



Royal College of Nursing West Midlands

## Report of the 2016 Black History Month celebration & conference



Birmingham and Solihull **NHS**  
Mental Health NHS Foundation Trust

Black Country Partnership **NHS**  
NHS Foundation Trust

Coventry and Warwickshire Partnership **NHS**  
NHS Trust

Dudley and Walsall **NHS**  
Mental Health Partnership NHS Trust



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# Summary



The Royal College of Nursing's Black History Month Celebration and Conference 2016 brought together nearly 100 health care professionals from across the West Midlands for a day of learning, discussion and poetry exploring issues affecting black and minority ethnic (BME) people.



It was held at The Collections Hotel in Birmingham, with the hall laid out in cabaret style to encourage interaction. Exhibition stands showcasing local health care organisations lined two of the walls, and a stage stood at the front, from where a range of speakers addressed delegates throughout the day. Between sessions, local musician Milton Godfrey serenaded delegates with acoustic renditions of African and Caribbean songs.



This year's theme, Shaping Your Future, was explored through wide-ranging presentations from distinguished speakers and through a series of expert-led workshops that took place during the afternoon. These sessions are described in detail later in this report.

One of the key aims of the event was to inspire people to make changes in their work lives to create the future they want to see.

"If we look back at the past, there are famous people like Rosa Parks, Martin Luther King, Barack Obama recently – they're famous people who shaped history for people from a BME background. This event is about how we create our own history here in the West Midlands," said Paul Vaughan, Regional Director for the Royal College of Nursing, one of the organisers of the event.

Facilitator Richard Grant, AKA Dreadlock Alien, former poet laureate of Birmingham, was an unusual and inspiring host. During 'making sense' sessions that interspersed the presentations and workshops, he coached delegates in writing poetry and encouraged them to create their own verses. Delegates willingly embraced the activity, crafting powerful poems around the themes of the day, which they performed to the audience.



Towards the end of the event, Jagtar Singh, Chair of Coventry and Warwickshire Partnership NHS Trust, presented several awards for outstanding service to the BME community. The day was rounded off with an improvised rap by Dreadlock Alien, built upon words that emerged during the conference, elicited from the audience.

Feedback from delegates was warm and enthusiastic, with several people pledging to take some of the ideas back to their workplace.



"I think it's really inspiring. I've actually learnt a lot today," said Diane Phipps, who works in Learning and Development at Birmingham and Solihull Mental Health NHS Foundation Trust. "I personally am going to keep on asking the question, 'Have you thought about culture? Have you thought about the values?' and so on. If anything could be changed for me, it's about leadership being really inclusive, from the bottom up, not just from the top down."

"I thought it was excellent," agreed Bev Baker, Matron at the Heart of England NHS Foundation Trust. "I've learnt a lot about uncomfortable conversations, like crucial conversations, and how to have empathy for somebody else when you know that they're feeling probably a little bit vulnerable themselves. It's just about learning a little bit about yourself, and how to deal with situations slightly differently."

For Carol Wilson, Head of Spiritual Care for Birmingham and Solihull Mental Health NHS Foundation Trust, the programme was a motivator, prompting her to reflect on how she can help shape the future.

"Today's been very good. It's been challenging," she said. "I haven't agreed with everything I've heard, but for me that's actually quite a creative thing, because it forces me to think, well, if I don't agree with that, then what do I think?"

"I think it's brilliant, absolutely brilliant," was the verdict of Melanie Stephens, IV Lead and Trainee Advanced Nurse Practitioner at Sandwell and West Birmingham Hospitals NHS Trust. "I'm going to be leaving here today buzzing with all the information that I've learnt today."

Keynote speaker Tracie Jolliff, Head of Inclusion and Systems Leadership at the NHS Leadership Academy, was hopeful that the conference would help shape a better future for BME nurses and society in general.

"I feel the value of events like today are multiple," she said. "I think there's something about people going away and recognising that they're not on their own, that their struggle isn't just owned by them, and realising that there are things happening that are going to create that change."





# Programme



## Presentation: Black Studies

Dr Kehinde Andrews, Associate Professor in Sociology, Birmingham City University

After a welcome from Paul Vaughan and Jagtar Singh, Dr Kehinde Andrews took to the stage, to talk about the UK's first Black Studies degree programme, at Birmingham City University. Dr Andrews made a passionate case for studying this interdisciplinary subject, which focuses on the experiences, perspectives and contributions of people from the African diaspora.

He pointed to the attainment gap between white and black students at British universities, and stressed the need for diversity in what is taught, as well as in the student body. By changing education, through the introduction of courses such as the Black Studies degree, society can also be transformed, Dr Andrews said.

## Making Sense: Dreadlock Alien

During the first 'making sense' session of the day, Dreadlock Alien gave delegates a crash course in writing poetry. He asked them to think of some key words from the presentation they had just heard, identify rhymes, and put it all together in a verse. His enthusiasm was infectious and the delegates took to the task with gusto. The poetry that resulted was read out to the hall by its creators.

Here is a small sample. See Appendix 1 for more.

- *We used to be isolated, now we're liberated. In unity we now have opportunity.*

- *Life as a student is pretty demanding. All they need is more understanding.*
- *People, get an education for your validation. Put it out to the communities for dynamic opportunities. Look after your health and strive for wealth.*
- *If universities are full of intellectuals, for black communities, they are ineffectual.*
- *Graduated from university, experienced adversity. Is it because I'm me, or BME?*

## Presentation: You Reap What You Sow

Tracie Jolliff, Head of Inclusion and Systems Leadership, NHS Leadership Academy

In the second presentation, Tracie Jolliff set out how the NHS Leadership Academy is seeking to progress racial equality in the NHS. She shared the Academy's three strategic aims: to raise the level of aspiration on inclusion, to quicken the pace of change towards inclusion, and to ensure that leadership is equipped to leave an ever increasing and sustainable legacy of inclusion.

She suggested four ways to "sow new seeds for racial equality to flourish": acknowledge differing racial realities, create a system in which leadership owns the responsibility for making change, develop an intentional strategic and system-wide plan for change, and implement leadership development that addresses the harm caused by racialisation.



Her presentation ended with a video of the equality and education campaigner Malala Yousafzai speaking at the United Nations, to highlight the power of vision and visionaries.

### **Making Sense: Dreadlock Alien**

Dreadlock Alien facilitated another session of poetry composition and performance, inspired by Tracie Jolliff's presentation on transforming leadership for greater equality. As before, participation was wholehearted. All the contributions can be found in Appendix 1. Here is a sample.

- *Listening to his fables may not bring her to the right table. Beauty is not our duty; being smart should be our art.*
- *From surviving to thriving, from bottom of the ladder, aspire for higher. If you give us a chance, we are more than able to add to the menu and be on the table.*
- *To understand all identity, we need to think of strategy. We need to change our mentality to embrace our commonality.*
- *If we are to aspire to reach the top of the tower, we need to recognise our own diverse power. Discomfort and hierarchy has created an illusion. Our own aspirations and leadership together will create real inclusion.*

### **Presentation: Cultural Ambassador programme**

Paul Vaughan, Regional Director, Jane Paterson, Senior RCN Officer, and Bruno Daniel, Senior RCN Officer, Royal College of Nursing

Paul Vaughan, Jane Paterson and Bruno Daniel outlined the aims and impact of the RCN's award-winning Cultural Ambassador programme. Explaining the motivation for the scheme, they told delegates that although BME nurses make up 19% of the nursing workforce, they accounted for more than 25% of disciplinary cases in England in 2013. In some organisations that percentage rose to 50%.

The Cultural Ambassador Programme was created to address this imbalance and help ensure fair treatment for all. In 2014 the RCN in the West Midlands teamed up with Birmingham and Solihull Mental Health NHS Foundation Trust to recruit senior BME nurses as cultural ambassadors. After training, they were assigned to investigation teams and panels considering disciplinary allegations against BME staff.

The impact of this programme has now been evaluated and the three presenters shared the results. The presence of a cultural ambassador in an organisation led to fewer disciplinary cases among BME staff, more staff confidence in the formal processes, and positive changes to disciplinary panel members' behaviour. There was also a reduction in employee sickness.



## Workshops: Meet the Experts

The first part of the afternoon was dedicated to a series of table-top workshops, led by 15 experts, all of whom had made a pitch for participants before the lunch break. After hearing these pitches, delegates signed up to attend three of the workshops, lasting 25 minutes each.

The topics under discussion ranged from value-based and cultural-based leadership, to staff engagement and organisational change, to inequalities in mental health and among BME patients. The experts leading the sessions explored such questions as: Where are we now? What could be better? And how do we get there? A full list of topics and workshop leaders can be found in Appendix 2.

At the end of the three 25-minute sessions, a short summary of each table's discussions was presented to the audience, in the third and final 'making sense' session – this time in prose, not poetry.



## Presentation: Crucial conversations

Wendy Irwin, Diversity & Equalities Lead,  
Royal College of Nursing

The next presentation came from Wendy Irwin, who outlined the importance of 'crucial conversations' – talking about difficult issues, such as discrimination, in ways that lead to positive change.

After discussing workplace culture and how it can be identified and shaped to bring about change, she showed delegates how questions about problems can be successfully reframed as questions about outcomes, finally providing a step-by-step guide to holding 'crucial conversations'.

## Awards for Outstanding Services to the BME community

Presented by Jagtar Singh, Chair,  
Coventry & Warwickshire Partnership  
NHS Trust

The following people were presented with Awards for Outstanding Services to the BME community, collecting engraved glass trophies from Jagtar Singh.

- Dr Amitav Narula, Dudley and Walsall Mental Health NHS Trust
- Godwill Tsvamuno, Black Country Partnership NHS Foundation Trust
- Christine Miller, Coventry and Warwickshire Partnership NHS Trust
- Dawn Sutherland, Birmingham and Solihull Mental Health NHS Foundation Trust
- Jane Paterson, Senior RCN Officer



### Summing up the day: Dreadlock Alien

In the final interactive session of the day, Dreadlock Alien asked the audience to think of some key words that described the event and the topics discussed. He then improvised and performed this poem, using those words as prompts.

*Dreadlock Alien's on the mic and you know what I mean. Black History Month RCN 2016. See, when it comes to conferences, there's no hesitation. Today we had what was called a crucial conversation. The pace was slow, then the pace was quick. Like dynamite we blew it up, because it was dynamic. See, five hours listening to words, it kind of got tiring, but not one of those words wasn't even inspiring. See, out there in the world, people are suffering a delusion, but here we talked about how to make it some inclusion. All together as nurses, we get protective. We'll move as one voice, one united collective. Rhymes for you, rhymes for me, that's about energy. I want to hear poetry for all past glories, all traditions have written down their stories. Poetry for you, poetry for me – Black History Month is all about equality.*





# Appendix 1: Delegate poetry

## Session 1: Inspired by Black Studies presentation

*Bringing together the community to create a greater understanding about immunity.*

*We used to be isolated, now we're liberated. In unity we now have opportunity.*

*Life as a student is pretty demanding. All they need is more understanding.*

*BCU student participation aims to lead to community liberation.*

*People, get an education for your validation. Put it out to the communities for dynamic opportunities. Look after your health and strive for wealth.*

*If universities are full of intellectuals, for black communities, they are ineffectual.*

*Graduated from university, experienced adversity. Is it because I'm me, or BME?*

*Is it a dream for these black studies, but without it, we will lose our buddies?*

*We need to know our ancestry to shape the world's history, and help the police to release their minds.*

*If you want to be my buddy, you'd better get with black study, boom!*

*Lack of resources can lead to divorces. Within our community there is no immunity. Without no biology, there is no sociology.*

*I didn't know anything about culture until one day I met the vulture.*

*We sat down here writing verses for the RCN and all these great nurses.*

*Universities need diversity because studying is worrying. They need to be engaging and including.*

*Progression or regression, will it ever change? Unconventional but intentional, we need to rearrange.*

*Generalisation leads to a negative nation, causing you to have mind deprivation.*

*The historical rhetorical is here to motivate the candidate on the way to liberation, and maximise education with determination, and bring transformation.*

*Using our resources to prevent more divorces, engaging the community to bring about unity.*

## Session 1: Inspired by Reap What You Sow presentation

*My story: my grandmother's name is Asha and my name is Lara. I come from Nigeria. That's the Sahara. Because it's my story, I am not alone in the struggle. I need new consent to represent. I struggle the struggle with Malala's story, behave and be brave.*

*Inclusion is not an illusion. It's a reality for parity. Sow that inclusion seed, water it, nurture its growth, transplant it everywhere. Diversity in organisations, in universities. It's perennial. It will grow stronger every year; it will flower; it will bear new fruit.*



*It's not about whiteness or blackness. It's about inclusion not exclusion. Not forgetting the struggle, we go from surviving to thriving, making allies between health and education. So, let's stand up and not ask for it, but demand equality.*

*Quicken the pace, quicken the pace, sowing the seed of the leadership race. Quicken the pace, quicken the pace, to achieve the golden harvest of an everlasting change of the leadership race.*

*The systems of oppression are leading us to the depths of depression, unless we sow and nurture the seeds with a purpose.*

*Listening to his fables may not bring her to the right table. Beauty is not our duty; being smart should be our art.*

*From surviving to thriving, from bottom of the ladder, aspire for higher. If you give us a chance, we are more than able to add to the menu and be on the table.*

*To understand all identity, we need to think of strategy. We need to change our mentality to embrace our commonality.*

*If we are to aspire to reach the top of the tower, we need to recognise our own diverse power. Discomfort and hierarchy has created an illusion. Our own aspirations and leadership together will create real inclusion.*

*I'm sitting at the table waiting for my cake. I look around and find my menu. My heart begins to break. My name is on the menu, my struggle has begun. I'm striving to survive, put my colour to one side. We are putting down the ladder so as one we all can climb, break through that concrete ceiling and create a solid floor. We're striving to survive, put our colour to one side.*

*Let's collectively build a house, a house of hope, with a strong foundation for an inclusive nation. Let's construct a legacy of ladders from an open floor to an open ceiling, where we can... lift and climb. Climb and lift. Lift and climb. Climb and lift. Lift and climb. Climb and lift.*

*We cannot categorise layers because we've learned it will destroy us. The food for our spirit must be nutritious. To recognise our differences are delicious.*

*His story is my story. I am a woman; I bear more than you assume from the colour of my skin. His story is my story. They say, without a struggle, there's no progress, but why should I struggle to progress? His story is my story. God's creation, from the womb it began, a young girl striving to achieve the best she can. His story is my story. Her story is not where it ends. Her trials and tribulations will shape her path, even though it bends.*

*To get a cake, you need to bake. Use your history as a key ingredient to roll out the mystery. My history shouldn't be a mystery. Like my face, it does not define my race.*



*Leadership, quality, education is a feminist theory...work with it. Work with it. The actual deed is to plant the seed to eliminate the weed, in order to succeed...work with it. Work with it.*

*Inclusion is fusion of quality and equality.*

*Shifting the paradigm is what we need, underpinned by system change. Action and not reaction, and sustained scrutiny, or there will be mutiny. It's time to stand and be counted. It's time for a new thing.*

*If you want to change culture in the NHS, we need to sow inclusive forward-thinking leaders for the NHS to grow.*





## Appendix 2: Workshop topics and experts

No	Topic	Expert
1	Value based leadership	Jo Simpson, Keynote Speaker, Executive Leadership Coach, Facilitator and Author
2	Inclusivity	Lucille Legiewicz, Business Transformation Programme Manager & National Lead for Return to Practice, Health Education England, West Midlands
3	Leadership	Joel Graham Blake OBE
4	Legal issues in employment	Afshin Bemani, Legal Officer, Royal College of Nursing
5	Making organisational change a positive experience	Chris Berry, Director of Human Resources, Birmingham and Solihull Mental Health NHS Foundation Trust
6	Staff engagement	John Travers, Staff Engagement Lead, Birmingham and Solihull Mental Health NHS Foundation Trust
7	Emotional resilience and self-care	Gary Roberts, Consultant Lead Psychologist, Birmingham and Solihull Mental Health NHS Foundation Trust
8	Analysing (and promoting) good practice	Helen Billings, Organisational Development Consultant, Birmingham and Solihull Mental Health NHS Foundation Trust
9	Managing multiple oppression	Haider Al Delfi, Head of Governance Intelligence and the Chair of the LGBT+ Network, Birmingham and Solihull Mental Health NHS Foundation Trust
10	Cultural-based leadership	Geraldine Cunningham, Associate Director for Culture Change, Barts Health NHS Trust
11	Quality – do we deliver to BME patients?	Ofray Muflihi, Deputy Head of Quality Governance, Worcestershire Health and Care NHS Trust
12	Intentionality and grace in speaking power to truth	Wendy Irwin, Diversity and Equalities Lead, Royal College of Nursing
13	Parity of esteem	Mohamed Jogi, National Programme Manager, NHS Employers
14	Mental Health: What are the inequalities?	Professor Swaran Singh, Head of Mental Health and Wellbeing Deputy Head, Division of Health Sciences, University of Warwick
15	The influence of patients on policy decision	Lakhvir Rellon, Head of Community Engagement, Birmingham and Solihull Mental Health NHS Foundation Trust



# Appendix 3: Social media activity



## #RCNMeritBHM2016

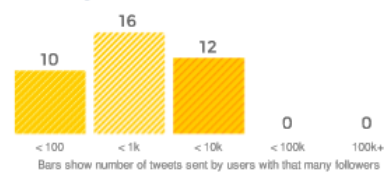
### ESTIMATED REACH

14,047

ACCOUNTS REACHED

### EXPOSURE

33,569 IMPRESSIONS

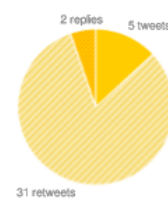


### ACTIVITY

38  
TWEETS

16  
CONTRIBUTORS




5  
DAYS



### TOP CONTRIBUTORS

13.6k IMPRESSIONS	 @jagtarbasi
15 RETWEETS	 @jagtarbasi
22 MENTIONS	 @jagtarbasi

### MOST RETWEETED TWEETS

5	 Jagtar singh @jagtarbasi @OrahMufahi @TracieJolliff @theRCN @PaulNVaughan #RCNMeritBHM2016 @theRCN Wendy Irwin crucial conversations <a href="https://t.co/Xn156KH4uK">https://t.co/Xn156KH4uK</a>
3	 Jagtar singh @jagtarbasi @OrahMufahi @TracieJolliff @theRCN @PaulNVaughan #RCNMeritBHM2016 a great quote to use from today <a href="https://t.co/u1esg2ZmxM">https://t.co/u1esg2ZmxM</a>
3	 Tracie Jolliff @TracieJolliff @PaulNVaughan "doing nothing is not an option regarding BME equality" #rcnmeritbhm2016 @NHSLeadership



## CONTRIBUTORS

	Tweets	RTs	Impressions
jagtarbasi	10	15	13.6k
WistfulCass	1	0	7.9k
TracieJoliff	6	3	6k
UKCoachleader	1	0	2.1k
GLIPH LG	1	0	797
OfrahMufahi	1	0	685
Michael_Pantlin	1	0	480
BubblyNas	3	9	477
joycefletcher18	1	0	474
3minstosunrise	4	1	308
MERITvanguardwm	1	2	280
CWPT_InvolveMe	1	0	271
gerald134	1	0	125
lesleyfaux	2	0	46
HeidiPortrey	1	0	40
MenassieSiraK	3	0	0

## TWEETS TIMELINE

Oct 18, 2016 at 10:01am UTC

Cass Blakeman @WistfulCass  
#AntiSlaveryDay falls within #BlackHistoryMonth @TracieJoliff ~  
"History of Black People is the History of Human Race" at  
#RCNMeritBHM2016

Oct 18, 2016 at 12:00am UTC

Menassie @MenassieSiraK  
RT @jagtarbasi: @OfrahMufahi @TracieJoliff @theRCN  
@PaulNVaughan #RCNMeritBHM2016 @theRCN Wendy Irwin  
crucial conversations <https://t.co/...>

Menassie @MenassieSiraK  
RT @3minstosunrise: @theRCN congratulations to Jane Paterson on  
her well-deserved award #RCNMeritBHM2016 <https://t.co/FrIPqa6cpR>

Menassie @MenassieSiraK  
RT @TracieJoliff: @PaulNVaughan "doing nothing is not an option  
regarding BME equality" #rcnmeritbhm2016 @NHSLeadership

Oct 17, 2016 at 12:00am UTC

Geraldine Cunningham @gerald134  
RT @TracieJoliff: @PaulNVaughan "doing nothing is not an option  
regarding BME equality" #rcnmeritbhm2016 @NHSLeadership

Beverley Powell @UKCoachleader  
RT @jagtarbasi: @OfrahMufahi @TracieJoliff @theRCN  
@PaulNVaughan #RCNMeritBHM2016 a great quote to use from  
today <https://t.co/u1ssg2ZmxM>

Jagtar Singh @jagtarbasi  
RT @MERITvanguardwm: The day finishes with awards being given  
to BME inclusion champions #RCNMeritBHM2016  
<https://t.co/3IA6dhfETu>

Oct 16, 2016 at 12:00am UTC

Michael Pantlin @Michael\_Pantlin  
RT @BubblyNas: Coming away with a tool from the expert  
@gerald134 TY #RCNMeritBHM2016 #rcn <https://t.co/bdKZbedVIT>

Mental Health @CWPT\_InvolveMe  
RT @jagtarbasi: #rcnmeritbhm2016 follow the new hash tag this is  
ours no one can pinch it @rogerkline @CWPT\_RanoBains  
@TracieJoliff @mojo1...




Heidi @HeidiPortrey  
RT @MERITvanguardwm: Excellence is when patients don't want to  
go home! #RCNMeritBHM2016 <https://t.co/EeK6Vcgcmz>

3minstosunrise @3minstosunrise  
RT @jagtarbasi: @OfrahMufahi @TracieJoliff @theRCN  
@PaulNVaughan #RCNMeritBHM2016 a great quote to use from  
today <https://t.co/u1ssg2ZmxM>











Tracie Joliff @TracieJoliff  
RT @jagtarbasi: @rogerkline @CWPT\_RanoBains @TracieJoliff  
@mojo11273 #rcnmeritbhm2016 as a E&D champion do you agitate  
or promote

Tracie Joliff @TracieJoliff  
RT @jagtarbasi: #rcnmeritbhm2016 follow the new hash tag this is  
ours no one can pinch it @rogerkline @CWPT\_RanoBains  
@TracieJoliff @mojo1...



- 
 Tracie Jolliff @TracieJolliff  
 RT @jagtarbasi: @OfrAhMufahi @TracieJolliff @theRCN  
 @PaulNVaughan #RCNMeritBHM2016 a great quote to use from  
 today <https://t.co/ulsg2ZmxM>
- 
 Tracie Jolliff @TracieJolliff  
 RT @jagtarbasi: @OfrAhMufahi @TracieJolliff @theRCN  
 @PaulNVaughan #RCNMeritBHM2016 what a great day now closing  
<https://t.co/FnSAYwSM3h>
- 
 Tracie Jolliff @TracieJolliff  
 RT @jagtarbasi: @OfrAhMufahi @TracieJolliff @theRCN  
 @PaulNVaughan #RCNMeritBHM2016 @theRCN Wendy Irwin  
 crucial conversations <https://t.co/...>
- 
 Tracie Jolliff @TracieJolliff  
 RT @jagtarbasi: @OfrAhMufahi @TracieJolliff @theRCN  
 @PaulNVaughan #RCNMeritBHM2016 Wendy I CAN Do Model  
 @RCNconnects @RCNStudents <https://t.co/...>


 Oct 15, 2016 at 12:00am UTC

- 
 HLG SIG @CILIPHILG  
 RT @TracieJolliff: @PaulNVaughan "doing nothing is not an option  
 regarding BME equality" #rcnmeritbhm2016 @NHSLeadership
- Hellomynamels Joyce @joycelletcher18  
 RT @jagtarbasi: @OfrAhMufahi @TracieJolliff @theRCN  
 @PaulNVaughan #RCNMeritBHM2016 @theRCN Wendy Irwin  
 crucial conversations <https://t.co/...>
- 
 3minstosunrise @3minstosunrise  
 RT @jagtarbasi: @OfrAhMufahi @TracieJolliff @theRCN  
 @PaulNVaughan #RCNMeritBHM2016 @theRCN Wendy Irwin  
 crucial conversations <https://t.co/...>
- 
 3minstosunrise @3minstosunrise  
 RT @BubblyNas: Cultural Awards #RCNMeritBHM2016 @jagtarbasi  
 #rcn <https://t.co/FEz4Nryol9>
- 
 3minstosunrise @3minstosunrise  
 RT @BubblyNas: Cultural Awards well done Jane  
 #RCNMeritBHM2016 @PaulNVaughan @jagtarbasi  
<https://t.co/59daVLNka>
- 
 Jagtar singh @jagtarbasi  
 RT @jagtarbasi: @OfrAhMufahi @TracieJolliff @theRCN  
 @PaulNVaughan #RCNMeritBHM2016 @theRCN Wendy Irwin  
 crucial conversations <https://t.co/...>
- 
 Jagtar singh @jagtarbasi  
 RT @BubblyNas: #dreadlockalien fantastic facilitator  
 #RCNMeritBHM2016 #rcn [twitter.com/jagtarbasi/status/791111111111111111](https://twitter.com/jagtarbasi/status/791111111111111111)
- 
 Jagtar singh @jagtarbasi  
 RT @jagtarbasi: @OfrAhMufahi @TracieJolliff @theRCN  
 @PaulNVaughan #RCNMeritBHM2016 Wendy I CAN Do Model  
 @RCNconnects @RCNStudents <https://t.co/...>
- 
 Jagtar singh @jagtarbasi  
 RT @BubblyNas: Cultural Awards #RCNMeritBHM2016 @jagtarbasi  
 #rcn <https://t.co/FEz4Nryol9>
- 
 Jagtar singh @jagtarbasi  
 RT @BubblyNas: Cultural Awards #RCNMeritBHM2016 #rcn  
 @jagtarbasi <https://t.co/Mp7rkMsID>
- 
 Jagtar singh @jagtarbasi  
 RT @BubblyNas: Cultural Awards well done Jane  
 #RCNMeritBHM2016 @PaulNVaughan @jagtarbasi  
<https://t.co/59daVLNka>

Nas Rafiq @BubblyNas



Cultural Awards well done Jane #RCNMeritBHM2016  
 @PaulNVaughan @jagtarbasi <https://t.co/j59deVLNKa>

Nas Rafiq @BubblyNas  
 Cultural Awards #RCNMeritBHM2016 #rcn @jagtarbasi  
<https://t.co/Mp7rkMsID>

Lesley Faux @lesleyfaux  
 RT @jagtarbasi: @OfrahMufiahi @TracieJoliff @theRCN  
 @PaulNVaughan #RCNMeritBHM2016 Wendy I CAN Do Model  
 @RCNconnects @RCNStudents <https://t.co/...>

Lesley Faux @lesleyfaux  
 RT @BubblyNas: #dreadlockalien fantastic facilitator  
 #RCNMeritBHM2016 #rcn [twitter.com/jagtarbasi/sta...](https://twitter.com/jagtarbasi/status/791111111)



Jagtar Singh @jagtarbasi  
 @OfrahMufiahi @TracieJoliff @theRCN @PaulNVaughan  
 #RCNMeritBHM2016 Wendy I CAN Do Model @RCNconnects  
 @RCNStudents <https://t.co/OeSX0UTHU>



Jagtar Singh @jagtarbasi  
 RT @BubblyNas: Great to meet @h\_aldeh and looking forward to  
 master class #RCNMeritBHM2016 #rcn <https://t.co/AwdkNW4f1m>



Jagtar Singh @jagtarbasi  
 @OfrahMufiahi @TracieJoliff @theRCN @PaulNVaughan  
 #RCNMeritBHM2016 @theRCN Wendy Irwin crucial conversations  
<https://t.co/Xn156KH4uK>



MERIT Vanguard @MERITvanguardwm  
 Participants tackle the issues faced by those who speak out about  
 oppression, it must be a top-down inspired value...  
[twitter.com/web/status/7...](https://twitter.com/web/status/791111111)

Nas Rafiq @BubblyNas  
 Coming away with a tool from the expert @gerald1134 TY  
 #RCNMeritBHM2016 #rcn <https://t.co/txKZbedVIT>

ofrahmufiahi @OfrahMufiahi  
 RT @msstephens78: #rcnmeritbhm2016 really loving the conference.  
 Making me really think!

● Oct 14, 2016 at 2:15pm UTC



# Appendix 4: Evaluation summary



Session	Presenter(s)	Score					No not scored	Average score
		1	2	3	4	5		
<b>Welcome</b>	Paul Vaughan Jagtar Singh	0 0	0 0	2 6	13 52	33 165	7	4.6
<b>Black studies</b>	Dr Kehinde Andrews	1 0	0 0	4 12	15 60	25 125	7	4.3
<b>Making sense (1)</b>	Dreadlock Alien	0 0	0 0	3 9	7 21	45 225	1	4.7
<b>You reap what you sow</b>	Tracie Jolliff	0 0	0 0	1 3	9 36	44 220	1	4.7
<b>Making sense (2)</b>	Dreadlock Alien	0 0	0 0	2 6	10 40	40 200	3	4.7
<b>Cultural Ambassadors</b>	Paul Vaughan Jane Paterson Bruno Daniel	0 0	0 0	5 15	15 60	34 170	1	4.5
<b>Expert bids</b>	Experts	0 0	0 0	7 21	21 84	20 100	5	4.2
<b>Meet the experts</b>		0 0	0 0	3 9	13 52	33 175	4	4.6
<b>Making sense (3)</b>	Dreadlock Alien	0 0	0 0	3 9	12 48	36 180	4	4.5
<b>Crucial conversations</b>	Wendy Irwin	0 0	0 0	2 6	13 52	37 185	3	4.7
<b>Awards ceremony</b>		0 0	0 0	4 12	13 52	38 190	0	4.6
<b>Evaluation of the day</b>	Jagtar Singh	0 0	0 0	6 18	13 52	36 180	0	4.5
<b>Summing up the day</b>	Dreadlock Alien	0 0	0 0	3 9	4 16	46 230	2	4.8
<b>Exhibitions</b>		0 0	0 0	9 27	10 40	33 165	2	4.4



Session	Presenter(s)	Comments
<b>Registration</b>	Admin team	Nice to have a smile when on walking in; Overall brilliant; I enjoyed the conference; Well-presented and inspiring; More positives should be drawn on; Smooth flow; Very friendly and welcoming tea; Quick registration; Well-organised; Good; Late registration; Straightforward; Perfect; Excellent; Very welcoming staff; So friendly.
<b>Welcome</b>	Paul Vaughan Jagtar Singh	Paul Vaughan – very appreciable and real; Welcoming; Good; Made very welcome; Perfect; 5* excellent; Excellent; So warm – thank you.
<b>Black studies</b>	Dr Kehinde Andrews	Didn't like approach and felt uncomfortable; Very good; A little fast – but again passionate and enlightening; Very interesting and most importantly – very informative; Brilliant; More info on where Black studies can lead to in the long run. Career path after degree level; Interesting but keen to know what career options come out of this degree; Well done; Excellent; Very informative; Excellent presentation; Educative; Excellent; Not the police – really? Racism is black and white – really? 'We'/'You' – Why not us?; Needs to slow down when talking and speak up – what I heard was useful.
<b>Making sense (1)</b>	Dreadlock Alien	He was brilliant – want him back next year; Thought-provoking rhyming challenge – fun; Very cheerful guy – keeps the fun level up; Good audience interaction – fun; Highlight of the conference; Excellent; Very interesting, made all creative, focused entertaining and engaging; Love the facilitation.
<b>You reap what you sow</b>	Tracie Jolliff	Very good and spoke from the heart; Profound, inspirational and intellectually top notch (10); Brilliant; A fantastic, measured and passionately delivered presentation – thank you; Love the take on society today and the need for change; Brilliant, very interesting; Very insightful; Very inspiring; Excellent – thought-provoking; Excellent; Excellent – good messages particularly about being on the menu and not at the table; Interesting facts and figures; Inspirational talk; Excellent; Very interesting and educative; Amazing – Gold Star; Excellent; Inspirational; Very touched – some facts broke heart; Inspirational; Amazing.
<b>Making sense (2)</b>	Dreadlock Alien	Brilliant; Got a bit tedious after a while; Great fun – really energised everyone; Excellent host; Funny, very key speaker; Great poem challenge followed on well from Tracie Jolliff's presentation; Fantastic; Excellent; Good audience interaction – fun; Enjoyable; Excellent.
<b>Cultural Ambassadors</b>	Paul Vaughan Jane Paterson Bruno Daniel	Excellent project – what about other Trusts?; More info on how to access the role; Excellent; We still have a lot to do with this programme; The thank you was a nice touch; Eye opening and clearly presented; Keep the good work going – well done; Did not fully see the impact of the programme; Excellent; Have an interest but sadly using grades it's B7s; It would have been informative to hear from some of the CAs in the room; Very interesting presentation; Great work – Thanks for all you do. Don't give up please; Excellent; Inspiring.
<b>Expert bids</b>	Experts	Good idea – could make experts despondent if no expressions of interest; Not particularly necessary but was nice to hear; This was a novel way to introduce ideas for a change from some of the not the usual associated industry; Good having a synopsis of workshops before deciding which one to attend; Good; The scribes not enough for all the experts; Excellent; Excellent.
<b>Meet the experts</b>		Helpful discussions; The law one was not too good; good group interaction; really good; Very knowledgeable and engaging; Very informative; Good; Very good to have the opportunity to interact; Good thoughts emerging – look forward to the masterclasses; Gold stars; Excellent; Would have been good to spend more time with more of the experts
<b>Making sense (3)</b>	Dreadlock Alien	Excellent; Brilliant; Very entertaining; Poem about 'Colour' was well presented; Excellent; Nice; 5-star; Excellent.

<b>Crucial conversations</b>	Wendy Irwin	Good; Very good; Reminds us that we can all enhance our individual skills by empathising with the opposition; Felt empowered following this session; Very inspiring; Excellent; Very good – but over-ran and perhaps lost interest. Good messages though and things to think about; Very informative; Always exciting; Good to meet and speak; Excellent; Presentation good – but was a repeat of the workshop which I had already heard.
<b>Award ceremony</b>		Excellent; A very good idea; Lovely to see people recognised for their contribution/service to BME community; Well done to the winners; Good; It's good to see some recognition; Well deserved – what about Paul Vaughan?; Well done to all; Excellent; We need more of these.
<b>Evaluation of day</b>	Jagtar Singh	Good; Great poem; Inspiring; Very short and brief to the point; Thanks for speaking up; Excellent.
<b>Summing up the day</b>	Dreadlock Alien	Dreadlock Alien was excellent; Amazing; Display screen needed to be twice as size for the venue; Diversity; Stimulating; Good; Wicked bloke; Great guy; Excellent; Fantastic ☺
<b>Exhibitions</b>		Would be better if modernised; Did not get a chance to look; Not much time to see them; Some good information and advice. External links very useful; Interesting stands but we could have had more; Excellent.