

Leadership & Learning Programme

Health & Racial Justice Labs

CO-CREATING A WORLD FREE FROM RACIAL INEQUITIES IN HEALTH



"I came in thinking that change was decades away, but now I believe it can happen everyday"



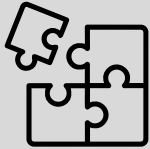
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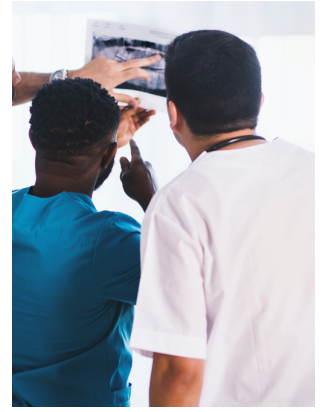
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The story behind HEALTH & RACIAL JUSTICE LABS



The London Mayor's Health Inequalities Strategy Implementation Plan 2021-24 focuses on community engagement and coproduction as a strategy to address health inequalities. It explicitly highlights the importance of tackling systemic racism as a root cause of ill health.

Healing Justice London and Liberating Knowledge were commissioned to develop The Health & Racial Justice Labs Programme (HRJ Lab).

This fully funded* course aims to disseminate ideas, theory, and


evidence relating to health, particularly systemic racism, and how these widen and exacerbate poor health outcomes among Londoners.

It brings together communities and individuals across different industries and levels of seniority to learn together and creates space for them to reimagine the future of health systems in London.

Over the course of the programme, participants practice new and improved ways of working to narrow the health inequalities gap for racially minoritised communities in London.

*Funding is available for individuals who live and or work in London

PROGRAMME AIMS

 **A DEEPER UNDERSTANDING OF THE LINKS
BETWEEN RACISM AND HEALTH INEQUALITIES**

We draw upon the collective wisdom within the group to identify how racism shows up in our life and work.

 **GALVANISING THE
ENERGY WITHIN
COMMUNITIES**


Together we explore how to embed community development approaches in a way that does not disempower communities of colour.

 **DEVELOPING A
NETWORK THAT
AFFECTS CHANGE**

We will develop a network of people working across all levels and sectors who work together to improve the health and wellbeing of London's communities.

 **SPACE FOR JOY &
HEALING**

Working in race equity can be challenging and joyful all at the same time. We practice approaches to self and community care to enable us to sustain ourselves and our work in the long term.

 **WORKING
SYSTEMICALLY**

We share and practice how we use our levers to address structural racism and create the conditions where racially minoritised communities flourish.



WHAT CHANGED FOR YOU?

"I'm definitely more confident in having conversations in this space, but also facilitating and helping others. Balancing power...was the thing that I've held onto. I'm more confident...that what I'm doing is OK. It's not always gonna be right. I'm OK with making mistakes and owning up to it and really taking responsibility, but thinking about how things can be better next time"

"I was able to gain more confidence and the capability [to hold] people to account, as well as questioning everything I read from research, to guidance, to policy making"

WHAT WOULD YOU SAY TO SOMEONE THINKING ABOUT SIGNING UP?

"There's no pressure... to engage more than you have capacity for, no pressure to perform, no pressure to take it all in, no pressure to do anything with it. It's an invitation to just be you, whilst offering a view of the horizon that might be a bit broader than the one you have so far. I can just strongly recommend that view, it offers a vital perspective on life. It's fascinating"

WHAT DID YOU FIND MOST VALUABLE?

"It's made a big difference in terms of my pathway...knowing that there [are] communities of people... I can access who are already working in these areas of racial justice. Having a network that you can access when you need help with different issues"

"I learned a lot about the current health system and... I got inspired by others' work, how to tackle systems of oppression and create [a] racially/economically just society"



TOPICS COVERED



We will explore the following:

- How the current and historical context shapes health
- Decolonising models of health
- Embedding community development approaches that are antioppressive
- Creating space for community healing and joy
- Decolonising the evidence and finding different ways to measure/demonstrate impact
- Reimagining and changing health systems that are fit for the future
- Reparative approaches to resourcing health/racial justice work
- Putting theory into action to deliver tangible change for London's communities

THE MAKEUP OF EACH COHORT WILL BE DIFFERENT AND WE ADAPT OUR MATERIAL TO ENSURE THE CONTENT IS RELEVANT TO YOUR WORK/CONTEXT



Our approach to **LEARNING**



Our approach is emergent as this is a crucial skill when working systemically. It enables us to navigate the uncertainties we are likely to face as we experiment and adapt when addressing the inequities often experienced by communities racialised as minorities.

Facilitated sessions

We deliver a combination of face to face, online and hybrid sessions which are facilitated by an experienced team. We also engage with other practitioners with expertise in topics that may surface during the course of the programme.

Peer Learning

We believe we should not underestimate the power of our network and opportunities to learn from our peers. Each month we invite you to work with a member of the cohort to enhance your understanding and skills gained during the facilitated sessions.

Self reflection/Reflexive practice

We encourage our members to reflect on their past work and experiences where there is an opportunity to build on our learning. Our reflexive practice improves our self awareness around our actions, beliefs, and values which fosters deeper understanding and the potential for transformation.

Collective wisdom

We tap into the collective wisdom within the group and we create space for participants to bring their 'real-world' challenges for advice and support.

HRJ LAB TIMETABLE



**PROGRAMME TIMETABLE- COHORT 3
(OPEN FOR APPLICATIONS)**

Topic	Date	Learning Mode
Introduction to HRJ Lab (Part 1)	10/01/24 10am-12:30	Online
Introduction to HRJ Lab (Part 2)	18/01/24 10am-4pm	Face to Face
Centering voices at the margins	23/01/24 10am-12:30	Face to Face
Mobilising Communities	23/01/24 1:30pm-4pm	Face to Face
Flourishing in the racial justice space Whose evidence is it anyway? (Part 1)	06/02/24 10am-4pm	Face to Face
Whose evidence is it anyway? (Part 2)	07/02/24 10am-4pm	Face to Face
Reimagining how we resource racial justice work (Part 1)	13/02/24 10am -11:30	Online
Reimagining how we resource racial justice work (Part 2) Disrupting systems and building health infrastructure that is fit for the future	06/03/24 10am to 4pm	Face to Face



NATALIE CREARY (SHE/HER)

Director & HRJ Lab Lead, Liberating Knowledge

A social researcher, Public Health lecturer and social justice activist with over twenty years of experience of applying community development approaches to address inequities across the social determinants of health. She has worked from local to national level with statutory organisations to create space for communities to lead on shaping policy, research and practice.



FARZANA KHAN (SHE/HER)

Co-Founder & Executive Co-Director, Healing Justice London

Her work focuses on community health, repair, and self-transformation rooted in disability justice, survivor work, and trauma-informed practice. With over 10 years of experience in Youth and Community work, she specialises in arts-based education projects and was formerly the creative and strategic director at Voices that Shake.



REBEKAH DEL SOL (SHE/HER)

Executive Co-Director, Healing Justice London

An experienced leader, programme manager, researcher and coach, with over twenty years of experience in challenging discrimination through research, philanthropy, campaigning, advocacy, strategic litigation, collaboration and centring marginalised voices. A co-founder and trustee of StopWatch. Rebekah holds a PhD exploring institutional racism in policing and has published and presented on racism and criminal justice.



CHELSEA MCDONAGH (SHE/HER)

Social Researcher/Activist, RomBelong

Brings extensive experience in advocating for Gypsy, Roma, and Traveller (GRT) community rights across education, healthcare, and policy domains. Co-founder of King's College London's RomBelong program, enhancing GRT student university access. As a senior researcher, she prioritises transformative research and decolonial methods.

Frequently asked QUESTIONS

Who should attend the course?

The programme is designed to engage people who live, work or serve communities in London. It would be most beneficial for people from the following groups:

- Community members
- Movement builders
- Experts by experience
- VCSE organisations
- Artists/Creatives
- System leaders/officers working across the social determinants of health
- Health and care workers
- Policy officers
- Commissioners/Funders
- Private sector/EDI Leads
- Researchers

How much time will I need to dedicate outside of the sessions?

You are in control of your learning experience. On average you will spend up to two days per month including 1-3 hours on peer led activities, reading materials or watching videos which will supplement your learning in the sessions.

Do I need to be an expert in antiracism?

No, this programme aims to cater for people at different stages of their antiracism journey.

What happens if I can't attend all of the sessions?

Although we would encourage people to attend all sessions, we understand that people have busy lives. When you register, please let us know what sessions may be difficult for you to attend and we can let you know if it would be possible for you to catch up on the content you will miss.

Are you able to cater for my access needs?

We aim to deliver an inclusive programme and have a budget to enable us to make reasonable adjustments. When you register please let us know how we can make our programme accessible.

HOW TO REGISTER

If you are interested in joining the programme please **register** and complete a short application form by the **deadline on Friday 15th December 2023 at 5pm**. We will let you know if your application has been successful by 22nd December 2023.

Sign up
TODAY



CONTACT US

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@LIBERATINGK