



October Black History Month UK 2023 Education from the Public to the Public Awareness Initiative – Salutes to sisters composed and highlighted on LinkedIn social media profile of Vivian Okeze – Tirado. www.linkedin.com/in/vivian-okeze-tirado-070506a8

The Awareness initiative commenced on the first week of October 2023 with an introduction to the origin of Black History Month UK. The work of Carter G Woodson the originator of Black History Month in the US far back in 1926. In line with the theme for this year's event, "Saluting Our Sisters" ("We Matter"), I put together the below initiative of saluting esteemed sisters and allies who are doing positive work around anti-racism. I honoured these sisters by producing creative thumbnails with their headshots together with true stories write-ups of why these sisters have earned their salutes. Starting on Day 5, (5th of Oct), the salutes ran every day of the month of October as seen below. I hope you find educational and enlightening.

Day 5 of October Black History Month UK... Our salute to sisters goes to...

Dr. Prospera Tadam, Associate Professor & Chair of Social Work Dept. United Arab Emirates University. Prior to this, she was a Principal Lecturer at Anglia Ruskin University in Cambridge, UK,

where she taught on a range of undergraduate and postgraduate courses. She is an author to several books including *Anti-Oppressive Social Work Practice 2021 Sage Publications*.

Prospera is best known for the development of the MANDELA model to support social work practice educators and students. A framework developed "in response to concerns around delayed progression of BME students on social work programmes in the UK, the MANDELA model was developed in 2012 with the aim to facilitate relationship-building between practice educators and their students (Tedam, 2012b). This was due to findings which suggested that the practice learning arena posed specific challenges for BME students (Bernard et al, 2014). The model encourages PEs to Make time, Acknowledge Needs, Differences, Educational experiences, Life experiences and Age." - Community Care article 2017.

We believe that Prospera has done remarkable work over the years and continues to do so around Anti- oppressive, anti-discriminatory, anti-racism education, contributing to social justice, and social change in the UK.

Salute and a gold Star to Prospera in accordance with this year's theme of Black History Month UK! Congratulations!

Day 6 October Black History Month UK awareness event... Our salute to sisters goes to...

Judith Denton, Influencer, Consultant and Social Entrepreneur and Author. She is a care experienced professional who transparently uses her experiences in foster care to educate in the professional social work and foster care world, advocating for change in Children's social care. Judith is the Founder and Chair of The Black Care Experience, helping to shape a better Care Experience for Black Children and Young People in Care.

She is the CEO of 'The Transformed You', Author of Foster Care and Me. She is also an Expert by Experience Board Member for England Independent Review of our Children's Social Care System.

We believe that Judith's work particularly with the Black Care Experience initiative is remarkable and contributes to positive practice in Social Care and foster care and goes a long way to enhance the experiences of vulnerable looked after children. - Vivian Okeze - Tirado

Salute and a gold star to Judith in accordance with this year's theme of Black History Month UK! Congratulations!

Day 7 October Black History Month UK awareness event... Our salute to sisters goes to...

Denise Myers, The Founder of the Black Talent Award and Evenfields Career instrumental in creating a platform that champions Black Talent.

EVENFIELDS - focusing on Diversity and Inclusion in the recruitment process, offering choice and opportunities for all candidates and solutions to organisations who are looking for talent pipelines with a difference. The Evenfields Black Talent Awards exists to recognise and celebrate the outstanding performance and achievements of Black professionals across the UK, including both employees and employers. - Denise

Black people need allyship and support to recognise and celebrate their talent and achievement which can often be overlooked due to the colour of their skin. Thank you Denise for creating such a platform that not only recognises the achievements of Black people but also flags it up for honour. It was a privilege to be shortlisted last year as an award finalist for the Charitable, Voluntary and Social Change category. Astonishing and memorable event! – Vivian Okeze – Tirado

Salute and a gold star to Denise in accordance with this year's theme of Black History Month UK!
"Saluting Our Sisters." Congratulations!

Day 9 October Black History Month UK... Our salute to sisters goes to a social justice advocate, an ally...

Kirsty Baughan, Overall Social Worker of the Year and Social Justice Advocate 2022. Kirsty is a social worker in Central Bedfordshire council and an NIHR Doctoral Researcher. It is no small feat to win such awards as a social worker in England. This is how the Social Worker of the Year awards described Kirstie:

"Kirstie has immersed herself in promoting the rights of unaccompanied asylum-seeking children outside of her day job as an audit manager. She volunteers for Refugees at Home and as the regional lead for Care4Calais. She also undertaking a Doctorate with her research focused on how local communities welcome and support asylum seekers... A social worker whose values 'drive her practice' and who demonstrates compassion in all that she does."

"The judges were impressed by how Kirstie has truly committed to improving the lives of asylum-seeking children and young people, taking the time to 'walk in their shoes' and develop her understanding of this area of practice." – The Social Worker of the Year Awards.

We believe that compassion and allyship is key in social work practice and the struggle for anti-racism. Showing understanding, support, and empathy to the marginalised (asylum seeking children and young people) is worthy of our salute. Walking in the shoes of the those affected by racial discrimination is key to understanding their plight and supporting them. – Vivian Okeze – Tirado

Salute and a gold star to Kirstie for allyship in accordance with this year, 2023 theme of Black History Month UK! "Saluting Our Sisters." Congratulations!

Day 10 October Black History Month UK... Our salute to sisters goes to...

Diane Benjamin, Director of Children Social Care, London Borough of Hackney. It was a real privilege to sit alongside Diane as Panel members for the 2022 Black Care Experience Conference in London. There was huge energy and great insight.

You do not often see many Directors in social work that are Black female. Diane, you are indeed a role model for Black Women. Seeing Black Women at leadership levels like is inspiring and motivates other Black women to believe that they too can do this despite the glass ceiling, the formidable mountain posed by the society – Vivian Okeze – Tirado.

Salute and a gold star to Diane in accordance with this year, 2023 theme of Black History Month UK! "Saluting Our Sisters." Congratulations!

Day 11 October Black History Month UK... Our salute to sisters goes to...

Jenny Garrett OBE, Leadership Developer, Author, and Executive Coach, TEDx Speaker. Jenny's work includes increasing senior representation of women & those from ethnically diverse backgrounds. Advancing inclusion through allyship & cultural intelligence. Jenny spends her time educating on representation of Women in Leadership, inclusion for Black people in their Workplaces. Published her book Equality vs Equity, tackling issues of Race in the Workplace.

Jenny shares her insights via conferences, articles and blogs on equality, Diversity and inclusion, racial equity, gender equity etc. One of her recent articles "The rise of unapologetic Blackness three years after George Floyd makes a reflective read. Thanks Jenny for your personal reflection on George Floyd three years after. The tragic story catalysed different emotions for us all including the need for

professionals, organisations, and the society at large to reflect on their anti-discriminatory and anti-oppressive practices. One of your very insightful training workshops which I attended back in 2021 “What Black Staff Need From White Managers” put you on my radar! - Vivian Okeze – Tirado.

Salute and a gold star to Jenny in line with this year, 2023 theme of Black History Month UK! “Saluting Our Sisters.” Congratulations!

Day 12 October Black History Month UK... Our salute to sisters goes to...

Shabnam Ahmed, Founder of School of Shabs LTD - Independent Trainer & Facilitator and Doctoral Researcher.

It has been an absolute pleasure to connect with Shabnam in the Social Work circle. I am especially fascinated by Shabnam's work alongside BASW Black and Ethnic Minority Professionals (BPP) Symposium founded by Wayne Reid in developing the Anti-racism supervision template and guidance to support robust anti-racist supervision. Thank you for creating an anti-racism supervision template to give a roadmap for such social work supervisions.

Racism is an enigma in our society. It is a huge source of distress and gives rise to emotional mental health issues for those impacted daily. It is therefore imperative that managers and supervisors find ways to incorporate discussions around racism and its impact on the affected in supervision discussions. It is a fundamental requirement – Vivian Okeze – Tirado.

According to Social Work England, *“Supervision is the support and guidance you get from a supervisor, manager, mentor, or peer. It involves, discussing ongoing cases and issues arising from them, reflecting on and learning from practice, supporting and maintaining wellbeing.”*

Salute and a gold star to Shabnam in line with this year, 2023 theme of Black History Month UK! “Saluting Our Sisters.” Congratulations!

Day 13 October Black History Month UK... Our salute to sisters goes to...

Adefunke Larigo, Thought Leader of the Year, Adoption & Foster Panel Consultant, Connects Panel Candidates to Services to Adoption and Foster Panel.

It has been an absolute pleasure to connect with Adefunke (Ade) in the Social Work circle. Ade is currently a finalist in the Social Justice category for this year's Social Worker of Year Awards.

I am especially intrigued by the tenacity that Ade shows in promoting diversity in Fostering and Adoption Panels to create much needed diverse panels. Advocating for this will ensure that panels provide a suitable environment where robust discussions can be held on the welfare, wellbeing, and safety of vulnerable looked after children and young people in need of loving homes and families. – Vivian Okeze – Tirado.

Salute and a gold star to Adefunke in line with this year, 2023 theme of Black History Month UK! "Saluting Our Sisters." Congratulations!

Day 14 October Black History Month UK... Our salute to sisters goes to...

Millie Kerr, Strategic Anti-Racist Lead - Business Improvement- Brighton & Hove City Council.

Millie is leading improvement across children's services, to affect change for children and families and enhance anti-racist practice within the Local Authority.

It was especially encouraging when Brighton and Hove made a bold statement and unapologetically created the first role of Anti-racism Lead in the Local Authority Children Services. Eradicating racism should be given special attention in our society, it is a crucial need. Recruiting an enthusiastic and knowledgeable Black Woman like Millie with lived experience is key to delivering such role effectively.

Great to see the role moved up and pitched at a strategic level which is where it should be for Organisations who wish to take this area of work seriously and make change and a lasting impact. Well-done Millie for your work. – Vivian Okeze – Tirado.

Salute and a gold star to Millie in line with this year, 2023 theme of Black History Month UK! "Saluting Our Sisters." Congratulations!

Day 16 October Black History Month UK... Our salute to sisters goes to an Ally...

Nicola Sankey, Service Manager, Fostering, leading on the marketing, recruitment, and development of foster carers in West Sussex.

I am throwing a salute to Nicola as an ally. Allyship is key in the struggle for anti-racism. Showing understanding, support, and empathy to the marginalised is worthy of our salute. I was grateful to have Nicola's support in co-facilitating Anti-racism training and forums in West Sussex Children Services. It was not just the co-facilitating of these trainings that appealed to me because anyone can facilitate these trainings as a tick box exercise, however it was clear that Nicola could sit on the shoes of the marginalised and understand their plight. Nicola was enthusiastic about changing things and using her learnings to begin implementing good practice in her area of practice. Thank you Nicola for your support in pushing this important cause forward when needed - Vivian Okeze – Tirado.

Salute and a gold star to Nicola in line with this year, 2023 theme of Black History Month UK! "Saluting Our Sisters." Congratulations!

Day 17 October Black History Month UK... Our salute to sisters goes to an...

Beverley Williams MBE, the Founder of the; The Social Worker of the Year Awards in 2006, then an Independent Social Work Practitioner. After qualifying as a social worker in 2004, Beverley felt that there should be an awards ceremony to recognise the hard work and positive impact that social workers have on

the lives of vulnerable children, families, and adults. The aim of the Social Worker of the Year Awards is to recognise and celebrate the challenging work that qualified social workers do day in, day out, and highlight their achievements. The Social Work Awards achieved charitable status in 2011. Beverley was awarded with an MBE for setting up the awards in the 2015 New Year's Honours List and remains actively involved in the organisation of the event. The Awards is chaired by Sir Peter Hay – The Social Worker of the Year Awards.

Black Women, Social Workers, despite all odds, doing amazing work, creating legacies! What foresight you had Beverley! Please join me to salute and celebrate Beverly for this initiative that continues to celebrate the hard work of social work professionals for the complex but rewarding work that they do. I am indeed a benefactor of this award as the recipient of the 2021 England Social Worker of the Year and Social Justice Advocate! Thank you Beverley! – Vivian Okeze- Tirado

Salute and a gold star to Beverley in line with this year, 2023 theme of Black History Month UK! "Saluting Our Sisters." Congratulations!

Day 18 October Black History Month UK... Our salute to sisters goes to...

Claudia Crawley, Executive Coach and Anti-racism Consultant. Coaching women social workers and other professionals to develop in their roles and careers and perform with confidence. Claudia is the author of the book 'Undeterred': The Success Equation for Women of Black and Asian Heritage'. The book highlights how these women use the equation to defeat adversity and achieve success in their own way. Undeterred is essential reading for black and Asian women who want to achieve more in their personal and professional lives, and for the allies who support them. - Claudia

I attended "undeterred" book launch sometime ago. I was not only inspired by Claudia's work in interviewing female leaders on how they defeated adversity to achieve their success but also sharing this equation in her book to support other aspiring women leaders – Vivian Okeze – Tirado.

Salute and a gold star to Crawley in line with this year, 2023 theme of Black History Month UK!
"Saluting Our Sisters." Congratulations!

Day 19 October Black History Month UK... Our salute to sisters goes to...

Shantel Thomas, Social Work Consultant and UK first Anti-racism Lead for British Association of Social Workers (BASW). Shantel is also Doctorate Researcher and a Course lead for MA Social Work.

Taking on the role of BASW first Anti-racism Lead, Shantel gave good exposure to the role by way of training, consultations, and networking, stressing on action as key element of anti-racism practice. Successfully navigating such a pilot role requires strength and boldness which I believe Shantel displayed. It was a pleasure to meet Shantel for the first time at JSWEC conference in Leeds in 2022 and more recently last April at the SWEARN Anti-racism conference in London for which Shantel was one of the Lead planners of the event. The conference presented a safe and upbeat environment for professionals across the UK to reflect on anti-racism practice from their individual lenses. – Vivian Okeze – Tirado.

Salute and a gold star to Shantel in line with this year, 2023 theme of Black History Month UK! "Saluting Our Sisters." Congratulations!

Education from the Public to the Public, an initiative by VOT Training & Consultancy.

Day 21, October Black History Month UK... Our salute to sisters goes to...

Deborah Gordon, Senior Learning and Development Professional, specialist in Learning and Development, Organisational Development, Workforce Planning, Coaching and Mentoring, Management Development and Strategy Policy Planning.

I recently met and enjoyed working with Deborah in West Sussex where we worked together with Black and Minority Ethnic group (BAME) to discuss issues and come up with strategies for workplace inclusion. I particularly enjoyed working with Deborah as part of the organising committee for the first Black History Month event in West Sussex. It was an absolute joy to have Deborah's nugget of wisdom for this event. Deborah also travelled far to be part of this face -to -face event. Thank you Deborah, your support was very much appreciated.

Salute and a gold star to Deborah in line with this year, 2023 theme of Black History Month UK!
"Saluting Our Sisters." Congratulations!

And it is day 23! October Black History Month awareness... Our salute to sisters goes to...

Antonia Ogundayisi, Service Manager, Anti-Racist Practice at Essex County Council. It was commendable when Essex County council created the Anti-racism Lead Practitioner role and pitched it at senior management where it should be at best to show seriousness for this area of work. "Giving it the dust, it deserves." Antonia became the first Service Manager, Anti-racism Practice which was also applaudable.

During my role as the Equality, Diversity, and Inclusion Lead for West Sussex Children Services, I immediately reached out to Antonia to engage with her. She graciously facilitated a meeting between herself and the Equality, Diversity, and Inclusion Lead from Essex where I was able to explore their successful practices and best approaches. The valuable insights gained during this interaction provided good opportunity for reflection and learning. Engaging with EDI professionals from an outstanding Local Authority like Essex allowed me to gain valuable nuggets of information which I was able to implement in my service.

Recently, following her attendance of this year's Community Care Live, Antonia stated: "We love being

social workers. I deliberately name social worker because that's the bedrock - service. It's hard .. it's emotive .. there's sacrifice but it's worth it." - Antonia

The statement above, made me smile because it is totally true! Well done Antonia, for taking on the Anti-racism Lead role in Essex and keeping it alive! Also, thank you to Essex County for not only appointing Antonia to the role but also supporting and sustaining her in the role. – Vivian Okeze - Tirado

Salute and a gold star to Antonia in line with this year, 2023 theme of Black History Month UK! "Saluting Our Sisters." Congratulations!

Day 24 October Black History Month Awareness UK... Our salute to sisters goes to...

Ashani Mfuko, from New York, USA, an Award-Winning Anti-Racism Educator, Podcast Host of the Anti-Racism School is in Session. Awarded "Influencer of the Year" in 2022, from The Black Girls Social Club of New Jersey, and Dear Sister Circle organization. Featured in TV programs, the Dr. Phil show, Spectrum News, Good Morning America, etc.

I share Ashani's belief that: "We all have a God-given purpose on this earth, and deserve to live peacefully, freely, and be fully ourselves, without fear of harm, discrimination, or mistreatment of any kind." She teaches on how to become anti-racist, live an anti-racist lifestyle, and raise anti-racist kids. – Ashani.

I have found Ashani's short videos on anti-racism education quite inspiring, bold, and unapologetic. Pure unadulterated nuggets of information shared regularly which can challenge professionals to critically examine themselves and relearn any learned behaviours around the subject matter of racism. I did advocate for inward examination of self in my book D.I.V.E.R.S.I.T.Y. (Chapter S – Scrutinise Yourself – Personal SWOT Analysis). I applaud your work Ashani, welldone! – Vivian Okeze – Tirado.

Salute and a gold star to Ashani in line with this year, 2023 theme of Black History Month UK! "Saluting Our Sisters." Congratulations!

Once upon a time, I applied for a role but did not get it, Jill did! Day 25 October Black History Month Awareness UK... Our salute to sisters goes to a sister ally...

Jill Seeney, Fostering Team Manager, Training and Development at West Sussex Children Services. Author of *Morris and the Bundle of Worries* and *A Safe Place for Rufus* (CoramBAAF Publications).

Yes, Jill got the job that I applied for some years ago. Here is the story... As soon as I met Jill, I knew she was also well suited for the job. Her knowledge and skills blended with compassion inspired me. In no time, we began to work together for the common good of the Fostering service. After all, as Children social workers, we signed up to put the vulnerable children and families at the centre and pursue their best interest! I.e. above any selfish ambitions, right? That was precisely what Jill, and I did! We worked together to design the first set of Secure Base Model training drawn from the attachment theory by Professor Gillian Schofield and Dr Mary Beek. We began to facilitate these trainings to our foster carers, social work practitioners and managers.

Following the murder of George Floyd in May 2020, Jill listened as I reflected with her on how the sad incident made me feel as a Black woman. I wanted those around me and the world to hear the sadness that black people bore in their mind for this incident. Most importantly, I was keen to create some form of education, knowledge to raise awareness to ensure such incidences were minimised.

I then fished out my Diversity poem which I had created some years before to begin facilitating diversity and cultural competence workshops which soon spiralled across West Sussex Children and Adult services and Youth Justice department. It was fantastic to have Jill boldly start these workshops with me; called "Black Lives Matter Diversity workshops." We worked exceptionally well together and produced great pieces of work.

Having Jill, a White woman co-facilitate these workshops showed that White people can empathise with the plight of Black people. Also, that fighting racism should be a collaborative exercise and not just a thing left to Black people only. Jill showed that she could sit on the shoes of the marginalised and feel their pain. The plight of Black people around her is not lost on her. Her compassion, authenticity and unwavering support is one of those things that money cannot buy. Thank you Jill for being not just a good colleague but a good friend in every sense of the word. A definition of what Anti-racism allyship is about... Vivian Okeze – Tirado.

Salute and a gold star to Jill in line with this year, 2023 theme of Black History Month UK! "Saluting Our

Sisters." Congratulations!

Day 26 October Black History Month Awareness UK... Counting down to the end of this initiative, our salute to sisters goes to...

Mildred Talabi, LinkedIn Visibility & Personal Branding Coach for female leaders, Author of the book start being visible.

I am shouting out a salute to Mildred not because of any collaborations around Anti-racism practice but mainly because I have observed with great interest the tenacity and impressive dedication with which Mildred pursues her business interest of supporting Women to be visible on LinkedIn. It is to be applauded considering the challenges and the hoops that Black female entrepreneurs face on their paths to achieving success in today's climate.

It was a pleasure to meet with and chat with Mildred when I became intentional about my LinkedIn use to highlight my book D.I.V.E.R.S.I.T.Y. Attending one of Mildred's visibility sessions was quite enlightening, offering valuable insights to effective LinkedIn use.

Well done for your courage, tenacity, and creativity. Black female entrepreneurs forging along and thriving against all odds. - Vivian Okeze - Tirado

Salute and a gold star to Mildred in line with this year, 2023 theme of Black History Month UK!
"Saluting Our Sisters." Congratulations!

Count down to the end of this LinkedIn event. Day 27 October Black History Month Awareness UK... Our salute to sisters goes to...

Ahmina Akhtar, Head of Equality, Diversity, and Inclusion (EDI) at Social Work England.

Experienced social worker, coach and trainer specialising in EDI, mental wellbeing, and trauma.

During my role as the Equality, Diversity, and Inclusion Lead for West Sussex Children Services, one of the professionals I reached out to was Ahmina to engage with her. She graciously facilitated a meeting between herself and the Social Work England Regional Lead for the South-East, Kate Metcalf. I received valuable insights on the vision and aspiration of the regulatory body which helped me to formulate best practice approaches to embed into my own role as EDI Lead in West Sussex Children Services.

It was lovely to meet Ahmina in person at the Social Work Education Anti-racism Network (SWEARN) conference in London early this year where we chatted excitedly about our sensitive but rewarding roles and encouraged each other. – Vivian Okeze – Tirado.

Salute and a gold star to Ahmina in line with this year, 2023 theme of Black History Month UK!
"Saluting Our Sisters." Congratulations!

Never give up on your dreams. Day 28 October Black History Month Awareness event... Our salute to sisters goes to...

Anastatia Okeze, Interior Designer, Director at HarryLiv Furnishing and CEO Berrywell Charity and Movie Production.

I am inspired by this sister entrepreneur who did not give up on her dreams but has relentlessly pursued her endeavours with zeal against all odds as a Black Woman. She produced and directed feature movie which raises awareness of the plight and life of illegal immigrants in the United Kingdom. GATEWAY, the movie series is coming soon to our screens.

Recently I heard with keen interest when Anastatia announced: "I am thrilled to announce that my movie series, Gateway has been selected as a semi-finalist at the Egyptian American Film Festival 2023.

Here is Anastatia's story:

Back in my early days at the university, 20 years ago, I started to work behind the camera on various movie sets in Nigeria as a make-up and costume artist. I have always wanted to be an actor but didn't get the opportunity I needed to thrive, so I worked with my best friend behind the camera and prayed for the day I would be able to show my acting talent. Here I am, twenty years later, with a movie, produced and directed by myself, Gateway.

I am pleased to introduce you to my film GATEWAY, a rich and profoundly insightful story that I, with little to no experience as a professional movie maker, wrote, directed, and produced. This movie was made with passion and is based on the true stories of people living here in the UK. I thought to turn their stories into a movie to raise awareness of the huge risks and dangers associated with the lifestyle of illegal immigrants in the UK. The movie is aimed at creating broader awareness so that the public is aware of the dangers posed and prevent family and loved ones becoming victims. The story is original and tells the heartfelt, true stories of ordinary people. Showcasing some harsh truth behind illegal

migration to the UK popularly seen as “seeking greener pastures.” The grim life of the illegal immigrants upon arrival in the UK, coupled with their prolonged illegal status in the country.” – Anastatia.

I was at the UK movie premiere of this movie in Oct 2021 and was intrigued by how this movie showcased the life and plight of illegal immigrants in the UK, blending reality with comedy but not shying away from the real deal. Well-done for your work Anastatia. I hope your movie becomes successful in the film festival and beyond. – Vivian Okeze – Tirado.

Salute and a gold star to Anastatia in line with this year, 2023 theme of Black History Month UK! “Saluting Our Sisters.” Congratulations!

Penultimate day! Day 30 October Black History Month Awareness UK... Our salute to sisters goes to...

A sister and A sister Ally,

Ndidi Grace Igwe, Social Worker and Best Interest Assessor (BIA)- Adult Services at West Sussex County Council. And

Jennifer Benbow, Team Manager, Primary Care Networks at West Sussex County Council.

Today’s salute reflects allyship and collaboration between a Black female and a White female towards effective anti-racist practice. This was my experience with both Grace and Jennifer’s in their Manager and Staff relationship. Both working for the common good of the Department and the cause to eliminate racism in the workplace.

It was an absolute pleasure to observe this partnership when I was invited by Grace and Jenny to visit and do a workshop for the Primary Care Networks, Adult Services to promote diversity and cultural competence. Equally, having both professionals’ support for the first West Sussex Service-wide Black History Month Conference last October 2022 was invaluable.

Jenny nominated Grace for a salute as part of this LinkedIn BHM awareness event. This was what Jenny said:

“Grace brings passion to all that she does. That includes supporting colleagues to understand diversity and the importance of educating herself and others about Black History. Grace has enhanced the anti-racist improvements and allyship in my Team and more widely at WSCC.”

I feel that the gesture shows a manager who not only recognises talent in her staff but also flags it up for recognition and I hope for promotion too. Thank you for your allyship Jenny and well-done Grace for your work.

Salute and a gold star each to Grace and Jenny in line with this year, 2023 theme of Black History Month UK! “Saluting Our Sisters.” Congratulations!

Tuesday 31.10.2023. It is the end of [Black History Month UK](#) 2023 but it is not the end of commitment to eliminating racism in our society. The work must continue...

Inspiring women brought together, honoured, and empowered...Gratitude to my Amazing LinkedIn Family!

I want to specially thank you for engaging, liking, commenting, and reposting the special salutes for the whole of this month to mark this year’s October Black History Month awareness event. Education from the Public to the Public brought to you by Vivian Okeze – Tirado @VOT Training & Consultancy. I wish I could continue the salutes but indeed every good thing comes to an end!

Using initiative, consistency, tenacity, and creativity, to put laughter and smiles on the faces of sisters this month on LinkedIn social media. www.linkedin.com/in/vivian-okeze-tirado-070506a8.

My hope is that this year’s educational awareness event encourages more positive actions and change that goes beyond surface-level towards eliminating racism, both conscious and unconscious from our society. Let’s Join hands in the journey towards ending racism.

My name is Vivian Okeze – Tirado, honoured in Nov 2021 as England Social Worker of the Year and Social Justice Advocate, pursuing my Doctoral studies in social work and social care. I take pride in being the Author of Diversity Acrostic Poem and the book D.I.V.E.R.S.I.T.Y.: A guide to working with Diversity and Developing Culturally Sensitivity. I am a proactive social work leader, specialised in quality

assurance, training and development, equality, diversity, and inclusion. Passionate about promoting diversity and cultural competence.

Special salutes to all those actively advocating for anti-racism. To the public, I encourage you to see the plight of the marginalised people in our society and to lend a voice towards ending racism. It is an enigma in our society that impacts negatively on Black people in every area of their life.

If inspired by my posts, do follow me on my LinkedIn profile for balanced, well-rounded education on various subjects, particularly social work, social care, foster care, social change, social justice, equality, diversity, and inclusion & Anti-racism. Including authentic and engaging humanitarian stories.

Education from the Public to the Public, an initiative by Vivian Okeze – Tirado @ VOT Training and Consultancy. <https://vottraining.co.uk/>

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