

DRIVING **RACE EQUITY**

**Session title: From Insight to Action -
Race Equity in Practice Workshop**

***Workshop host: Modupe Dosunmu
Liverpool City Region (LCR)***

Meet your workshop host



Modupe Dosunmu

Director
GraceHOLA Ltd

- Strategic Leader | Coach | Mentor
- **Driving inclusive leadership and equitable outcomes across systems**
- 15+ years' experience across health and public sectors
 - *Strategy & Planning | EDI Leadership*
 - *Programme & Project Management*
 - *Stakeholder Engagement (focus on diverse communities)*
- Advisory Board Member, Race Equality Hub, LCRC

House keeping



Be Brave

Be Kind

Be Present

Race & Equity

Definition

Race is a socially constructed categorisation based on perceived physical traits rather than a biologically valid concept.



Research Based Source:

American Psychological Association (2023), *APA Dictionary of Psychology*: Entry on "Race"

United Nations Educational, Scientific and Cultural Organization (UNESCO) (1950/1951), *The Race Question Statements* (compiled in *Race, Science and Society*, 1973/1975)

Definition

Equity is about fairness, allocating resources and support according to need to remove avoidable and unjust barriers so everyone can achieve optimal outcomes.



Research Based Source:

World Health Organization (2023/2024), *Health Equity – WHO Overview*

Racism (Global & Inst.)

Definition

Racism (global definition) is a system that structures opportunity and allocates value based on racialised traits (such as skin colour or hair texture), resulting in advantage for some groups and disadvantage for others.

Research Based Source:

American Psychological Association (2023), APA Dictionary of Psychology: Entry on "[Racism](#)"

Definition

UK definition of **Institutional racism** is "the collective failure of an organisation to provide an appropriate and professional service because of colour, culture or ethnic origin", visible in discriminatory processes, attitudes, or behaviours.

Research Based Source:

Sir William Macpherson (1999), *The Stephen Lawrence Inquiry: [Report of an Inquiry by Sir William Macpherson of Cluny](#)*.

The Stephen Lawrence inquiry: [Implications for Racial Equality](#), University of Manchester in collaboration with JSTOR.

Antiracism & Inclusion

Definition

Antiracism is a proactive stance involving identifying, challenging, and dismantling racism within systems, policies, and practices; goes beyond passive “not being racist”.

Research Based Source:

American Psychological Association (2021), *APA Resolution on Harnessing Psychology to Combat Racism*

Kendi (2019), *How to Be an Antiracist* (as summarised by UC Davis, 2019)

Definition

Inclusion is a culture where individuals feel valued, respected, supported and able to contribute fully. It is measured through belonging, voice, fairness, and participation, not just representation.

Research Based Source:

Government of the United Kingdom (2024), *Government Functional Standard: Equality, Diversity and Inclusion* (Teal Book, Ch. 5);

Thompson, S. (2017), *Defining and Measuring Inclusion Within an Organisation* (IDS Helpdesk Report)

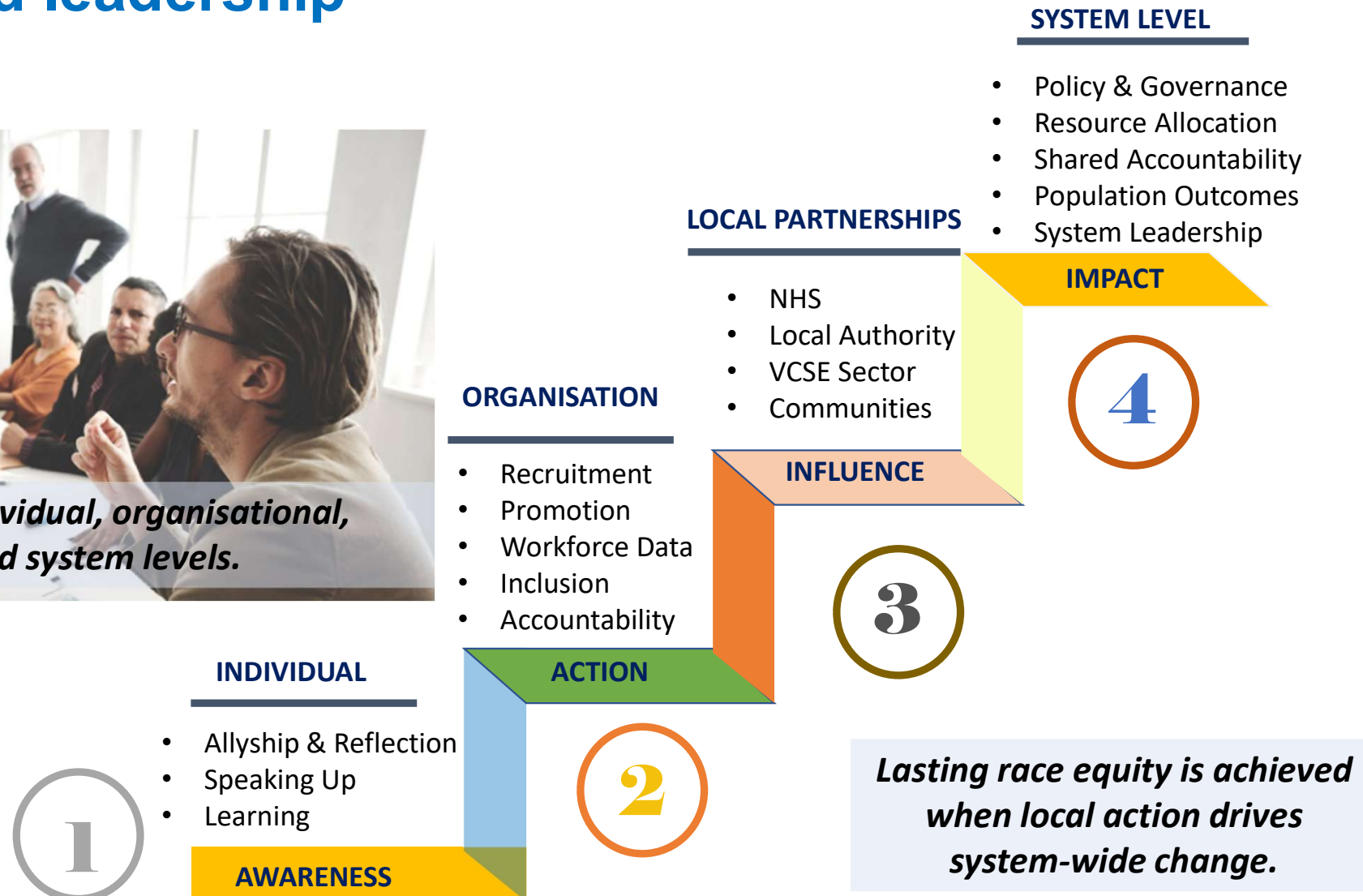
Let's connect...

What does race equity look like in practice for you?

Discuss on your table and be prepared to share 1 insight with the group



Equity centred leadership



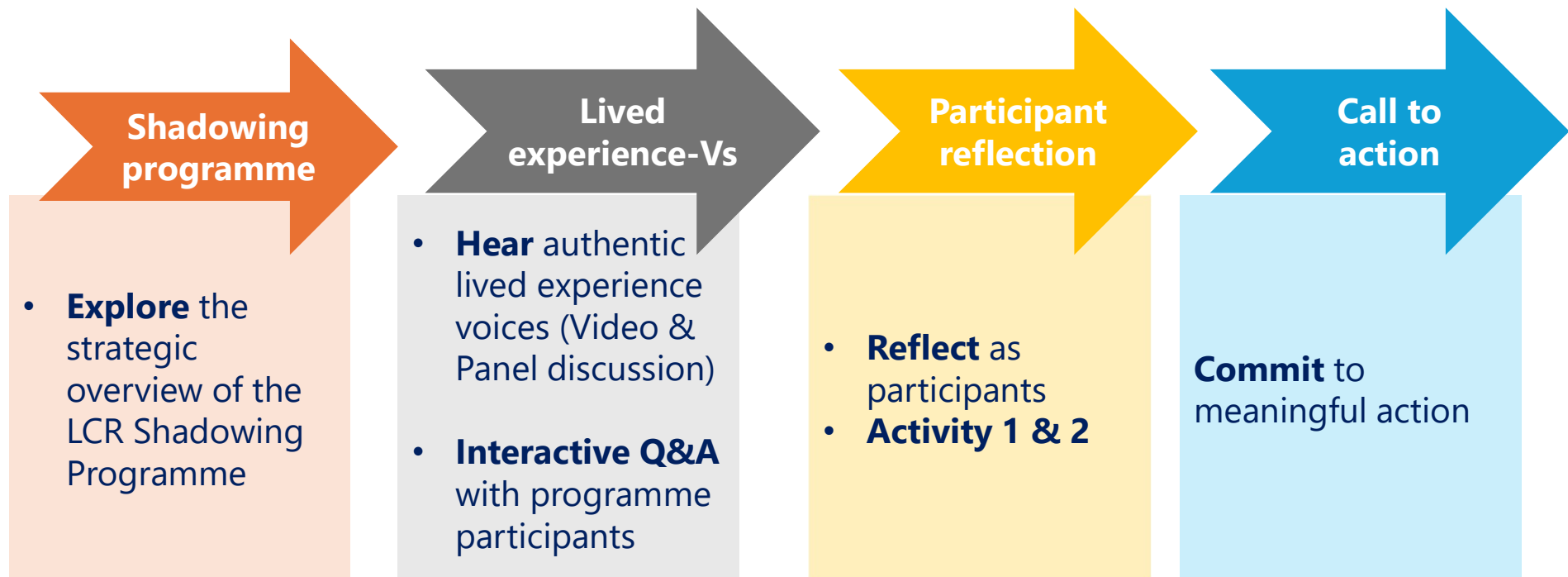
Our aim today



By the end of the session, you will:

- **Understand the systemic barriers addressed** by the LCR REH Shadowing Programme and how it was **co-designed to drive racial equity**.
- **Gain insight** into the power of diverse lived experience in leadership
- **Explore practical approaches** to co-design and co-produce authentic, sustainable solutions across systems
- **Reflect on your role** in advancing anti-racist leadership and strengthening system partnerships locally and regionally

Today's agenda



Strategic Overview: LCR Race Equality Hub Shadowing Programme

LCR Leadership Shadowing Programme 2025

A journey from connection to impact



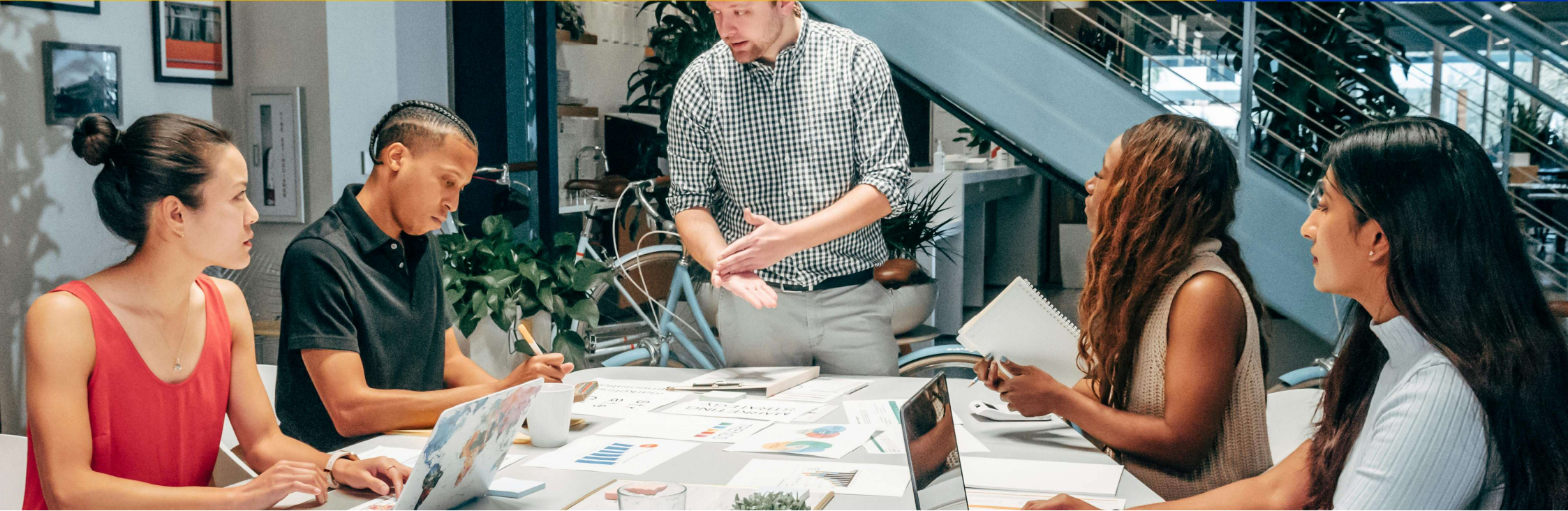
- Scope & Design
- Recruitment
- Matching Participants

■ Programme Launch

- Live Shadowing
- Ongoing Support & Networking
- Celebration & Close

Co-designed. Relationship-driven. Impact-focused

Shadowing programme ...



Programme Scale

-  12-months Programme
-  5 Shadowing Sessions
-  50-Senior Leaders & 50-Aspiring Leaders
-  Co-production with 30+ Organisations

Engagement

-  3-Onboarding Sessions
-  3-Online Support Sessions
-  12-Online Peer-peer Support Sessions
-  1-Career Pack Produced

Impact & Outcome

-  35-Case Studies & Testimonials Published
-  >5-Aspiring Leaders & 1 Senior Leader Promoted

35+ Participating organisations



Key programme contributors



Modupe Dosunmu
Director, GraceHOLA Ltd



Kerry McKevitt
Chief Executive, PNMPeople Ltd



Ola Dosunmu
Director, GraceHOLA Ltd



Mark Chapman
Senior Careers Advisor,
National Careers Service



Thomasina Afful
Associate Director - EDI,
Cheshire & Merseyside ICB



Kelly Woods (Programme Lead)
Leadership Development
NHS North West Leadership Academy



Maleka Egeonu-Roby
Perform. & Contracts Manager
Race Equality Hub, LCRCA



Charlie Brookes
Marketing and Engagement Manager
NHS North West Leadership Academy

Case studies pack



Liverpool City Region Race Equality Hub Shadowing Programme CASE STUDIES AND TESTIMONIALS



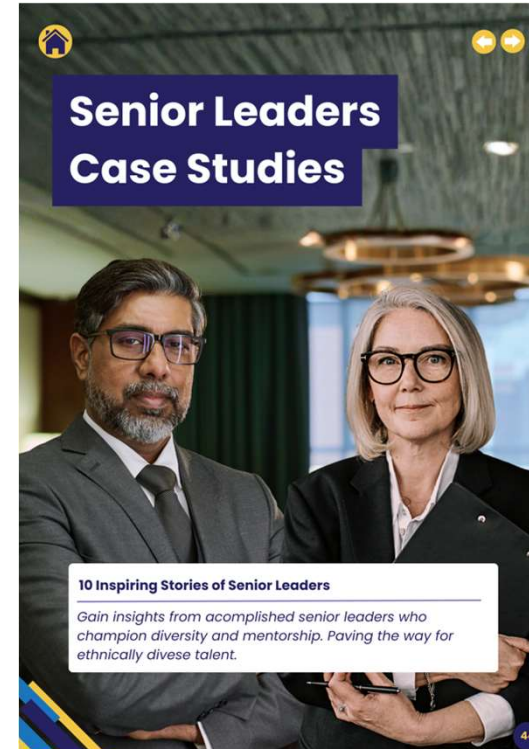
Aspiring Leader Case Studies



23 Inspiring Stories of Aspiring Leaders

Discover how future leaders across the Liverpool City Region are breaking barrier, building confidence and shaping inclusive leadership.

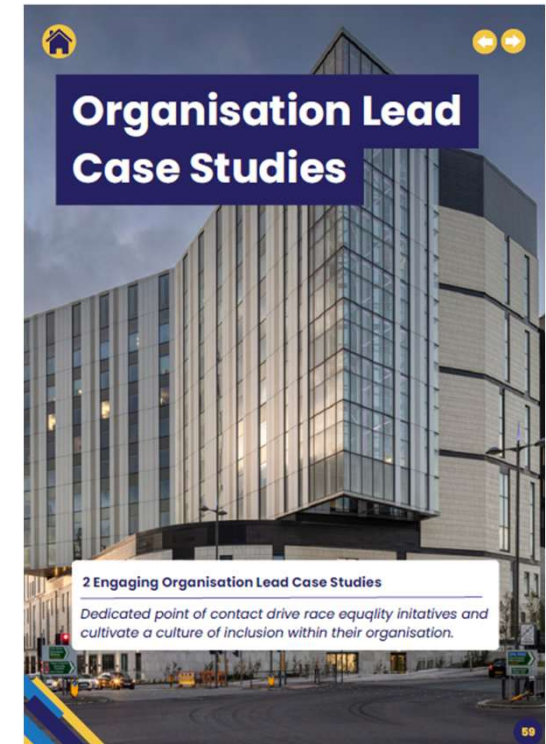
Senior Leaders Case Studies



10 Inspiring Stories of Senior Leaders

Gain insights from accomplished senior leaders who champion diversity and mentorship. Paving the way for ethnically diverse talent.

Organisation Lead Case Studies



2 Engaging Organisation Lead Case Studies

Dedicated point of contact drive equality initiatives and cultivate a culture of inclusion within their organisation.



METROMAYOR
LIVERPOOL CITY REGION



Testimonials from diverse contributors



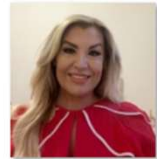
✓ Adekemi



✓ Aderonke



✓ Adesuwa



✓ Alexandra



✓ Andrea



✓ Andrew



✓ Ann



✓ Charlene



✓ Chris F



✓ Chris M



✓ Clare



✓ Diana



✓ Dr Oladapo



✓ Dr Tola



✓ Felicia



✓ Hafsa



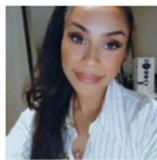
✓ Hannah



✓ Ifeoluwa



✓ Iqra



✓ Jade



✓ Jeevan



✓ Juliana



✓ Kevin



✓ Kulwinder



✓ Laura



✓ Lukman



✓ Mandy



✓ Maria



✓ Natalie



✓ Oluwayomi



✓ Praise



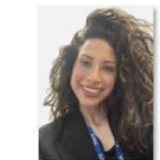
✓ Prof Taz



✓ Rumbie



✓ Sakander



✓ Sandy



✓ Tonika



✓ Udeme



✓ Vivian



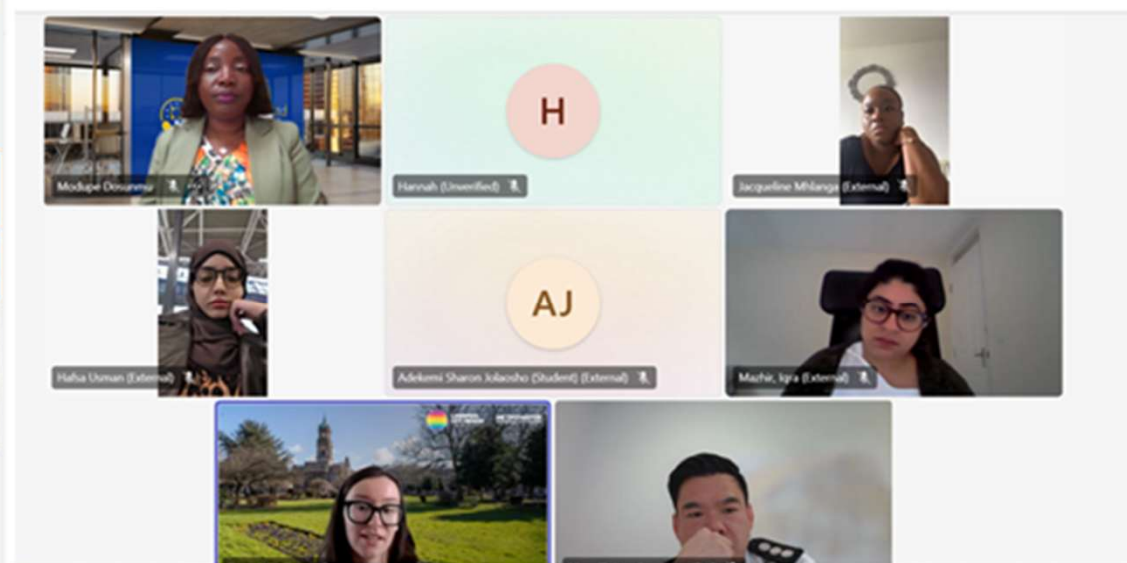
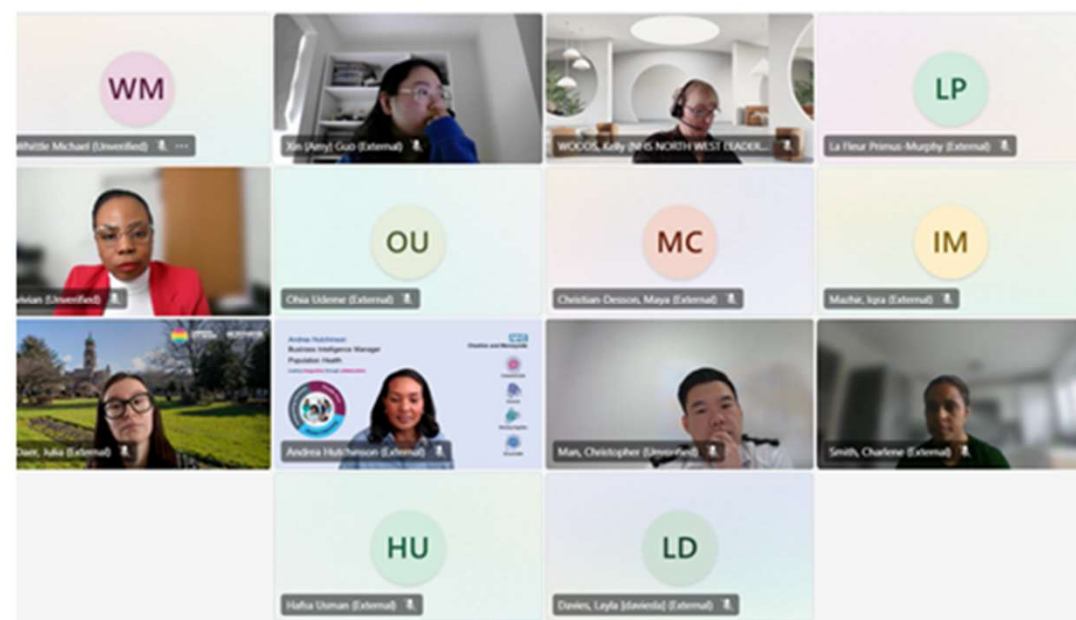
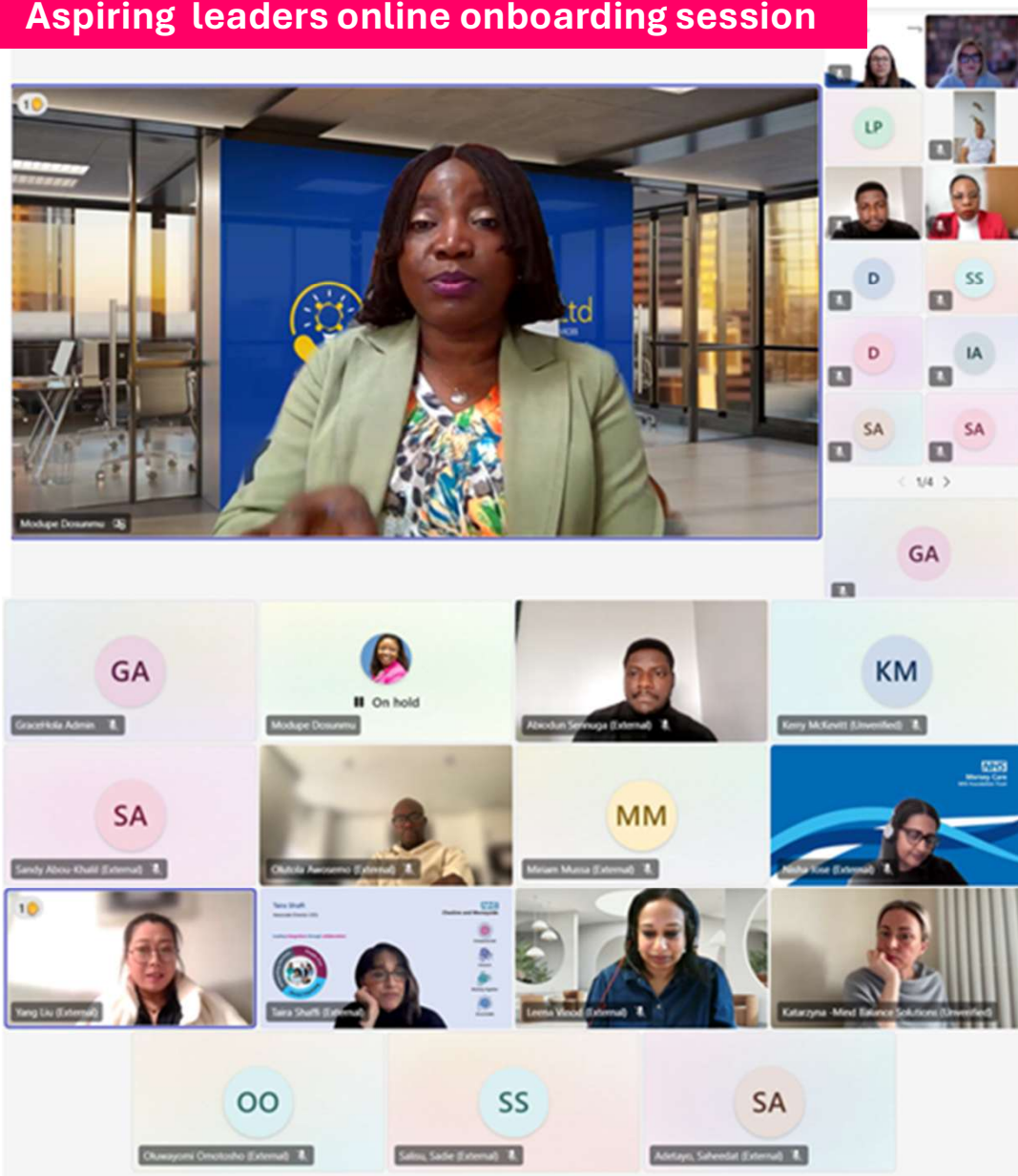
✓ Xin

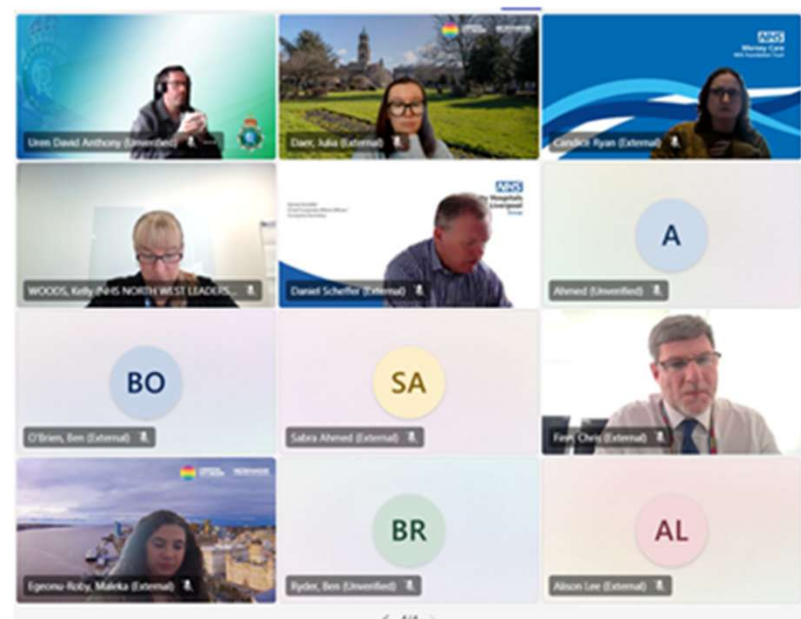
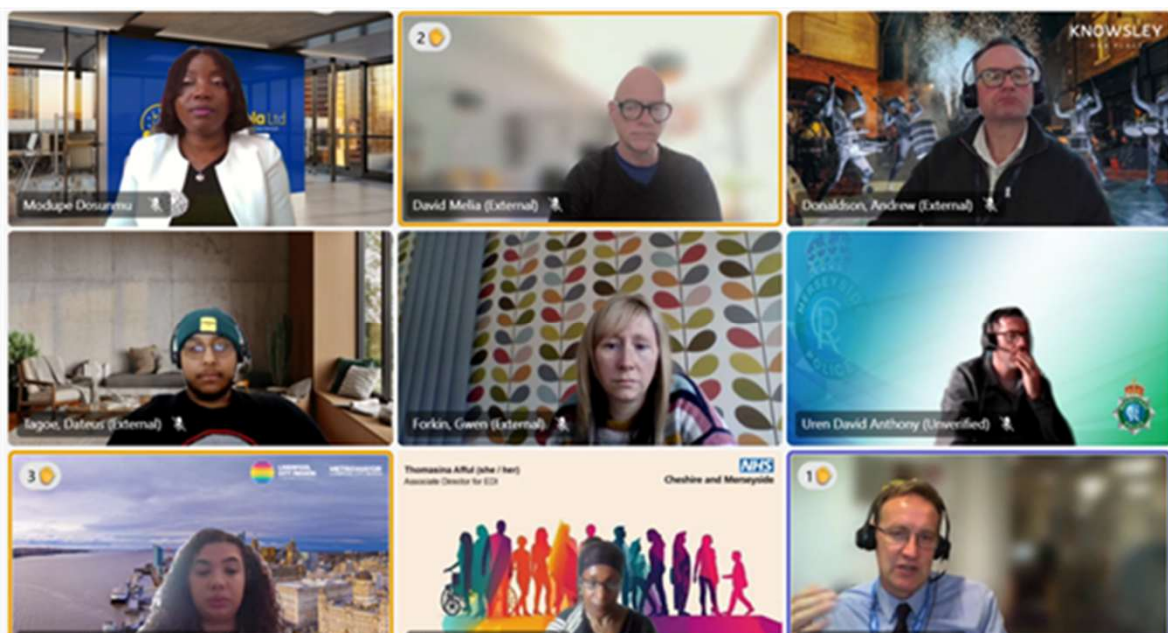


✓ Yang

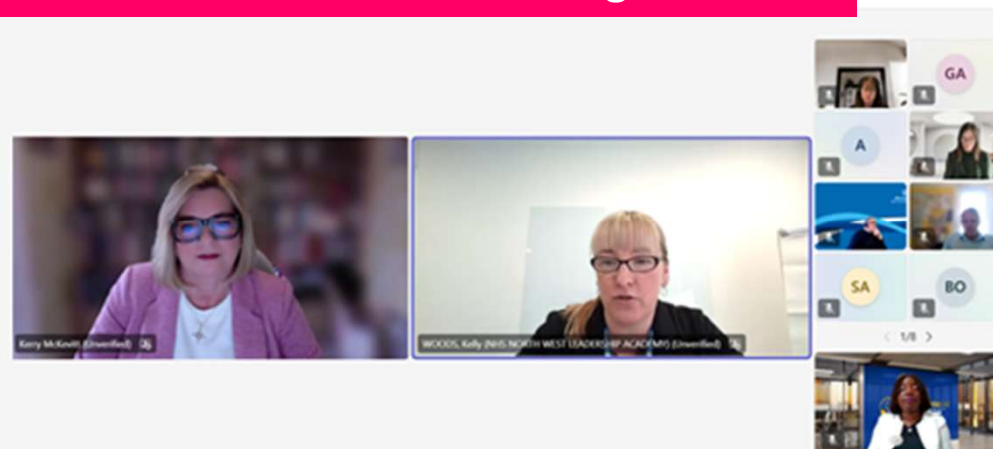
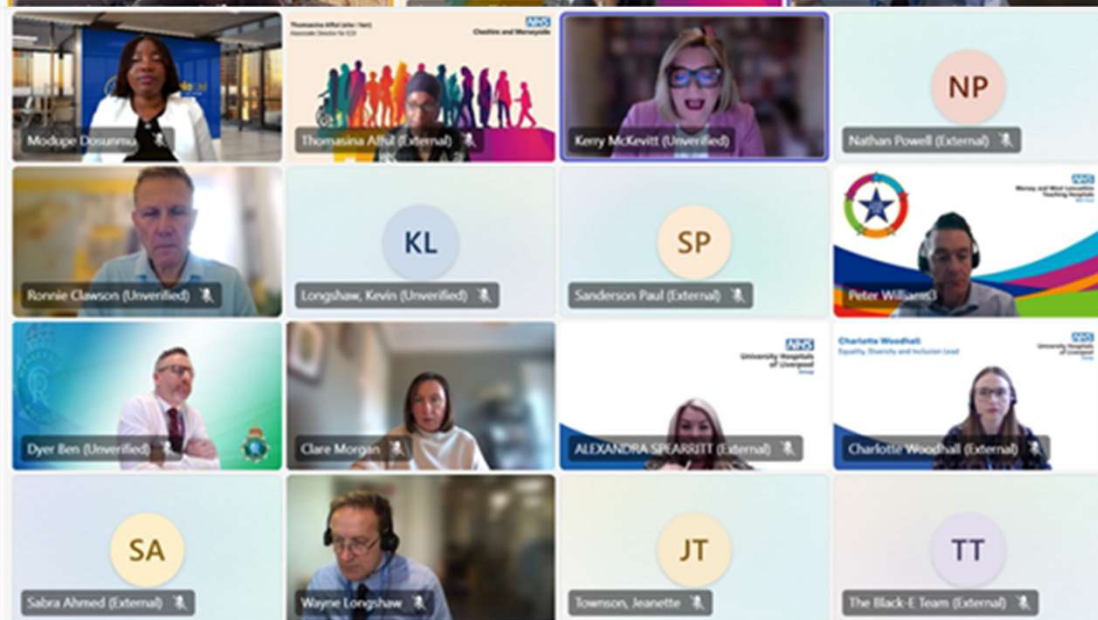


Aspiring leaders online onboarding session





Senior leaders online onboarding session



Joint face-face onboarding session



Joint face-face onboarding session



Key principles for success

CORE PROGRAMME ENABLERS

FOUNDATIONS

Set the conditions for success



Clear roles & responsibilities

- Effective coordination & accountability



Organisational Buy-in

- Maximising learnings & development outcomes

ENGAGEMENT

Engage participants meaningfully



Dedicated Time

- Full programme engagement



Managing sensitivities

- Build trust while protecting confidentiality

DELIVERY

Ensure impact & sustainability



Co-design & Co-production

Shaping the programme together

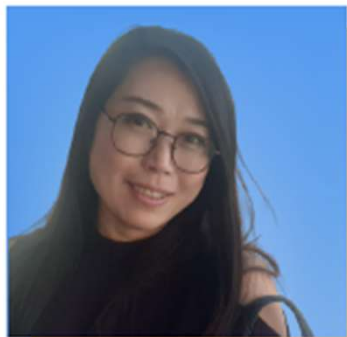


Guidance & onboarding

- Clear expectations & formal agreement



Meet the panel: *Lived experience panel discussions*



Yang Liu

*Development & Ops
Manager , Wirral Change*



Diana Anane Tabiri

*Registered Nurse
NHS University Hospitals of
Liverpool Group*



Tonika Stephenson

*MD, Liverpool Advocate
for Windrush*



Wayne Longshaw

*Director of Integration
Mersey & West Lancashire
Teaching Hospitals NHS Trust*

- 
1. What were your initial fears, and how did you overcome them during the programme? **(Diana)**
 2. What shifted for you personally through this experience? **(Yang)**
 3. What did this programme reveal about leadership and race equity in practice? **(Tonika)**
 4. What needs to change at the system level to sustain this impact? **(Wayne)**
 5. What one piece of advice would you leave delegates with from your experience of the LCR REH Shadowing Programme? **(ALL)**
- 



**Leading for racial equity
(Local & System Level)**



LIVERPOOL
CITY REGION
COMBINED AUTHORITY

METROMAYOR
LIVERPOOL CITY REGION



Liverpool City Region
Race Equality Hub



North West Leadership Academy



GraceHolo Ltd
MANAGEMENT & STRATEGIC CONSULTING SERVICES
Collaborating and Co-producing with You



From insight to your action



- **ACTIVITY 1:** Which *THREE* actions will be your priority over the next 30 days to advance race equity in your organisation? (*Select up to three options*)
- **ACTIVITY 2:** What one word captures what you are taking away from today's workshop?

Scan the QR code to respond
Or join at **slido.com**
Event code: **3139020**

SCREEN SHOT RESPONSES

Your feedback

Workshop Feedback



- Please scan the QR code and complete the feedback form for this workshop.
- By completing this form, you will be helping the NHS North West Leadership Academy improve future workshops.

Thank You:

NHS North West Leadership Academy, LCR Race Equality Hub and other Partners

Our Contact:

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Your next workshop

The New Frontiers of Racism

Douglas Suite

Transforming Anti-Racist Practice Through Dialogic Safe Spaces

Warrior Suite

Keeping It Real – The Mann Report and Staff Standards

Main Auditorium

Beyond Hope and Referral: Fixing the One Small Thing

Belfield Suite



Orwell room - Multi faith room

Pier room - Quiet space