

BiPP Network's **Impact Report**

2019 - 2023



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Terminology

Anti-racism: Anti-racism is unlearning internalised belief systems dictated by white supremacy, redistributing power to disproportionately harmed communities, and redressing historical and contemporary injustices enacted by white supremacy (Lett, 2023).

Black: Refers to people who self-identify as Black African or from the diaspora, Caribbean or Mixed Heritage. The capitalisation of the 'B' signifies that the word refers to race and the shared struggle of the Black community.

BME: 'Black and minority ethnic' is a term used in the UK to refer to individuals and communities that differ in race, nationality, religion, or cultural origin from the dominant White British group.

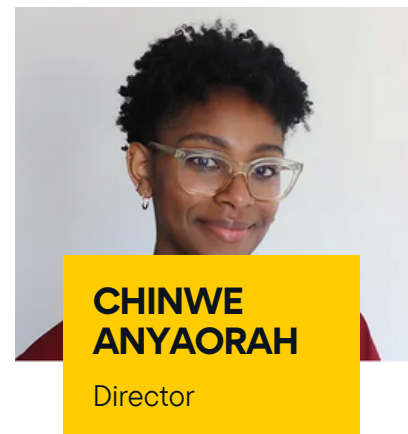
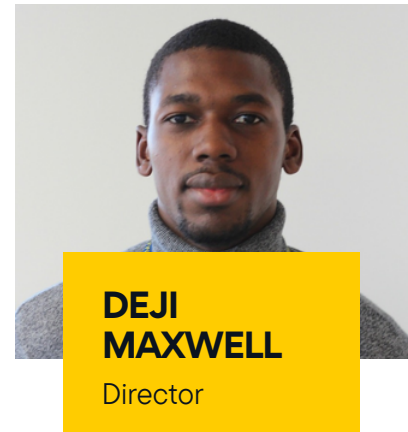
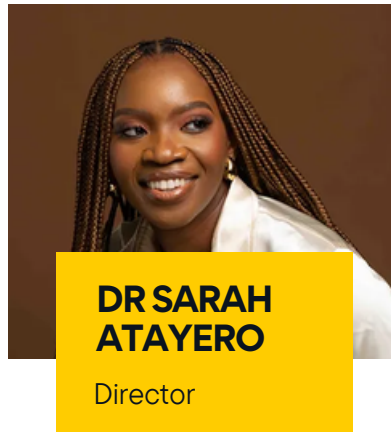
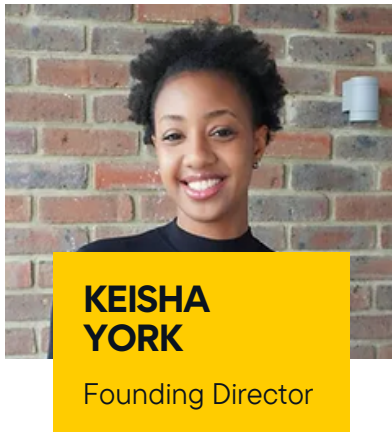
Decolonisation: The effort to interrogate and transform the institutional, structural and epistemological legacies of colonialism, specifically where these produce injustices within healthcare and other systems, and barriers to knowledge and understanding (Decolonising SOAS, 2018).

Global majority: Refers to racial groups that are viewed as minorities within Western contexts (Campbell-Stephens, 2020). This term de-centres whiteness and challenges the deficit narrative often applied to 'othered' racial groups (Ahsan, 2020; Atayero, 2023).

Racism: A system where opportunities and values are assigned based on race, which unfairly advantages certain racial groups and systematically disadvantages others (Jones, 2000).

Directors

The BiPP Network is led by psychologists, mental health professionals, and students in medicine and psychology-related degrees. The BiPP Network is a community interest company and legal entity. The use of “BiPP Network” or “we” in this report refers to the BiPP Network team of directors and managers.



Founder's Letter



**KEISHA
YORK**

Founding Director

Dear BiPP Network community,

Reflecting on the journey from our inception in 2019 to where we stand today fills me with immense pride and gratitude. When I founded the BiPP Network, it was with a vision to create a supportive space for mental health professionals who, like me, found it challenging navigating the profession being 'the only one' in the room. The underrepresentation of our communities in mental health research and practice was not just a gap—it was a call to action, and I am thrilled to see how far we have come in answering that call.

Our journey has been illuminated by the vibrant and resilient community we have built together. From our inaugural event to our most recent networking event, we have consistently provided platforms for learning, sharing, and growth.

Our events have not only brought crucial discussions to the forefront but have also cultivated a sense of belonging and mutual support among our members. Our online presence has been a beacon of connectivity in these challenging times. The #NewFaceofPsychology campaign and The Psychologist podcast have celebrated the diversity within our field, offering inspiration and guidance to aspiring psychologists. These initiatives have not only amplified our voices but have also shown the world the richness of our experiences and perspectives.

However, our path has not been without its challenges. Funding constraints have at times limited our reach, and the emotional labour of addressing racial trauma has weighed heavily on our team. Yet, it is in these challenges that we find our strength. We have learnt to prioritise wellbeing, not just for those we serve, but also within our team.

Looking ahead, I am filled with optimism. We are on a continuous journey of growth and impact. With strategic funding, and expanding our range of activities, we aim to enhance our support structures and create even more spaces for connection and learning.

To every member, supporter, and collaborator of the BiPP Network, thank you. Your dedication, feedback, and participation are essential to this organisation. Together, we are not just building a network; we are fostering a movement towards greater racial equity and inclusion in mental health.



Introduction

The Black People in Psychiatry and Psychology (BiPP) Network, founded in 2019, is a non-profit organisation dedicated to supporting Black African, Black Caribbean, diaspora, and mixed-heritage mental health professionals. Additionally, we offer guidance and consultancy to organisations aiming to advance racial equity, inclusion, and decolonisation. During the period of 2019-2023, our mission was to address the underrepresentation of global majority groups in mental health fields, advocate for racial equity, and promote culturally diverse psychological models. We worked towards these objectives through different mediums such as in-person and online events, podcasts, social media campaigns, reports, blog posts and infographics. This report summarises our activities and impact from 2019 to 2023.

Key achievements and highlights

Since our inception, the BiPP Network has made significant strides in building community, advancing knowledge, and addressing racial disparities within the mental health profession.

Community Growth: Our network grew to 490 members, including aspiring and qualified practitioners, researchers, and community members, all actively engaging with our events and content. This growth was driven by our commitment to nurturing career-long relationships and aiding mutual support.

Events and Activities: Between 2019-2023, we hosted 11 events with 1,634 attendees, achieving an average satisfaction rating of 4.6 out of 5. These events have ranged from the 'In Conversation with Black Professors in Mental Health' roundtable event and the 'Addressing Men's Mental Health' panel event, providing platforms for diverse perspectives and networking opportunities. Each event fostered a sense of community and peer support, enabling professional development and learning.

Online Presence: We established a significant online presence, engaging over 9,093 followers across Twitter, Instagram, and LinkedIn. Our online community facilitated ongoing dialogue and extended our reach globally. Initiatives like the 2020 #NewFaceofPsychology social media campaign and The Psychologist podcast successfully amplified the voices of Black mental health practitioners, promoting a more inclusive narrative.

Support and Representation: Support and representation are core to our mission. Events like the 'Finding Strength in Community' reflective practice for Doctorate in Clinical and Educational Psychology applicants, and our PhD Studentship Application workshop have supported our members' career development. Our intentional selection of racially diverse speakers has ensured representation and addressed the unique challenges faced by global majority groups in academia and clinical practice.

Challenges

Throughout our journey, we encountered several challenges which have informed our future strategy.

Funding Constraints: As a non-profit, we rely on external funding and event revenue. Limited funding has curtailed our ambitious plans and capacity to execute wider initiatives. We aim to improve our grant acquisition strategy to sustain and expand our future work. This will allow us to continue to pay our speakers, facilitators and remunerate the BiPP Network team who work tirelessly and on a voluntary basis alongside their day-to-day work.

Networking Limitations: Consistent feedback from events emphasised a need for more networking opportunities. COVID-19 further restricted in-person networking, highlighting the importance of creating virtual spaces for community building. As our network and supporters continue to grow, we aim to create a global network of professionals dedicated to racial equity, decolonisation and diverse psychological practices.

Vicarious Trauma: The BiPP Network team had to navigate the emotional toll of engaging with racially triggering content and material in the name of educating others. We had to prioritise the well-being of our team, this in turn helped us to better understand the needs of the communities we serve. For example, this experience informed the creation of events such as the 'Racial Trauma & Wellbeing' event, providing much-needed support for practitioners.

Over the past four years, we have made substantial progress in our mission to enhance representation and support for global majority mental health professionals. By building a strong community, hosting impactful events, and addressing challenges head-on, we continue to pave the way for a more equitable and inclusive mental health profession.



Looking Ahead

The BiPP Network is committed to furthering our impact through strategic initiatives including programme expansion, capacity building and continuing our advocacy for racial equity and decolonisation across the mental health professions. Following our recent name change to focus specifically on Black communities, our vision for 2024 and moving forward is to:

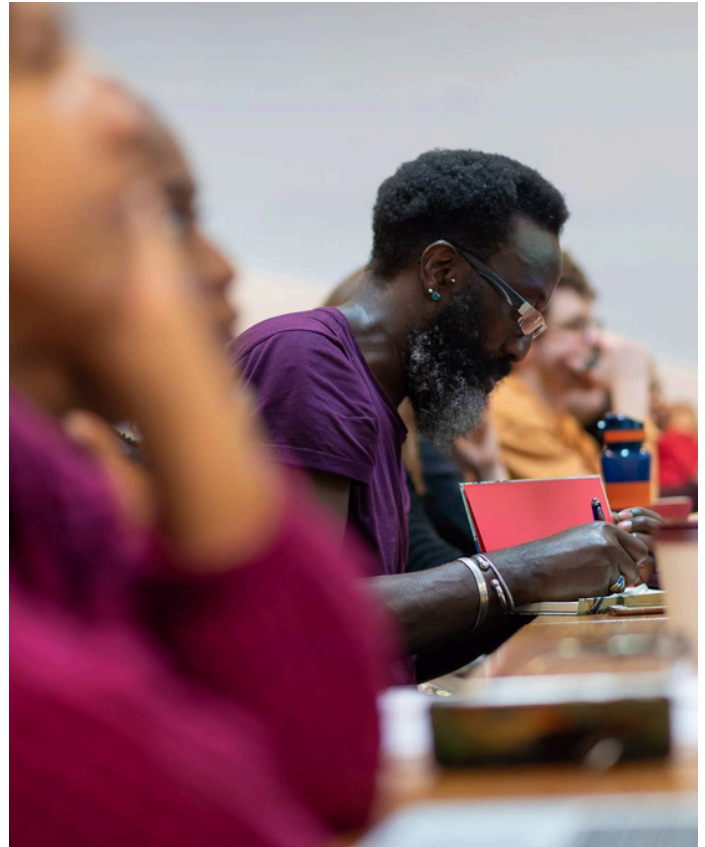
Increase Access: Enhance knowledge and awareness about career pathways in psychiatry and psychology for Black individuals.

Knowledge Share: Provide guidance on equitable, inclusive and decolonial practices in mental health.

Build Networks and Community: Foster a supportive community for Black students, practitioners, professionals, and researchers.

Create Comfortable Environments: Offer psychoeducation focused on Black mental health and well-being.

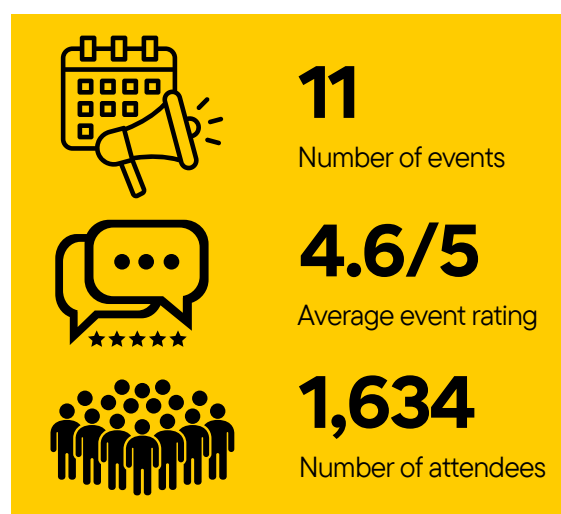
Our intention is not to exclude other global majority groups but to sharpen our focus on advocating for Black professionals. We remain committed to facilitating and collaborating with organisations that represent broader groups and continue to promote anti-discriminatory and culturally aware practices.



Since our inception in 2019, we have hosted an array of events and activities that addressed and tackled racial inequity in psychiatry and psychology. Between 2019-2023, we hosted 11 events, amassing a total of 1,634 attendees and an average rating of 4.6 out of 5. These included our inaugural event, 'Addressing Men's Mental Health', 'Race, Racism, and Mental Health' mini masters series, 'Finding Strength in Community' reflective practice groups, and the 'In Conversation with Black Professors' event.



We provided attendees exposure to diverse thought and theory, as well as opportunities to connect with other prospective and registered mental health professionals from global majority backgrounds. In hosting such events, we have been able to meet our organisational aim of increasing awareness and knowledge of culturally diverse psychological models.



Our selection of lecturers, panellists and experts-by-experience (EBE) from global majority backgrounds was intentional, to platform the experiences, research and theory of those that have traditionally been excluded from academia and clinical practice. A key priority for us when organising events was to ensure fairness and equity in remunerating speakers and EBEs involved in our events, as we did not want to be complicit in the historical exploitation and unethical treatment of global majority groups in science. This was particularly important as discussing and sharing experiences of racism, inequality and colonisation are potentially traumatising for our invited speakers. The appetite for such events and speakers is evident by the overwhelmingly positive feedback we received from our event attendees, as detailed in the Appendix.

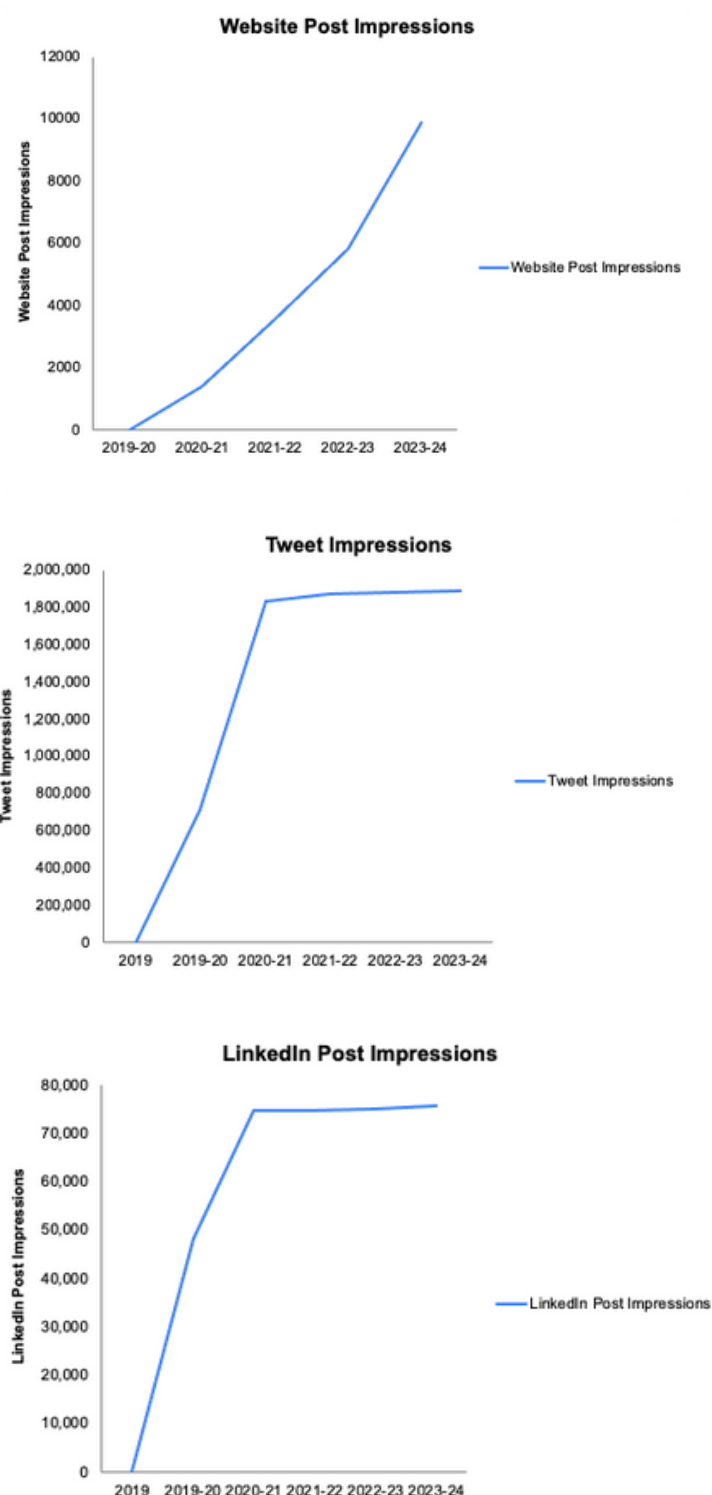
Online Community

Early on in our work, we realised the importance of creating a sense of community among our network members and those interested in racial equity, anti-racism and decolonial work in psychiatry and psychology. This need was further exacerbated by the COVID-19 global pandemic and the police murder of George Floyd in 2020, both of which occurred within our first year of operating. From these events, along with feedback from BiPP Network members, we understood the importance of making our events, material and community accessible to preregistered and registered mental health practitioners, researchers and EBEs across the UK and globally. Thus, we invested in our online presence and created spaces for people to connect virtually.

The BiPP Network has established and grown a presence across multiple social media sites including, at the time of writing, Twitter (4,091 followers), Instagram (1,496 followers) and LinkedIn (3,506 followers). Figure 1 shows our social media activity growth across our website, twitter and LinkedIn between 2019-2023.

Across these platforms we have been able to engage with our network members and audience, advertise our events, gather feedback, share research projects and funding opportunities, as well as host events and activities. This was exemplified by our two most recent social media projects – the #NewFaceofPsychology social media campaign and The Psychologist podcast.

Figure 1. The BiPP Network's social media growth across its website, Twitter and LinkedIn



#NewFaceofPsychology social media campaign



Our 2020 #NewFaceofPsychology campaign, spearheaded by BiPP Network director Dr Sarah Atayero, showcased and celebrated the next generation of psychologists from global majority backgrounds. It ran throughout the 2020/2021 academic year and complemented the application processes of various psychology PhD courses.

The initiative platformed the experiences of over 35 trainee clinical, educational, forensic, occupational, and counselling psychologists, amassing over 2,800 views, cultivating a more inclusive and inspiring narrative for aspiring psychologists from global majority backgrounds. It also hosted over 25 Twitter Q&As and Instagram live interviews, where trainees shared their experiences and career journeys. These online events and interviews were captured in blog posts shared on our website, making the learning accessible to both social media users and non-users.

Other activities included sharing quotes from successful PhD applicants across our social media accounts and the 'Wall of Faces' photo which showcased a diverse range of global majority trainee psychologists. This image aimed to inspire and disrupt the status quo, displaying the current diversity and representation within the field of psychology.

The Psychologist Podcast



In 2022, we launched The Psychologist podcast, a dynamic visual podcast hosted by BiPP Network director Deji Maxwell. This series featured Black psychologists and mental health practitioners discussing thought-provoking topics on human behaviour central to the Black community and themes from popular culture. The name ‘The Psychologist’ plays on the Nigerian pidgin word ‘gist’ which means to gossip or have a serious conversation.

The podcast explored various psychological theories, covering topics such as the psychology of education and trust, growing up with African parents, and the impact of social media. It provided a platform for global majority colleagues in psychology and mental health to share their knowledge and interests, showcasing diversity of thought to a wider audience.

The Psychologist podcast aligned with our organisational goal of increasing representation by highlighting diverse mental health practitioners and researchers. It also enriched our network members and the broader community with valuable insights. At the time of writing, the podcast had garnered 12.1k views on YouTube and 153k views on TikTok. Shorter clips from each episode were shared on TikTok (@blackpsychologygems), attracting 3,244 followers and over 23.2k likes (see Table 1).

Table 1. Series 1 of The Psychologist podcast social media analytics

Episode	Views	Comments
SE1 EP1: The Psychology Behind Trust	YouTube: 2,968 TikTok: 29.8k	<p>“Great conversation! I totally agree with consistency and transparency being fundamental for trust. When you look at the dev of attachment styles these components are prerequisite for a secure attachment base. Without it trust can’t be fully established IMO.” (YouTube comment)</p> <p>“Loved the different takes on this. Very insightful” (YouTube comment)</p>
SE1 EP2: The Psychology Behind PTSD (In The Ends)	YouTube: 2,394 TikTok: 4,523	<p>“Wow I learned a lot from this episode.” (YouTube comment)</p> <p>“Loved this guys.” (YouTube comment)</p>
SE1 EP3: The Psychology Behind Social Media	YouTube: 1,102	<p>“Listening from Kenya. I love this podcast because it feels like you guys are trying to understand each other as well as why people do what they do. Continue making quality content, don't do it for the views.” (YouTube comment)</p>
SE1 EP4: Psychology Behind "Blind" Love	YouTube: 1,422 TikTok: 17.9k	<p>“Very interesting conversation, I think this might be slightly different for women (in general). I.e growing to be attracted to someone who you initially were not attracted to.” (YouTube comment)</p> <p>“Explained perfectly” (TikTok comment)</p>
SE1 EP5: Psychology Behind Arrogance	YouTube: 933	No comments.
SE1 EP6: Psychology Behind African Parenting	YouTube: 1,566 TikTok: 99.8k	<p>“Love these conversations. They’re so mentally stimulating.” (YouTube comment)</p> <p>“I am lovingggggg these videos, this space is so needed” (TikTok comment)</p>
SE1 EP7: Psychology Behind Education	YouTube: 1,717	“LOVE THIS !!” (YouTube comment)

Research Output

Research is an essential part of our work. This includes undertaking research, supporting the research endeavours of our network members, critiquing Eurocentric research in psychiatry and psychology, and sharing the work of racial equity researchers. To date, the BiPP Network has published one seminal piece of research.

In 2020, Health Education England's (HEE) Equalities and Diversities Subgroup outlined an action plan to improve ethnic representation within clinical psychology. This included offering Doctorate in Clinical Psychology (DClinPsy) courses an additional £74,000 to enhance anti-racism practices and DClinPsy curricula. Part of the action plan required DClinPsy courses to report the gender and ethnicity data for recruitment and retention annually.

This research, led by BiPP Network directors, Dr Sarah Atayero and Dr Ron Dodzro, aimed to hold courses accountable and improve racial diversity on DClinPsy courses, which inevitably leads to better NHS mental health services for everyone. Inspired by Roger Kline's 'Snowy White Peaks' report (Kline, 2014), the team used the Freedom of Information Act (FOI, 2000) to access data about the 2020 DClinPsy intake. All 30 DClinPsy courses were sent FOI requests in January 2021, asking for ethnicity and gender information of applicants, interviewees, offer holders, and accepted students. An alphabetical list of the DClinPsy courses was divided equally between the researchers, and each researcher emailed the other's university course to avoid conflicts of interest.

Of the 30 courses contacted, 23 (76.7%) responded, but only 13 (56.5%) provided any data. Reasons for not providing information included the data being held by the Clearing House for Postgraduate Courses in Clinical Psychology (CHPCP) or the cost and time required to fulfil the request being too much. Courses often did not have or did not disclose ethnicity data for interview panels, which were typically predominantly White.

The study revealed a lack of transparency and significant issues regarding the collection and reporting of ethnicity data. Some institutions conflated ethnicity with nationality or provided incomplete data. The findings emphasised the need for DClinPsy programmes to improve their practices around ethnic diversity and to routinely publish detailed ethnicity data.

As a community interest corporation, it is important that any funds we receive are reinvested back into the organisation to continue serving our network members and community. We aim to be fully transparent with our expenditure, as detailed in Table 2. Our filing history and accounts are also available on Companies House.

Table 2. BiPP Network's profit and loss account for period 2019-2023

	Tax Year			
	2019/2020	2020/2021	2021/2022	2022/2023
Income				
<i>Event sales</i>	£955	£3,844	£580	£0
<i>Consultation</i>	£0	£0	£150	£100
Expenditure				
<i>Staff costs</i>	£0	£197	£442	£20
<i>Marketing</i>	£0	£233	£83	£0
<i>Speakers</i>	£0	£250	£100	£0
<i>Administrative costs</i>	£0	£1,070	£1,082	£369
<i>Corporation tax</i>	£0	£398	£401	£0
<i>Other</i>	£0	£0	£15	£0
Balance	£955	£1,696	- £1,393	- £289

Strategic Review

Since our inception, the BiPP Network has worked with various global majority groups and organisations to tackle racial inequities in psychiatry and psychology. During our work, we observed a considerable difference in the experience of Black registered and prospective mental health professionals compared to their peers from other racial groups. This is supported by data from a Health and Care Professions Council (HCPC, 2023) report on racial diversity within health and care professions.

The report revealed that only 2% of practitioner psychologists in the UK identify as Black, compared to 5% Asian and 84% White (HCPC, 2023; see Figure 2). The scarcity of Black practitioners in psychology is further accentuated when examining their presence across various psychological subfields. Only 1% of registered clinical, occupational and sport psychologists, 2% of forensic psychologists, and 3% of educational, health and counselling psychologists are Black (HCPC, 2023).

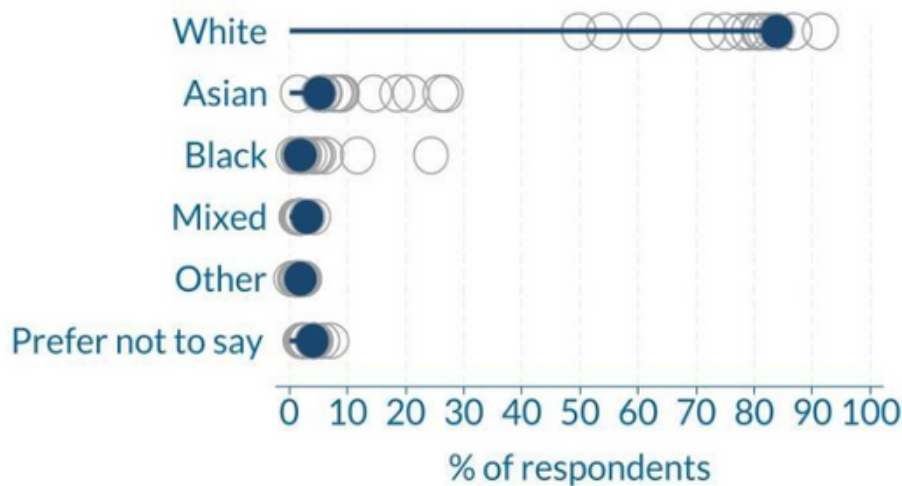


Figure 1. Health and Care Professions Council (HCPC) 2023 ethnic diversity data for practitioner psychologists in the United Kingdom

Consequently, after careful deliberation, we chose to adjust the name of our organisation from the previous 'Black, and Minority Ethnic (BME) in Psychiatry & Psychology Network' to the 'Black People in Psychiatry & Psychology Network' (BiPP Network) in 2023. Our decision came following deep reflection about our organisational mission and priorities, as well as our team's collective lived-experience, socio-cultural heritage, and racial identity. As a result, we also updated our mission statement to reflect the new aims and ethos of the organisation. The vision of the BiPP Network in 2024 and moving forward is to:

Increase access: To increase knowledge and awareness of accessing career pathways in psychiatry and psychology

Knowledge share: To provide insight and guidance on equitable, inclusive, and decolonial practices in psychiatry and psychology

Build networks and community: To promote and develop a community for Black students, practitioners, professionals and researchers

Create comfortable environments for Black people: To provide psychoeducation on Black people's mental health and wellbeing.

In making this adjustment, we do not intend to dismiss the experience of other global majority groups from our events and activities, or become agents of exclusion.



Instead, we aim to focus our efforts on advocating for Black individuals. Following this transition, we intend to facilitate, collaborate, and advocate for initiatives and organisations that work in a similar capacity to us, but provide the global majority representation that we currently do not. We hope our work will continue to exemplify anti-discriminatory and culturally aware practice.

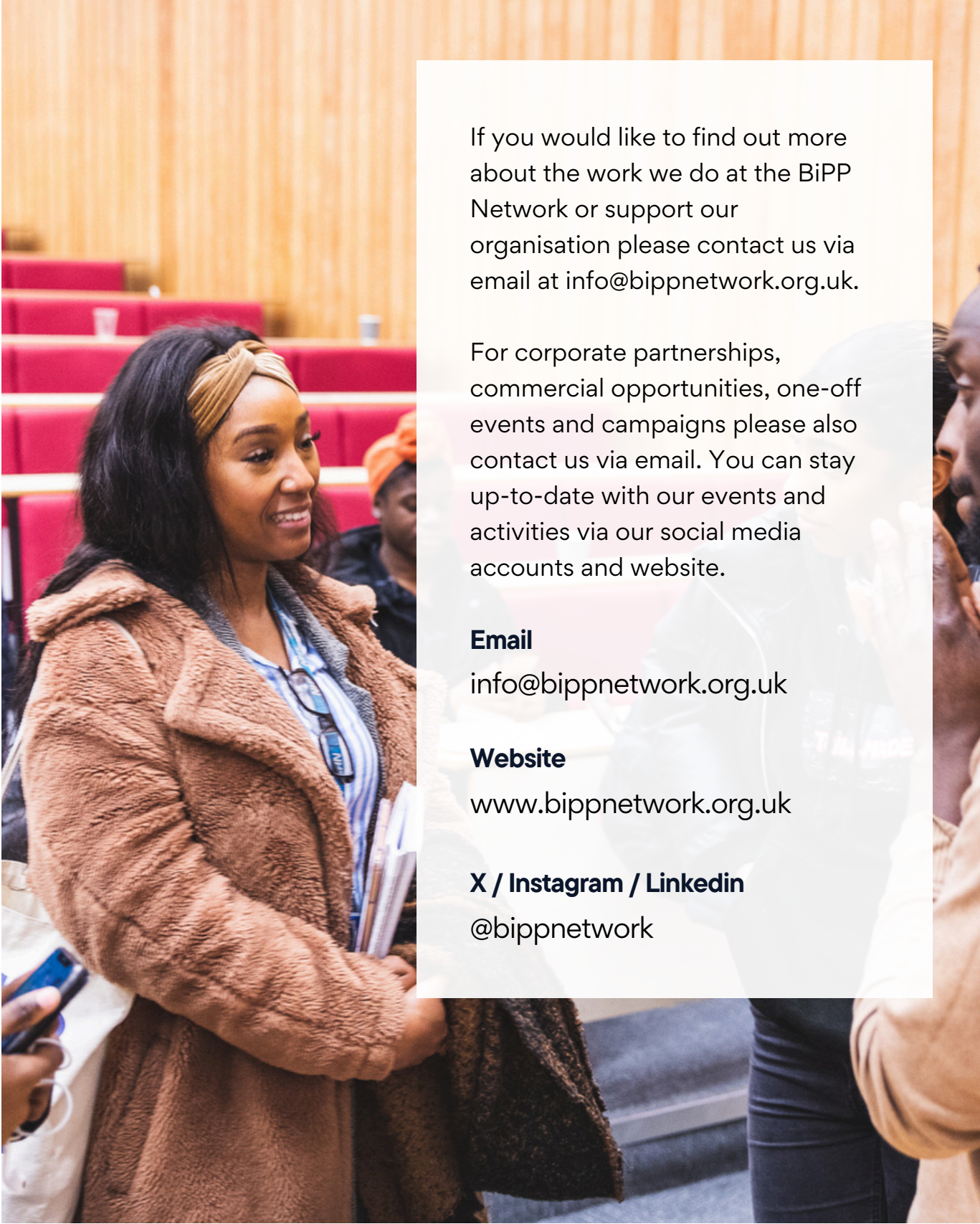
Acknowledgements

We would like to thank the people and institutions that contributed to our efforts to support global majority communities to thrive within the fields of psychology and psychiatry. Without their help our work would have been much harder to achieve.

We would also like to extend our deepest gratitude to our event speakers, network members and supporters who engaged with our events and content.

Funders	Collaborators	Managers	Previous Volunteers
King's College London	Queen Mary University of London	Gabrielle Williams	Dr Jason Shonibare
	NIHR Maudsley Biomedical Research Centre		Dr Jessica O'Logbon
	ESRC London Interdisciplinary Social Science Doctoral Training Partnership		Yannick Yalipende
	Black Business Psychology Network		Bibek Pokhrel
	TEPICC		Hunainah Mansuri
	Centre of Pan African Thought		

Contact Us



If you would like to find out more about the work we do at the BiPP Network or support our organisation please contact us via email at info@bippnetwork.org.uk.

For corporate partnerships, commercial opportunities, one-off events and campaigns please also contact us via email. You can stay up-to-date with our events and activities via our social media accounts and website.

Email

info@bippnetwork.org.uk

Website

www.bippnetwork.org.uk

X / Instagram / LinkedIn

[@bippnetwork](#)

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<https://twitter.com/ElleLettMDPhD/status/1624266800451010561>

Appendix

Table 1. Overview of BiPP Network events between 2019-2023

Event Name	Summary	Number of attendees	Feedback
BAME in Psychiatry and Psychology (Inaugural event)	Our inaugural event featured panel discussions, talks and presentations delivered by psychiatrists, psychologists and wellbeing experts. The hope was to inspire the next generation of global majority psychiatrists and psychologists from experts in the field.	300+	<p>Average rating 4.46/5 (0 stars = very unsatisfactory, 5 stars = very satisfactory)</p> <p>“I liked the fact that I felt a real sense of community and a sense of ‘the shared struggle’ that BAME communities face especially being a Black woman. I like the creative solutions that people discussed and hearing about people’s experiences in their current fields.” (Attendee)</p> <p>“Having such down to earth panellists that really seemed to understand the struggle but also seem to really want to help you out to the other side. Very encouraging. Very different to other talks I’ve been to.” (Attendee)</p>
			<p>Average rating 4.64/5</p> <p>“The structure and organisation was fantastic – having pre-selected audience questions and the opportunity for the panellists to have their 5-minute intros PLUS time for them each to answer the panel question meant that we really got to hear and connect with each speaker individually.” (Attendee)</p>
Addressing Men’s Mental Health	<p>This event aimed to address the mental health experiences and help-seeking behaviours of men from global majority backgrounds through panel discussions and networking.</p> <p>The event also aimed to foster connections between prospective male psychiatrists and psychologists and renowned experts in the field from similar backgrounds.</p>	241	

Event Name	Summary	Number of attendees	Feedback
‘Finding Strength in Community’ Reflective Practice (14 sessions between 2020-2022)	<p>This virtual space aimed to create a supportive environment for Doctorate in Clinical Psychology applicants from global majority backgrounds, fostering reflection on clinical, research, professional, and personal experiences. The initiative also provided a platform for sharing interview anxiety management tips and techniques, while connecting aspiring psychologists from global majority backgrounds.</p>	54	<p>Average rating 4.78/5</p> <p>“Being able to go through the reflective models, then having the opportunity to give an example of a reflective period and having useful feedback about how to really demonstrate better reflection in line with the models.” (Attendee)</p>
			<p>“It was an excellent space to step back and draw upon reflective models in preparation for DClin interviews. I loved the review of reflective models and how to implement them, whilst giving attendees the scope to put this into action. The feedback was really helpful for gaining learning points which I will take forward to the interviews.” (Attendee)</p>
‘Race, Racism and Mental Health’ mini masters series (3 lectures)	<p>This series was hosted in collaboration with the Centre of Pan African Thought. Attendees gained skills to identify instances of racist practice and explore culturally diverse models of treatment, training, or policy in the field, as well as providing valuable insights and knowledge to those in attendance.</p>	108	<p>Average rating 3.29/5</p> <p>“The speakers were brilliant and inspiring. I learned a lot from the series and it was great there were practical applications about what you can do to change things as racism can be an overwhelming issue. Thank you for doing the last session online, I am sure this was not easy to organise but I really appreciated it and you did so well under the circumstances!” (Attendee)</p>

Event Name	Summary	Number of attendees	Feedback
Racial Trauma and Wellbeing (2 events)	In response to the global events of 2020, this event provided support and solidarity to prospective and registered mental health practitioners of Black African and Caribbean backgrounds. The event raised awareness about the mental health impacts of exposure to traumatic racial incidents, attendees were engaged in discussions regarding models, theories, and approaches to race-based trauma (or racial trauma). Guidance was provided on how to navigate and support others toward improved wellbeing.	292	<p>Average rating 4.67/5</p> <p>“I think the general opening sharing of difficult experiences relating to racism was very helpful to really make it feel like a safe space to discuss this” (Attendee)</p> <p>“The turnout was amazing...It was good to have a space to reflect and witness each others struggle and stand in solidarity with fellow Black therapists” (Attendee)</p>
Exploring Barriers to Academic Careers in Psychiatry, Psychology and Neuroscience for BME Groups roundtable discussion	This event aimed to host a discussion about barriers to academic careers in psychiatry, psychology and neuroscience for BME groups. The discussion was attended by undergraduates, postgraduates, academics and those aspiring to enter these fields. The transcribed notes from the roundtable discussion were used to inform the PhD studentship workshop (detailed below).	N/A	No comments.

Event Name	Summary	Number of attendees	Feedback
BiPP x TEPICC Reflective Practice (3 sessions)	<p>Hosted in collaboration with Trainee Educational Psychologists' Initiative for Cultural Change (TEPICC), reflective practice sessions were facilitated by trainee or qualified Educational Psychologists targeting Doctorate in Educational Psychology applicants from global majority backgrounds with interviews. The initiative aimed to foster connections, equip applicants with the ability to reflect upon their clinical, research, professional, and personal experiences; and to provide a space for sharing strategies and techniques for managing interview anxiety.</p>	27	<p>Average rating 4.92/5</p> <p>"I liked the opportunity to listen to others' reflections and receive feedback and advice from the other participants." (Attendee)</p> <p>"I didn't expect the session to be as interactive as it was! I loved hearing the experiences of the other participants, it really helped me put my own experiences into perspective. I particularly enjoyed the exercise where we were given some time to apply reflective models to our own experiences. I learned a lot from observing how others approached this task, it helped me to evaluate my own approach and identify areas of improvement." (Attendee)</p>
	<p>This virtual event aimed to illuminate the journeys and contributions of Black professors in psychology and behavioural sciences, as well as highlight their contributions to the field. Through a semi-structured Q&A session, the event sought to inspire Black students and professionals to consider academic careers.</p>		<p>Average rating 4.87/5</p> <p>"Overall it all went well. Very organised, started on time, time scale was good without it being rushed. The three professors personal experiences were invaluable. They had to open their own doors and discover their rightful place and their purpose in this world. Blessings to you my sisters and to all the organisers,. A job well done." (Attendee)</p>
In Conversation with Black Professors		229	

Event Name	Summary	Number of attendees	Feedback
Race in Psychiatry and Psychology: From research to transformative action lecture series (4 lectures)	This virtual lecture series advocated for a decolonised approach to psychiatry and psychology, and emphasised the importance of discussing and researching race within these fields. The objectives of the lecture series included to increase exposure to and discussion of research on race and psychology, and provide actionable insights for effecting positive change in the disciplines. Topics ranged from race and racism in psychiatry and psychology's history to modern day workplace racism.	242	<p>Average rating 4.79/5</p> <p>"The topic. Racism needs to be a topic that is normalised and discussed and I'm sad that I didn't have access to these conversations 20-25 years ago. Dr Turner is a wonderful orator and had me fully engaged with the presentation." (Attendee)</p> <p>"The examples of bias in research, and highlighting how bias and 'blind spots' can operate even when researchers have the best of intentions" (Attendee)</p>
Mental Health Conference	This conference aimed to connect professionals, researchers, and service users and to discuss supporting mental health in global majority groups amid COVID-19. The panel focused on discussions covering relevant topics such as the mental health of mental health professionals, supporting students' mental health and transitioning to digital mental health services.	58	<p>Average rating 4.80/5</p> <p>"[There was an] openness about working in the lockdown and experience of remote working." (Attendee)</p> <p>"[We could hear] from other Black professionals about their thoughts and experiences." (Attendee)</p> <p>"Very informative and inspiring." (Attendee)</p>

Event Name	Summary	Number of attendees	Feedback
PhD Studentship Application workshop	In collaboration with LISS DTP and Queen Mary University of London, we hosted a PhD Application workshop that aimed to equip individuals from racialised communities with practical skills for applying to PhD studentships in psychiatry and psychology.	83 (31 in-person, 52 virtual)	No feedback provided.

