



# Women in health and care: Achieving an equal future in a COVID-19 world

Monday 8 March 2021

## Event Programme

Thank you for taking part in our celebration of International Women's Day 2021. You will find details of the programme below. The day is designed as an "unconference" which means that most of the sessions have been designed by the people taking part. As a result, some sessions may change.

We hope you're looking forward to the event as much as we are. Remember that you can dip in and out as much as you like throughout the day, and don't forget to try and wear something purple!

No need to book your sessions in advance, just go where your energy is on the day at times that fit with the other things you are doing!

7.30-8.30	<b>Tweet chat</b>	Join us on Twitter using the hashtag #EverydayCourage
8.30-9.30	<b>Start your day right</b>	The time to prioritise your physical and mental wellbeing is always now with <b>Sally Orange</b> , Invictus Games Foundation X NHS partnership
		Mindfulness drop in - 08.30 & 09.00 start Yoga Wiggles with Laughtercise - Gentle empowering movement, calm breathing and cheerfulness to get your mind and body ready for the day.
9.30-10.00	<b>Meet and greet</b>	Join and say hello to others taking part, led by our MC, <b>Helen Bevan</b>
10.00-10.15	<b>Welcome to #EverydayCourage</b>	Welcome to the International Women's Day celebration from our co-hosts <b>Prerana Issar</b> , NHS Chief People Officer, and <b>Samantha Allen</b> , Chair of the NHS Confederation's Health and Care Women Leaders' Network
10.15-10.30	<b>International Women's Day quiz</b>	An energising way to learn new facts about gender equality and women in health and care in the era of COVID-19, led by <b>Laura Emson</b>
10.30-11.00	<b>Call to action</b>	A call to action for International Women's Day 2021, with <b>Prerana Issar</b> , <b>Samantha Allen</b>
11.00-11.15	<b>Your unconference</b>	Your guide to the unconference, led by <b>Helen Bevan</b>
11.15-11.25	<b>Break</b>	Visit the booths in our EXPO and start networking
11.25-12.10	<b>Unconference sessions: Round one</b>	Your choice from more than 20 sessions – see page 3 for more details
12.10-12.20	<b>Break</b>	Visit the booths in our EXPO and keep networking
12.20-13.05	<b>Unconference sessions: Round two</b>	Your choice from more than 20 sessions – see page 6 for more details
13.05-13.30	<b>Lunch break</b>	Enjoy some time away from a screen and consider joining our Laughtercise session
13.30-13.45	<b>Laughtercise</b>	Movement, fun, giggles and a bit of zen
13.45-14.30	<b>Unconference sessions: Round three</b>	Your choice from more than 20 sessions – see page 9 for more details
14.30-14.40	<b>Break</b>	Visit the booths in our EXPO and keep networking
14.40-14.50	<b>End of unconference sessions and intro to the Health &amp; Care Women Leaders Network sessions</b>	<b>Helen Bevan</b> wrapping up the unconference sessions and <b>Julie Johnson</b> introducing the next round of sessions
14.50-15.35	<b>Breakout sessions delivered on behalf of the Health &amp; Care Women Leaders Network</b>	Your choice of seven inspirational sessions – see page 12 for more details

15.35-15.55	<b>Reflections of #EverydayCourage</b>	Reflections from the day's events with our co-hosts <b>Prerana Issar</b> and <b>Samantha Allen</b>
15.55-16.15	<b>Our collective action</b>	A link with women in health and care from around the globe with a commitment to collective action
16.15-17.00	<b>Reflective story telling</b>	An optional session where children, housemates, pets and others are all welcome to join for a chance to reflect on our inspirational day



## Unconference sessions: Round one

11.25-12.10

Choose one session to take part in.

These are unconference sessions and therefore they may change!

<b>1.1 Main stage</b>		
<b>Becoming a woman leader: Be inspired by the stories of two of the most senior and respected women leaders in health and care</b>		
Beverley Bryant, Emily Lawson, facilitated by Kathryn Perera		
<b>Wellbeing zone</b>	1.2 Understanding and embedding trauma informed approaches. How can we reset our lives after the pandemic and how can trauma informed care help to support workforce and patient wellbeing?	Sharon Apopa, Louise Patmore
	1.3 Women working with cancer - a call to action: how can we build workplaces that enable people to make healthy choices and how can we support those working with cancer?	Helen Ives
	1.4 Tiny Habits® Big Change: How to build extraordinarily strong habits in all areas of your life!	Katherine Hickman
	1.5 Storytelling – the surprising way it can help make sense of the pandemic and its impact on you.	Cara McCarthy

	1.6 'In our prime': a conversation for women working in health and care aged over 60: join us for an informal discussion to share our experiences and build some mature women-power!	Helen Bevan
	1.7 Putting on our oxygen masks first - how we can look after own wellbeing while we're taking care of others.	Aba Gaisie, Nana Esi Gaisie, Mamta Dhand, Vanessa Garrity, Nicky Lambert
	1.8 An unprecedented year for Public Health: Public Health has been in the spotlight during the pandemic like never before, with its focus on prevention, protection and tackling health inequalities. Be inspired by the women leaders who have helped lead the Public Health response across the country.	Jacqueline Dunkley-Bent, Susan Hopkins, Lucy Yardley, Bola Owolabi
<b>Pioneering zone</b>	1.9 Forging our own path whatever our footwear of choice: what it takes to be a pioneer in health and care and how we pioneers can build girl power-like strength between us!	Helen Davies-Cox, Chris Edworthy
	1.10 Training and collaborating for transformational change: How our learning programme to train non-ICU colleagues and help support them in feeling more confident for redeployment as part of the COVID-19 response was developed and deployed – in just one week.	Alex Monkhouse, Eve Corner
	1.11 A panel discussion – women in science, research and data: learn from and be inspired by some of the most successful women in the UK, operating in a traditionally male field, speaking about the challenges they've overcome and how women can succeed in the industry.	Dame Sue Hill, Jo Martin, Harjeet Dhaliwal, facilitated by Zoe Lord
<b>Career &amp; development zone</b>	1.12 Asian women overcoming challenges and showing #EverydayCourage – a discussion including lived experience, choices, tips for success, challenging cultural stereotypes and staying resilient.	Rasheda Choudhury, Pamela Permalloo Bass, Jasvinder Sohal, Hina Mir
	1.13 "When I grow up I want to be a ballerina": How do we, as leaders, work with future generations to support them in having aspirations and showing them from a young age that the NHS is not just "being a nurse or doctor"?	Charlotte Andrews
	1.14 Exploring the impact of women's leadership in the workplace and in a crisis: what can we learn from female leaders' approach to COVID-19 and how does this inform future female leadership?	Cathy Elliott, Annesha Archyangelio, Marsha Jones
<b>Racial &amp; social justice zone</b>	1.15 White allyship - learning from hard conversations about whiteness and privilege. Gain an understanding of white supremacy, what that means - and discover some constructive things you can do to become an ally in the fight against racism.	Anne-Marie Archard, Usha Kaushal
<b>Equality zone</b>	1.16 Intersectionality: where race, class, gender, and other individual characteristics 'intersect' with one another	Sharifa Hashem, Kathryn Beckley

	and overlap. If your feminism isn't intersectional - is it even feminism? How to consider and provide for all challenges faced by an individual as a whole.	
	1.17 (Trans) gender equality: personal stories of gender experience, transition, privilege and inequality and a discussion on the importance of professional and personal allyship.	Tara Hewitt, Owen Francis
	1.18 Dissecting diverse experiences in Medicine: How the only way we can provide adequate care to patients of all backgrounds is to educate ourselves on different cultures and health issues and ensure medical leadership reflects the diversity of the population.	Omon Imohi, Ayede Ologun
	1.19 Women Speakers in Healthcare: It's so important that we see women speakers on platforms if we want to develop the role of women as experts, influencers and leaders. Join our mission for equality of gender representation in all healthcare events.	Greta McLachlan, Rose Penfold
	1.20 Fixing the gender pay gap: How do we work together to close the gender pay gap in line with the recommendations of the Independent Review into the Gender Pay Gaps in Medicine in England?	Jane Dacre, Carol Woodhams
	1.21 The importance of dyslexic thinking in health and care: a discussion exploring experiences of women working in health and care with dyslexia and how we can consider dyslexic thinking as an asset.	Kate Griggs
<b>Creating the future zone</b>	1.22 Creating joy at work: how do you help your team to look forward to Monday morning rather than count the minutes until Friday afternoon?	Laura Emson
	1.23 Recovery to discovery: It takes #EverydayCourage to create a better health and care system beyond the pandemic. Three outstanding female leaders will share their vision and thoughts on what recovery looks like for the NHS - what should we aim in the aftermath of the COVID-19 pandemic?	Samantha Allen, Sara Munro
	1.24 Being brave and using your voice: Replacing fear with understanding, purpose and hope. Finding your voice and using your unique experience to make a difference.	Pauline Grant, Dezita Taylor-Robinson
	1.25 Working parents - flexible working before, during and beyond the pandemic: how do we support parents in both their family roles and careers?	Rachel Ryle, Nicola West, Kizzy Kukreja



# Unconference sessions: Round two

12.20-13.05

Choose one session to take part in. These are unconference sessions and therefore they may change.

<b>2.1 Main stage</b> <b>Just getting started:</b> <b>A look at the role of women leading the largest vaccination programme in NHS history</b> Emily Lawson, Nikki Kanani, May Parsons, June Rainemen, Colonel Alison McCourt		
<b>Wellbeing zone</b>	2.2 " <i>Menopause is about hot flushes in old ladies, what's that got to do with the workplace</i> "? Plenty!	Jacqui McBurnie, Becky Malby
	2.3 Looking after ourselves during the pandemic and beyond. Tips and techniques to focus on physical and mental wellbeing. A feelgood and rejuvenating session prioritising self-care.	Erin Murray, Madihah Abbas, Nicky Lambert
	2.4 Tackling imposter syndrome: Many women experience imposter syndrome, even though they got their jobs on merit & are brilliant at them! What is imposter syndrome, how do we experience it and how to we address it?	Anna Manning, Jyoti Baharani, Claire Laing
	2.5 "Having your cake and eating it too": What can we learn from recently changed working practices in response to COVID-19, and the changing (or not) attitudes to home and work life? What balance can be struck between achieving a work life balance and progressing your career at the same time? Is the approach the same for men and women? Have attitudes changed?	Zoe Pietrzak, Nicola Brooks, Mark Watson, Cheryl Lee, facilitated by Naomi Edwards
<b>Pioneering zone</b>	2.6 Supporting our communities and networks to thrive: exploring how more than 175,000 people in health and social care are using the FutureNHS platform as a collaborative space to drive forward sustainable system change - influencing system change on domestic abuse and gender-based violence during the pandemic and supporting the equality and diversity agenda.	Alice Montgomery-Reed, Georgina Farmer, Becc Reynolds
<b>Career &amp; development zone</b>	2.7 In conversation with Prerana Issar: Prerana is in the hot seat to respond to your rapid-fire questions. Join her for a lively and no holds barred discussion	Prerana Issar, facilitated by Kathryn Perera
	2.8 How to be an effective assertive woman leader on your own terms - you don't have to choose between being 'likable' or 'competent': inspiring stories, discussion and advice.	Sanaa Shah, Emma Challan

<b>Racial &amp; social justice zone</b>	2.9 No one is coming to save YOU: How I became a social justice leader - and how you can activate your inner change agent.	Christiana Melam
	2.10 In my shoes - learning from the experience of Muslim women in health and care: Muslim women are often at the receiving end of discrimination and racism including pay disparities, islamophobia and microaggressions. Now is the time for leaders and colleagues to support the needs of, and celebrate the successes of, Muslim women.	Sajidah Ahmad, Sabina Hafesji, Hina Shahid
	2.11 The impact of innocence: How applying this lens to how we interact with others can help us rise above exclusion and discrimination.	Sharon Malhi
	2.12 Dare to Dream: a space for self-reflection, evaluation & conversation about how to move forward in your career and your life with purpose.	Benash Nazmeen
<b>Equality zone</b>	2.13 Breaking the chain of gender bias: how women can support one another, and how we can address systemic discrimination against women.	Jane Woods, Karen Bradley, Hazel McLaughlin
	2.14 Visible women: how to positively change the culture of workplaces in the NHS towards an inclusive environment where women are supported to grow and enter leadership roles.	Helena McKeown
	2.15 Celebrating learning differences within our organisations: reflections from the learning difference group of NHS England and NHS Improvement on the benefits of learning differences (dyslexia, dysgraphia, dyspraxia, ADHD and dyscalculia).	Rosie Redstone, Chris Dempsey and Clare Price-Dowd
	2.16 Intersectionality: where race, class, gender, and other individual characteristics 'intersect' with one another and overlap. If your feminism isn't intersectional - is it even feminism? How to consider and provide for all challenges faced by an individual as a whole.	Sharifa Hashem
	2.17 #metoo: Understanding the problem of harassment and discrimination for women in the workforce, sharing experiences and discussing strategies for dealing with inappropriate behaviour	Diana Badcock, Dawn Pearson, Salma Yasmeen, Sarb Clare, Sarah Faloon, Daniella Houston
	2.18 The role that women are playing as leaders tackling health inequalities through big data, research and innovation.	Marina Soltan
<b>Creating the future zone</b>	2.19 Developing a career pathway for care home nurses: sharing our story and hearing yours - time for reflection and discussion.	Jane English
	2.20 Time to collaborate: how cultural intelligence helps us combine our efforts. Resisting the temptation to judge, and how to overcome the temptation to regard your culture as the benchmark.	Samia Latif & Julia Middleton
	2.21 Speak Up - Listen Up – Follow Up: Acknowledging the #everydaycourage it takes to speak up and discussing the challenges in creating a psychologically safe environment at work.	Henrietta Hughes

	2.22 Tomorrow's future, today: improving patient outcomes and tackling health inequalities. How can we lift the system to provide equitable access for all?	Karen Rai, Andrew Wardley, Lisa Farier, Ellie Rad
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# Unconference sessions: Round three

13.45-14.30

Choose one session to take part in. These are unconference sessions and therefore they may change.

<b>3.1 Main stage</b> <b>Women of Colour and allies: what is our experience of being</b> <b>Women of Colour in health and care? What works for us and what needs to change?</b> Prerana Issar and a guest panel, facilitated by Kathryn Perera		
<b>Wellbeing zone</b>	3.2 The courage of giving someone a good listening to: A session to pause, get quiet and actually listen.	Angela Watson
	3.3 Can mindfulness training help people who work in health and care to reduce stress and increase wellbeing? What we know and what we don't know.	Clara Strauss
	3.4 Managing "The Guilt" in work and family life. Juggling work, study, caring and home schooling in the midst of a pandemic. A discussion on how this feeling of guilt has impacted us all and shared learning from this collective experience.	Rebecca Barker, Debbie Ford, Laura Gilkinson, Michelle Horridge
	3.5 You are not alone. Menopause: its symptoms and its management, wellbeing, and living well.	Sherifat Abdulkadir Muhammad Kamal, Lisa Anderton, Marita Brown
<b>Pioneering zone</b>	3.7 Women leading collaboration in technology in health and social care – a panel discussion: Learn from these inspiring women who are leading the way and transforming our world through the development and use of technology and data, as they reflect on the networks that have supported them throughout their careers and their commitment to bridging the gender gap.	Pollyanna Jones, Ming Tang, Indra Joshi, Tara Donnelly
	3.8 Who needs courage when you have a purpose? Does purpose override a need for courage?	Liz Sargeant, Aileen Evans
<b>Career &amp; development zone</b>	3.9 The future of leadership: what are the needs, themes and directions that women leaders need to know about for the future?	Jacqueline Davies
	3.10 How can BAME women pharmacists find, develop & practice #EverydayCourage to release their inner leader and rise up the ranks in the NHS? Fewer than 1% of leadership positions in pharmacy are held by women from BAME backgrounds: it's time for change!	Reena Barai, Komal George, Harpreet Chana

	3.11 Warn and inform: a panel discussion on the vital role of public communication during a national incident	Anna Macarthur, Noita Sadler, Miriam Wraight, Michelle Dixon, Carrie-Ann Wade
<b>Racial &amp; social justice zone</b>	3.12 The #EverydayCourage of Unlearning Race - How we can see our own racial prejudice and use it to lift up all women?	Wasia Shahain, Zoe Hooper
<b>Equality zone</b>	3.13 The Invisible Sisterhood: examining how much gender equality rests on the shoulders of women supporting other women and how we must look beyond institutions, to networks of women to advance equality.	Kate Jarman
	3.14 Women in a traditionally male world: our story. A fascinating and relevant story from a national charity about the changing face of an organisation – moving from a predominantly male environment to women having an equal footing.	Kate Pound
	3.15 Tackling health inequalities and exclusion in digital health during a pandemic: How can we include underrepresented voices in digital transformation for a truly equitable NHS?	Shabira Papain
	3.16 Gender equality in leadership: a virtual World Café: Women remain underrepresented across the NHS in senior leadership roles. Recent research shows that we are still reluctant to ask for what we want and negotiate for the careers we deserve. Let's be the change we want to see.	Saman Zaman, Helen Ashley, Dawn Jarvis
	3.17 Creating a sense of belonging for people from the LGBTQ+ community led by the Co-Chairs of the Health and Care LGBTQ+ Leaders' Network. Sometimes the challenges we face to create a culture that is genuinely inclusive and with a true sense of belonging can seem very daunting. We'll explore how to identify practical, measurable actions that can create a sense of belonging for all staff.	Layla McCay, Peter Molyneux
<b>Creating the future zone</b>	3.18 Stepping into my own power: how to reclaim your own power and create your own permission, rather than waiting for someone to give it to you. Inspiring stories, hints and tips.	Diana Marsland, Neetu Jain, Renu Jainer
	3.19 An introduction to how to find your #everydaycourage with #courageouscoffee. We will explore what the benefits of building a professional network is and how you can do it.	Caroline Chipperfield, Nicola Squelch
	3.20 Women have been disproportionately impacted in the labour market by COVID-19. What can the NHS and large organisations do as an aid to economic recovery?	Catherine Wills, Jennifer Gardner, Dominique Allwood, Ciara Luscombe, Ben Jones
	3.21 Leading ourselves and our teams with compassion: Learn some new techniques and approaches to shift from self-critic to self-ally, by reframing our own narrative.	Chantal Basson, Laura Simms

	3.22 TOWIE - The only way is ethics: how ambitious can we be to attract, reward and retain diverse talent and disabled leaders across the system?	Erika Ottley, Paul Deemer
	3.23 Women on the frontline of the pandemic: a panel discussion on what we learned during the pandemic, from clinical innovation to rapid reconfiguration, and how the pandemic will change the future of frontline health and care.	Ramani Moonesinghe, Alison Pittard-Dean, Kiren Collison, Elaine Thorpe
	3.24 Lessons learned from the pandemic, what does the future look like for working parents? Has your experience of being a working parent through the pandemic changed your expectations? A discussion for working parents in health and social care about our experiences over the last twelve months and how these might shape the future.	Naiomi Edwards and Anna Richards, facilitated by Chloe Allwinter



# Health & Care Women Leaders Network sessions

14.50-15.35

Choose one session

<b>4.1 Main stage:</b> <b>Letting go (of guilt) - moving forward</b> Yetunde Hofmann, Managing Director, Synchrony Development Consulting	
<b>4.2 A fireside chat with women leaders</b> In this discussion session Samantha Allen and guests will focus on their hopes for the future and what they have learnt over the past year.	Samantha Allen, Henrietta Hughes, Tracie Jolliff, Nikki Kanani, Claire Murdoch, Dame Marianne Griffiths and Dame Anne Marie Rafferty
<b>4.3 Story circles (my story/our story)</b> This session will give delegates the opportunity to share stories about their experience during COVID-19.	Tanya Telling, co-chair of Sussex Partnership NHS Trust's Women's Network
<b>4.4 Mentoring - what's in it for me?</b> In this session Anne-Marie talks about the positive benefits of coaching and mentoring, and the differences between the two approaches. She will also talk about the importance of a framework (or contract) for the relationship between mentee and mentor.	Anne-Marie Archard, Head of Leadership, People & Organisational Development, Mid and South Essex NHS Foundation Trust
<b>4.5 Kindness as a leadership strategy</b> In this session Pinky will talk about her remarkable life from childhood in Calcutta to lunch with Prime Ministers and a guest appearance on Desert Island Discs. Her mantra in life is to be kind, and she talks about the importance of kindness in leadership and how it has the power to effect positive change in this fragile world.	Pinky Lilani, CEO, Women of the future
<b>4.6 Women's leadership during COVID-19</b> The pandemic has prompted questions about if female leaders have been more effective than male leaders. In this session Sri celebrates the strength of women and explores what women bring - that leads to better outcomes.	Sri Kalindindi Consultant Psychiatrist; Leadership, Executive & Life Coach; National Clinical Lead, Mental Health Rehabilitation; Clinical Entrepreneur
<b>4.7 The future of work - reimagining what the workplace might look like for women after COVID-19</b> Join Allyson to talk about how COVID-19 has impacted the workplace, reasons for optimism and the positive changes that can come out of it. She will also cover five strategies for the future of work (empathy, tackle inequities, work-life, inclusive leadership, etc).	Allyson Zimmerman, Executive Director for Catalyst Europe