



ANNUAL REVIEW

2020-22

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Welcome, As-Salaamu Alaikum

The Muslim Doctors' Association & Allied Health Professionals CIC (MDA) is almost 20! Since it formed in 2004 it has grown and its work continues to expand. The MDA has delivered several local community and outreach projects over the years; it has tackled several global and humanitarian challenges including refugee crises and the COVID-19 pandemic, and advocated for healthcare worker rights especially around diversity, inclusion, discrimination and Islamophobia.

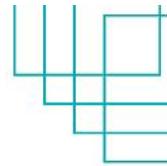
The MDA's core values since its creation have been to promote, preserve and raise standards of health amongst marginalised communities using faith and culturally sensitive methods based on evidence and lived experience.

Originally established as a voluntary non-profit organisation, it is now registered as a Community Interest Company (CIC) composed of some fantastic and committed team members. The MDA has had the opportunity to work with some amazing partner organisations working tirelessly to improve the health of ethnic minorities and vulnerable populations both in the UK and abroad.

Our remarkable Chair Dr Hina J Shahid has shown great leadership and has led by example in her dedication to our mission and improving the health of our communities. It gives our team great pleasure to highlight some of the achievements of Muslim Doctors' Association over the last 18 months. Our projects have attempted to tackle the COVID-19 pandemic, mental health, women's health, health inclusion and Islamophobia. This work would not have been possible without the hard work and support of all our members, volunteers and benefactors.

The MDA Team

About Us



Our Team

Our Directors



Dr Hina J Shahid
Chairperson



Dr Batool Abdulkareem
Vice Chair



Ms Salma Tafader
Director of Finance

Our Executive Committee



Ms Nabiha Butt
Secretary



Dr Fawziya Huq
Mental health lead



Dr Azza Al-Moussallami
Equity, Diversity & Inclusion Co-Lead



Dr Emma (Iman) Wiley
Equity, Diversity & Inclusion Co-Lead
(maternity leave)

Mission Statement

The Muslim Doctors Association is a **multi-award winning non-profit organisation** founded in 2004. Our team of **doctors, dentists and allied health professionals** work within local communities to **empower and support individuals to lead healthier lives**. Our mission, by using **faith and culturally sensitive evidence-based methods**, is to inspire **physical, spiritual and emotional well being** amongst local communities and in particular, **minority populations** within the United Kingdom.

Objectives

The Muslim Doctors Association is dedicated to **promote, preserve and raise standards** of health amongst local communities and in particular, Muslim and ethnic minorities communities, built on our faith based knowledge and experience allowing us to have a greater impact amongst these populations.

We **provide a friendly and welcoming environment** for health professionals of all backgrounds to network and form working partnerships as well as provide a platform

for the Muslim voice to be represented within the medical profession. We are a **multidisciplinary organisation** that encompasses a wide array of medical specialities, ethnicities and cultural backgrounds. Our dynamic team and wider network pride ourselves in forging **collaborations and long-lasting relationships** to benefit local communities.



Our Objectives



Our Values

In pursuing our mission, the following principles guide our relationships with stakeholders including partners, donors, volunteers and the communities we serve.

Excellence We strive to provide high-quality evidence-based support and interventions.

Effectiveness We engage communities in programmes that are relevant, responsive and acceptable, continuously reviewing our work with a firm commitment to quality improvement.

Equity We work with communities that are marginalised and disadvantaged to reduce the health disparities they face.

Empowerment We facilitate and support capacity-building in communities to engender self-determination and local solutions to community issues.

Compassion We believe in the dignity and worth of every individual and place our highest priority on serving those in need.

Collaboration We are committed to multi-disciplinary and cross-sector working to ensure that the best possible outcomes are achieved through strength in expertise and resources.

Faith & Cultural Appropriateness We are passionate about using cultural and faith-based sensitive methods to maximise engagement and impact.

Innovation We seek evidence-based, creative and sustainable solutions to health problems affecting ethnic communities.

Integrity and Fairness We resolve to maintain the highest standards of personal and organisational honesty in all our activities.

Accountability We are proactive and responsible to all our stakeholders by fostering a culture of honesty and transparency, and through monitoring our processes and outcomes.

Our Values

We are a values-driven organisation, inspired by mutually enhancing Islamic, professional and ethical frameworks that are at the core of all our work and operations.



Activities and Campaigns 2020-2022

Our main areas of activity and campaigns are:

- ◆ Health promotion
- ◆ Health policy
- ◆ Mental health
- ◆ Equity, Diversity and Inclusion in the NHS - Islamophobia & Discrimination

Notable achievements are highlighted below in these areas.

Health Promotion

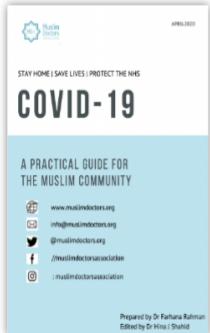
Health promotion has been a key area that the MDA has worked on since its creation. We have worked on several projects including **addressing preventative health and organising holistic health checks** for ethnic minority groups. The pandemic had a significant impact on the delivery of our community outreach projects; however we were committed to health promotion and **mitigating the impact of COVID-19** on the health of minority groups in the UK.

The MDA was proud to contribute in several COVID-19 **roundtable discussions with government advisors and officials** including the Chief Medical Officer for England, Professor Chris Witty. We were also committed to **combatting myths** around COVID-19 and vaccines and worked in **partnership with a number of community groups and ethnic and faith media channels** nationally to reach a large number of individuals from virtual mosque congregations, healthcare workers, school children and workers in insecure employment via webinars, podcasts, blogs and creating a COVID-19 vaccine FAQ Guide.

Key health promotion campaigns we have worked over the past 2 years

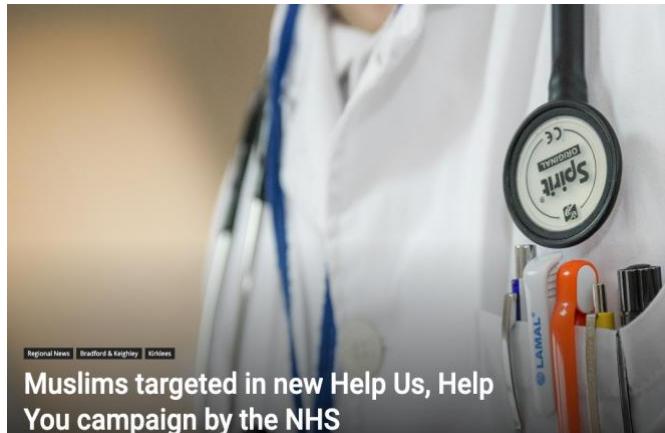
- ◆ **COVID-19 health protection and toolkit** to keep communities safe
- ◆ **COVID-19 vaccinations and toolkit** of 50 FAQs
- ◆ Partnership with Islam Channel on **weekly show “Health Matters”**
- ◆ NHS campaign on **early cancer** recognition
- ◆ NHS **Help Us Help You** campaign
- ◆ **Obesity prevention** with Public Health England
- ◆ **End of life care and anticipatory care planning** with the Royal College of General Practitioners and guidance with the British Board of Scholars and Imams
- ◆ **Health and lifestyle screening** at community events

COVID-19 Practical Guide for the Muslim Community

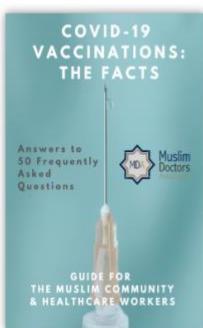


COVID-19 is a global pandemic affecting more than 100 countries across the world. In the UK more than 20,000 people have died in hospital, with many more in the community. Black And Minority Ethnic (BAME) communities are at a higher risk of serious illness and death. The Muslim community is at particular risk, with causes being multi-factorial ranging from structural, social, economic, cultural, faith, linguistic, behavioural, physiological and genetic factors thought to be implicated.

The measures in this guide are a framework to understand how you can keep yourself, family, the vulnerable and wider community safe.



COVID-19 Vaccinations The Facts



COVID-19 is a global pandemic affecting more than 100 countries across the world. In the UK more than 100,000 people have died from COVID-19 to date. Ethnic minority communities are at a higher risk of serious illness and death. This includes the Muslim community with causes being multi-factorial ranging from structural, social, economic, cultural, faith, linguistic, behavioural and physiological factors presumed to be implicated.

Vaccinations against COVID-19 have started being rolled out.

This document answers the common questions about COVID-19 vaccinations received from the community through online submission.



Health Policy

Our **Health Policy Unit** established in 2020 during the Covid-19 pandemic uses almost two decades of community experience to address upstream determinants of health inequities by informing and influencing politicians, practitioners and the public on health issues affecting the Muslim community. We have contributed to several health policy consultations, roundtables and actions, including:

- ◆ Working with the Independent Workers Union of Great Britain to launch a **successful legal challenge against the government** to provide health and safety protection to vulnerable workers in the informal sector and gig economy.
 - ◆ Contributing to the **Baroness Lawrence Review “An Avoidable Crisis”**.
 - ◆ Presenting at the **Conservative Party Conference Fringe 2020** on faith and health.
 - ◆ Two **national policy reports** and 10+ **policy briefs and letters** to the government on mitigating the health, social and economic consequence of the pandemic on Muslim and minority communities and frontline staff in the NHS
 - ◆ **Advising media and government** on positive health messaging, reducing stigmatising and stereotyping narratives and accountability for ethnic disparities.
 - ◆ Policy briefings and national campaign opposing **Physician Assisted Dying**
 - ◆ Submission to the **Women’s Health Strategy** on improving maternal health outcomes for Muslim women in the UK.
 - ◆ Presenting research at national and international conferences on **religion as a determinant of health** and the **COVID-19 syndemic** in the UK’s Muslim community.
 - ◆ Founding members of the Royal College of Physician-led **Inequalities in Health Alliance** with professional, academic and community organisations Founding members of the **Federation of Ethnic Minorities Healthcare Organisations** (FEMHO) a network 40+ ethnic minority healthcare organisations in the UK.



Mental health

Mental health has always held an important place with the MDA, and we are pleased to go from strength to strength running our new initiative '**Wellbeing Wednesdays**' which launched in 2019. These monthly face to face **mental health cafes** were a great way for the Muslim community to come together, **break down the barriers** in discussing mental health issues impacting our communities, **reducing stigma and sharing solutions**. We covered hard hitting themes such as male mental health, suicide and how to love ourselves again, and were moved when group members opened up about personal matters to come to a collaborative understanding of how mental health is affecting us all.



During the pandemic we moved to **online safe spaces** to evolve in what it is today; regular **on demand Wellbeing Wednesday vodcasts** with special guest speakers discussing a range of topics from Obsessive Compulsive Disorder, surviving abuse and youth mental health, among others, **reaching thousands of viewers**. We also supplemented our vodcasts with creating a **mental health resources hub** for the community to access resources, information about services, blogs, as well as our '**Finding light in the pandemic' wellbeing toolkit**.

We also supported Muslim Health Care Professionals (HCPs) during these difficult times with our well-received **stress and burnout webinars**, '**Work and Happiness' wellbeing toolkit** and an HCP specific mental health **resources hub**.

Our dedication to mental health has not gone unnoticed amongst **organisations here and abroad**. We were pleased to be invited as guest speakers at the **Royal College of General Practitioners** palliative care seminar and podcast on gender and faith by **Boston University** research students. As we move forward, our focus currently is on an exciting collaboration with the EDI team at MDA.

Equity, Diversity & Inclusion

EDI has been a strong focus of our work over the past 2 years, especially as early evidence emerged that the **first four doctors to die on the frontline from COVID-19 were Muslim**. We conducted research at the MDA which demonstrated that **over 50% of doctors who died from COVID-19** during the first wave were of Muslim heritage.

Notable achievements over the past 2 years includes

- Launching our report "**Exclusion on the Frontline: Discrimination, Racism and Islamophobia in the NHS**" with a 12-point action plan
- Campaigning during **Islamophobia Awareness Week** to raise eliminate Islamophobia from the NHS.
- Shortlisted for the "**Religion Inclusion Award**" at The Global Inclusion Online Forum
- **Social media campaign "Beyond the Triple Penalty"** on the intersectional experiences faced by female Muslim doctors in the NHS and presenting a workshop with the NHS Muslim Women's Network for International Women's Day 2021
- Launch of the **MDA Staff Room** in collaboration with the MDA mental health team to provide a safe space to openly talk about concerns or issues facing Muslim healthcare workers and explore constructive solutions collectively
- Launch of **Islamophobia Toolkit for medical schools** and joining the Medical Schools Council EDI Taskforce on Faith Inclusion
- Working with the **GMC, BMA, CQC and Royal Colleges** on addressing discrimination and Islamophobia.
- Participating in the **National Day of Solidarity** with a range of ethnic and faith leaders and organisations
- National campaign across 20+ mosques on **Eid Al Adha 2020** to remember the NHS frontline workers lost during the pandemic



- Muslim NHS Heroes Online gallery and memorial to commemorate lost during the pandemic



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Media

The Muslim Doctors' Association has been featured on several **local, national and international media platforms** giving a voice to issues affecting Muslim patients and health workers including COVID-19, Ramadan, healthy lifestyle, chronic disease, cancer, mental health, Islamophobia in the workplace and NHS workforce pressures. We have featured on BBC, ITV, Sky News, TRT News, Islam Channel, British Muslim TV, Inspire FM and **100+ local broadcast and print media channels.**



Events

We held a day of celebration on 27th November 2021 to bring together Muslim healthcare professionals for our first face to face event. Our team was also invited to the British Asian Trust Iftar in support of mental health projects in Pakistan and Bangladesh and we were happy that the committee was able to enjoy a lovely meal together while supporting an important cause.



How to join and support us:

Visit our website www.muslimdoctors.org for information on ways that you can support us by volunteering or setting up regular or one-off donations.

You can follow our social media accounts and sign up to our mailing list to keep up to date with events and alerts!

We are grateful to our sponsors and event partners for supporting this year's MDA Gala Dinner



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