

Becoming a Black Woman Professor: Lessons from My Journey

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Where the journey begins ...







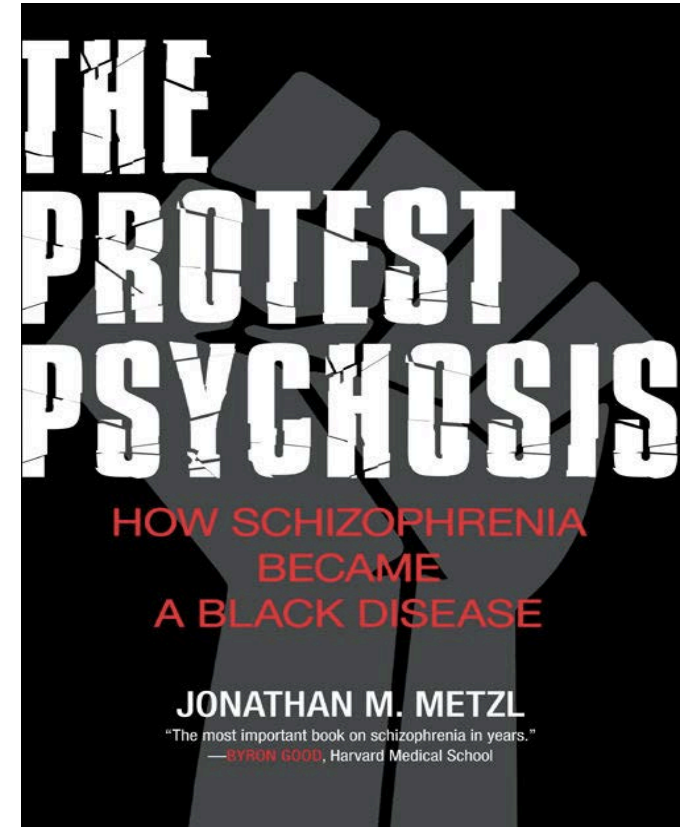
**Fairness
Justice**

To make a difference ...



Motivation for mental health research: Injustice of inequalities in access, care, and outcomes experienced by Black people in the UK

PhD: Perinatal depression among 'seldom heard' Black women



Understanding the 'Schizophrenia Epidemic'

- UK **African** and **Caribbean people** are at **increased risk** of being diagnosed with schizophrenia and related psychoses compared with other ethnic groups
(Fearon et al., 2006; Kirkbride et al., 2012)
- Black Caribbean people (vs. White British): **IRR 6.7** [95% confidence interval (CI) 5.4 – 8.3]
- Black African people (vs. White British): **IRR 4.1** [95% confidence interval (CI) 3.2 – 5.3]
(Morgan et al., 2006)
- **Negative care pathways:** police and compulsory admission vs. GP
(Morgan et al., 2005)
- More **coercive care** *(Bhui et al., 2003; Morgan et al., 2004; Morgan et al., 2005)*
- Lack of **psychological therapies** *(NICE, 2014)*
- **Worse** clinical/non-clinical **outcomes**
(Fearon et al., 2006; Fearon et al., 2007)
- **Labelled 'hard-to-reach'**.

MANCHESTER
1824

The University of Manchester



Arthur Lewis (1948)
UK and Manchester's
First Black Professor

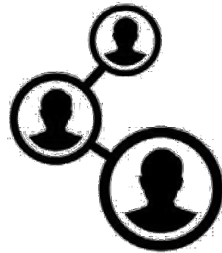


Dawn Edge (2019)
First Black Woman Professor
University of Manchester

Lessons from My Journey

Criteria?

Process?



RULES OF ENGAGEMENT

What **really** counts?



1. Prepare your case well
2. CV content, format
3. Supporting statements
4. 'Package' evidence

Lastly, 'sell' yourself

Lessons from My Journey

Build, strengthen networks

Informal and formal training

Coaching, mentoring, sponsorship



Building confidence to 'go for it'

Support → Peers, Allies

Who is best placed to advise?

“Pay it forward” → Legacy



Lessons from My Journey

Personal Values

Authenticity

Justice

Fairness



Openness

Honesty

Integrity





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