

Improving Race Equality in your Organisation - Evidence Based Resources for Leaders

13 May 2026, London

Hosted by Yvonne Coghill CBE
and Professor David R. Williams



Agenda

**10:00 AM to
10:10 AM**

Welcome

Dame Marie Gabriel DBE

Chair, NHS Race and Health Observatory and Chair, NHS North East London

**10:10 AM to
10:30 AM**

The role of the NHS Race and Health Observatory

Habib will give a brief overview of the work of the RHO. The presentation will focus on what the Observatory has achieved, its impact, the current strategy and tools available to help organisations and leaders tackle race and ethnic inequalities in the NHS. The presentation will also focus on the RHO's current and future priorities and projects.

Professor Habib Naqvi MBE

Chief Executive, NHS Race and Health Observatory

**10:30 AM to
10:50 AM**

Why is having a fairer NHS important?

The presentation will focus on the moral, financial and quality case for tackling race inequality. Yvonne will draw on over 42 years' experience in the NHS to highlight why tackling race inequality is a must and not a good to do for NHS leaders.

Yvonne Coghill CBE

Director, Excellence in Action

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**10:50 AM to
11:15 AM**

The Race Equality Leadership Guide

Yvonne will talk about the development and membership of the RHO's International Experts Group, covering the history of the group and what led to the development of the **leadership guide**.

Dr Heidi Green will also discuss the leadership guide, its development and how leaders can learn from international case studies to make changes in their own organisations and teams. She will cover how she linked the work of the international group and the RHO's **Seven Anti-racism Principles** to develop the leadership guide.

Yvonne Coghill CBE

Director, Excellence in Action

Dr Heidi Green

Health Equity and Patient
Involvement Specialist

**11:15 AM to
12:00 PM**

Conversation – Looking back to look forward: What have we achieved

Chaired by Lord Victor Adebowale, this session will look at early initiatives and work to tackle race inequalities in the NHS. Lord Crisp and Sir Nicholson will give their perspectives and lessons learnt for current and future NHS leaders.

Lord Victor Adebowale CBE

Chair, The NHS Alliance

Sir David Nicholson

Chair, Sandwell and West
Birmingham NHS Trust, Dudley
Group NHS Foundation Trust, The
Royal Wolverhampton NHS Trust
and Walsall Healthcare NHS Trust

Lord Nigel Crisp

Independent crossbench
member of the House of Lords

**12:00 PM to
12:45 PM**

Lunch

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**12:45 PM to
1:30 PM**

Panel discussion – Our current leaders: What can we achieve ahead

Current NHS chief executives will discuss the current state of race inequality in the NHS, addressing what leaders at all levels can do to help tackle the race inequalities which exist. Drawing from experience, panel members will highlight solutions.

Dame Marie Gabriel

Chair, NHS Race and Health Observatory and Chair, NHS North East London

Dr Jane Padmore

Chief Executive, Sussex Partnership NHS Foundation Trust

Salma Yasmeen

Chief Executive, Sheffield Health Partnership University NHS Foundation Trust

Dr Nnenna Osuji

Chief Executive, NHS North East London

David Probert

Chief Executive, University College London Hospitals NHS Foundation Trust and Deputy Chief Executive, NHS England

**1:30 PM to
2:15 PM**

Panel discussion – Race equality, regulations and healthcare professions

Regulation and accountability are key to tackling race inequality. Hear from regulators and representative organisations on the role that their organisations play and lead on governance and accountability in the fight for race equality for staff and patients in the NHS.

Chris Dzikiti

Interim Chief Inspector of Mental Health, Care Quality Commission

Professor Nicola Ranger

General Secretary and Chief Executive, Royal College of Nursing

Charlie Massey

Chief Executive and Registrar General Medical Council

Sarah Cooper

AHP Advisor, Office of the Chief Allied Health Professions Officer, NHS England

Paul Rees MBE

Chief Executive and Registrar, Nursing and Midwifery Council

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**2:15 PM to
2:45 PM**

Break

**2:45 PM to
3:15 PM**

The importance of workforce race equality for a refreshed NHS

Danny will give his insights on the past, present and future of race inequality in the NHS workforce.

Danny Mortimer

Director General for People, Department of Health and Social Care

**3:15 PM to
3:50 PM**

Implementing the Guide: The role of the leader

World renowned academic and race equality expert Professor David R. Williams will talk about the role that leaders can play in tackling race inequalities in general and learnings from international case studies specifically.

Professor David R. Williams

Florence and Laura Norman Professor of Public Health and of African and African American Studies and of Sociology

**3:50 PM to
4 PM**

Closing remarks

Dame Marie Gabriel DBE

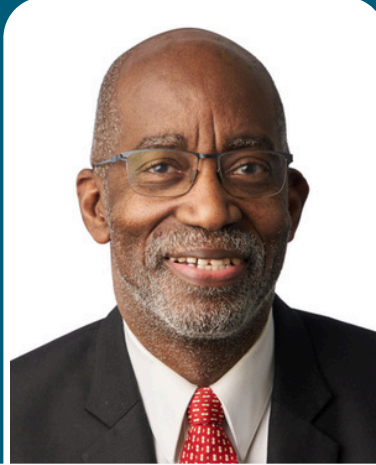
Chair, NHS Race and Health Observatory and Chair, NHS North East London

Speakers



Yvonne Coghill

Director,
Excellence in Action



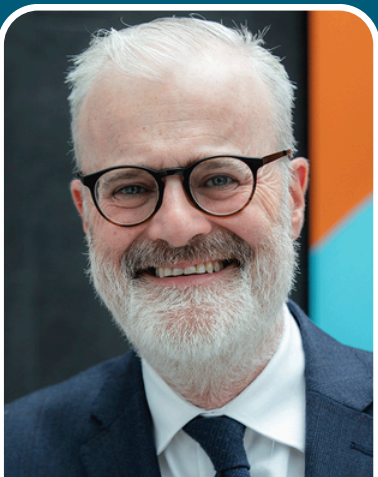
Professor David R. Williams

Florence and Laura Norman
Professor of Public Health
and of African and African
American Studies and of
Sociology,
Harvard University



Lord Victor Adebowale CBE

Chair,
The NHS Alliance



Danny Mortimer

Director General for
People,
Department of Health
and Social Care



Dr Nnenna Osuji

Chief Executive,
NHS North East London



Dame Marie Gabriel DBE

Chair, NHS Race and Health
Observatory and Chair, NHS
North East London



Lord Nigel Crisp

Independent
crossbench member of
the House of Lords



Salma Yasmeen

Chief Executive,
Sheffield Health Partnership
University NHS Foundation
Trust



Professor Habib Naqvi MBE

Chief Executive,
NHS Race and Health
Observatory



Professor Nicola Ranger

General Secretary
and Chief Executive,
Royal College of
Nursing



David Probert

Chief Executive,
University College London
Hospitals NHS Foundation
Trust and Deputy Chief
Executive, NHS England



Paul Rees MBE

Chief Executive and
Registrar,
Nursing and Midwifery
Council



Dr Jane Padmore

Chief Executive,
Sussex Partnership NHS
Foundation Trust



Charlie Massey

Chief Executive and
Registrar,
General Medical Council



Dr Heidi Green

Health Equity and Patient
Involvement Specialist



Chris Dzikiti

Interim Chief Inspector
of Mental Health,
Care Quality
Commission



Sir David Nicholson

Chair, Sandwell and West
Birmingham NHS Trust,
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Foundation Trust, The
Royal Wolverhampton NHS
Trust and Walsall
Healthcare NHS Trust



Sarah Cooper

AHP Advisor - Office of the Chief
Allied Health Professions Officer,
NHS England

Our global resource for leaders draws upon good practice examples from a range of countries on tackling racial and ethnic inequalities in healthcare. In addition, we will make a suite of resources available to NHS organisations to support their journey of becoming equitable and inclusive at all levels.

We are working with the major healthcare regulatory bodies to ensure regulation on race equality is consistent and focuses on key principles. We will support and assure, on an annual basis, the regulators' commitment to the advancement of race equity and inclusive working environments across the health and care sector and beyond.

[Access the leadership guide](#)



[View additional resources and information about the RHO's workforce programme](#)

