amuah, Senior Gangs Worker, works alongside Dorcas and has worked with IGU for ten years. He said: “Young people involved in these activities can often experience things like post-traumatic stress disorder, anxiety, depression, which can be complicated by substance misuse. Our main focus is working and teaching young people from an early age that there is always a way out.”

Oxleas BME Staff Network Black History Month 2019



The Oxleas BME Staff Network held their annual Black History Month event at the Holiday Inn, Bexley on Thursday 17th October 2019. This year's event, whilst affirming the importance of Black History Month, had an "Asian Twist". The aim was to embrace the diversity of the Network; and to hear about migration from other perspectives.

Staff colleagues, from various countries across the Asian continent, shared their

stories about coming to the UK; and their presentations were honest, insightful and inspiring. The capacity crowd of 80 delegates was moved from tears to laughter and beyond. The Oxleas BME Staff Network thrives because cultural diversity is their strength and the Black History Month event helped:

- to acknowledge the similarities as well as the differences between minority communities
- to strengthen the bond between minority communities.

South London and Maudsley NHS Foundation Trust BME Network organised a wellbeing day which incorporated blood pressure and physical health checks throughout the day followed by a performance from **Roger Samuel**, from the VOICE TV show.

They also arranged a dinner and dance called "Celebration of Black Excellence" which was funded by SLAM Unison. The event was attended by the Director of HR and one of the Trusts NEDs.

Great Ormond Street Hospital the BAME Forum Executive Team hosted a range of events to celebrate Black History Month.

On 1st October, they unveiled a Black History Month display in the hospital main entrance, focussing on black pioneers of medicine and healthcare including Dr Harold Moody and Mary Seacole. The display also featured a section on ‘Remembering the Nurses of Windrush’, with photographs and stories from The Windrush Generation.

On 3rd October, they welcomed historian **Stephen Bourne** to give an illustrated talk on Black Nurses before the NHS and before Windrush. The audience learnt about the life of Princess Tsehai, who was the daughter of Emperor Haile Selassie and trained as a nurse at Great Ormond Street Hospital.



On 31st October, the BAME Forum hosted their very first Annual General Meeting. A packed programme featuring talks from the BAME Forum Executive Team on their achievements since launching last year, personal stories from BAME staff at GOSH, the BAME Staff of the Year Awards ceremony, a session on Cultural Intelligence with Jennifer Izekor (Above Difference Ltd) and a celebrity appearance from **Ade Adepitan MBE**, who shared his inspiring story of overcoming both race and disability discrimination.



University College Hospital BAME Network hosted their Conference on 22nd October. The day was organised and facilitated by Cyn Oji; Staff Networks Development Manager and Bernadette Ryan; Staff Networks Co-ordinator for the Trust, with a vast array of guest speakers including **John Brouder** former Chief Executive of North East London Foundation Trust, he shared his story on improving diversity and inclusivity in the NHS. The Chief Nurse **Flo Panel-Coates** and **Charles House**, The Medical Director for Medicine clinical board and BAME Network Champion were also a part of an open Q&A session which facilitated some eye opening questions and answers. There was also celebrity appearances, **Akala** talked about the importance of Black History Month, **Ashley Walters** shared how her overcome barriers to become a successful actor and **Richard Blackwood** discussed how best to market yourself. All in all, a very inspiring and motivational day.



Imperial College Healthcare celebrated on 16th October, the essence of the day was to celebrate journeys into leadership, barriers and challenges faced by a number of leaders from the BAME background who shared their stories on the day with helpful tips for aspiring leaders. One of the Case Load Midwifery teams participated in a Q and A panel to discuss the benefits of continuity of care model aiming to improve outcomes for women from the BAME background. The chair of Imperial BAME network and BAME representative from communications attended and discussed strategies to improve our WRES data. The day ended celebrating success and presenting 'make a difference' awards to staff who have contributed to outstanding care to our women.

The Royal Marsden Hospital, ran a series of events in celebration of Black History Month, 8th October, a panel shared insights from their career journeys and influence on healthcare. Featuring anti-racist campaigner **Denis Fernando** on the influence of Windrush on Britain's healthcare system. Senior Biomedical Scientist and founder of Lab and Lifestyle blog **Nerteley Quaye. Olanike Adexa**, biomedical scientist, former trustee of Commonwealth Education Council and business founder

16th October an event 'Celebrating Excellence' which featured **Dr Navita Somaiah**, Clinician Scientist at the ICR and The Royal Marsden, **Bellavia Ribeiro-Addy**, Society of Black Lawyers and Award-winning playwright **Ade Solanke**.

The BAME forum also hosted the UK's first all-black female cancer portrait exhibition. It aims to get more black female cancer patients connecting and talking about their cancer experiences, aiding their recovery process.

Royal Free London, to celebrate Black History Month the Royal Free London NHS Foundation Trust held four events at their Barnet Hospital, Chase Farm Hospital, Enfield Civic centre and Royal Free Hospitals. The events aimed to meet the general duty for every public sector employer as outlined in the Equality Act 2010, which is to... Foster good relations between people who share a characteristic and those who don't.



Using the theme, '**Know the past, shape the future**' presentations from Patrick Vernon and Roger Walker were given on the history of Black Britain, which included notable events such as Windrush and the contributions made by BME people to the NHS.

Motivational speakers such as **Dame Elizabeth Anionwu**, **David Sellu** and **Roger Kline** encouraged us to be a part of shaping the future. We were also musically entertained by Jeff Hinds, who played the steel pan and were fed with delicious foods. The events were sponsored by the Royal Free Charity and fully supported by the Senior Executive Team. In total over 300 staff attended, which was a great success and we are already beginning to think about how we can build on this for next years' celebration.

Barts Health held their extravaganza BME Network Black History Month Event on Monday 28th October 2019, at Great Hall, St Bartholomew's Hospital. The aim of the event was to empower BME staff at Barts, celebrate Black History Month, educate staff, managers and Directors about the value in embracing culture, promoting race equity and how this plays out in our Trust. In addition, the NHS Blood Transfusion (NHSBT) had an information stall at the event as the BME staff Network are supportive of increasing the numbers of black donors especially with regards to supplying blood to Sickle Cell patients.



Keynote speakers on the day were Professor Iyiola Solanke, Chair in EU Law and Social Justice, Academic Bencher, John Brouder, Specialist Advisor on Diversity and Inclusion NHSE; Mike Franklin, NED at South London and Maudsley NHS Foundation Trust, Cordelia Johnney, Equality and Diversity Specialist, Stonewater Housing (Reading) and Makala Wellington, Managing Director, Essex Services & IAPT at HPFT.

The event was support by our Trust Executive: with Chairman Ian Peters and CEO Alwen Williams on the programme of events and other members of the Executive group were in attendance. Senior Leaders took part in a panel discussion about issues faced by BME staff in the workplace and members of the BME staff network showcased their staff stories, poetry, cultural dance, music and competitive knowledge of black history. A day of true celebration of black history, culture and promise.

The Tavistock Centre BAME network held their event on 9th October, in which they showed two short films: one based on the Windrush Generation and the other covering Inclusiveness generally. Both films were really well-received and generated significant and thought-provoking audience participation.

“The energy and the atmosphere was something we need more of at the Tavi.”

Then followed by a short play, written by Trish McEvoy, one of the BAME stakeholder managers, and was performed by 5 colleagues. The play showed an excerpt from a mock interview which sought to highlight how unconscious bias and a lack of clear protocols, can play a negative effect within the recruitment process, not just at the Tavistock, but across the NHS generally. The play also provoked an extended audience discussion which touched on many issues relating to how it feels to be different, how people manage difference when interviewing and mostly how NOT to conduct an interview.

“The chairing was done with a skilful light touch and also with real authenticity

It was one of the best, if not the best, event I’ve attended at the Tavi for a very long time.”

Staff in attendance were able to use the space to reflect on and discuss some of the issues black and other ethnic minorities experienced when originally invited to the UK in 1948 as immigrants on Empire Windrush, to fulfil jobs no longer wanted by the local people. Audience discussion featured sentiments on themes of belonging and of a sense of loss, along with the importance of cultural diversity. Special thanks goes to Trish McEvoy and the BAME Network for enabling this event to be successful.

Samantha Hosten

Chair, BME Network of Networks