

MIDLANDS RACIAL EQUALITY IN MEDICINE 2023 CONFERENCE



SATURDAY 11TH MARCH

**GEORGE DAVIES CENTRE
UNIVERSITY OF LEICESTER
10:00 - 16:30**

We would like to thank our sponsors British Medical Association, Medical Defence Union and Leicester's Student Union for supporting this conference.



MDU



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HOW TO GET HERE

GEORGE DAVIES CENTRE (GDC)
UNIVERSITY OF LEICESTER
15 LANCASTER ROAD, LE1 7HA



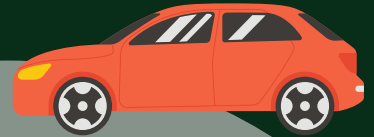
By Train

Closest station is
Leicester Station
15 minute walk to GDC



By Bus

The Arriva 48 bus runs frequently from the
Haymarket Bus Station
in the city centre to University Road. (Return journey is the 47 bus.)



By Car

Maurice Shock Building and Bennet Building Car Parks

University Road, LE1 7RH
Free from 9am, limited spaces

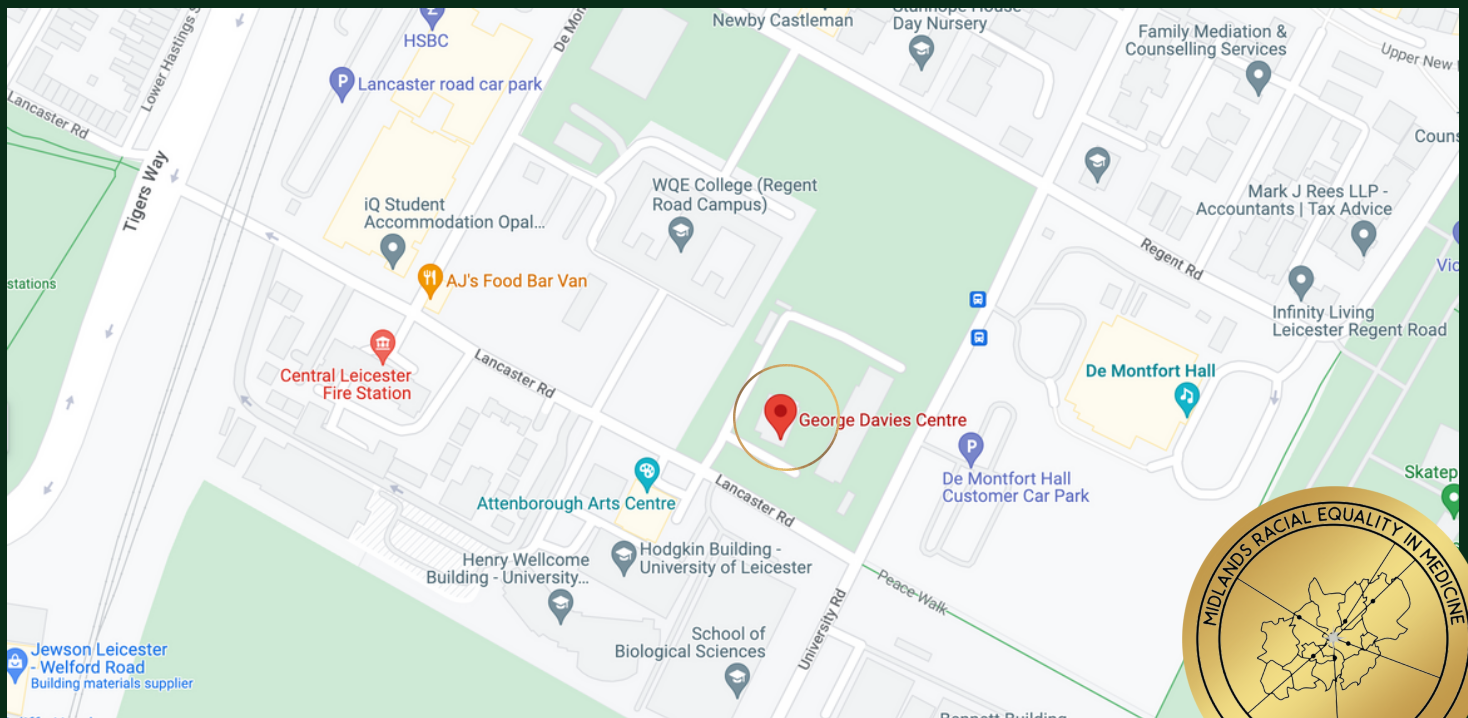
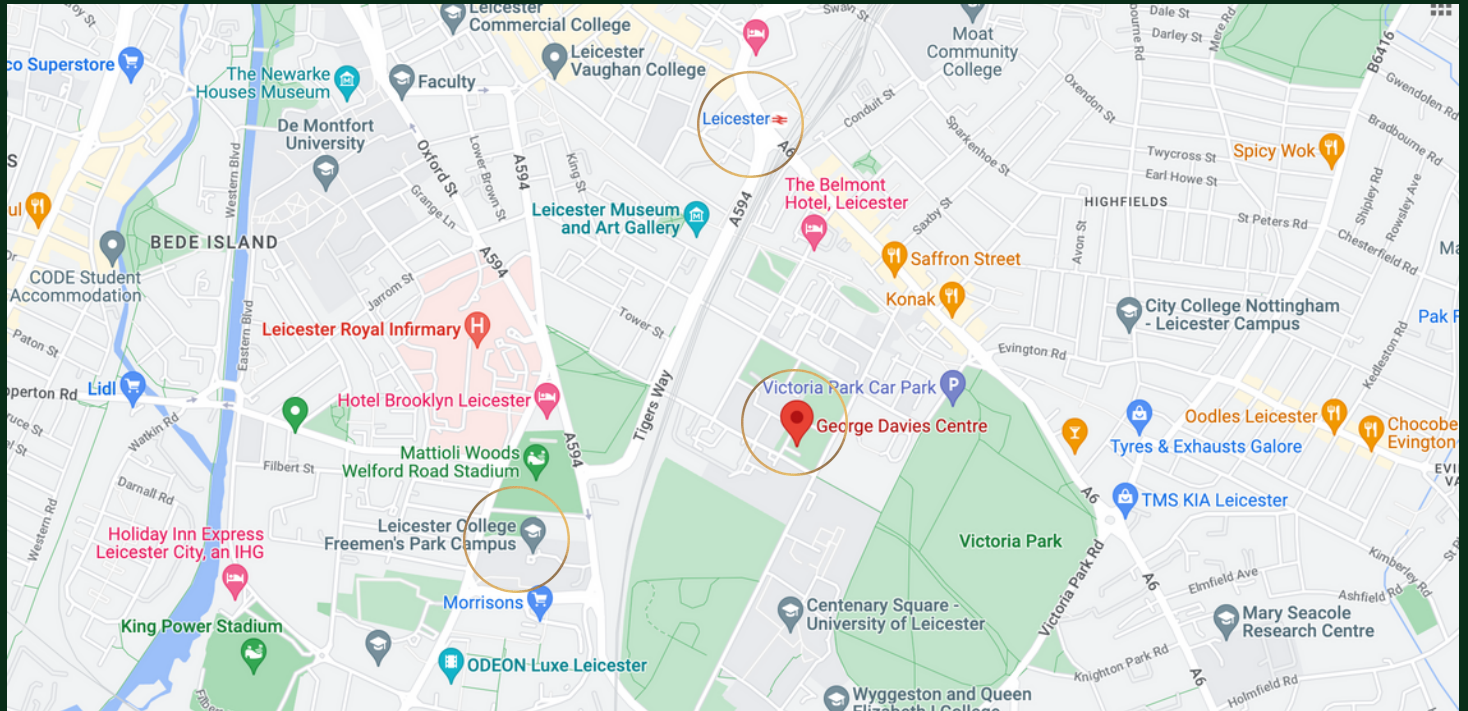
Freemen's Common Multi-Story Car Park

11 Putney Road, LE2 7TF
12 minute walk to GDC
6-8 hours: £8



MAP

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MEET THE CONFERENCE TEAM



Kiran Bhavra

Conference Director

4th Year Medical Student
University of Leicester



Takunda Nhiwatiwa

Conference Director

Final Year Medical Student
University of Leicester



Fejiro Okagbare

Social Media Officer

4th Year Medical Student
Keele University



Simran Panesar

Social Media Officer

4th Year Medical Student
University of Leicester



Donya Mighty

Secretary

3rd Year Medical Student
University of Warwick



Ramat Ayoola

Network Chair

Final Year Medical Student
University of Warwick



SCHEDULE

Time	Description
9:30 - 10:00	Registration
10:00 – 10:05	Welcome Professor Kate Williams
10:05-10:20	The MREM Network: Background and Goals Ramat Ayoola, Chair
	Introducing the MREM Conference Kiran Bhavra and Takunda Nhiwatiwa, Conference Directors
10:20 - 10:40	Key Note Speaker: "Divided" Dr Annabelle Sowemimo
10:40 - 11:00	Key Note Speaker: "Antiracism Activism in the NHS" Dr Evelyn Mensah
11:00 - 11:15	Break
11:15 - 11:35	Key Note Speaker: "Start with the end in mind" Dr Natasha Archer
11:35 - 11:55	Key Note Speaker Question Panel
12:00 - 12:30	Student Panel Leicester, Keele, Warwick, Nottingham, Lincoln
12:30 - 14:00	Lunch & Poster Presentations Poster Presentations, Stalls, 'Racism in the NHS' documentary (13:00 and 13:30)
14:00 - 14:45	Workshops Session 1
14:50 - 15:35	Workshops Session 2
15:35 - 15:50	Break
15:50 - 16:10	Elevate Grant Winners Haris Muhammed and Balamrit Sokhal
16:10 - 16:30	Awarding of Prizes and Vote of Thanks Conference Team and Staff Panel



WORKSHOPS

Workshop 1: Say My Name: the importance of names in building inclusive communities

For many the feeling of being at 'home' begins with being known by name and yet for many students and staff, their experience of feeling welcomed, visible and included can be diminished by routine name avoidance or mispronunciation, with consequent negative impacts upon their experience and engagement. In addition, despite university communities being rich with students from diverse cultures and backgrounds, there is a widespread tendency to erase difference by condoning practices that de-racialise names – either by acceptance that names that are unfamiliar will be adapted to ease communication or changed for 'Western' names, or by acceptance of university data systems which do not account for diacritics or non-Latin scripts, thus meaning that some students spend their time addressed in university communications only by rough approximation of their name.

At the University of Warwick, the Say My Name project undertook research using surveys and semi-structured interviews with over 850 staff and students.

This workshop will explore:

- The value of names
- The impacts of name misuse
- Discuss practical ways that institutions can support name-users and name-bearers to call each other by name
- Formulate guidance through tools and systems

Learning outcomes:

- Work towards building inclusive communities which celebrate difference
- Develop intercultural awareness of names and naming practices
- Show respect for the person behind the name.

Workshop Facilitators: Dr Jane Bryan (University of Warwick)

Jane is a Senior Fellow of the Higher Education Academy and an Alumni Fellow of the Warwick International Higher Education Academy. She is also a Fellow of the Warwick Institute of Engagement. Jane was the WLS lead for the successful Athena Swan Bronze Application (April 2019). She is also Chair of the WIHEA Peer Dialogue Staff Network and co-lead of the WIHEA Restorative Justice in Higher Education Learning Circle. Jane is a member of the University's Student Research Working Group and leads the Student Research Network.

Jane graduated from the University of Warwick in 1991 and returned to do a Ph.D. on the legal treatment of pregnant women, having in the meantime worked as a solicitor specializing in criminal law and medical negligence. Jane began teaching at the Warwick Law School in 2004.



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WORKSHOPS

Workshop 2: Decolonizing the medical curriculum - importance of student input in improving teaching materials

Decolonizing the medical curriculum through student-staff collaboration on teaching materials is a powerful way to create meaningful change. We developed a well-rounded problem-based learning (PBL) case to enhance anaemia teaching in year 2 MBChB, emphasizing important yet neglected aspects of healthcare. The PBL case followed the journey of an individual from conception through to adulthood and considered screening, diagnosis, and management of sickle cell anaemia, along with the lived experience of the person living with this condition and their family. Through the PBL case, students learnt about the impact of racial inequalities, such as the portrayal of health conditions in different cultures, and the underestimation of pain experienced by people of colour.

Based on our experience, we developed a workshop to explore how medical students and staff can work together to create a more diverse medical curriculum.

This workshop will explore:

- An introduction on the implementation at Keele Medical School
- Practical activity where participants plan the details of their own collaborative sessions to enhance the racial inclusivity of the medical curriculum

Learning outcomes:

- Demonstrate to staff and students how they could easily implement co-production of authentic teaching resources into their respective institutions. This collaborative approach helps create an equitable and just educational environment.

Workshop Facilitators: Fejiro Okagbare, Alexandra Ashaye, Dr Karen Adams, Dr Audrey Skidmore, Dr Alan Harper



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WORKSHOPS

Workshop 3: MedRACE - how staff can support students to make positive change

MedRACE (Medicine: Raising Awareness, Celebrating Excellence) is a vibrant student-staff group at Leicester Medical School, working to progress the BMA Racial Harassment Charter and create a more inclusive teaching and learning environment.

Projects include inviting inspirational speakers, student led inductions, active bystander training, staff training, inclusive curriculum review and changes (and creation of an inclusive curriculum toolkit), changes to School and Trust policies, and projects focussed on areas of exclusion (e.g. surgical headwear).

Our activity has been well received at national conferences, discussed with national organisations, resulting in great collaborations with colleagues from other universities. The strength and sustainability of MedRACE stems primarily from the truly joint nature of the student-staff co-leadership responding to a strongly felt need within the student body, as well as support from the Medical School Executive.

This workshop will explore:

- The key elements that have contributed to the success of the MedRACE working group and the approaches taken at Leicester to identify projects
- Attendees will be invited to share models from their own institutions, and discuss challenges and barriers to implementing impactful and lasting change.
- The format will be an interactive presentation, taster activities and group discussion.

Learning outcomes:

- Explore successful approaches to engaging with students and staff to work collaboratively
- Identify key elements required to support student-staff working groups
- Have an opportunity to share good practice with other institutions

Workshop Facilitators: MedRACE (Leicester Medical School)

We are a student/staff group at Leicester Medical School, active in delivering positive change and work to progress the BMA charter to prevent and address racial harassment. Our aim is to challenge and make progress, and celebrate when we do.

We have over 80 student members and are led by 2 student co-chairs. We meet monthly to progress our work and have an active social media presence (@uol_medrace) and <https://le.ac.uk/cls/cls-equality/medrace>



WORKSHOPS

Workshop 4: Creativity in Adversity

The ability to think creatively is a valuable skill that can help individuals overcome challenges and find solutions in adverse circumstances. This workshop is designed to help participants tap into their creative potential and develop strategies for fostering creativity in times of adversity. Through a combination of interactive activities, group discussions, and inspiring examples, participants will learn how to approach challenges with a fresh perspective. This workshop will cover topics such as how to think outside of the box, how to channel difficult emotions into a creative outlet. This workshop is suitable for anyone looking to develop their creative problem-solving skills and will hopefully leave you feeling inspired.

We will start with discussing what creativity in adversity means to us and open this up to the group. We will provide some examples and talk about them in a low-pressure environment. Following this, we will talk about the process of making the documentary and provide tips on how to create something similar. We will then continue with the interactive portion of the workshop, where we will guide participants to make a mini-interview using video features on participant's phones. We will end with ideally one group sharing their mini-interview, final thoughts and questions.

This workshop will explore:

- How to tap into your creative potential and develop strategies for fostering creativity in times of adversity
- Topics including how to think outside of the box and how to channel difficult emotions into a creative outlet
- Make a mini-interview using video features on participant's phones

Learning outcomes:

- Become more confident in developing skills in creative problem solving
- Empower individuals to approach challenges with fresh perspectives

Workshop Facilitators: Dr Alysha Harun and Dr Hashvi Shah

WORKSHOPS

Workshop 5: Writing Your Professional Story

We provide an overview of our innovative co-created project to create equity for students to access opportunities to enhance their own professional development. This was borne of a desire to ensure that the extra-curricular activities within the Medical School are accessible and sustainable for all students.

Imposter syndrome and perfectionism can often create a distorted picture of the expectations medical students have of themselves. This workshop aims to empower students to consider how to utilise career development theory to reflect on the elements of their authentic self to create their own 'career story'. This process aims to encourage students to consider their own perception of their ideal professional self, and gives an opportunity to reflect and interpret this in a meaningful way.

This will be an interactive workshop where participants are encouraged to participate as part of a group discussion and activities, with appropriate resources for individual reflection to take away.

This workshop will explore:

- The barriers and challenges encountered by BAME students in relation to their professional identity
- Discuss Career Construction Theory (Savikas, 2005) as a construct and its potential to provide a meaningful tool to develop the 'professional self' concept

Learning outcomes:

- Apply this theory in practice to create a professional narrative
- Assess and evaluate this development in relation to their current situation and future ambitions
- Create a plan to develop goals to progress career development further

Workshop Facilitators: Kelly Coles (University of Warwick)
and Dr Charlotte Simms (Leeds Teaching Hospital Trust)

WORKSHOPS

Workshop 6: How to create effective Authentic Sponsor relationships

A workshop outlining the differences between mentorship and sponsorship. The delegate will be given an understanding as to why both are important and the progression from having a mentor that guides you to having a sponsor that promotes you. The workshop will be an experiential learning experience with delegates encouraged to self reflect and participate with examples of their personal journey.

Learning outcomes:

- How to you find a well-suited mentor for you
- How to be a good mentee & importance
- The importance of sponsorship and it's benefits
- Self reflect on your own personal goals

Workshop Facilitators: David Villa-Clarke BEM,MBA, APFS

The Aleto Foundation was created to provide significant lifetime opportunities for young people with high potential.

Their focus is on identifying and developing the next generation of leaders from communities who have historically found it challenging to access jobs due to their backgrounds.



The Aleto Foundation's leadership programmes and workshops are designed to develop your leadership potential and put them to the test. You'll walk away a more confident, self-aware leader and collaborative leader with a much stronger network.

FEATURING



Professor Kate Williams

Kate Williams is Professor of Education in Applied Health Research, Lead for Equity, Diversity and Inclusion in the College of Life Sciences and the staff co-lead of MedRACE, a student staff group at Leicester medical School. Kate trained as nurse before completing a degree in Politics at Warwick University. She completed her PhD in Applied Health Research and went on to conduct research-evaluating services for a range of long-term conditions. She leads the Masters in Research Programme in Applied Health Research and provides support in the Leicester Medical School pastoral support unit.

Her energy and enthusiasm for EDI has resulted in a record of accomplishment of leading projects around equity and inclusion at University, College and School level. She led the first department, college and University Silver Athena SWAN awards for Leicester (that recognise good practice in gender equality), developed, and delivered ambitious strategies to embed EDI in the University and College of Life Sciences. She is committed to identifying and removing barriers to inclusion for staff and students and has led multiple projects addressing inequalities through gentle but persistent activism!



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KEY NOTE SPEAKERS



Dr Annabel Sowemimo

Dr Annabel Sowemimo is a doctor, academic, activist, and writer. As well as being a Sexual & Reproductive Health Registrar in the NHS, she is co-director and founder of charity the Reproductive Justice Initiative (RJI) (formerly Decolonising Contraception), which aims to address health inequalities and racial disparities. They have been shortlisted for numerous awards, winning grassroots organisation of the year at the 2020 Sexual Health Awards and a National LGBTQ Health Advisor award in 2022.

Within her specialty, she is interested in tackling Gender Based Violence and improving access for marginalised groups. She is a regular columnist for gal-dem as well as a freelance writer having written for The Independent, The Guardian and numerous other publications. As well as jointly hosting The Sex Agenda podcast, she is frequently in demand for TV and radio.

Annabel is a part-time PhD candidate and Harold Moody Scholar at King's College London with her research focusing on the experiences of Black British women with fertility control methods. As well as writing for mainstream publications, she has co-authored several academic publications.

Annabel firmly believes that healthcare should be about empowering people with knowledge to make informed choices about their bodies. She spends her spare time campaigning on reproductive justice, against NHS cuts and improving healthcare for marginalised groups.

Her first book *Divided: Racism, Medicine and Decolonising Healthcare* will be published by Profile Books/Wellcome Collection in April 2023.



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KEY NOTE SPEAKERS



Dr Evelyn Mensah

Evelyn (Evie) Mensah is a Consultant Ophthalmic Surgeon at Central Middlesex Hospital, London North West University Healthcare NHS Trust where she is the Clinical Lead for Ophthalmology. Evie is also Co-Lead for the North West London Ophthalmology Clinical Reference Group.

Evie obtained her medical degree from Imperial College and her ophthalmology training was at Moorfields where she was also the Senior Surgical Resident for the medical retina service. Her expertise includes the management of medical retinal disease and complex cataract surgery in patients with medical retina co-morbidity. She is a previous educational supervisor and college tutor to Ophthalmology Specialist Trainees (OSTs) in her unit and she has also trained and accredited a multi-professional workforce (Nurse Practitioners, Optometrists and Orthoptists) to take on extended roles managing long term medical retina conditions. Evie has been the recipient of two 'Best Trainer in Ophthalmology' awards over the past four years from NHS Health Education England (HEE), nominated by the London OSTs.

Evie is involved in charity work in West Africa and has developed an innovative diabetic retinopathy management course for West African Ophthalmologists that is underpinned by input from educators at University College London and the West African College of Surgeons. She also runs an innovative Laser simulation course for London OSTs supported by HEE.

Evie is the Workforce Race Equality Standard (WRES) Expert for her Trust that comprises a 67% global majority workforce. Evie is also a member of the Medical Workforce Race Equality Standards (MWRES) London Steering Group, designed to develop a collaborative approach to improving the MWRES data for London through the formation of a partnership with NHS England and Improvement, Health Education England and the General Medical Council.



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KEY NOTE SPEAKERS



Dr Natasha Archer

Dr Natasha Nicole Archer was born and grew up on the beautiful Caribbean island of Barbados. She attended medical school at the University of the West Indies, and this is where her passion for medicine developed. Her specialist interest is Women's healthcare hence her training has been focused in Obstetrics and Gynaecology.

After completing most of her training in the Caribbean Natasha moved to Leicester in 2012. Moving to Leicester has been an incredibly unique experience for Natasha, whose career has accelerated exponentially. In 2017 Natasha started as a Consultant Obstetrician at the University Hospitals of Leicester NHS Trust, then became the Head of Service for Obstetrics in 2021 and is now the Deputy Clinical Director for Women's and Children's clinical management group.

Natasha works alongside other national bodies to deliver teaching, training but also to ensure quality and safety in healthcare.

Apart from being faculty for the Advanced Life Support Group, Natasha has served on many committees for the Royal College of Obstetricians and Gynaecologists and is a clinical obstetric assessor for the Care Quality Commission and for MBRRACE UK (Mothers and Babies: Reducing Risk through Audit and Confidential Enquiries across the UK).



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ELEVATE GRANT WINNERS

**HARIS
MUHAMMAD**

University of Leicester



**'THE PROGNOSTIC VALUE OF CARDIAC
POWER AND CARDIAC EFFICIENCY IN
ASYMPTOMATIC AORTIC STENOSIS'**



**BALAMRIT
SINGH SOKHAL**

Keele University

**'IMPACT OF FRAILTY ON THE CAUSES,
TREATMENT, AND OUTCOMES OF PATIENTS
WITH CARDIOVASCULAR ADMISSIONS IN A
NATIONAL COHORT'**

STUDENT PANEL



AMARDEEP SIDKI
UNIVERSITY OF LEICESTER

Amardeep Sidki is a 4th year medical student at the University of Leicester. He is passionate about exploring the needs of underrepresented groups and working with others through MedRACE to come up with practical solutions to support these differences. Amar was refused to enter theatre for wearing his Kara; a metal bangle worn by Sikhs to represent their unbreakable bond with God, and for him, it really contextualised how inclusive practice can impact on a person's mental health and career ambitions. As a result, Amar changed local policy to permit the Kara and aspires to see this change be supported nationally across all trusts.



ZAINAB HAMMAD
UNIVERSITY OF NOTTINGHAM

Zainab Hammad is a 4th year medical student at the University of Warwick. She worked on a BMedSci Project on 'Evaluation of Ethnic Inclusivity in Anatomy Teaching at the University of Nottingham', as well as being involved in analysis of images in Moore's Essential Clinical Anatomy textbook and resources produced by the University, and more.

Currently, Zainab is the President of student society IMAN: Islamic Medical Association Nottingham. She is adapting a guide from Manchester Medical School for Muslim students to Nottingham, whilst working on conducting a survey for Muslim medical students at Nottingham. Lastly, Zainab works with UoN chaplaincy and EDI reps to bring meaningful change to the student experience for Muslim students.



SARWAR SHAH
UNIVERSITY OF WARWICK

Sarwar is a 3rd year GEM student at Warwick Medical School. Prior to medical school, Sarwar qualified as a pharmacist in 2019 and is still working as a pharmacist alongside medical school. Alongside studying he is the co-president of the WMS pharmacology & therapeutics society, where he is organising support workshops for the prescribing exams and he is also educational officer for CardioSoc. Sarwar also runs a healthcare educational network, PharmaSense where he helps foster an environment of peer support to empower HCPs. When not studying, he loves spending time with friends, family and finding new spots to eat!



FOLASADE FEYISETAN
UNIVERSITY OF LINCOLN

Folasade Feyisetan is a third-year medical student at the University of Nottingham Lincoln pathway. As a Black individual, Folasade has always been passionate about promoting healthcare equity for all people, especially those of Black origin. Her dissertation research was on racial disparities in sickle cell management in the UK.

Folasade hopes to provide insight into improving the medical curriculum by incorporating more inclusive scenarios related to race and skin tones. She also hopes to discuss ways to improve community outreach and clinical experiences for ethnic minority patients.



ALEXANDRA ASHAYE
KEELE UNIVERSITY

Alexandra Ashaye is a 3rd year medical student at Keele University. Within Keele, Alexandra is part of the decolonising the curriculum group and recently worked with some of the senior staff members to create a case for the Year 2 students. Outside of her academics, she works very closely with the Charities TKFCare and Obirin Africa both of which are tailored to supporting the less privileged in Africa.

POSTER PRESENTATIONS

No.	Poster Title	Authors
1	An Extended Literature Review on the Racial Disparities that Exist in the Management of Sickle Cell Disease in the UK	Folasade Feyisetan - Lincoln Medical School
2	An Exploration of Ethnic Inclusivity within Anatomical Education	Aisia Lea, Etomi Akpala, Zainab Hammad - School of Medicine, University of Nottingham, Nottingham Yvonne Mbaki, Natasha Noel-Barker, Deborah Merrick - School of Life Sciences, University of Nottingham, Nottingham
3	Birthplace decisions, perceptions of home birth and experiences of maternity care among women from ethnic minority backgrounds in the UK: a phenomenological study	Donya Mighty, Fleur Overington, Professor Debra Bick - Warwick Clinical Trials Unit, Warwick Medical School, University of Warwick, Coventry, UK
4	How do religious and cultural factors impact the haemodialysis experience of ethnic minority patients?	Adya Trivedi - School of Medicine, University of Leicester Professor James Burton - Department of Cardiovascular Sciences, University of Leicester Dr Victoria Cluley - Department of Cardiovascular Sciences, University of Leicester
5	The Effect of Ethnicity on Gut Microbiome in Patients with Polycystic Ovary Syndrome: A Systematic Literature Review	Aishah Khokhar, Medical Student, Warwick Medical School Professor Harpal Randeva, R&D Director, UHCW Dr Timothy Robbins, UHCW Lukasz Lagojda, CEBIS Specialist, UHCW
6	What are the barriers to clinical trial participation for patients from ethnic minority backgrounds and how might these be overcome?	Emilia Postaleniec in affiliation with HOPE Cancer Clinical Trials Centre, Leicester
7	Exploring the Healthcare Experiences and Perspectives of Second and Third Generation British South Asians: A Qualitative Study	Linta Nasim - University of Warwick, University of Edinburgh
8	Exploring institutional racism within health and social care research: a systematic literature review.	Sanjana Susarla - Warwick Medical Student Oseremen Okhilua - Warwick Medical Student
9	The landscape of organ donation in the BAME community	Mikail Javaid - Warwick Medical School
10	Effect of Abortion Bans on Women of Marginalized Communities: A Review of the Literature.	Joshua T. Aduba - Buckingham Medical School
11	Comparing susceptibility and severity of vitamin D deficiency induced dilated cardiomyopathy between Black African and South Asian paediatric patients – a systematic review	Amasha Kottearachchi - Warwick Medical School Yin-Ling Lin (Second author/Project Supervisor)
12	Decolonising the Curriculum	Dr Karen Adams, Alexandra Ashaye, Dr Alan Harper, Fejiro Okagbare, Dr Audrey Skidmore - Keele Medical School
13	Identifying and Exploring the Factors that Underlie the Persistent Elevated Risk of Maternal Mortality among Black & Asian Women in the UK"	Muna Muse Roble - Lincoln Medical School
14	The Consequences of The Underrepresentation and Mischaracterisation of Race Within Medical Education	Rohit Ramesh - University of Nottingham
15	How can we better understand and address the issue of alcoholism in the British Sikh Punjabi community? Based on the above, how can the medical school curriculum be improved so clinicians can better meet the needs of the British Sikh Punjabi community and diverse communities in general? A Narrative Literature Review	Ankita Kochhar - University of Leicester, Leicester, United Kingdom, Queen Mary University of London, London, United Kingdom Megan Clinch - Queen Mary University of London, London, United Kingdom



CONFERENCE SUPPORT STAFF

WE WOULD LIKE TO THANK:



Dr Georgina Barnett, University of Leicester

Georgina is an Equality, Diversity and Inclusion (EDI) Project Coordinator within the College of Life Sciences EDI Strategy Team at the University of Leicester. She manages EDI initiatives across the College, collects and analyses staff and student equality data, and supports events, projects and working groups, including MedRACE. In her role she also represents EDI on relevant College and University committees, and she is a panellist for the Athena Swan Charter. She strives to promote an inclusive and supportive environment for all students and staff, and to share good practices that address challenges and support equity.



Alexandra Archibald, Midlands Innovation Health

Alex is the Project Manager of Midlands Innovation Health, which coordinates and combines the collective excellence of 7 Midlands Innovation universities to deliver improved health and regional growth. She is supporting the MREM network to grow across the Midlands and is also lead author on the upcoming Midlands Health and Care Inequalities Policy Commission.



Professor Kate Williams, University of Leicester

Kate Williams is Professor of Education in Applied Health Research, Lead for Equity, Diversity and Inclusion in the College of Life Sciences and the staff co-lead of MedRACE, a student staff group at Leicester medical School.



SUPPORTING STAFF

WE WOULD LIKE TO THANK:

PROFESSOR OLANREWAJU SORINOLA - UNIVERSITY OF WARWICK

DR KIRSTIE HAYWOOD - UNIVERSITY OF WARWICK

DR ALAN HARPER - KEELE MEDICAL SCHOOL

DR JOANNE SELWAY - UNIVERSITY OF BUCKINGHAM

DR PAMELA HAGAN - UNIVERSITY OF NOTTINGHAM

DR DITA WICKINS-DRAZILOVA - UNIVERSITY OF BIRMINGHAM

DR MICHAEL TOZE - LINCOLN MEDICAL SCHOOL

DR JOANNE SELWAY - UNIVERSITY OF BUCKINGHAM

GURDEEP PANESAR - UNIVERSITY OF LEICESTER

STAFF PANEL

DR ALAN HARPER - KEELE MEDICAL SCHOOL

DR KAREN ADAMS - KEELE MEDICAL SCHOOL

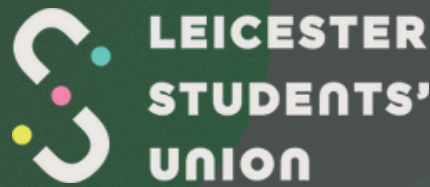
DR ANTJIE LINDENMEYER - UNIVERSITY OF BIRMINGHAM

DR EMMA HAYWARD - UNIVERSITY OF LEICESTER



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- Medical Defence Union
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- Pastest



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