



Information
for visitors

NHS

Equality Diversity
and Inclusion (EDI)
Berkshire Healthcare

ANTI – RACISM COMMUNITY FORUM

Annual In-person event - delegate pack



www.berkshirehealthcare.nhs.uk

Figure 1 Photo taken at the COMMUNITY forum face to face meeting in 2024 of people stood up and sat down posing for a photo.

This overview captures the key achievements, outcomes, and future priorities of the 2025 Anti-Racism CommUNITY Forum.

Its purpose is to empower and motivate, offering actionable insights, valuable resources, and clear pathways for everyone to engage in our ongoing anti-racism activities.

**#UnityAgainst
Racism**



Monday 10 November 2025, 9.15am – 4.30pm

Crowne Plaza, Buckingham Suite, Wharfedale Road, Winnersh Triangle Reading, RG41 5TS

Contents

Section	Page
Welcome and Introduction	1
Agenda	2
Speaker Biographies	3 - 4
2025 Round-Up: Anti-Racism in Action	5 - 9
• The art of well-being	5
• Faith and Belief Inclusion	5
• Windrush and Global South Healthcare Pioneers	6
• Gypsy, Traveller, Roma, Showmen and Boater (GTRSB) Pledge	6
• Research and Innovation	6 - 7
• Positive Practice Guide	7
• Anti-Racism Resources	7
• Reducing Mental Health Detention Disparities	7 - 8
• Skin Tone Bias Assessment Tool	8
• Improving Access: Translation and Interpreting Services	8
• Slough Case Study: Nutrition and Dietetics	8 - 9
• Equity Partnership Group (EPG)	9
• Restorative Justice Project	9
• Community Voices	9
Our 2024 event Artwork poster display	10
Our Year in Review: Anti-Racism in Action	11
Acknowledgements	11
Resources and Next Steps	11

Introduction

Welcome Message

Alex Gild, Deputy Chief Executive, Berkshire Healthcare

Thank you for joining us at the 2025 Anti-Racism CommUNITY Forum.

This is a shared space for learning, reflection and action. Over the last year, we've heard about what matters most: safety, fairness, belonging, and accountability. We've worked together to challenge inequality and make our anti-racism work reflect the real experiences of our communities, staff, patients and carers.



Figure 2 Photo of Alex Gild, Deputy CEO at Berkshire Healthcare

Our annual event is a chance to celebrate progress, share ideas, and shape what comes next - together.

Whether you're joining us as a colleague, partner or community member, thank you. Your voice and involvement are central to this work. We're grateful you've chosen to be here. Let's make it count.

About the forum

The CommUNITY Forum was created in 2023 in response to what community members told us they needed: a space where their voices could help shape lasting change, not just one-off conversations.

Since then, we've met every two months to talk openly about race, equity and justice in healthcare. Our work has grown from conversations about faith, dignity and access, to co-producing resources and launching new tools and materials.

Everything you see today has been shaped or prioritised by feedback, lived experience and partnership. This is a community-led forum with real impact.

What to expect on the day

This year's event brings together:

- Speakers with personal and professional insight into race equity in health
- New tools, materials, ideas and case studies developed with community input
- Spaces to reflect, connect and explore solutions
- Creative workshops that centre wellbeing and cultural identity

You'll leave with ideas, shared commitments and ways to stay involved.

Agenda



Equality Diversity
and Inclusion (EDI)
Berkshire Healthcare

Arrival 9.15am – 9.30am

Welcome and Introductions 9.30am – 9.45am
Alex Gild, Berkshire Healthcare

Keynote speaker 9.45am – 11am
Hári Sewell on reflections of race-based and intergenerational trauma with ways to heal.

Break 11am - 11.15am

Windrush and Global South Healthcare Pioneers 11.10am – 11.35am
Berkshire Healthcare Charity funded, honouring local stories with artist Joseph Silvanos Wafula and Errol Masters, ACRE.

Drumming Workshop 11.35am – 12.45pm
Tomson Chauke, World Groove

Annual Group photo 12.45pm – 1pm

Lunch 1pm - 1.45pm

Faith project update 1.45pm – 1.55pm
Karla Inniss, Berkshire Healthcare and Margaret Rioga, Buckinghamshire New University

Advanced Choices in Mental Health Support 1.40pm – 2.00pm
Yvonne Mhlanga, Berkshire Healthcare

Hair workshop with TRIYBE 2pm – 2.45pm
Find out more about their community led research on Black Heritage Hair online www.triybe.com

Break 2.45pm - 3.00pm

Gypsy, Traveller, Roma, Showmen and Boater Pledge 3pm – 3.15pm
Professor Adetoro Adegoke, Buckinghamshire New University

Skin tone bias assessment tool 3.15pm – 3.30pm
Karla Inniss, Berkshire Healthcare

Your voice to help improve our guides 3.30pm – 4pm
Self – Advocacy | Cultural competence | Ally ship

Reflections and close 4pm – 4.30pm



Speaker Bios

Alex Gild is the Deputy Chief Executive of Berkshire Healthcare Foundation Trust. He uses his leadership platform to drive meaningful anti-racist action across the organisation. He has publicly affirmed that tackling discrimination is essential to delivering high-quality healthcare and improving outcomes for both patients and staff. His advocacy is grounded in the belief that visibility, support, and systemic change are key to achieving equity.

Alex plays an active role in strategic oversight groups and his leadership is marked by a willingness to challenge norms and push for deeper engagement in equity-focused change.

Hári Sewell – Keynote Speaker

Keynote speaker: Hári Sewell is a leading expert on race, mental health, and social justice. As founder of HS Consultancy, he works with organisations to embed anti-racist practices in policy and service delivery. His career spans senior roles in the NHS and academia, where he challenges systemic inequalities. Hári's work centres on empowering communities and transforming institutions through equity-driven change.



Figure 3 – Hári Sewell

Joseph Silvanos Wafula – Artist & Storyteller

Joseph is a community-based artist whose work with the Windrush Healthcare Pioneers project brings lived stories to life through visual art. His showcase at the forum highlights the power of storytelling in healing and advocacy, especially within Black heritage communities.

TRIYBE Collective – Hair Workshop Facilitators

TRIYBE is a community-led research and advocacy group focused on Black Heritage Hair. Their workshop will explore cultural identity, inclusive care, and the findings from their research into hair bias in healthcare settings. Visit <https://www.triye.com> to learn more.

Karla Inniss – Head of Inclusion, OD and Organisational Experience, Berkshire Healthcare

Karla leads the Equality, Diversity & Inclusion strategy at Berkshire Healthcare Foundation Trust. As Head of Inclusion, Organisational Development and Organisational Experience, Karla drives systemic change through inclusive policy design, staff engagement, and equity-focused development. Her leadership has shaped the CommUNITY Forum since its inception, and she continues to champion intersectional inclusion across the Trust.

Stephanie Wynter – Inclusion and Equity Lead, Berkshire Healthcare

Stephanie leads Berkshire Healthcare's inclusion and equity programmes, driving change through collaboration, innovation, and data-informed action. Her work focuses on creating inclusive systems, supporting staff networks, and advancing equity across workforce, leadership, and patient care.

Speaker Bios

Yvonne Mhlanga - Mental health nurse and Programme Manager at Berkshire Healthcare Foundation Trust

She leads innovative initiatives focused on patient choice, empowerment, and culturally responsive care for racialised communities. Actively involved in projects like the Mental Health Act detentions project and the CommUNITY Forum, Yvonne demonstrates a strong commitment to equity, inclusion, and organisational development.

Margaret Rioga – Associate Professor Education and Professional Practice - Buckinghamshire New University

As Associate Professor Education and Professional Practice and Director of Student Success - Margaret brings academic insight and community collaboration to the Forum. Her work at Buckinghamshire New University includes leading diversity-focused workshops and developing inclusive educational materials. Margaret has co-led multi-faith initiatives and contributed to the Celebrating Diversity animation storyboard, enriching the Forum's cultural and educational dimensions.

Professor Adetoro Adegoke - Buckinghamshire New University

Also midwife with expertise in Reproductive Maternal Newborn and Child Adolescent Health technical assistance, leading health programmes in 17 Low- and Middle-Income countries in Africa, Asia and South America.

GRTSB Voices Panel

This panel features speakers from Gypsy, Roma, Traveller, Showmen and Boater (GRTSB) communities, sharing healthcare insights and lived experiences. Their contributions will spotlight equity challenges and community-led solutions in access to care.

World Groove

Tomson Chauke is a rhythm and wellness facilitator with World Groove. His interactive drumming workshop brings movement, healing and connection to the Forum, drawing on global traditions of music and community care.

2025 Round-Up

The CommUNITY Forum: A Growing Voice for Change

Since the forum began in 2023, your feedback has shaped real action across Berkshire Healthcare. We meet every two months to share ideas, challenge inequality and hold each other accountable.

This year, your voices have led to real change - in systems, services, training, culture and policy. Everything shared here reflects your influence.

The Art of Wellbeing

At last year's in-person Forum, local artist Joyti Kaur led a creative session using scratch art as a tool for reflection and connection. The bold, colourful pieces created by attendees are now displayed in the main corridor of Prospect Park Hospital.



They're a visible reminder of the work we're doing together and an invitation for others to join the Forum. Find out more about Joyti's work:

joytikaur.co.uk.

Figure 4: A photo showing how the scratch art from the CommUNITY forum has been used to promote sign up to the forum at Prospect Park Hospital.

Faith and Belief: A Forum-Led Priority

Faith was one of the most consistent themes raised in our discussions. You told us that many staff and patients feel unsure how to talk about faith - or are worried about getting it wrong. With your input, we've taken steps to change this.



Figure 5: Photos of Lore, Polly, James and Rani, who supported and filmed videos to help encourage staff to talk about faith in the learning resources suggested by the CommUNITY forum.

We have:

- Co-designed a multi-faith e-learning module by partnering with Buckinghamshire New University, tailored to local experiences and now available Trust-wide
- Delivered one staff workshop, with three more planned this year
- Created printed faith booklets for staff and patients
- Produced video content featuring staff and community voices encouraging respectful dialogue about belief
- Developed new ethical dilemma resources based on real scenarios raised by forum members
- Introduced the E-Passport to include information on name pronunciation, faith preferences and communication styles
- Piloted multi-faith placements for student mental health nurses

2025 Round-Up

- Launched work with Triybe to look at the cultural importance of Black heritage hair and identity

This package of work is a direct response to what you told us was missing.

Honouring Migration Stories through Art and Storytelling



The forum helped shape our Windrush and Global South

Figure 5: Berkshire Healthcare Charity Logo

storytelling project, which celebrates the history and contributions of migrant NHS workers in Berkshire.

With support from the [Berkshire Healthcare Charity](#), Errol Masters at [ACRE](#) and local artist Joseph Wafula, we:

- Collected personal stories from people who migrated to the UK between the 1940s and 1980s
- Created artwork to be displayed across Berkshire Healthcare sites, telling these stories through a creative lens
- Partnered with ACRE and local voices to ensure the work is authentic, respectful and reflective of our diverse NHS history



Figure 6: Image of flyer used to promote the storytelling project.

This project is about making sure these legacies are seen, valued and carried forward. More on Joseph's work:

[Instagram – @silvanosart](#)

A New Healthcare Pledge for Gypsy, Traveller and Roma Communities

The forum raised the need to improve health access for people from Gypsy, Traveller, Roma, Showmen and Boater (GTRSB) communities.

In response, Berkshire Healthcare is working with Buckinghamshire New University to:

- Develop a GTRSB into Health pledge, co-designed with people with lived experience
- Find practical ways to improve access and experiences for people too often excluded
- Use real voices and evidence to challenge stereotypes and create fairer services

This work is beginning to start now, and there will be opportunities to get involved soon.

Equity in Research: Conversations about the Genes and Health Study

At our July Forum, we welcomed colleagues from our research team and the Genes and Health study - a national project led by Queen Mary University of London. This work focuses on British Pakistani and British Bangladeshi communities, who are often underrepresented in genetic studies.

We discussed:

- The importance of research that includes and respects different communities

2025 Round-Up

- How health conditions like diabetes, heart disease and mental health issues affect these populations
- What consent and privacy look like in research, and how trust is built over time



The session helped connect our anti-racism work to innovation, data ethics and equity in future treatments.

More about the study: genesandhealth.org

Figure 7: A thumbnail image showing promotional material for the study.

Positive Practice Guide: Supporting Anti-Racism in Teams

Building on feedback from last year's annual CommUNITY Forum, we launched the Positive Practice Guide to help teams address racial disparities and embed anti-racism objectives in everyday practice. The guide offers practical checklists and resources, supporting staff to take meaningful action. Printed copies are available, and we're working to make the guide accessible online for wider external use.

Learning from Experience: Anti-Racism Videos and Resources

Following last year's forum, we ran workshops where staff and forum members co-created realistic scenarios that reflect racial bias in the workplace.

From that work, we created:

- A series of bitesize videos showing real experiences of racism - including

between staff and between staff and patients

- A facilitation kit for teams to use in safe, supported reflective sessions
- Guided questions and learning prompts designed to help teams move from awareness to action

This resource will shortly be available across the Trust to support conversations that are grounded in lived experience.



Figure 8: Thumbnail images examples of the video content

Reducing disproportionate Mental Health Act Detentions

Our joint work to reduce the number of Black people detained under the Mental Health Act has included:

- Co-developing a 6 Point Action Plan in partnership with community groups, clinicians and carers
- Launching the Men2Men Time to Talk support group in Reading, which has welcomed over 150 Black men since April 2025
- Creating a fortnightly women's group in Slough, now expanding through work with [Slough CVS](#)

#UnityAgainst Racism

2025 Round-Up

- Presenting this work at Trust Executive Briefings and gaining national media coverage, including BBC News, ITV and [other journals](#).

This is complex work that takes time. But we're making progress - and the momentum has come from community voices holding us to account. Visit [the conference page](#) for 4 more information.



Figure 9: Photo taken of all the partnership conference focused on addressing disproportionate MHADs in April 2025.

Seeing Ourselves Clearly: Tackling Skin Tone Bias

The Skin Tone Bias Assessment Tool was launched after forum members and clinicians highlighted gaps in training and reference materials.

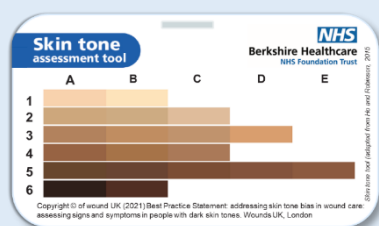


Figure 10: Image of the Skin Tone Bias assessment tool, inspired design from the Wound UK statement 2021. Launched 2025.

It supports staff to:

- Make more accurate observations across different skin tones
- Reflect on how bias may influence diagnosis, assessment and treatment
- Use practical examples to apply in clinical settings

The tool is part of our anti-racism training offer and sits alongside our Equality Impact Toolkit and Upstander Guide. It was introduced recently at our Women's Race and Health Event and is now being used in clinical practice.

Translation and Interpreting: Improving Access

You told us that translation and interpreting services weren't always meeting the needs of patients. In response, we've:

- Increased interpreter fill rates from 59% in 2023 to 98% in 2025
- Improved the range of languages and dialects available - now over 110
- Used monthly monitoring to improve timeliness, quality and availability
- Begun transitioning oversight of interpreting into the Health Inequalities team, so it aligns with other access and equity work
- Started exploring the use of AI and remote options to improve reliability

This work is ongoing, but the shift is already helping more people receive safe, accurate and respectful care.

Improving Services Through Feedback: A Slough Case Study

After presenting at the Forum, our Nutrition and Dietetics team in Slough made changes based on your feedback. These included:

- Rewriting letters to be clearer, more welcoming and easier to understand

2025 Round-Up

- Updating admin systems to make sure ethnicity data is accurate at referral
- Reducing the number of patients discharged with 'no response' from 31% to 24%
- Noting better engagement from Black and Mixed ethnicity patients, although further improvement is still needed for Asian communities

This case shows how local action, informed by the Forum, can lead to measurable change.

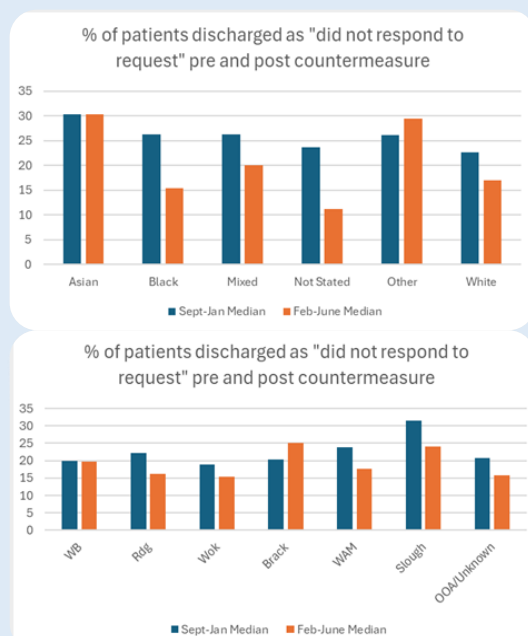


Figure 11: Comparison outcomes graphs.

Equity Partnership Group: Driving Change Together

The CommUNITY Forum has been a key part of shaping the Equity Partnership Group (EPG), ensuring its vision and priorities reflect real community needs. The EPG brings together a range of experience and expert partners to provide independent scrutiny and drive equity across Berkshire Healthcare. Its first meeting is scheduled for December.

For more information visit '[Equity Partnership Group](#)' homepage.

Restorative Justice: Responding to Racism from Patients

The Forum raised the need for more structured responses to racism and abuse directed at staff from patients - especially those from ethnically diverse backgrounds. In response, we began scoping a Restorative Justice video project, with content shaped by:

- Staff and patient voices
- Practical examples of racism in healthcare
- Reflections on impact, consequence and repair

A charity funding bid has been submitted and we'll keep you updated on progress.

Community Voices: Connection and Solidarity

The Forum continues to be a space where people share not just challenges, but hope. From sharing events in Reading and Slough, to moments of emotional honesty and collective care, the Forum is a growing network of people working together to change what healthcare looks like and feels like.

Thank you to everyone who has shared their story, idea or feedback. It matters.

Help grow our forum. If you care about addressing racism in healthcare in Berkshire, join us and spread the word.

Visit: [Anti-Racism CommUNITY Forum](#) for more details and to sign up.



This CommUNITY Forum poster, showcasing artwork from the 2024 Bracknell Open Learning Centre event, is displayed at **Prospect Park Hospital**.

#UnityAgainst
Racism



Berkshire Healthcare
NHS Foundation Trust

Join our CommUNITY forum

We're Working together on
anti-racism in healthcare



Check out the amazing scratch art - created
in our November CommUNITY forum AGM!

Join us if you're a:

- Community member or carer in Berkshire with experience of racism, or
- Berkshire based community organisation with an interest in healthcare

We meet every
2 months, online
for 90 mins

Scan the QR code or use lead.me/CommUNITYforum

Find more 'unity against racism' information at:

berkshirehealthcare.nhs.uk



BH1038 v1 Anti-racism CommUNITY Forum A1 poster 07.25

Our Year in Review: Anti-Racism in Action

Over the past year, the CommUNITY Forum has grown in action. What started as a space to talk has become a driver for practical, visible change. The voices of racialised staff and allies, patients, carers and partners have helped shape new tools, resources and services across Berkshire Healthcare.

This year's work includes:

- A multi-faith education programme is now live across the Trust.
- The launch of anti-racism videos, toolkits and training developed directly from your feedback
- Action to reduce mental health detention disparities for Black people
- A new pledge idea for Gypsy, Traveller, Roma, Showmen and Boater communities
- Tools and changes to tackle skin tone bias in clinical care
- Improvements to translation and interpreting services
- Creative projects that honour migration, identity and heritage

Acknowledgement

Acknowledging everyone who makes this possible. We'd like to thank:

- Forum members who've shared their stories, advice, time and leadership
- Community partners and voluntary organisations for their continued support
- Colleagues and teams across Berkshire Healthcare who've made action possible.



We will be polite and kind and we expect you to treat our staff in the same way. We will take action against anyone who is verbally, racially, physically, or sexually abusive, including stopping access to our services.