



Training Information

We are delighted to welcome you on your Black Maternity Matters journey. Please see below for details on the course.

Summary of the objectives

- To understand the strategic responsibility necessary when building inclusive culture change.
- To understand the importance of holding the mirror to professional practice to ensure accountability and transparency.
- Activate self-awareness when discussing, considering and making informed decisions that will impact staff, patients, and stakeholders racialised as Black or Brown.
- Analyse the latest statistical data influencing work, conversation and practice in Black Maternal and Neo-Natal Health.
- Describe the business and social values case for becoming an Anti-Racist service.
- Interpret critical race and whiteness theory and how they can be used to explain systemic biases and their impact on Black maternity care services.
- Identify the Four Dimensions of Racism: Systemic, Institutional, Interpersonal, and Individual and how to identify what dimension needs to be influenced.
- Implement a variety of risk-mitigating anti-racist frameworks in professional and personal practice with a view to building change.

Detailed break-down of the in-person training days

Day 1: Understanding the Landscape and Building a Foundation

- Introduction and Program Overview: Set the tone for the course, outline objectives, and foster a community among participants.
- Input on Black Maternal Health Disparities: Highlight the urgency of addressing disparities in Black maternal and neonatal health.
- Understanding Systemic Biases and Inequities: Dive into critical race theory and whiteness theory to explore how systemic biases affect Black maternity care.
- Interactive Workshop on Cultural Competency: Engage in exercises to enhance awareness and sensitivity towards the diverse cultural needs of Black mothers.
- Panel Discussion with Maternal Health Experts – previous participants from the course: Gain insights from obstetricians, midwives, and neonatologists on the challenges and best practices in Black maternity care.

Day 2: Strategies for Change and Quality Improvement

- Quality Improvement (QI) Fundamentals: Introduce QI concepts and frameworks relevant to maternity care.
- Case Studies and Best Practices: Review national and international case studies demonstrating successful anti-racist interventions in maternity care.
- Group Activities on QI Project Planning: Facilitate brainstorming and initial planning for potential QI projects targeting improvements in Black maternal health.
- Interactive Sessions on Anti-Racist Practice Training: Deepen understanding of anti-racist practices within healthcare settings.
- Peer Support and Networking: Foster connections and discussions among participants to share experiences and strategies.

Day 3: Action Planning and Implementation

- Workshop on Designing QI Projects: Guide participants through the detailed design of QI projects, focusing on achievable goals and measurable outcomes.
- Role-playing and Scenario-Based Training: Enhance skills in communication, crisis management, and decision-making in the context of Black maternity care—possible hospital site visit.
- Feedback and Reflection Session: Participants share their project ideas, receive feedback, and reflect on their learning journey.
- Roadmap to Implementation: Discuss strategies to implement, sustain, and embed QI projects in their respective organisations.
- Closing session and Commitment to Action: Encourage participants to pledge to improve Black maternal health outcomes, culminating in a formal commitment to action.

Detailed break-down of the online sessions

These sessions will follow the same format and will address two questions:

- What is your key learning from the in-person session?
- What is your key learning from the book?

Preparation

In preparation for training, please complete these pre-tasks:

1. Please answer the following questions. Please be prepared to share your answers during session one.

- What is your role and responsibility?
- How is the NHS' commitment to anti-racism work impacting your current role?
- Why did you choose to attend the course?
- What do you want from the programme?

2. Please complete the task entitled 'My Ideas about Race and Racism' on the following pages'.

3. Undertake the 'Harvard Implicit Association Test', which can be found here: <https://implicit.harvard.edu/implicit/research/>. Please select the RACE IAT option.

4. Please familiarise yourself with the Equality Act 2010 and the nine protected characteristics (See [Resources](#) booklet).

5. Please start reading My Black Motherhood by Sandra Igwe, in preparation for the first online Book Club session.

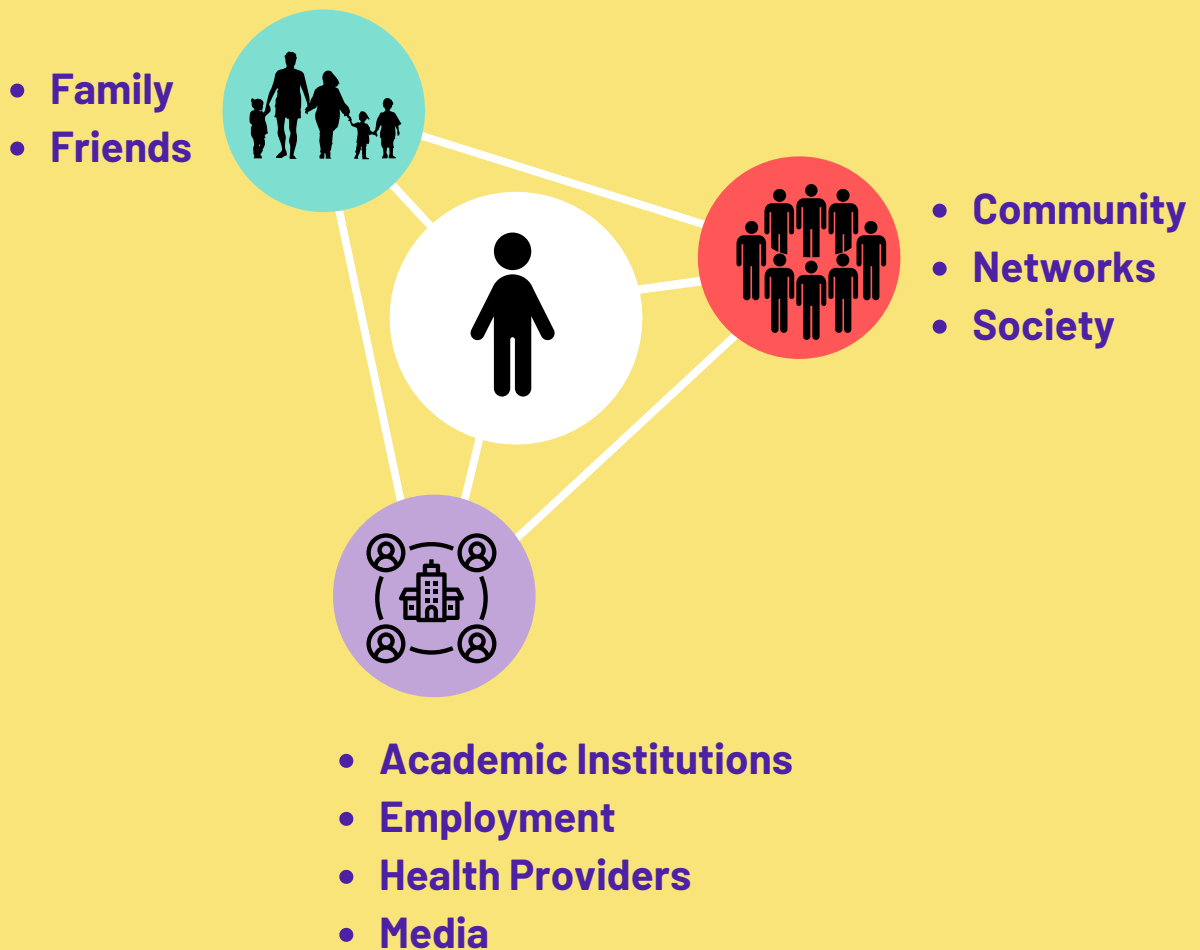
6. Listen to <https://brenebrown.com/podcast/leading-with-purpose-in-the-digital-age/>

Read the reports:

- Black Maternity Experiences Report
- Systemic Racism, Not Broken Bodies
- Reading the signals: Maternity and neonatal services in East Kent – the Report of the Independent Investigation
- The Ockenden Report
- Being Black in the UK
- House of Commons Women and Equalities Committee: Black maternal health
- Better Births: National Maternity Review
- The Safety of Maternity Services in England: Government Response
- Clinicians' Perspectives on Racism and Black Women's Maternal Health



Pre-Course Activity: My Ideas about Race and Racism



1. What and who has influenced me?



My Ideas about Race and Racism

★ • Self Perception



♥ • The Truth

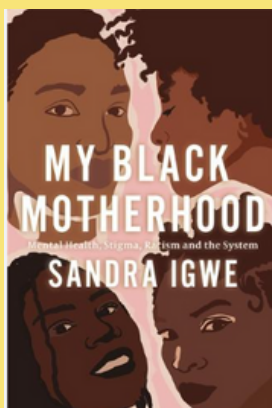
- ◆ • How family, friends, colleagues and the general public perceive me.

2. How am I showing up in the conversation about Race?

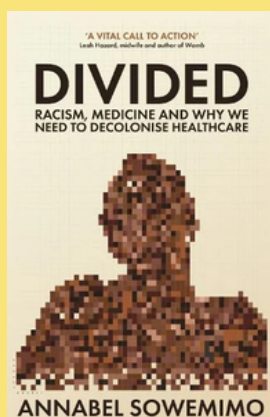
Resource pack contents

At the first session, you will receive the following books and items. If at any point you think you might need additional items or require anything different to that which is listed, please just let us know.

Books



My Black Motherhood by
Sandra Igwe



Divided: Racism, Medicine and Why
We Need to Decolonise Healthcare by
Dr Annabel Sowemimo



The Anti-Racist Organization
Shereen Daniels

Items

Your Black Maternity Matters bundle will include a branded:

- Bag
- Note pad
- Pen



We hope you will find the resources and information helpful to you as you embark on this exciting and innovative pathway to making real change for Black women, birthing people and families.

On the following pages you will also find information on our co-collaborators, who will be your trainers for the duration of your journey.

Please do let us know any questions or queries, now or throughout your time on the programme. This includes feeding back any information that can help us ensure that your attendance at the in-person training days is as accessible as possible. This may include physical access needs, or any learning needs you may have.

We are here to support you in having the most positive and beneficial experience during your time with the Black Maternity Matters team, an experience we hope that will continue to support the work you do for many years to come.

Thank you for being brave and open to this learning experience.

With warm wishes

Black Maternity Matters Team

(Ann, Sonah, Aisha Thomas, Katie, Dr Aisha Davies, Jelena and Noshin)

Meet your trainers

Introducing your expert Cultural Competency and Diversity Trainers Katie Donovan-Adekanmbi, Inclusion and Cohesion Specialist / Founder of BCohCo Ltd and Aisha Thomas, Educational Consultant / Founder of Representation Matters.

Katie and Aisha will be guiding you throughout your journey, facilitating both the in-person training and the online Reflection / Book Club spaces.

Katie and Aisha have been co-collaborators on the Black Maternity Matters pilot from its conception and are passionate about ensuring meaningful experiences for you all.

Katie Donovan-Adekanmbi

I have over 15 years' experience in Building Sustainable Communities, delivered with a unique intersection of professional, personal, and academic knowledge in Diversity, Inclusion, Cohesion and Equality (DICE®).



I like people in all their magnificent difference. I thrive off finding the solutions in the challenges these differences present, for both the individual and the system. A Woman of Dual Heritage, I am continually navigating my Black & White world. I have dedicated my academic journey to Social Psychology and my career to Building Cohesive Communities.

I deliver training, development, and consultation in DICE®; a continual, interconnected process designed to provide the skills, tools and 'know how' to embed DICE® in personal and professional practice.

Aisha Thomas

Aisha's career began in law but took a transformative turn towards education, where she quickly became an influential Assistant Principal at a secondary school in East Central Bristol. Now leading Representation Matters Ltd, she focuses on anti-racist practice, equity, and justice in education. As a university guest lecturer and the author of 'Becoming an Anti-Racist Educator' (2022), Aisha is at the forefront of shaping future educators



Her doctoral research explores anti-racist practices in educational leadership, furthering her commitment to systemic change. Aisha's impact extends beyond academia; she's a recognised voice in media, highlighted by her BBC documentary on the scarcity of black teachers in Bristol and her TEDx talk on the importance of representation.

Aisha's dedication to social justice is acknowledged through numerous awards: the Positive Role Model at the Bristol Diversity Awards (2020), Special Recognition from Bristol Black History Month magazine (2021), Baton Awards Campaigner of the Year (2021), Rise Awards Entrepreneur of the Year (2022), and an MBE (2022). In 2023, she was honoured as Inspiration Mum of the Year, showcasing her role as a pivotal figure in both her family and the broader community.

Meet the rest of the BMM Collaborative

Sonah Paton, Founder & Director, Black Mothers Matter & BMM Lead

Sonah, alongside her co - directors and friends, Dr Aisha Davies and Yomi Oluwatudimu, launched Black Mothers Matter in 2020, driven by their vision that that one day Black mothers will no longer be disproportionately in danger during pregnancy and the first year after birth. Sonah is the driving force behind Black Maternity Matters and is instrumental in the design, delivery and promotion of the programme.



Sonah is a mother to three. Her first child was born pre-term after Sonah went into spontaneous labour at 28 weeks. Her other 2 children were born full-term, the youngest in a pool at home. Sonah has a BSc Economics & Sociology from University of Bristol. She has spent 10+ years working in graphic design agencies across the south west.

Dr Aisha Davies, Founder & Director, Black Mothers Matter & BMM Clinical Lead

Aisha is a founder and director of Black Mothers Matter, alongside Sonah. Aisha has been a driving force behind the creation and vision of Black Maternity Matters.

Aisha is a mum to two little boys. She studied Medicine at the University of Bristol. Since graduating as a doctor in 2009 she has worked in a variety of hospital departments. In 2005 she qualified as a general practitioner. She is passionate about healthcare and is a staunch supporter of the NHS.



Ann Remmers, Maternity and Neonatal Clinical Lead, BMM



Ann is a midwife and Clinical Lead for maternal and neonatal care at Health Innovation West of England and leads on the national Maternity and Neonatal Safety Improvement Programme within the Patient Safety Collaborative. Ann is the clinical lead for Black Maternity Matters. Ann is passionate about BMM and delivering meaningful, actionable improvements to reduce inequity of outcomes for Black women and birthing people within maternity systems.

a.remmers@nhs.net

Noshin Menzies, Senior Project Manager, BMM

Noshin is the project lead for Black Maternity Matters, and has worked for Health Innovation West of England since 2014. She has an MPH (Master of Public Health) and an MSc in Clinical and Abnormal Psychology and a Background in Public Health. Noshin is passionate about reducing inequalities in health and wellbeing.

noshin.menzies1@nhs.net



Genevieve Riley, Evaluation Lead, BMM



Genevieve joined Health Innovation West of England in May 2021 as Senior Programme Manager (Insight & Evaluation). Genevieve and her team are leading on the evaluation of Black Maternity Matters and will be in touch throughout the next 6 months to gain an understanding of what it means to be a participant on the course and how it impacts your practice.

Genevieve.riley1@nhs.net