

Melanin Medics

Charity no: 1188982

For the year 31 March 2021

CHARITABLE OBJECTIVE

The promotion of equality and diversity within healthcare for the public benefit by: (a) the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion; (b) advancing education and raising awareness in equality and diversity; (c) promoting activities to foster understanding between people from diverse backgrounds; (d) cultivating a sentiment in favour of equality and diversity.

OUR VISION AND MISSION

Our mission is to promote diversity in Medicine, widen aspirations and aid career progression through educational programmes, social empowerment, and valuable resources. Our vision is to create a future where diversity in Medicine thrives, and every person can fulfil their maximum potential irrespective of their race and socioeconomic background.

We are committed to ensuring that the medical workforce represents the diverse society that we live in. By promoting an environment in which diversity in medicine thrives, our current and future medical workforce can be their authentic selves in an environment that truly supports them and values their contributions, positively impacting patient care and medicine as a profession.

CHAIRPERSONS REPORT

This has been a pivotal year for Melanin Medics. With many disruptions, changes and sacrifices, this year birthed innovation. As we celebrated 3 years of our organisation, this year Melanin Medics garnered more support than ever before. With a world spotlight on racial inequality, we stood firmly in our mission to promote diversity in medicine, widen aspirations and aid career progression for Africans and Caribbeans in medicine.

This year, we were fully exposed to the state of the world we live in. For the first time, we have seen our world in colour. The intense pressures in which our healthcare system has been forced to endure. The damning reality of the pandemic and the tragedies that have followed. The unendurable manifestations of racial inequality in our society. Now, more than ever before, we have recognised the need for both change and togetherness.

This year we have learned that our work is imperative. We must continue to redefine what it means to be a Black African or Caribbean doctor and medical student in the United Kingdom. We must push to continually support individuals who have been negatively impacted by racial inequality in medicine. We must advocate for the medical profession to be a place where the black doctor and medical student can thrive without fear of discriminatory treatment.

We end this year stronger than we started. We are grateful to know that our position places us to impact many more people than we could have hoped. We have not done this alone and we know that we cannot continue to do it alone. We extend our heartfelt thanks to you all for your support.

TRUSTEES REPORT

The last year has been a momentous year for Melanin Medics. The COVID-19 pandemic transformed life as we know it and triggered a period of adaptation and innovation to meet the growing needs of those we serve.

In 2020, we transitioned to virtual events and saw an increase in our reach. We obtained our registered charity status and expanded our team of volunteers. We formally launched our equality and diversity workshops and have delivered several sessions to students in medical schools across the UK. Our social media reach more than doubled, we saw great growth in our Network members and launched our annual Black History Month essay competition. We also developed 2 new mentoring programmes and saw a great increase in funding through donations and successful grants.

The unprecedented impact of COVID-19 on medical education, Black African and Caribbean community groups and mental wellbeing of both medical students and doctors was of great concern. With the disproportionate impact of COVID-19 on ethnic minority communities and the recognition of systemic racism on health inequalities, we believed that there was great need for BAME medical students and doctors to be supported during this time.

For many, the Black Lives Matter movement, which coincided with the COVID-19 pandemic, triggered a flurry of negative emotions and previous experiences of racism that they had encountered on their medical journeys resurfaced. As an organisation committed to promoting diversity in Medicine, taking a clear stand against racial inequality during this time was paramount. Whilst this had been a core element of our organisational activities since our establishment, we were committed to extending this message to as wide an audience as possible.

We developed the Mind Us Project, a series of initiatives focused on supporting the mental wellbeing of Black African and Caribbean medical students and doctors. We were pleased to gain the support of the British Medical Association for this project. The project aimed to: (1) To support the mental wellbeing of Black African and Caribbean medical students and doctors who have been adversely affected by COVID-19. (2) To provide access to supportive therapy services to those who have been personally affected by COVID-19. (3) To decrease the impact of COVID-19 on career progression by increasing the awareness of opportunities and activities for academic success. (4) To develop long-lasting professional relations and increase social support.

The Mind Us Enrichment Programme is a fully funded development programme designed to help final year medical students succeed. Participants are carefully matched with a mentor, receive guided information through educational career webinars and receive access to supportive therapy through the Wellbeing Fund.

Through the education component of the Mins Us project, we will be delivering a series of educational webinars and wellbeing webinars to help reduce career-related anxiety, support wellbeing and provide practical career guidance and support for medical students and doctors. Through the Mind Us Wellbeing Fund, we aimed to provide FREE culturally competent mental wellbeing support to medical students and doctors from a Black African or Caribbean background, including those of mixed-race heritage who have been adversely impacted by COVID-19. This consisted of a single online supportive therapy session.

We delivered 9 online events to more than 650 attendees, including doctors, medical students, and aspiring medics. Our online events included Linked in As A Medic, Medical Emergencies, Career Breaks, Medical School Insights, Mind Us Project Launch, Preparing for the Situational Judgement Test, The Prescribing Assessment Crash Course, Breaking into Medical Research and Managing anxiety.

We launched a 15-month programme designed for year 12 students of Black African and Caribbean heritage, including students of mixed-race heritage who aspire to study Medicine in the UK. At Melanin Medics, we have always supported our large network of over 300 aspiring medics in securing a place at Medical School since 2018. With our breadth of experience engaging with aspiring medics along with a success rate of 90% of helping students secure a place at medical school, we decided that we were well positioned to make an even bigger impact and launch the Envision Med Programme.

The Envision Med Programme was launched as a free pilot programme to specifically address the challenges that Black African and Caribbean students face when applying to Medical School. It has been designed to tackle three main barriers: (1) Low levels of ongoing support or mentoring for aspiring medical students applying to top institutions. (2) A lack of information and resources available about the range of options surrounding UK Medical Schools (3) A shortage of opportunities to interactively engage with the wider science and academic aspects of medicine. This pilot programme started with 25 Year 12 UK students, incorporating a combination of one-to-one mentoring sessions, super-curricular academic seminars, soft-skills training sessions, application guidance and support, events/workshops, and work experience. We are delighted that the programme is being supported by Lucy Cavendish College at the University of Cambridge and Medic Mind.

Research forms an essential component of medicine to understand present day realities and enable future advancements. We want to ensure that opportunities to participate in research are made available to all, irrespective of their race or background. To combat unequal access to research opportunities that presently exist, in 2021 we launched the Melanin Medics Research Network. The goal of this network is to improve research engagement and attainment amongst medical students and doctors of African and Caribbean heritage. Not only would this increase black representation in medical research, but it could also improve patient outcomes, including those from deprived populations and ethnic minorities. Through the Research Network, we will endeavour to facilitate collaborative studies, enable research participation for all, develop research skills for members through workshops and seminars as well as provide information on research opportunities, prizes and grants for members.

We held 8 equality, diversity, and inclusion workshops to more than 560 attendees, including doctors and medical students from diverse backgrounds. We believe African and Caribbean medics are most likely to thrive when their colleagues, employers and community understand their needs, and educational institutions know how to support them to help them thrive in higher education. We tackle this through our Equality and Diversity workshops on 'Allyship and Advocacy' to enable medical students and doctors to better understand and support colleagues and patients from diverse backgrounds. We deliver our workshops to UK medical schools, health organisations and NHS trusts. The charity also functions as a representative body liaising with key stakeholders such as the British Medical Association and General Medical Council to promote diversity in Medicine.

Throughout the year, we have had several engagements and worked with many different organisations. As one of our core missions is to promote diversity in Medicine, we recognise the importance of working and engaging with other groups to further our cause and bring to light the issues currently affecting our target demographic. The nature of our engagements greatly varied and included delivering a workshop at the 2020 BMA Junior Members Forum Conference. Melanin Medics was also featured in the British Medical Journal 'Racism in Medicine' special edition. Our Director of Programmes and Trustee, Khadija Owusu featured on Channel 5 News discussing discrimination in Medical Schools following the release of the BMA Racial harassment charter for medical schools which we contributed to as a stakeholder group. We also had a series of press engagement highlighting the impact of COVID-19 on black and ethnic minority healthcare workers and communities. Following the resurgence of the Black Lives Matter movement, we contributed to a BIMA webinar focused on 'Racism in Medicine'. We were delighted to hold a HLA Live discussion focused on African and Caribbean Influences on the NHS in partnership with the Healthcare

Leadership Academy. Our team also participated on several panel discussions and as event speakers for a series of different events.

We would like to thank our individual donors as well as groups who chose to fundraise for our charity over the course of the year. Our heartfelt thanks to our volunteers, mentors, event speakers and supporters.

Melanin Medics will continue to keep those that we serve at the centre of all we do. We are increasingly driven to find more ways to amplify the work and voices of the incredible people we represent and support and give back to them through distribution of resources. We are very grateful for those who support our work, and we are set on ensuring that Melanin Medics is around for years to come.

Chairperson - Olamide Dada

1st November 2021

Charity no: 1188982

Melanin Medics
CIO FOUNDATION

Annual Report and Accounts

For the year 31 March 2021

Prepared by DTT Consultancy Ltd

Melanin Medics

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Melanin Medics

Company Information

Trustees

Olamide Dada

Chair person

Khadija Owusu

Trustee

Nadia Ibrahim

Trustee

Registered office

Arundel House

66-80 Arundel Road

Unit 5-6

Luton

Registered number

1188982

Accountants

DTT Consultancy Ltd

36 Daffodil Close

Hatfield

AL10 9FF

Melanin Medics**Statement of Financial Activities****For the year ended 31 March 2021**

	Notes	Unrestricted £	Restricted £	2021 Total Funds £
Incoming Resources				
Grant	5.1	22,000		22,000
Donation		5,404	-	5,404
Workshop		850	-	850
Total incoming resources		28,254	-	28,254
Resources Expended				
Services Provision	5.2	7,122	-	7,122
Management and administration	5.3	766	-	766
Total resources expended		7,889	-	7,889
Net incoming/(outgoing) resources		20,365	-	20,365
Net Movements in Funds		20,365	-	20,365
Fund balances brought forward		319	-	319
Fund balances carried forward		20,685	-	20,685

Melanin Medics

Balance Sheet as at 31st March 2021

	Notes	2021 Total Funds £
Fixed Assets		
Tangible assets		-
Current Assets		
Cash at bank and in hand		20,935
Total Assets		<u>20,935</u>
Creditors		
Amounts falling due within one year	2	(250)
Net Current Assets/(Liabilities)		<u>20,685</u>
Total Assets less Current Liabilities		<u><u>20,685</u></u>
Unrestricted Funds		
Funds b/fwd		-
Income and Expenditure		20,685
Total Funds	3	<u><u>20,685</u></u>
		-

Olamide Dada

Approved by the board virtually on 13th October 2021

Melanin Medics

Notes to the Accounts

For the year ended 31 March 2021

1. Accounting Policies

Basis of preparation

The Financial Statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Accounting Practice: Accounting and Reporting by Charities (SORP 2005), issued in March 2005, UK Accounting Standards and the Charities Act 2011.

Incoming Resources

Incoming resources represents the value, net of value added tax and discounts, of goods provided to customers and work carried out in respect of services provided to customers.

Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Plant and machinery	20% straight line
Motor vehicles	25% straight line

2. Creditors: amounts falling due within one year

	2021
	£
Trade creditors	250

3. Profit and loss account

	2021
	£
At 1 April 2020	319
Prior year adjustments	-
At 31 March 2021	20,685
Profit for the year	20,365

Restricted Funds	Unrestricted	Restricted	2021 £
At 1 April 2020	-	-	-
Net Incoming Funds	-	20,685	20,685
At 31 March 2021	-	20,685	20,685

4. Trustees' Remuneration and Benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2021.

Trustees' Expenses

There were no trustees' expenses paid neither for the year ended 31 March 2021.

Melanin Medics

Notes to the accounts - continued

For the year ended 31 March 2021

5 Income and Expenditure Account

	2021		
	Unrestricted	Restricted	Total Fund
	£	£	£
5.1 Incoming Resources			
Grant	22,000	-	22,000
Donation	5,404		5,404
Workshop	850		850
Total Incoming Resources	28,254	-	28,254
Outgoing Resources			
5.2 Services Provision			
Online Application Support System	135	-	135
Online Mentoring System	1,377	-	1,377
Psychological Therapy Sessions	5,610	-	5,610
	7,122	-	7,122
5.3 Management and Administration of Charity			
Accounting Software	6	-	6
Email	56	-	56
Video Conferencing	91	-	91
Website	163	-	163
Accountancy Fees	250	-	250
Charity	200	-	200
	766	-	766