



**Equality & Diversity  
Conference  
2024**

# Conference Programme

## 09:30 Registration & Exhibitors Stalls

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### 10:00 Welcome

Jim Crombie, Deputy Chief Executive, NHSL

### 10:10 Panel discussion: Understanding racism and being anti-racist

Jim Crombie, Deputy Chief Executive, NHSL; Rakiya Suleiman, EDI Lead, NHSL; Gillian McAuley, Nurse Director, Acute Services, NHSL; [Mukami McCrum](#), KWISA; Mathilde Peace, Maternity Voices Partnership; Laic Khalique, NHS Scotland Ethnic Minority Forum; Adam Coldwells, Deputy Chief Executive, NHS Grampian

### 11:30 Break

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### 11:45 Workshop AM choice

Royal Infirmary's connection to transatlantic slavery  
Taking a Zero Tolerance Approach to Sexual Misconduct  
Being an LGBT+ Ally  
Meeting the Needs of People who are Care Experienced

### 12:45 Transatlantic slavery Apology

Calum Campbell, Chief Executive, NHSL; John [Connaghan](#), Board Chair, NHSL; Christine Maitland-Francis, Independent Advisory Group Co-chair; Professor Sir Geoff Palmer, Chancellor of Heriot Watt University

## 13:15 Networking Lunch & Exhibitors Stalls

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### 14:00 Workshop PM choice

Royal Infirmary's connection to transatlantic slavery

Taking a Zero Tolerance Approach to Sexual Misconduct

Being an LGBT+ Ally

Practices and Approaches to Support Autistic Wellbeing at Work

Meeting the Needs of People who are Care Experienced

### 15:00 Neuro-inclusion and Autistic Wellbeing at Work

Becky [Choat](#), SWAN Scotland

### 15:45 Thank you and close

Janis Butler, Director of Human Resources and Organisational Development, NHSL

### 16:00 End of Event

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## Conference comperes

Emma Chalmers, Clinical Educator & NHS Lothian Disabled Employees Network Co-Chair  
Anthony Onunkwu, Staff Nurse & NHS Lothian BME Network Co-Chair



## Workshop Descriptions

### Royal Infirmary of Edinburgh's connection to transatlantic slavery

Simon Buck, University of Edinburgh and Louise Williams, Lothian Health Services Archive.

This workshop reflects on the historical and archival research conducted for the project looking into the Royal Infirmary of Edinburgh's historic links to slavery. Led by the project's researcher (Simon Buck) and an archivist (Louise Williams) from Lothian Health Services Archive, the session will explore the kinds of health records that the archive manages; how the legacy of slavery project came about; and its main research findings. The workshop will conclude with a discussion on the relationship between archives, historical research, and efforts to improve equality and diversity in health services.

Scan the QR code or click the link below to access the official report of the transatlantic slavery work – [\*Slavery, the Royal Infirmary of Edinburgh and the legacies that remain today.\*](#)



### Sexual Misconduct in Healthcare

NHS Lothian Medical Education Directorate and Women's Network

Recent reports highlight the extent of sexual misconduct in healthcare; the stories are shocking and we need to tackle this head on. We need both to support those who have experienced sexual misconduct and support perpetrators to reflect and reform. We need a group of allies bold enough to tackle this head on. This workshop will explore the resources created by the Medical Education Directorate to support teams in taking action.

### Being an LGBT+ Ally

Marie Mathers, Consultant Dermatopathologist & Laura Hutchison, Head of Equality & Human Rights, NHS Lothian

In this workshop we will share some historical, legal, and cultural issues which have impacted upon the LGBT+ community and discuss how this may affect LGBT+ people's experiences in the workplace or when accessing healthcare. We will discuss the concept of allyship and give participants a chance to reflect on their own experiences and think about how they might be able to show active allyship to achieve a more inclusive workplace.

### Practices and Approaches to Support Autistic Wellbeing at Work

Becky Choat, SWAN Scotland

This breakout session will consider how to embed theory and principles around neuro-inclusivity into day-to-day working practices and environments that proactively better support autistic employees, resulting in improved well-being, higher job retention, meaningful employment and increased opportunities for career development.



## Meeting the Needs of People Who Are Care Experienced

Lynsey Emery and Dionne Harty, Who Cares? Scotland

This workshop will give a brief summary of your Corporate Parenting duties and what 'Care Experienced' means. We will then focus on how to best support Care Experienced colleagues in the workforce. This session will be informed by our robust advocacy data to provide an up-to-date overview of Care Experienced people's experiences in employment.



## About Our Speakers

### Jim Crombie

Deputy Chief Executive, NHS Lothian

Jim joined NHS Lothian in December 2013 as Director of Scheduled Care. In 2015 he was appointed Chief Officer, Acute Hospital Services and is responsible for the management of acute hospitals across Edinburgh and the Lothians. In January 2017 Jim was appointed as Deputy Chief Executive.

He has 34 years' experience in healthcare in both Scotland and the USA. He qualified as a nurse in the early 1980s. In 2000 he completed an MBA at the University of Glasgow. Before coming to NHS Lothian, Jim designed and led the Scottish Government's National Unscheduled Care Programme.

### Rakiya Suleiman

Equality, Diversity & Inclusion Lead, NHS Lothian

Rakiya Suleiman, originally from Northern Nigeria in West Africa, trained as a registered staff nurse and staff midwife in Nigeria as well as completing a postgraduate degree in Public Administration. Rakiya also holds a degree in Public Health Sciences and Clinical Education from the University of Edinburgh and a postgraduate in Education from Queen Margaret University. Rakiya has worked in Nigeria, Saudi Arabia and with NHS Lothian as clinical frontline staff up to Senior Nurse Manager until 2014.

Since 2014 Rakiya has been working in education where she led on a 5-year leadership project, "Leading Better Care Leading Across Difference", addressing underrepresented Nurses and Midwives from BME backgrounds at senior management levels. This was a very successful landmark leadership programme for Nurses and Midwives from a BME background. At present Rakiya is Lead for Equality, Diversity & Inclusion for NHS Lothian and continues to go the extra mile influencing equality for all.

### Gillian McAuley

Nurse Director, Acute Services, NHS Lothian

Gillian is a compassionate nursing leader with 35 years of experience holding pivotal senior leadership positions in professional nursing, operational management, project management, and advanced practice, with a strong focus on service excellence, innovation, quality management and education.

Gillian has a Masters in Advanced Health Studies, Diploma in Management, is a Scottish Patient Safety Fellow and has complete the Oxford University Executive Leadership Programme with distinction. Gillian developed and delivered the Lothian Accreditation Care Assurance System and Kindness is the Secret programme aimed at embedding person centred care, processes and cultures using a quality management approach this has set the foundations for leading with a safety focus.

### Laic Khalique

NHS Scotland Ethnic Minority Forum

Laic Khalique is an experienced director and NHS senior leader with extensive experience within the health and social care sector, specialising in the conception and implementation of new digital patient pathways. He works as a Director of Digital Technology at NHS Tayside and is a member of Court, the governing body of the University of Glasgow.



Laic is the founding member and Chair of NHS Scotland's National Public Sector Minority Ethnic Equality Forum, which aims to make the voices of ethnic minority staff and patients heard in order to shape the organisational culture of NHS Scotland and address issues of racism and discrimination, as well as introducing measures to ensure patient care and outcomes for ethnic minority patients across Scotland is equitable to the rest of Scotland's population.

Laic was a Deputy Non-Executive Director of the Scottish Government from 2019 with a focus on assurance and risk management. Laic continues to work with the Scottish Government as a member of the Racialised Health Inequalities Board, with a focus on advancing race equality and diversity across the communities of Scotland.

## **Professor Mukami McCrum MBE**

### **KWISA**

Mukami is a Kenyan woman who has lived in Scotland most of her adult life. She is a grandmother of two wonderful children who drive her quest and dream of a better and just world. Her achievements have been recognised in various forums; she was awarded MBE for her work and campaigns, in 2023 she was awarded a Lifetime Achievement Recognition Award by Scottish Black Professionals Scotland and a professorship by University of Caledonia.

Mukami is a qualified trainer, mentor, counselor, and mediator. Her career includes working as a teacher in Kenya, as Race Equality Officer, a CEO of Central Scotland Racial Equality Council, and as Policy Manager for the Scottish Government with Gender Equality and Violence Against Women and Girls Team. She has a passion for education and community development as tools for social change.

In her early years in Scotland, disillusioned by racism and discrimination which her family and friends faced, and not finding a safe haven anywhere she joined other social justice activists and became relentless campaigner for human rights, race and gender equality and against all forms of violence and discrimination against women and girls. As a member of international African women campaigns she campaigned against harmful traditional practices such as FGM, and against skin bleaching and violence against women and children. She has deep concerns about economic justice, climate change and environmental degradation which condemns so many people, especially women and children to poverty and violence.

She has contributed significantly by serving as a trustee and as a board member on committees and advisory forums of many local, national and international organisations including serving as a Commissioner for World Council of Churches and contributed to the work of Program to Combat Racism, Women under Racism and Casteism.

Although retired, she is still actively campaigns for justice on race, gender, and class issues. She is a Trustee of Christian Aid Britain & Ireland and serves as the Race and Diversity Champion for the Board. She is a co-founder of Kenyan Women in Scotland and of African & Caribbean Elders in Scotland which she has a significant leadership role.

## **Mathilde Peace**

### **Maternity Voices Partnership**

Mathilde is the lay chair of NHS Lothian Maternity Voices Partnership. MVPs are set up by Health Boards to engage with the women and families who live in their area. Through open and



constructive dialogue, NHS Lothian MVP works to enhance the quality of maternity and neonatal care, advocate for women and birthing people, and promote positive birthing experiences.

### **Adam Coldwells**

Interim Chief Executive, NHS Grampian

Adam has spent 27 years working across Grampian in hospital, community and system-wide roles. Adam spear-headed the formation of the Aberdeenshire Health and Social Care Partnership as its chief officer and, prior to becoming Chief Executive of NHS Grampian, was instrumental in the development of the Health Board's Plan for the Future as its Director of Strategy.

The Plan for the Future was co-created with patients, staff groups and community partners and sets out NHS Grampian's work towards delivering a sustainable Health and Care system capable of enabling wellness as well as treating illness.

### **Calum Campbell**

Chief Executive, NHS Lothian

Calum joined NHS Lothian in June 2020 from NHS Lanarkshire where he had been Chief Executive since January 2015.

Previous appointments include Chief Executive at NHS Borders for five years and various Director posts within Scotland and Wales.

Calum was educated at the University of Paisley where he gained a BA Honours degree in Health Studies and at Glasgow Caledonian University where he received an MBA. He started working with the NHS in 1984, initially as a nurse, and then health visitor before moving into general management.

### **John Connaghan**

Board Chair, NHS Lothian

John joined the NHS after 10 years in industry. He is an experienced leader who has held several Chief Executive positions in Scotland.

He has worked with the Scottish Government over a 15-year period, holding the posts of Chief Operating Officer, Chief Executive and Director General in Health. He has also served as Director General of the Irish Health Service based in Dublin.

He was awarded Commander of the British Empire (CBE) in 2016 and is a visiting professor with Strathclyde University.

### **Christine Maitland-Francis**

Independent Advisory Group Co-Chair

Christine Maitland-Francis is an Operating Department Practitioner with a background in Human Resource Management and Equalities. She currently works in the Royal Infirmary Theatres as an Education Facilitator. Born and raised in Montego Bay Jamaica, to parents who were both educators; it is not hard for her to see where her love for learning came from. This is what brought her to Scotland more than 2 decades ago to pursue postgraduate studies.

Chris describes herself as an activist. Her belief that all people are created in God's image, which stems from her Christian faith, is the primary source of her strength and motivation to contribute to the pursuit of fairness and justice for all.



Alongside her busy job in theatres, which she loves and finds rewarding, she makes time for the things that bring her added 'joy in work'. She is co-chair of the NHS Lothian Transatlantic Slave Trade Advisory Group as well as a steering group member and former co-chair of the NHS Lothian BME Network. Additionally, she is a Unison Lothian Health Trade Union Representative. Chris is married to her Jamaican high school mate Mark and together they have one adult son and a teenager.

### **Professor Sir Geoff Palmer**

#### **Chancellor of Heriot-Watt University**

Sir Geoff Palmer is a Professor and Chancellor of Heriot-Watt University in Edinburgh, and a human rights activist who works to tackle discrimination and promote equality in the UK. He was Scotland's first ever black professor and later university chancellor and is known to have discovered the barley abrasion process whilst a researcher at the Brewing Research Foundation.

Sir Geoff was born in Jamaica and moved to London with his brother, following his mother who had moved 4 years earlier. The racism he experienced in school felt particularly strange to him as the UK was always discussed as 'the mother country' in Jamaica and was seen as home. Despite this, he went on to do his undergraduate degree at Leicester University in 1961 and his PhD at the University of Edinburgh in 1964, specialising in the science and technology of barley and brewing.

Sir Geoff uses his prominence in Scotland as both a respected scientist and ardent activist to talk about the history of slavery and how it benefitted prominent Scots in the 17th and 18th centuries. His political activism has led him to work with Edinburgh City Council to review statues, street names and other significant city landmarks to see how they can be used to educate not only students but the general public as well.

### **Becky Choat**

#### **SWAN Scotland**

Becky is the Projects Lead at SWAN, with a background in education and health and social care. In her current role Becky oversees the development and delivery of SWAN's specialist autistic-led training and consultancy work alongside SWAN's post-diagnostic support services, creating safe spaces to improve wellbeing and reduce isolation through connection and community.

### **Janis Butler**

#### **Director of Director of Human Resources and Organisational Development, NHS Lothian.**

Janis has been the Director of Human Resources and Organisational Development since 19th October 2017. She is responsible for the executive leadership of the Board's Human Resources and Organisational Development function and contributes to several national and regional HR workstreams across NHS Scotland. Janis has worked at Board, Trust and hospital level in a variety of HR positions during her career at NHS Lothian. Janis is responsible for the delivery of the NHS Lothian Advancing Workforce Equalities Action Plan, ensuring that NHS Lothian embeds equality & diversity and equal opportunities into everything that we do.





## NHS Lothian Equalities Staff Networks

The NHS Lothian Staff Networks have been established by members of staff with the aim of providing peer support, social events, networking and a point of contact on equality and diversity issues. If you wish to get involved or know more about the work of the networks, then please get in touch. Communications are confidential and we do not require you to specify why you identify with a particular group.

You can find out more about our staff networks at <https://staff.nhslothian.scot/staffnetworks/>

### BME Network

The BME Network works in partnership with staff and management to eliminate discrimination, improve equality of opportunity, and foster a diverse, inclusive working and learning environment that encourages a culture of respect and equality for everyone regardless of their nationality or skin colour. It is open to all NHS Lothian staff but aimed at staff from Black or Minority Ethnic backgrounds.

### Care Experienced Network

The Care Experienced Network works to reduce barriers and improve equality of opportunity for Care Experienced staff and the wider Care Experienced community. It is open to all NHS Lothian staff but aimed at supporting care-experienced staff.

### Carers Network

The Carers Network encourages contact, support and friendship among members of staff that self identify as having unpaid caring responsibilities outside of work. It is open to staff directly and indirectly affected by caring responsibilities.

### Disabled Employee Network (DEN)

The DEN works to support and provide a space for disabled staff in NHS Lothian and advocate for disability inclusive practice in NHS Lothian. It is open to all NHS Lothian staff but aimed at staff who identify as disabled, neurodivergent, or with a long-term health condition.

### LGBT+ Staff & Allies Network

The LGBT+ Staff & Allies Network provides informal social networking, peer support, and fun activities, promotes an inclusive workplace culture, and advocates for LGBT+ staff and patients. It is open to NHS Lothian staff who identify as LGBT+ and those with a positive interest in LGBT+ matters.

### Women's Network

The Women's Network works to support and encourage members to come together to discuss experiences and talk about issues that are important to them. It is open to all staff regardless of gender identity and focuses on the topics raised by the members.

### Youth Network

The Youth Network aims to provide a safe and secure space for people aged 30 and under, working with NHS Lothian to network and connect with others, learn about different career progression routes, and be provided with industry recognised training to support career development. Membership is open to all but network activities are primarily aimed at staff aged 30 and under.



## Wellbeing Support

NHS Lothian is committed to supporting staff and creating an environment that promotes their welfare and development. Some of the themes discussed during the conference can be difficult or possibly triggering. The resources listed below are available to all NHS Lothian staff.

You can find out more about what staff support is available at <https://staff.nhslothian.scot/staffsupport/staff-wellbeing/>

### Speak Up

At NHS Lothian we want to promote an open, honest and responsible culture where you are encouraged and supported to speak up if you have any concerns, especially about patient safety, working conditions or wrongdoing. We want you to have confidence that you will be listened to and your concerns will be addressed through fair and objective procedures.

Speak Up Advocates are members of staff from across NHS Lothian who have been appointed on a voluntary basis and provided with special training to support staff who want to raise concerns about patient safety, working conditions or wrongdoing. They are not professional counsellors and do not have a formal role within investigations or disciplinary or grievance procedures, but they can help during a potentially stressful period, advise on the options available under the policies and provide support in the decision-making process. They carry out their role entirely independently from line management and Human Resources.

You can make contact using the Speak Up email: [SpeakUP@nhs.scot](mailto:SpeakUP@nhs.scot)

### Staff Counselling Service

The Staff Counselling Service is open to any member of staff working within NHS Lothian requiring support for issues in and out of work including low mood, anxiety, work stress, relationship difficulties, trauma, burnout, or low self-esteem. **Email:** [loth.ohscs@nhs.scot](mailto:loth.ohscs@nhs.scot) with the subject line 'Self Referral'.

**Phone:** 0131 536 1135 (Option 1, then Option 6), Mon-Fri 09:30-15:30.

### Here 4 U Psychological Support Services

All NHS and Health and Social Care staff can access free, fast and confidential wellbeing and psychological support from Here 4 U.

The Here 4 U team are here to provide wellbeing and psychological support to NHS Lothian and Health and Social Care Partnership staff, including staff providing care to others in the community and in residential homes operated by the HSCPs.

To book a telephone or video appointment with a member of the Here 4 U team, click email [Here4U@nhs.scot](mailto:Here4U@nhs.scot) or call 0131 451 7445. You can leave a message at any time, and we will get back to you to arrange a time to speak.

### Staff Listening Service

The Staff Listening Service is an appointment-based listening service for all NHS Lothian staff. It offers a place to explore your thoughts and feelings in a non-judgemental and safe environment. Staff can find themselves under pressure for a number of reasons. Whatever concerns you, the



Staff Listening Service is there to offer confidential support from a member of the Spiritual Care team, and to signpost you to specialist services if appropriate. To self-refer and book in:

**Phone:** 0131 242 1990 (21990), **Email:** [loth.stafflistening@nhs.scot](mailto:loth.stafflistening@nhs.scot)

### Peer Support Service

You can contact a Peer Supporter directly, either face to face or by email, or you can email and they can set you up with a Peer Supporter. **Email:** [loth.peersupport@nhs.scot](mailto:loth.peersupport@nhs.scot)

### Workforce Specialist Service

This is a mental health service specialising in depression, anxiety and addiction for all working in health and social care sectors in Scotland who cannot access local services.

**Phone:** 0300 0303 300, or **Email:** [prac.health@nhs.net](mailto:prac.health@nhs.net)

### National Wellbeing Helpline

Available 24/7. Confidential listening service for everyone working in health, social care and social work. **Phone:** 0800 111 4191

### Wellbeing Lothian: Mental Health Information Resources

[www.wellbeinglothian.scot](http://www.wellbeinglothian.scot)

Local NHS resources site with comprehensive information on help for a wide variety of mental health issues.

