

Working Together, Supporting Each Other: Collaboration & Inclusion

9.45am - 15.00pm, Thursday 29 June 2023

Conference Centre, University of Sussex Level 4 Bramber House, Brighton, East
Sussex BN1 9QU

9.15 - 9.45	Registration
9.45 - 10.00	Welcome from Community Works
10.00 - 10.30	Keynote speaker: “Be a bold disrupter, reach out and hold onto your hat(s)”- Dr Anusree Biswas Sasidharan and Nora Mzaoui, Bridging Change
10.30 - 11.30	Morning session <ul style="list-style-type: none"> a. “Collaboration with Health Partners”- Lola Banjoko, NHS Sussex, Brighton and Hove and Jess Sumner, Community Works or b. Black and Racialised Minorities (BRM) Network for BRM groups: Dr Anusree Biswas Sasidharan and Nora Mzaoui, Community Works Reps or c. Volunteers Coordinators: “As a Volunteer Co-ordinator, what does it mean to work together to overcome challenges?” Hazel Roper and Mel Willson, Community Works
11.30 - 12.00	Wellbeing session - Sussex Mindfulness Centre
12.00 - 13.00	Networking lunch
13.00 - 13.30	Keynote speaker: “Intersectionality and inclusion”- Gary Pargeter, Gray Hutchins and Jacob Bayliss, Community Works Reps
13.30 - 14.30	Afternoon session <ul style="list-style-type: none"> d. Net Zero 2030: What can we do about climate change?”- Cat Fletcher, Mark Strong and Jess Estcourt, Community Works or e. Small Groups Network: “Work together on how to raise funds”- Donna Edmead, Brighton & Hove City Council; Hannah Clay, Sussex Community Foundation; Kirsty Walker, Trust for Developing Communities and Community Works Small Community Groups Rep. or f. “Reflections on starting an Equality, Diversity and Inclusion (EDI) journey”- Katie Vincent, Allsorts Youth Project and Jess Sumner, Community Works
14.30 - 15.00	Networking and close

Keynote speaker, 10.00 - 10.30am

“Be a bold disrupter, reach out and hold onto your hat(s)”

Speakers: Dr Anusree Biswas Sasidharan and Nora Mzaoui, Bridging Change

Whilst Bridging Change is the new kid on the block, Nora and Anusree have been knocking around within the statutory, academic, voluntary, community and social enterprise sectors for significantly longer.

In their advocacy for social justice, they find themselves in the roles of disrupters, hoping no one puts them in the corner and nobody puts Bridging Change in the corner (sorry, Dirty Dancing reference). Navigating systems, organisations, terminology and relationships, Anusree and Nora reflect on their journey in activism, equality, diversity and inclusion and about trying to play nicely with others. They explore the value of collaboration between individuals, organisations, identity groups and as a sector.

Being of Moroccan (Nora) and Indian (Anusree) heritage they speak from a position of lived experience. As ethnic minoritised women, intersectionality resonates with them, particularly as initially described by Professor Kimberlé Crenshaw, the Black woman who coined the term. Crenshaw spoke about the combination of race and gender and other systems working to shape the experience of people negatively.

Anusree and Nora will give a whistle stop tour of the fully packed couple of years of adventure that have taken interesting twists and turns where they stuck their little toes out of Brighton and Hove and plunging further than they had imagined.

Bridging Change: When they first met, fellow Ethnic and Cultural Minorities Community Works Reps, Nora Mzaoui and Dr Anusree Biswas Sasidharan had long conversations about inequalities faced by diverse communities and needing to build strong alliances, connections and networks to challenge inequalities. They established [Bridging Change](#) to help channel their battling of inequalities (regardless of whether in academia, statutory or voluntary services) through community development and project work, training, research and evaluation. As Reps and activists, they wanted to be better placed to explore issues faced by minoritised ethnic people and keep on challenging. Since meeting they haven't stopped talking.

[Anusree](#) is a portfolio professional working as researcher, policy adviser, editor and advocate for social justice, working across equalities, communities and adult social care. She is the Safeguarding Adults as well as Ethnic and Cultural Minorities Representative for Community Works. Anusree is also a Brighton and Hove voluntary sector Rep at the NHS Sussex Assembly, Chair of Sussex Police Stop and Search Panel and Brighton and Hove Council's Policy and Resources Committee, NHS Race Equality Board and the Sussex and Surrey Race Action Plan Insight and Delivery Board. Anusree is director of Bridging Change, Trustee of Racial Harassment Forum and safeguarding adults programme adviser at the Local Government Association.

Nora has been active in the community and voluntary sector for over 15 years. She is the Health and Wellbeing as well as Ethnic and Cultural Minorities Representative for Community Works and sits on the Health Overview Scrutiny Committee. Nora has been passionate about having a 'can do' approach to tackling inequalities for the most disadvantaged communities in Brighton and Hove, previously working for local organisations such as Scarman Trust and Voices in Exile. Currently, Nora is a director of Bridging Change and The Launchpad Collective. She is also a focused care practitioner at a local GP surgery, supporting patients to improve their lives.

Morning sessions, 10.30 - 11.30

a. Collaboration with Health Partners

Suitable for all organisations.

Speakers: Lola Banjoko, NHS Sussex, Brighton and Hove and Jess Sumner, Community Works

Lola is the Executive Managing Director at NHS Sussex, Brighton and Hove. She started her career as a dentist, working in a number of oral and maxillofacial surgery departments in England and Scotland and obtained the Fellowship in Dental Surgery from the Royal College of Surgeons for England. She has an MSc in Health Services Management and has over 18 years of management experience working in senior roles at central London teaching hospitals, CCG and at regional level. She is very active and engaged in Global health, capacity building and humanitarian activities and serves on a number of boards.

Jess has been with Community Works for 6 years since 2017. She is passionate about the voluntary and community sector and ensuring the expertise of the sector in working with and for our communities is understood and celebrated. Jess has worked for various voluntary and community organisations and volunteers as a Trustee of National Association for Voluntary and Community Action (NAVCA).

Session overview: Lola Banjoko will look at how NHS Sussex will work collaboratively and inclusively with VCSE and other partners across Sussex and in Brighton & Hove and Adur & Worthing. The session will reflect on the challenges faced by the system and how it may need to change. We will take a look at what it means to work inclusively both from a point of view of bringing communities and their needs closer to informing how health and wellbeing is designed and delivered and of how, as partners, we can all work with a more inclusive approach. We want to discuss; what it means to be partners in a system that faces challenge creating and maintaining relationships of trust which allow for honest discussions and, true partnership working, how we collaborate, how we cope with change and challenge. What do partners in the ICS offer to each other? Attendees will be invited to share their views.

b. Black and racialised minoritised (BRM) network

This session is specifically aimed at Black and Racialised Minorities (BRM) members and groups

Facilitators: Dr Anusree Biswas Sasidharan and Nora Mzaoui, Ethnic and Cultural Minorities Community Works Reps

Session overview: It's the first ever network session run for and by Community Works Ethnic and Cultural Minorities Representatives. During the workshop you will have a chance to explore themes important to you as well highlighting the important contributions you and the wider BRM groups and members make to Brighton and Hove.

It will be a networking opportunity and a chance to meet other groups and members. We will also discuss the role of Community Works representatives and how they can help with bringing your challenges and achievements to the foreground.

c. Volunteer Coordinators: "As a Volunteer Co-ordinator, what does it mean to work together to overcome challenges?"

Suitable for Volunteers Coordinators only

Facilitators: Hazel Roper and Mel Willson, Community Works

Mel and Hazel at Community Works provide advice and guidance on volunteering good practice, including: recruitment, governance (helping trustee boards, thinking through policies), how to support volunteers, inclusion, and managing risk. Mel also oversees the Volunteer Centre. Hazel also provides advice on anything related to running a not-for-profit organisation. Hazel and Mel run the Volunteer Co-ordinator Forums (in Adur & Worthing and Brighton & Hove) which provide peer support to those who recruit/manage volunteers. Co-ordinators within both Forums can be paid or volunteers themselves.

Between Mel and Hazel, they have 20 years' experience of co-ordinating volunteers.

Session overview: This session is for people who recruit/oversee volunteers, regardless of the size of your organisation and whether your role is paid or are a volunteer yourself. Join us to start the conversation about 'common challenges' you are facing when involving your volunteers.

Your challenges might be:

- supporting volunteers
- for you as a volunteer co-ordinator e.g. burn-out
- in managing your team of volunteers
- looking at inclusion
- ethical issues e.g. job substitution

We are getting together as Volunteer Co-ordinators within the conference theme of: "Working Together, Supporting Each Other: Collaboration & Inclusion."

This is your opportunity to meet other Volunteer Co-ordinators, to network and benefit from peer support. We might not solve all your challenges within this one session, but we hope by collaborating, you'll go away with some ideas to reflect on and progress.

Wellbeing session, 11.30 - 12.00pm

This mindfulness taster will be provided by Annie McCauley from [Sussex Mindfulness Centre](#). It will introduce you to the benefits of practicing mindfulness which include improved wellbeing, ability to manage stress, and greater self-compassion. You will also sample informal and formal mindfulness practices which, if practiced regularly can be helpful tools for greater self-management and wellbeing. Annie has been practicing mindfulness for four decades and has been teaching mindfulness and meditation for over two decades and is the co-founder of Love Mindfulness.

Keynote speaker, 13.00 - 13.30pm

Intersectionality & Inclusion

Speakers: Gary Pargeter, Gray Hutchins and Jacob Bayliss, Community Works Reps
Gary is Health and Wellbeing: HIV Rep for Community Works and Service Manager for Lunch Positive. Gray is Trans, Non-binary, and Intersex (TNBI) Rep for Community Works and Operations Manager for The Clare Project. Jacob is a Lesbian, gay, bisexual, transgender, queer and intersex (LGBTQI) Rep for Community Works and CEO for LGBT Switchboard. They all been actively involved in community activities for many years.

Session overview: Intersectionality refers to the way different forms of power and oppression overlap to shape our identities and lived experiences. In this session, VCS Reps will speak about what intersectionality means to them and to the people, communities and organisations they represent. They will also consider what an intersectional approach looks like for the wider sector.

Afternoon sessions, 13.30 - 14.30

b. Net zero 2030: What can we do about climate change?

Suitable for all organisations

Facilitators: Cat Fletcher, Mark Strong and Jess Estcourt, Community Works.
Cat is an Environment and Sustainability Rep for Community Works and the Founder/Director of Freegle Brighton and Green Cycle Sussex. Mark is the Transport & Public Realm Rep for Community Works and a volunteer with Brighton Bike Hub. They both been actively involved in community activities for many years. Jess is Community Works' Relationships & Development Manager for Adur and Worthing.

Session overview: What can VCS groups do to address the climate emergency? In this session, we aim to share information and practical tips to help you become 'carbon literate'

and reduce your carbon footprint. Find out what Community Works is doing as we embark on our sustainability journey, and how we are working with our local and national partners in this area. There will also be a chance to share what your group is already doing, to learn from each other and consider next steps.

e. Small Groups Network: “Work together on how to raise funds”

Suitable for small organisations with an annual income of under £35,000

Speakers:

- **Donna Edmead, Communities Fund Manager**, Brighton & Hove City Council. Donna leads on the Communities Fund, a fund set up to support local community groups, voluntary organisations, and not-for-profit social enterprise.
- **Hannah Clay, Head of Grant Programmes**, Sussex Community Foundation (SCF). Hannah oversees all the grant making at SCF.
- **Kirsty Walker, Director of Neighbourhoods Projects**, Trust for Developing Communities and Community Works Small Community Groups Rep.

Session overview: A chance to meet local grant funders Brighton & Hove City Council and Sussex Community Foundation. Hear advice on how to get high scores on your applications. Collaborate with groups like yours by sharing fundraising experiences and resources with each other.

The Small Groups Network is for anyone involved in a local community group that has an annual income of under £35,000. The aim of the network is to support those responsible for running groups to run them as effectively as possible, so that their activities can continue. We connect people together and provide space for people to share their experiences, whilst addressing their most pressing challenges.

f. Reflections on starting an Equality, Diversity and Inclusion (EDI) journey

Suitable for all organisations

Speakers: Katie Vincent, Allsorts Youth Project and Jess Sumner, Community Works

Katie has been with Allsorts Youth Project for 10 years and has been CEO since 2019. She is a passionate advocate for LGBT+ children, young people, and their families, working to ensure that they are given spaces to explore in a safe and fun environment whilst being able to build a supportive community around them. She was a speaker at Brighton TEDx in 2022.

Jess has been with Community Works for 6 years since 2017. She is passionate about the voluntary and community sector and ensuring the expertise of the sector in working with and for our communities is understood and celebrated. Jess has worked for various voluntary and community organisations and volunteers as a Trustee of NAVCA

Session overview: Over recent years the importance and opportunities of embedding a strategic EDI approach within our organisations has become ever more apparent, but where

to start and how to do it? Katie Vincent, CEO of Allsorts Youth Project, and Jess Sumner, CEO of Community Works, will give an honest insight into the work they have done, and the challenges and successes they have faced. It's a space for us all to reflect and share our thoughts and ideas to support each other.