

Member profile for QNI Community Nursing Research Forum



Name: Kumbi Kariwo

Job title: Equality and Inclusion Project Lead

Employing organisation: Birmingham Community Health Care FT

Country of residence: England

How would you describe your current role and research interests?

I am an extensively experienced nurse with 22 years NHS management and practitioner expertise in planning, service design and implementation, policy development, partnership working, and daily operation of services in a variety of clinical and leadership roles.

The primary purpose of my current role is to act as the lead change agent on specific aspects of Equality, Diversity & Human Rights. This work requires an innovative approach to driving equity improvements throughout the Trust and positioning Birmingham Community Health Care Trust as a leading socially responsible employer and service provider. I actively act to embed an evidence-based approach to identifying and addressing matters of inequality and preventing discrimination.

How did you first get involved in doing clinical research / your own research?

In 2021, I was successfully appointed as the first Chief of Nursing Fellow at Birmingham Community Health Care Trust where I spent 18 months developing my clinical expertise and research capacity within Digital Health and Health Inequalities.

Inequalities have always been present in our communities however Covid-19 further highlighted the disparity to equal access in relation to health and social need.

As Doug Simkiss (Medical Director) says, don't waste a good crisis! The pandemic shone a light on health inequalities particularly for those that are from Black Minority Ethnic (BME) communities and I was determined to make a difference.

What difference has your research training and experience made to your career / clinical practice / academic practice?

My early research experience has significantly shaped my career, clinical practice, and academic endeavours. Through continuous research practice, I've honed critical thinking and problem-solving skills, allowing me to make informed decisions in clinical settings.

It has deepened my understanding of evidence-based practice and enriched my patient care, fostering better outcomes. Moreover, research has enabled me to contribute to the body of knowledge in my field by publishing influential work. This blend of clinical and research expertise has established me as a well-rounded professional, capable of providing the best care while advancing the field through meaningful research contributions.

What has been your favourite research experience so far?

Transforming wound care practices for darker skin tones has been a profound journey. It involved challenging biases and educating medical professionals about the nuances of such skin. By emphasizing the importance of cultural sensitivity, I hope that I have fostered an environment that actively respects diversity in healthcare. I worked collaboratively with our Tissue Viability team in introducing inclusive training, promoting the use of appropriate wound assessment tools, and advocating for the use of products suitable for darker skin. This paradigm shift is leading to more accurate and compassionate care and ensuring equitable treatment for all patients.

How did you develop your research career?

My research journey has been a rollercoaster with highs of discovery, innovation, but it is equally marked by lows of obstacles, delays, and uncertainties. The persistence to overcome these lows is what propels the research forward and ultimately brings about positive changes in healthcare for individuals from our richly diverse communities.

Key tips and strategies:

- **Celebration of Diversity:** Celebrate the cultural richness of your city/organisation.
- **Collaboration:** It is important to collaborate with experts. I gained valuable insights and gained a broader audience, ensuring the research's credibility and applicability. Seek opportunities to collaborate with other healthcare professionals and researchers on interdisciplinary projects.
- **Compassion and Empathy:** Throughout my journey I have approached my work with a compassionate approach, that I believe resonates with the community. I encourage healthcare professionals to approach patients and staff with empathy, fostering trust and understanding, as this was instrumental in my research success.
- **Continuous Learning:** Stay updated with the latest developments in nursing and healthcare by attending conferences, workshops, and taking relevant courses.
- **Data Management:** Learn about data collection and analysis methods to conduct rigorous research.
- **Discovery of a Crucial Gap:** There is an amazing high in the recognition of a critical gap in healthcare that comes with a desire to solve it.
- **Inclusivity and Cultural Sensitivity:** Approach diverse communities with cultural sensitivity, acknowledging cultural differences and tailoring your research to respect the unique backgrounds and traditions of your patients.
- **Innovative Approach and Techniques:** Developing and implementing cutting-edge technology and methodologies has the potential to revolutionize healthcare.
- **Join Professional Organisations:** Become a member of nursing research organisations to access valuable resources and networking opportunities.

- **Mentorship:** Find a mentor in the field who can provide guidance and support in your research career.
- **Networking:** Build a strong professional network by connecting with colleagues, mentors, and researchers in the field.
- **Patience and Persistence:** Research can be challenging, so maintain patience and persistence in your pursuit of knowledge and advancements in nursing.
- **Publish Research:** Share your findings by publishing in reputable nursing journals to establish your credibility as a researcher.
- **Workforce Engagement, Education and Outreach:** Engage with staff on the frontline through educational workshops, this promotes a sense of empowerment and awareness within your area of focus.

What are your top tips for anyone wanting to become a clinical academic or more research active?

1. **Stay Curious and Inquisitive:** Embrace your natural curiosity and ask questions about the patient care you're providing. Wonder why certain treatments work or how you can improve patient outcomes. This inquisitive mindset can lead to research ideas.
2. **Network and Collaborate:** Building a network of fellow nurses, healthcare professionals, and researchers can be both fun and valuable. Attend conferences, seminars, and workshops to meet like-minded individuals. Collaborative research can be an exciting and fulfilling experience.
3. **Use Technology:** Explore the latest healthcare technology and data analysis tools. Learning how to use digital platforms for research, data collection, and analysis can make the research process more engaging and efficient.

Remember, the journey to becoming a clinical academic or a more research-active nurse can be both rewarding and enjoyable. Embrace your passion for nursing and research, and don't be afraid to have fun along the way!

Where can we access your recent work?

- [How does skin tones affect staff confidence when dealing with pressure ulcers.](#)

[Find out more about the QNI's Community Nursing Research Forum.](#)