



Impact Report

Summary of the Year's Achievements

2025

Building a **community** of black
current and future doctors

Promoting **racial equity** in
Medicine for the benefit of the
patient and workforce

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A Note from our CEO



CHIEF EXECUTIVE

Dr Olamide Oguntimehin

2025 has been a landmark year for Melanin Medics. Across our programmes, communications, research, and engagement, we have reached new heights – and in doing so, reaffirmed why this work matters so deeply.

2025 has been a landmark year for Melanin Medics. Across our programmes, communications, research, and engagement, we have reached new heights and in doing so, reaffirmed why this work matters so deeply.

At the heart of everything we do is a collective refusal to accept anything less than what Black medical students and doctors deserve. That conviction has carried us through challenging financial headwinds and resource constraints, and I am proud to say we emerge from this year in the strongest financial and operational position in our organisation's history.

This has also been our busiest year yet. We have delivered a wider range of events, community engagement, career development opportunities, and support services than ever before; intentionally designed to reach more of our community across the UK. The response has been humbling.

Our impact is tangible and real. Aspiring medics on our mentoring programmes have won places at medical school. Medical students have developed research skills through our projects. Doctors have found mentors, received support with specialty applications, and broken through to new heights in their careers. These are not statistics; they are people whose trajectories have changed.

We know this work is important. We are grateful to every individual, partner, and supporter who has played a part in it. This report is a testament to what we have built together; and a reminder of what becomes possible when a community refuses to settle for less.



Melanin Medics Overview



Founded in 2017, this year we celebrated 8 years of Melanin Medics. Our charity has grown from a small online blog to the UK's largest intergenerational charity for black medical students and doctors.

Over the years, we have expanded our programmes, reached different parts of the UK and provided several opportunities for meaningful connection, support and community.

Mission

Melanin Medics is a national charity promoting racial diversity in Medicine, widening aspirations and aiding career progression.

We widen access to medical school and medical specialty training for black young people, medical students and doctors. We equip and support black medical students and doctors to advance in their careers, connect with peers and grow professionally. We educate current and future healthcare professionals about how to care and advocate for patients from diverse backgrounds.

Vision

We envision a future where diversity in Medicine thrives and every person is able to fulfil their maximum potential irrespective of their race and socioeconomic background.

Values

- Integrity
- Community
- Excellence
- Charity
- Commitment

What We Do

Widen Career Aspirations

School Outreach & Summer Schools

Medicine Application Support & Mentoring Programmes



Aid Career Progression

Share Opportunities and Educational Resources

Career Development Programmes



Promote Racial Diversity in Medicine

Research Network & Projects

Equality & Diversity Workshops



Build Community

Intergenerational Network of Black Medical Students and Doctors in the UK

Networking Events & Conferences



Our Year in Numbers

OUR REACH

15

EVENTS HELD

744

EVENT ATTENDEES

1,237

NETWORK MEMBERS

21,537

SOCIAL MEDIA
FOLLOWERS

OUR ACTIVITY

4

ACTIVE RESEARCH
PROJECTS

5

PROGRAMMES
DELIVERED

177

PROGRAMME
PARTICIPANTS

194

MENTORS &
VOLUNTEERS

OUR WIDER IMPACT

11

WORKSHOPS
DELIVERED

404

WORKSHOP
ATTENDEES

4

RESEARCH
PRESENTATIONS

17

RESEARCH
COLLABORATORS

Our 2025 Focus Areas

As we continue our journey of continuous improvement, our focus areas provided direction on how we wished to grow. We are pleased to have seen progress across these priorities, while reflecting on our next steps.



People

We are reviewing our team structure, focusing on strengthening governance, recruiting new trustees, and refining volunteer management to build a more resilient and effective team.



Projects

Our goal is to ensure that our programmes and events are sufficiently funded, scalable, and able to meet the needs of our community across the UK effectively.



Processes

We aim to streamline operations and enhance communication, ensuring efficient, collaborative practices that align with our strategic goals.

What We Did

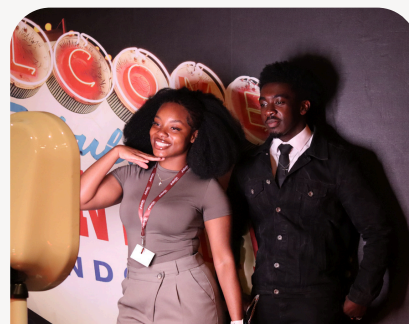
- We streamlined our team by redefining roles and focusing on key outputs
- We recruited 2 new Trustees and elected a new Chair
- We invested in our team through our Annual Team Away Day
- We secured 5 grants for our flagship programmes
- We worked with 2 new sponsors to fund our events
- We delivered events in Manchester, Birmingham and London
- Our teams worked to develop Checklists and Standard Operating Procedures (SOP) for key programmes and activities
- We developed processes for cross team working and communication



Melanin
Medics

Melanin
Medics

Events



15 Events Held

6 in-person

10 virtual

3 New Events

Medical Students
Hackathon, Money
Matters, Men's Table
Talk

Across the UK

Events held in London,
Manchester,
Birmingham and
Virtually

This Year:

- Aspiring Medics Conference
- International Women's Day Brunch
- Research Webinars
- Innovate for Impact Hackathon
- UCAT Webinar
- Money Matters
- Summer Networking Social
- Medical School Interview Webinar
- Men's Table Talk
- MSRA Webinar

"The event was informative, interesting, insightful and I was pleased to meet with medical students and doctors which was really inspiring."

"The talk were all so inspiring and thought provoking, the hackathon really enabled me to step out of my comfort zone"

"Being able to network with other black doctors and gain insight into money matters, especially as this is not often talked about."

Events

Feb 2025 - Aspiring Medics Conference London

We held our annual AMC at the General Medical Council London Office. Students engaged with medical students and doctors to gain career insights, hands on experience and Medicine application tips.

"The event was informative, interesting, insightful and I was pleased to meet with medical students and doctors which was really inspiring. Every minute of the event counted and was very much important."



Mar 2025 - International Women's Day Brunch Manchester

For the 3rd year running, we held our IWD Brunch. We had a wonderful afternoon with medical students and doctors from all over the UK sharing food and inspiring conversations.

"I enjoyed the variety of people that I interacted with from consultants, resident doctors to medical students, we were all at different positions in our journey through med so to seek advice from as many people as I could was inspiring."



Apr 2025 - Innovate for Impact Hackathon Birmingham

This unique event focused on encouraging medical students to explore careers broadly and consider the intersection between healthcare and technology. Medical students benefited from expert talks before undertaking our sickle-cell focused hackathon.

"Excellent event!!! Going to hackathon seemed very daunting but MM events are so much fun to attend so I gave this a go! I have learnt so much about sickle cell disease as well as health tech, innovation and policy."



Events

Jun 2025 - Money Matters London

Money Matters was all about building financial confidence beyond the basics - from NHS pay and pensions to investments and long-term stability. We unpacked the deeper, often unspoken realities of being a Black professional navigating wealth, family, and community.

“The opportunity to hear from panellists that were quite different in terms of their (medical) careers and financial experiences. The types of questions asked and the categories were great, ensuring focused advice and that multiple areas are covered.”



Aug 2025 - Summer Networking Social London

Our annual networking social brought together medical students and doctors from the across the UK.

“The opportunity to be able to speak to so many people at different stages of their medical journey and network so we could build a support system with each other. I feel so much better knowing that I now know people in front of me who I can look to for help along the way.”



Nov 2025 - Men's Table Talk London

We held our first men's health table talk where black male medical students and doctors joined for table tennis, pizza and to talk about what it means to exist as a black doctor in the community. Attendees traded ideas for prioritising both physical and mental health, including the basics that we often overlook, and the importance of inter generational efforts with the promotion of healthcare:



Outreach



School Outreach

This year, our outreach work took us into schools and community spaces across England, giving young people direct access to guidance and inspiration on careers in medicine and the health professions.

We delivered a careers day at a Church of England primary school in Edmonton, North London, working with Year 6 students aged 11 and 12. The session comprised three 45-minute interactive workshops, each welcoming around 17 students, reaching 51 young people in a single morning – many of whom may be encountering the idea of a medical career for the very first time.

For a secondary school in Luton, we delivered a focused 45-minute talk to

sixth-form students on applications to Medicine, Dentistry, and Veterinary Medicine – providing tailored, practical guidance at a critical point in their academic journeys. The session was well received, with positive feedback provided by the school.

We also had a presence at the Reach Society Annual Careers Fair in London, where we engaged with hundreds of young people and their parents, offering support and information about pathways into medicine. Events like this allow us to extend our reach beyond our existing community and connect with young people who may not yet know that a career in medicine is within their grasp.



Programmes

Our programmes are central to how we fulfil our mission. They combine mentoring, career development and community building to achieve positive outcomes.

Envision Med Mentoring Programme

We completed our 4th cohort of the Envision Med Programme. With 30 aspiring medic participants and 28 buddies, we provided over 260 mentoring hours.

75% of Participants were **very satisfied** with the programme

"I believe the envision med programme was extremely helpful with me securing spaces at medical school. The 1 to 1 mentorship was also really good as it meant I was able to get advice specifically catered to me."

Envision Med Mentee (Year 13 student)



Envision Research Summer School

We completed our 3rd cohort of the Envision Research Summer School with 36 aspiring medics and 11 buddies. This 4 day hybrid summer school was supported by St Catherine's College, University of Cambridge, National Institute of Health and Care Research, Tom Donaldson Trust, ASDA Foundation and NCS.

87.1% were **very satisfied** with the programme

100 % were **more interested in a career in medical research** after participating in the programme



"The research project gave me multiple things to talk about in my personal statement and interviews."

Envision Research Participant (Year 13 student)



Enrichment Programme

We completed our 5th Cohort of the Enrichment Programme. With 18 participants and several mentors, we delivered approximately 100 mentoring hours.

SurglIn

We launched Cohort 3 of the SurglIn programme, for early career doctors with surgical aspirations. Whilst the programme was prematurely terminated due to extenuating circumstances, we were proud of the positive impact it had on participants.

As a learning organisation, this experience reinforced the need to continually keep up with the changing needs of our community.

A NEW PROGRAMME

MedSteps Programme

We designed and launched a new early-career development programme for pre-clinical medical students (Year 2). Within the pilot cohort, we had 21 participants and delivered approximately 9 session hours in 2025.

“The advice from the speaker was excellent. They seem to be straight forward points, but a lot of things were brought up that I wouldn’t have considered or thought of, so it’s great to have a bigger picture on the topic of wellbeing.”

Research

Our Research Network is committed to increasing research engagement and attainment amongst underrepresented groups.

We provide opportunities for medical students and doctors to get involved in research with support from our research team.



Research Projects

We have 4 active research projects:

- Nefopam Spine Project (COMPLETED)
 - 2 Poster national presentations
 - 1 Oral national presentation
 - 1 Oral international presentation
 - Manuscript submitted for publication
- Nefopam in hip and knee surgery (COMPLETED)
 - Manuscript draft being prepared for submission
- LDH in primary brain tumours
- LDH in metastatic brain tumours

17 Research Collaborators/authors from the research network

4 National/International Presentations



Research Newsletters

We sent 11 newsletters to our growing Research Network of **384 members**.



Research Webinars

Our Research Network is committed to upskilling medical students and doctors in their research skills. We delivered **6 webinars** to **271 attendees**.

1. Getting involved in research as a medical student/doctor
2. Critical appraisal of clinical research papers (Part 1)
3. Critical appraisal of clinical research papers (Part 2)
4. The Specialised Foundation Programme
5. Research Webinar 10/06- Mastering Systematic Reviews
6. Academic Clinical Fellowships



Communications

In 2025, our Communications team focused on delivering a number of campaigns across platforms, sharing our impact and engaging with our stakeholders.



Overview of our Communications Activity

Network Members

1,237

+12%

2024: 1100

Social Media Followers

21,537

+14%

2024: 18778

Blog Views

14,669

+22%

2024: 12013



Podcast

We launched Season 2 of the No Scrubs Podcast with 4 new episodes inc. 3 guests.

423 views on YouTube

2,054 streams & downloads on Spotify

204 Spotify followers

Social Media Campaigns

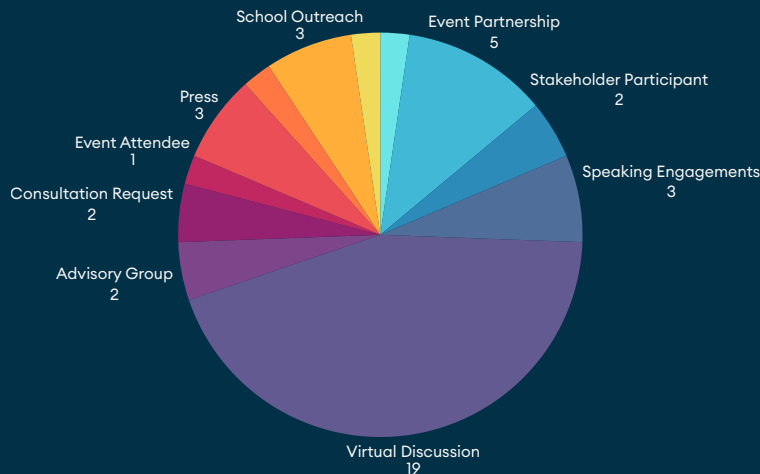
Our team have worked to deliver creative campaigns centred on positive role modelling, authenticity and showcasing the diversity of medical students and doctors across the UK. Whether it be throughout Women's History Month or Movember campaigns; the team has delivered engaging content across multiple platforms.

Resource Guides

Along with our monthly newsletters and frequent blog articles, we developed a new resource guide focused on Building your Portfolio as Medical Students. This has been utilised by medical students across the UK and has served as a permanent feature on our website to provide more in-depth guidance for those navigating their medical careers at an early stage.

Advocacy & Stakeholder Engagement

Breakdown of 40 Total Engagements



Notable Activities

- We responded to a number of consultations from NHS England, British Medical Association and General Medical Council as it pertains to medical education and training
- We featured in a British Medical Journal (BMJ) Article exploring 'Are black doctors more likely to be referred to the GMC'
- We participated in a Royal College of Physicians of Edinburgh EDI Roundtable on Differential Attainment
- We participated in the CCCU HEARI Project Reference Group
- We are member's of the General Medical Council's Race Equality Forum Group and Strategic EDI Advisory Forum



Speaking Engagements

- Our Chief Executive featured on a panel at the GMC Annual Conference, discussing differential attainment and our Enrichment programme
- Our Chief Executive spoke at the International Conference for Residency Education in Quebec, Canada
- Our Chief Executive delivered a workshop at the One Young World Summit in Munich, Germany
- Our Chief Executive spoke at the RCPE Women in Medicine Conference in Edinburgh, Scotland



Workshops

In 2025, we delivered 11 Allyship & Advocacy workshops, up from 9 in 2024; reaching a total of 404 attendees, compared to 303 the previous year. We also **obtained CPD accreditation!** These figures reflect not only growing demand for this work, but a broadening recognition across the healthcare and higher education sectors that allyship and advocacy training is essential, not optional.

Our workshops brought together a diverse range of audiences, including medical students, physician associates, nursing and psychology students, engineering students, and psychiatry trainees.

Alongside our ongoing partnerships with St George's and the University of Lancaster, we welcomed three new workshop clients this year: Brunel University, Kingston University, and Kent and Medway Partnership Trust. Each new partnership represents an institution choosing to invest in a more inclusive and equitable culture for its staff and students.



Overview of our Workshops Activity

Workshop Attendees

404

+10%

2024: 303

Workshops Delivered

11

+14%

2024: 9

Facilitators Trained

11

+22%

2024: 3

“[I really enjoyed] the engagement between everyone in the workshop, the information given and tools to become an ally in advocating for an anti-racist culture in the NHS.”

“This was an amazing session and definitely a topic that needs more awareness. I love that you all are taking an initiative and spreading the knowledge that’s must needed out there!!”



Strategic Plan

2022 - 2027

Securing the talent pipeline of future black doctors through early intervention and opportunity

Establish links with Regional Teaching Hospitals to increase awareness of work experience opportunities for members in our aspiring medics network	In Review
Provide needs based financial assistance in the form of scholarships and/or bursaries to medical students	Completed
Develop an Introduction to Medical Research Programme to bridge the gap between black medical students and research opportunities	Completed
Promote training delivered by partners which is relevant to our membership	Completed

Increasing the member voice by creating greater opportunities for community involvement

Plan a programme of events to ensure diversity in locations for member engagement	Completed
Create regional hubs to listen to members via our networks to ensure we are informed and seek members' views on specific issues or topics	In Progress
Update our website and grow a more significant presence on social media channels which reflect our members' work and interests	Completed
Develop opportunities where member achievements can be celebrated	In Progress

Strategic Plan

2022 - 2027

Promoting shared learning and increasing collaboration

Forming and strengthening relationships national and international with professional bodies	In Progress
Develop and expand online learning modules, courses and workshops to support professional bodies and student organisations to better deal with microaggressions and furthering allyship	In Progress
Supporting Afro-Caribbean Medical Societies in the UK through sponsorship and collaboration	In Progress
Establish collaborations with fellow grassroots organisations to support members of our network with the services that we do not offer	In Progress

Establishing paths and ladders for black medical student and doctors to support career progression in medical training and clinical academia

Developing the leadership capacity of our members through mentoring and bespoke leadership training opportunities	Completed
Diversifying clinical academia through widening access and increasing awareness of available opportunities	Completed
Promote training delivered by partners which is relevant to our membership	Completed
Work alongside members to develop toolkits and resources	In Progress

Strategic Plan

2022 - 2027

Becoming a strong charity to better champion the needs of our community

Establish an advisory board and recruit additional trustees

In Progress

Embed methods to up-skill new and current Melanin Medics volunteers

Completed

Grow the Melanin Medics team through the recruitment of permanent employee(s)

In Progress

Recruit, attract and retain a highly competent team of staff and volunteers who are highly engaged in MM and our cause

In Progress

What's Next

Our 2026 Focus Areas:

Plan Smarter: Proactively plan programmes, events, and campaigns with structured processes and financial oversight to ensure efficient and excellent delivery.

Lead Stronger: Strengthen team culture and leadership by improving delegation, accountability, and collaboration while fostering autonomy and engagement.

Maximise Impact: Focus on quality, work smarter, collaborate across teams, and prioritise meaningful engagement to create lasting outcomes for participants and communities.

As we draw toward the end of our 5 year strategic plan, throughout 2026 we will be reviewing our long-term vision and strategic direction. We look forward to engaging with our community, beneficiaries, volunteers and stakeholders.



Governance and Leadership



Programmes

Rose-anne Nunoo
Rachel Attakora-Bonsu
Ginika Okaka
Devon Lloyd-Morris
Phoenix Guwa
Patricia Ogunmakin
Moyin Sina-Atanda
Princess Bello
Lelyn Osei-Atiemo
Camellia Richards
Simisola Sodeinde
Aisha Jeffers

Research

Ikenna Ibeanusi
Hannah Okechukwu
Rachael Madume

Communications

Funmi Asekun
Valerie Fiamavle
Cynthia Sumah
Emma Brew
Precious Oluwaniyi

Engagement

Kimberley Gichucki
Amber Morris
Aizenosa Imafidon
Chichi Okafor
Naomi Ehigie
Vivienne Grant
Grace Ogwel
Giulia Olayemi
Victor Popoola

Trustees

Dr Nadia Ibrahim - *Chair*
Ms Anthea Davy
Dr Ife Akano-Williams
Dr Khadija Owusu

Directors

Dr Olamide Oguntimehin
Chief Executive
Dr Temidayo Osunronbi
Director of Research
Dr Ellen Nelson-Rowe
Director of Engagement
Dr Ayomide Ayorinde
Director of Programmes
Dr Oyinda Adeniyi
Director of Communications

Team



Our Teams Experience

Key Performance Indicators	
Overall Experience	★★★★★ 4.33
Satisfaction after volunteering	★★★★★ 4.54
Likelihood of recommending our volunteer opportunities	★★★★★ 4.79
Feeling valued	★★★★★ 4.54

“The range of opportunities available - room to grow within the role and within the team, especially when you make your priorities known. The people I have been able to meet and interact with. Feeling like an integral part of a team - people know your name, know things about you and ask things of you specifically.”

Volunteering Hours

Our Team is made up of medical student and doctor volunteers.

The total approximate **weekly volunteering hours** for all volunteers is **67.75 hours**.

The total approximate **volunteering hours over 11 months** (MM operational year) is **3226.93 hours**.

On **average**, each team member volunteered approximately **2.34 hours per week**.

Skills Developed



Partnerships & Funding

None of what we achieve is achieved alone. In 2025, our funders and partners played a vital role in bringing our flagship programmes to life.

Partnerships

St Catharine's College, University of Cambridge hosted the Envision Research Summer School.

The **General Medical Council** hosted the Aspiring Medics Conference and sponsored the Innovate for Impact Hackathon. **MDDUS** also sponsored the Innovate for Impact Hackathon. The **Royal College of Surgeons of Edinburgh** hosted the Hackathon, providing venue and catering.

Imperial College London provided in-kind merchandise support for the Aspiring Medics Conference.



St Catharine's College
Cambridge

General
Medical
Council



MDDUS
Protecting professionals

IMPERIAL



The ROYAL
COLLEGE of
SURGEONS of
EDINBURGH

Grant Funders

The **NIHR**, **NCS**, **ASDA Foundation**, and **Tom Donaldson Trust** all contributed funding to the Envision Research Summer School, with the NCS also supporting the Aspiring Medics Conference.

Do It Now Now funded our workshops development project, which resulted in our Allyship & Advocacy workshops achieving CPD accreditation; a significant milestone for this strand of our work.

We are especially grateful to the **Lloyds Bank Foundation** for their unrestricted, three-year funding commitment; the kind of flexible, sustained support that allows us to plan strategically and invest in the organisation's long-term future.

NIHR | National Institute for
Health and Care Research



**LLOYDS BANK
FOUNDATION**
England & Wales



**ASDA
Foundation**





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