



The Equality, Diversity and Inclusion Team proudly present

# Black History Month Programme

## at Oxford Health NHS Foundation Trust



### EVENT INFORMATION

- Full details and event information on the following pages.
- All events will take place online on MS Teams.
- All events are open to everyone, everywhere.

### HOW TO TAKE PART

- [Register](#) and attend as many events as you want.
- Take at least one dynamic act to promote race equality.
- Share on social media #OHFTequality



#OHFTequality

**Please note: Some sessions will be recorded for internal purposes and be available for Oxford Health staff to view.**

## Rainbow Cuppa

**Led by Ian Horwood & Andi Davis, LGBT+ Equality Staff Network Co-Chairs, and Special Guest Satvinder Aulak, Chair of the LGBT+ Network at Buckinghamshire Healthcare NHS Trust**

We kick off Black History Month with a special Rainbow Cuppa!

The 11th October is marked every year as 'National Coming Out Day' and falls during Black History Month, so we're bringing Race and LGBT+ equality together for this first time.

Our LGBT+ Equality Network Co-Chairs, Ian and Andi will be joined by Satvinder Aulak, Chair of the LGBTQ + Network at Buckinghamshire Healthcare NHS Trust.

The theme for this special Rainbow Cuppa is to look at the lived realities and experiences of LGBT+ people from diverse ethnic communities.

So, fill your mugs, cups and glasses with your favourite beverage and join us virtually for what promises to be an enlivening and engaging conversation.

**Monday 11th October**

**12.00-12.45pm**

[Click this link to book a place](#)



## United for Inclusion: Being Anti-Racist - Developing confidence in conversations about race

**Presented by Farhana Iqbal, Senior Inclusion and Diversity Consultant, Inclusive Employers**

Being Anti-Racist takes courage and action. It is about visibly challenging discrimination and engaging in conversations that will lead to action and change. While as a society we have been examining and reflecting on our relationship with race and racism, many still do not feel confident enough to engage in this conversation – sometimes through fear of getting it wrong, fear of being judged, or fear of not operating in a safe space.

This webinar will explore some of the challenges faced by employees of all races and ethnicities when talking about race. We will look at some key concepts to help build your confidence to start conversations that can lead to change.

We will explore:

- Why this is relevant to everyone - through data and real-life examples of the barriers faced by Minority Ethnic groups in society.
- What it means to be Anti-racist: how it differs from non-racist and how the concept has helped evolved the conversation around personal accountability.
- Intersectionality: appreciating individual experiences and how different parts of a person's identity play a role in their lived experience.
- Unpicking White Privilege – what it is, how it creates blind spots for White people and barriers for other, and how to use one's privilege to help elevate the voices of Black, Asian and Minority Ethnic people.

**Monday 11th October**

**2.00-3.00pm**

[Click this link to book a place](#)



## 'Tow the Line'

### **Presented by Marjorie H Morgan, Storyteller: Archaeologist of hidden stories**

We all roughly know that this idiom means: *'doing the same thing as everyone else or to follow the rules.'* Most organisational cultures are based on the expectation that people will do as they're told.

Unfortunately, we have taken little time to consider what this type of culture means to Black staff members who experience discrimination? Should they just put with it – be silent and accept it?

Where can or should staff go to have discussions about racist incidents at the hands of colleagues, service users or the public? How much can be put down to 'banter' or brushed off as the 'culture' of the organisation?

Is mental health colour-coded? What if a change is needed to protect the mental health of Black staff members? What is the process?

### **Aims & Objectives**

In this fascinating live debate, we will watch a short film that is based on the real-life experiences of NHS staff. This will be followed by a discussion and Q&A session with invited panelists. We will have the opportunity to reflect and discuss how racism impacts people in different ways. For example, we will look at:

- Eurocentric names linked to career progression
- The history of Black women's hair
- 'Angry Black Woman' trope
- Disciplinary procedures - competency questioned because of culture / colour
- Extra standards / supervision / expectations
- Overt racism from other staff members of clients / patients
- Perceived cultural differences questioned - all due to 'Blackness'
- Equal opportunities or photo opportunities? i.e. the 'face' of the company for advertising, but no other high-profile position
- Generational trauma / PTSD/ Chronic diseases / illnesses e.g. stress, high BP
- Effect of constant microaggressions - when is the correct time to respond?
- Isolation within teams / workplace environment / double-consciousness

**Tuesday 12th October**

**10.00-11.30am**

[Click this link to book a place](#)



## Migration Lullabies

### Presented by Tanveer Siyan, Race Equality Staff Network Member

Tanveer is driven by her personal interest in family histories and has developed this initiative which may help others trace their migration stories too.

Plotting out migration histories with questions about the experiences associated with those migrations, may be a helpful way to structure a dialogue around people's experiences of coming from a minority ethnic background. This could also be used as a tool to support productive conversations around racial inclusion in working with service users and staff from diverse ethnic communities.

In this special event, Tanveer Siyan will be sharing her own migration lullaby to improve understanding of Indian migration to Africa – the sacrifices, challenges and gifts.

Why not take some time out to listen to the awe-inspiring stories and histories of peoples' journeys to the UK?

### Pre-Event Preparation

This is wonderful opportunity to reflect on your own unique and common experiences with others, so if you have a migration story/history that you'd like to share, then we would appreciate it if you did some preparation beforehand so that you're ready to take part at the event.

Preparation could include:

- Drafting a few bullet points to cover the key milestones of your migration story/history
- If possible, show a map of your migration journey
- Pictures/photographs of families, etc.
- Anything that would add something special to the story

If you have any questions, or would like support to prepare, please contact:

[EqalityandInclusion@oxfordhealth.nhs.uk](mailto:EqalityandInclusion@oxfordhealth.nhs.uk)

**Wednesday 13th October**

**11.00am - 12.00pm**

[Click this link to book a place](#)



## Career Development Workshop

**Presented by Samantha Hosten**  
**Equality, Diversity and Inclusion Consultant**  
**Chair, Race Equality Network of Networks**



Samantha has a wealth of knowledge and experience and she will be sharing some of the transformative change programmes she has been leading on in London.

Her event features an eclectic mix of topics covering the formation of BAME Career Action Learning Sets and a summary overview of some of the equalities work taking place in London.

The event seeks to inspire with insights, best practice examples and case studies about what is working effectively and making a difference to the experiences and outcomes of our diverse workforce who work in the NHS.

Samantha's background includes working in the NHS, Local Government and the private sector with over ten years' experience working in Learning and Development. Her involvement in Equality and Diversity began in 2006 where she organised her very first BAME Conference 'Breaking Down the Barriers in Local Government. Currently, she is working with NHS England and Improvement where her role involves working on the Diversity and Inclusion agenda, OD and Learning and Development. She is also Chair of the NHS Race Equality Network of Networks which was launched in March 2019 and is a formation of Network Chairs across NHS Trusts in London. She has designed a series of workshops and Masterclasses specifically aimed at supporting ethnic minority staff to build confidence and enhance career development. She believes in nurturing talent to identify and utilise key attributes in people.

She is also CIPD qualified, an accredited Life Coach and a trained Action Learning Set facilitator.

**Thursday 14th October**

**12.00-1.00pm**

[Click this link to book a place](#)

## Critical Engagement with the Landscape in the Design and Delivery of Allyship Training

**Presented by Dr Thanda Mhlanga (EDI Manager for Workforce) & Laura Davis (EDI Manager for Patients) – Berkshire Healthcare NHS FT**

The recent increase in awareness of the important role that allies play in advancing equality of opportunity makes this event even more poignant and relevant. In this one-of-a-kind workshop, we will be in the capable hands of Thanda and Laura who will take us through the essentials of setting up an Allyship programme.

### **Aims & Objectives**

- To share lived experiences in the design and delivery of Allyship Training.
- To cascade good practice in Allyship Training.
- To raise awareness about the need to understand the role of landscape and audience.
- To take participants on a journey towards designing bold and candid training without alienating key stakeholders.
- To foster a culture of telling the truth with love, grace, humility and civility.
- To build a strategic community of allies that understands the broader organisational strategy.

**Friday 15th October**

**9.30-11.00am**

[Click this link to book a place](#)



## Reducing racial abuse of staff at Prospect Park Hospital using a Quality Improvement approach

**Presented by Berkshire Healthcare NHS FT:**

**Ivy Omari (Modern Matron In-Patient Mental Health, Prospect Park Hospital)**

**Michelle Mbayiwa (Service Manager)**

**Rose Warne (Clinical Director, Prospect Park Hospital)**

**Caroline Attard (Head of Quality Improvement, Berkshire Healthcare Trust)**

**Vicki Charlesworth (Nurse Consultant, Prospect Park Hospital)**

Nobody comes to work to be racially abused, but sadly, this is a lived reality for many staff from diverse ethnic communities working in the NHS.

Like Oxford Health, Berkshire Healthcare Foundation Trust (BHFT) have worked hard to try to address this perennial problem, but their new and radical approach is based on the concern that the approaches that have been used previously have not gone far enough in dealing with this issue.

Colleagues from BHFT will present their Quality Improvement project to reduce incidences of racial abuse that staff experience whilst at work at Prospect Park Hospital, including the rationale for using a Rapid Improvement Event to understand the problem and the outcomes that they want to achieve from the work.

If there was any event that could be made mandatory in the programme, it would be this one, so please don't miss this opportunity to learn about how to improve the workplace experiences for our ethnically diverse staff.

Relevant to all, but particularly to clinical staff, managers and leaders.

**Monday 18th October**

**2.00-3.30pm**

[Click this link to book a place](#)



## The Power of Staff Networks

**Presented by Cherron Inko-Tariah MBE**

**CEO: The Power of Staff Networks**

**Author: The Incredible Power of Staff Networks**

**Founder: National Day for Staff Networks**



Cherron is a former civil servant who has undertaken leadership roles in various policy and strategic positions across Whitehall, including working with Ministers and Permanent Secretaries. In 2012, Cherron took a leap of faith and left the 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.

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 master's 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.

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); Strategic Adviser, BAME Health and Social Care Awards; and Advisory Friend, Institute of Equality and Diversity Professionals.

We have waited a long time to book Cherron; it has not been possible, until now. This is a 'must-attend' opportunity to spend quality time in the company of an internationally recognised and respected thought-leader.

Whatever you do, don't miss this event. Book now!

**Tuesday 19th October**

**10.00-11.30am**

[Click this link to book a place](#)

**THE POWER OF  
STAFF NETWORKS™**

## Inclusive Recruitment

**Presented by Baljit Kaur, Diversity and Inclusion Specialist, Innate Consultancy**

We all want to increase the diversity of our workforce, but do we know 'how' to do this effectively? Would you like to learn about the tried and tested methods of inclusive recruitment? Do you want to know what works? If so, then this workshop is for you.

The event will offer ideas on the practical steps you can take to draw from the widest possible pool of talent and explore the strategies and resources to remove barriers and promote good practice in recruitment.

We will:

- Discuss best practice strategies to attract diverse talent
- Explore key steps for an inclusive recruitment process
- Examine bias in the recruitment process – both personal and systemic

Open to everyone, however, recruitment managers are especially encouraged to attend and benefit from this workshop.

**Wednesday 20th October**

**10.00am-12.00pm**

[Click this link to book a place](#)



**Innate Consultancy**

## Dope Black Dads (DBD)

### Presented by Marvyn Harrison, Founder of Dope Black Dads

Dope Black Dads is a digital safe space for fathers who wish to discuss their experiences of being black, a parent, and masculinity in the modern world.

The aim of Dope Black Dads is to celebrate, heal, inspire and educate black fathers for better outcomes for black families.

They have been hosting regular meet ups for Dads around the world for three years where you can:

- Learn more about Dope Black Dads
- Share your own stories and challenges
- Meet Dads from around the world
- Learn about important things which matter to Black men



The event will be led by Marvyn Harrison, founder of Dope Black Dads and BELOVD, who will cover amongst other things:

- A brief history of Dope Black Dads
- Why it was set up and what does it set out to address
- Success stories and the positive impact Dope Black Dads has had
- Plans for the future
- Q's and A's

We will also be encouraged to look at:

- How Black men are impacted by the services the NHS provides
- What stereotypes/biases do we in the NHS and mental health need to be aware of when providing services to Black men/fathers
- How can we make our NHS/mental health services more responsive and inclusive to Black men/fathers?

The truth of the matter is that we have never had an event like this before, so please make every effort to attend and take advantage of the opportunity to benefit from Marvyn's visionary leadership.

**Thursday 21st October**

**11.00am-12.15pm**

[Click this link to book a place](#)

**DOPE  
BLACK  
DADS**

## Closing Ceremony

### Led by Dr Reena Vohora & Partha Ghosh, Co-Chairs of the Race Equality Staff Network

Join our Race Equality Network Co-Chairs, Reena and Partha to look back at the two-week programme of live events.

We will take time to reflect on the themes, musing on some of the highlights, memorable moments, and key takeaway messages.

We will also make time to think about how to put the learning into practice, make resolutions for the year ahead, and support each other to commit to the noble work of race equality for all.

### Pre-Event Preparation

This is a 30-minute event, so it is advisable to jot down some thoughts, feelings and memories beforehand so that you're ready to talk. We want to ensure everyone has time to share their reflections and resolutions.

**Friday 22nd October**

**12.00-12.30pm**

[Click this link to book a place](#)



For the latest updates, please [click here](#) to access the Black History Month intranet pages.

If you are unable to access the intranet page, please email:

[EqualityandInclusion@oxfordhealth.nhs.uk](mailto:EqualityandInclusion@oxfordhealth.nhs.uk)