

IMPACT REPORT

2021 - 2025

Cultivating community for our black current and future medics.

AFRICAN CARIBBEAN MEDICAL MENTORS

acmm

Journey Behind

The
Charity

What is our story?

African Caribbean Medical Mentors (ACMM) was born out of a combination lived experience and the desire to make a difference. Our organisation runs through the ethos of 'be who younger you needed' and that is what our co-founders, Monique Wheatle and Shikila Edward felt they needed when they were applying to medical school - a mentor. Someone who would guide them through the difficult application process to medical school, and be a source of inspiration and positive representation.

In 2016, Shikila shared a tweet out looking for black medical students who needed help. Monique at the time, had successfully applied to medical school but hadn't secured an offer - and wanted to give back to students and try to alleviate the hurdles she had faced. They met in a coffee shop in East London, and from that point, ACMM was created. They focused on individuals from black African and Caribbean backgrounds as they noticed a lack of representation while at university, only to find that this was statistically true within the country - students from these backgrounds were less likely to get into medicine, and also had worse outcomes throughout their career.

They started as a mentoring scheme for black students applying to medical school to be matched with mentors who were currently studying medicine or doctors, and the success was immediate. In the first year, ACMM facilitated over 40 mentoring partnerships but more than that, they realised there was a need, a gap in the market that ACMM was able to fill. ACMM has grown from that point onwards, impacting thousands of lives through a combination of services including mentorship, events, outreach and resources. Our charity, run entirely by volunteers is a testament to what individuals with a shared experience, desire to fulfil their own potential and the potential of others can achieve.



Our co-founders
Monique Wheatle (left) and Shikila Edward (right)

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Journey Behind **The Charity**

Why do we exist?

What are our aims?

- Increase the number of black people studying and practicing Medicine and Dentistry
- Improve the likelihood of success in applications to Medical and Dental school
- Provide a network for communication, support and empowerment of black people in the medical and dental field

What makes us special?

We are led by the people we serve, and this provides a unique understanding of our community, their needs, and how to address them. We stand as an independent organisation committed to doing the work on the ground. We have created a continuous cycle of students who start off as applying students who benefit from our services, to mentors and doctors who volunteer with us and give back to the community that supported them.



Journey Behind **The Charity**

Who puts the work in?

Our charity is led by volunteers who contribute to the strategic direction of the organisation, facilitate operations and provide continual sources of inspiration for the work we do.

We have our leadership team, which consist of Monique Wheatle and **two trustees** who determine the strategic direction of the organisation, and run the core team of volunteers.

We have a core team of five individuals, ranging from medical students, doctors and dentists who run our mentoring programme, organise and deliver events and outreach, and manage our volunteer network. This core team has ample opportunity to develop a wide range of skills that support **thier** personal and professional development.

All of our iniatives are then supported by our wider volunteer network via our newsletter, who volunteer for continuous opportunities such as mentoring, and ad-hoc opportunities scuh as speaking at events or offering advice for members of our community.



Snapshot stats

SINCE 2021 WE HAVE...



>100

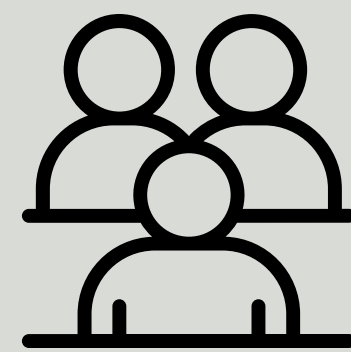
MENTORING
RELATIONSHIPS

3000

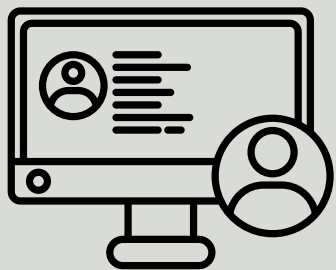
STUDENTS INSPIRED TO CONSIDER
MEDICINE AND DENTISTRY



350 attendees

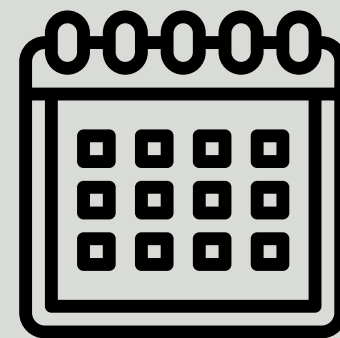


>500
VOLUNTEERS



300

STUDENTS SUPPORTED WITH
THEIR APPLICATIONS



19

EVENTS

NEWSLETTER SUBSCRIBERS

>1000



>10

COLLABORATIONS

VOLUNTEERS WHO WOULD VOLUNTEER
WITH US AGAIN....

Every single one!



INDIVIDUALS IN OUR SOCIAL MEDIA
COMMUNITY

5000+



Our services

The Mentoring scheme

WHAT DO WE PROVIDE?

Our mentoring scheme is for students from black African and Caribbean backgrounds who are applying to medical or dental school. We match them according to their learning needs, chosen universities and prior experience to a mentor who is trained to support them.

WHAT DO OUR MENTEES AND MENTORS VALUE?

- Mentees:**
- Mentees gain **FREE** mentoring support, which facilitates access by reducing financial barriers
 - Each mentee is matched to one mentor, maximising the amount of support that can be provided
 - They enter a wider network which is a source of inspiration and support
 - Our mentee lead provides well-being support and additional guidance
 - Mentees are matched with someone from the same background which creates a safe space for questions and insight

- Mentors:**
- Mentors receive training which can be applied to educational initiatives
 - We support portfolio development through demonstrating their commitment to the charity
 - We provide the opportunity to give back
 - Mentors develop key skills in communication, leadership, organisation and public speaking
 - We provide networks for career development and insight into the profession catered to their current level of training

IMPACT SNAPSHOT

250

Students have been matched to a mentor

100%

of mentees reported satisfaction with their mentor

100

Mentoring relationships



Our services

The Mentoring scheme

WHAT DO OUR COMMUNITY SAY ABOUT OUR MENTORING SCHEME?

My mentor has provided a truly amazing and personal experience that I would not have gotten anywhere else. The time, effort and constructive feedback she provided enabled me to feel more confident during this whole process and I am indebted

I'm writing to let you know that I recently received an offer from St George's for graduate entry medicine. Thank you so much for putting me in touch with John Ndikum as he gave a huge amount of help and support that I couldn't have done it without. I really appreciate you being able to get me a mentor on such short notice and helping me achieve an ambition I've had for such a long time.

I just wanted to express my gratitude to you for taking the extra time out to help me after my email to you. You were extremely efficient in addressing my problems and making sure I was prepared way in advance of my interview. I'm so happy to let you know I've been offered a place for GEM at Southampton and I want to give a special mention to Temi and Simi who went above and beyond to make sure I was confident going into the interview.

I cannot thank you enough, I wish you and the ACMM all the best.

You really took your time out to help with the interviewing process and built my confidence and I'm so grateful ❤️❤️❤️ 19:07

My mentee just got into Kings!!! Sooo happy!!! 19:07

IMPACT SNAPSHOT

5000

Mentoring hours facilitated

100%

Of mentors report satisfaction between 8-10 with the scheme

73%

Of mentees gave a score of 10/10 for the importance of having a mentor from the same background



Our services **Outreach**

WHAT DO WE PROVIDE?

Our outreach has taken many different forms, as we started to consider the 'big impact' of our work - beyond our valued outreach in schools and colleges. By widening aspirations, improving attainment and increasing representation, we are changing the landscape of medicine within the UK. Our continuous work in realising the potential of students through outreach continues to support individuals personal and professional development.

SOME OF OUR OUTREACH HIGHLIGHTS

- **CAHN Health inequalities summit - our team gained insight into the magnitude of health inequalities affecting the black community, while gaining over 15 volunteers to our network.**
- **Sixth form personal statement workshop - 5 students gained real-time corrections to their personal statements. The school really valued this as they had previously felt unable to support students aspiring to study medicine.**
- **General medical council - our co-founder Monique Wheatle spoke about the work of ACMM, why we are targeting community, and what is needed to ensure sustainability of this work.**
- **Birmingham University ACMS conference - Our co-founder Monique Wheatle was the keynote speaker at this event for eighty medical students, explaining her journey, founding ACMM and how she was building a portfolio career. Our organisation has been invited back in 2026 to continue this inspirational work.**

IMPACT SNAPSHOT

7

School visits

10

Talks at conferences

30

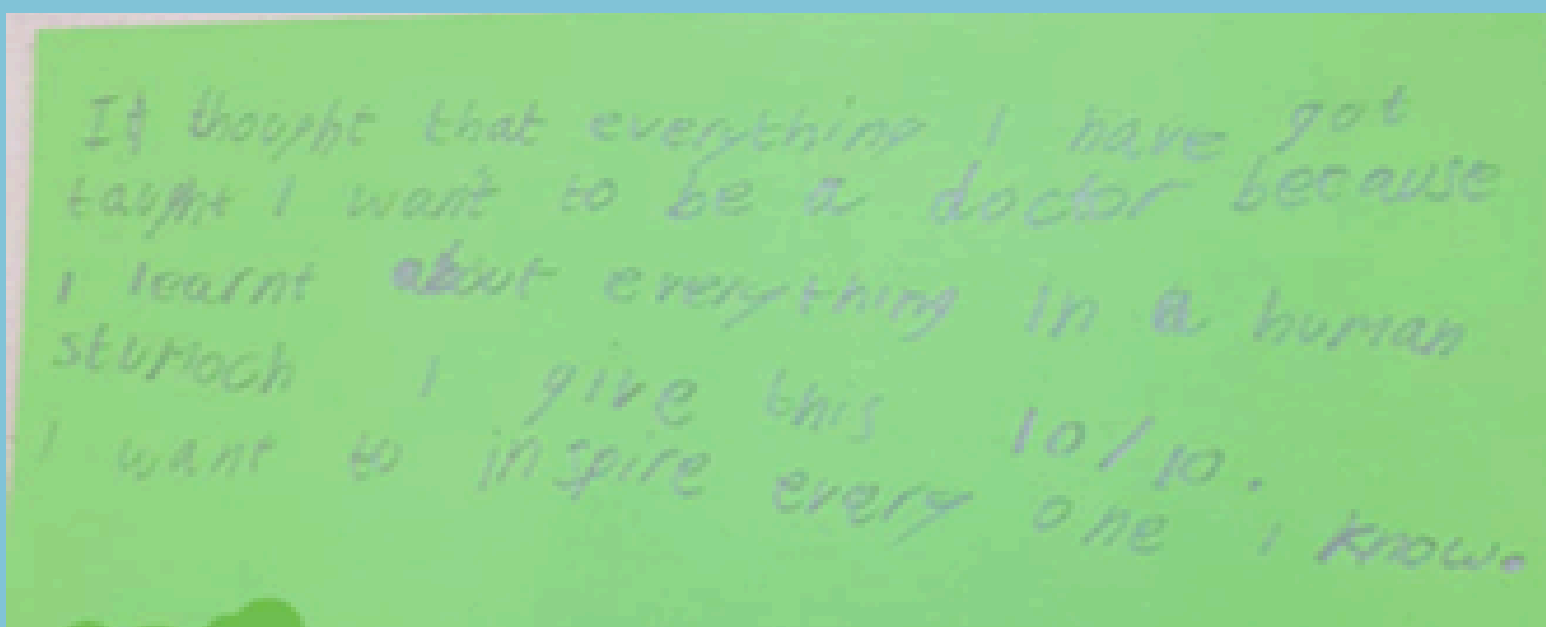
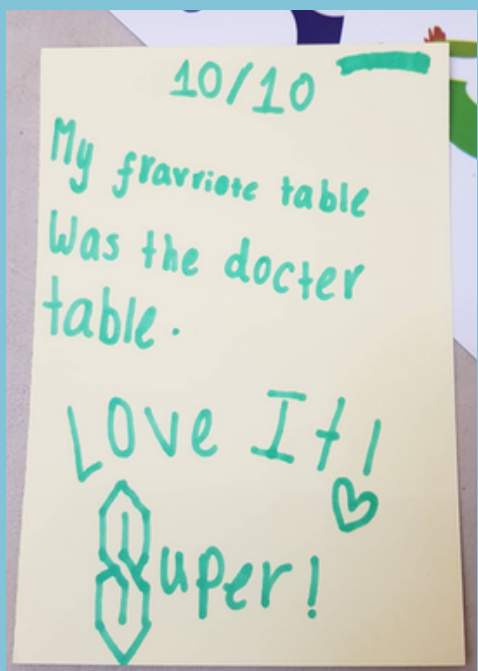
Volunteers

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Our services Outreach

WHAT DO OUR COMMUNITY SAY ABOUT OUR OUTREACH?



Really well done it was a great morning. What ACMM are doing is so important and encouraging to see, keep up all the amazing work! 🙌🙌🙌

This week, I had the amazing opportunity to attend the Black Excellence Healthcare Summit, hosted by the **African Caribbean Medical Society (ACMS) Birmingham** Caribbean Medical Society (ACMS) at the **University of Birmingham** of Birmingham.

It was truly inspiring to hear the success stories of Black healthcare professionals sharing their experiences working in the NHS, founding charities and organizations, and creating opportunities to support young Black aspiring medics like myself.

Hearing from individuals who have built initiatives to uplift and empower the next generation was particularly meaningful to me. A standout moment for me was listening to **Monique Wheatle** Wheatle, co-founder of African Caribbean Medical Mentors, speak about her organisation's work in helping students from underrepresented backgrounds achieve their goal of becoming doctors. The stories and advice shared throughout the summit resonated deeply, as they align with the kind of impact I hope to make in the future.

IMPACT SNAPSHOT

3000

Students reached

90%

of students felt medicine was more achievable after our workshops

100%

Of schools would work with ACMM again



Our services **Events**

WHAT DO WE PROVIDE?

- Our lived experience guides all of our events - answering the question 'what would I have needed when I was at that stage?'
- Our volunteers are the backbone of our events, and support the creation of the event, itinerary, promotional material and ensuring each event runs smoothly for our attendees.

OUR EVENT HIGHLIGHTS

- **MMI Workshop - one of our repeatedly sold-out events is our interview workshop. Every student found this 10/10 for usefulness and improving their confidence in medical school interviews.**
- **Navigating social media as a medic - we provided over 30 students with practical ideas of how to leverage social media to build adjacent careers and improve health education.**
- **Bridging the gap - mentorship across medicine was a networking event for our community, discussing the importance of mentoring and how to be an effective mentor. Every attendee felt they had learnt how to gain an effective mentor after this event.**
- **Medical application conference - we had 30 students applying to medical school hear from current students and doctors, providing practical advice and insight into medicine. Many of these students subsequently received interviews and offers for medicine.**

IMPACT SNAPSHOT

19

Events

350

Attendees

9/10

Average rating of usefulness of event



Our services **Events**

I attended your event last September I think. I had 4 interview invitations and 3 offers for GEM (withdrew my application from the 4th school). I found the information useful even though it wasn't focused on GEM. The personal statement bit was particularly helpful. I left the event feeling very hopeful (not sure why). It was my first time applying for medicine in the UK and it was nice to hear and see that everyone's path to medicine is different. Also the reassurance that current medical students gave at the event is probably why I'm not freaking out too much at starting medical school in a couple of weeks.

Thanks for all you guys do.

WHAT DO OUR COMMUNITY SAY ABOUT OUR EVENTS?

Thanks to [African Caribbean Medical Mentors](#) I was given the opportunity to attend their Getting into Medicine-Series 1 conference today. I found the day incredibly insightful having learnt loads of things about having a medical career and also how it's not always a smooth journey. The Medics gave us a broad breakdown of their individual journeys from how they've found the whole application process to how much they enjoy working as doctors now.

As parents, our greatest joy often comes from supporting our children's dreams and watching them light up with possibilities. This weekend, we packed the sarnies, jumped on a train, and headed to a 'Getting into Medicine and Dentistry' talk hosted by the inspiring founders of the [African Caribbean Medical Mentors](#) charity.

The team covered everything from exams, interviews, and personal statements to medical ethics, volunteering, and work experience, sharing candid firsthand experiences as black professionals in the industry. My highlight? Seeing the smile on my daughter's face when co-founder Monique Wheatle, a fellow South London native, introduced herself. Witnessing someone from our community thriving in the medical field was a powerful moment for her.

As a parent, it reinforced the importance of being a supportive presence. So many professionals emphasised that having family and friends who listened and 'just being there' made a huge difference in their journey, especially when dealing with particularly challenging days, like the death of a patient.

I know my daughter might change her mind about her career path, and I wholeheartedly support her in whatever she chooses. For now, though, she's passionate about medicine, and I'm glad we went.

If there are any medical professionals, especially paramedics or those in neurology, willing to share their experiences or mentor a young, aspiring medic, please reach out. And to everyone, consider supporting the African and Caribbean Medical Mentors charity to help inspire and guide the next generation.

IMPACT SNAPSHOT

>150

Volunteers supporting events

10

Collaborations on events

90%

Attendees would re-attend our event



Volunteers

Our community

HOW DO WE ENGAGE OUR VOLUNTEERS?

Our volunteers are the central part of our organisation. We have created a full circle opportunity for many individuals, where they begin as mentees or applying students and gain support from our organisation, and then chose to give back to our mission.

We have a team of core volunteers who run the central services of the organisation, building on skills in organisation, social media, events and mentoring. We have built a volunteer mailing list of over 600 doctors, dentists and students, who we engage with our monthly newsletter with opportunities which enhance their professional and personal development. Our volunteers gain vital transferrable skills which can be used for portfolio development and career progression. We build the confidence of our volunteers through training, continual support and actioning their feedback and ideas.

WHAT DO OUR VOLUNTEERS SAY?

Being able to engage with students early on in their professional/academic journey and give back in a voluntary capacity to provide the kind of support that would have been much appreciated back then.

I liked helping! I enjoyed seeing prospective students, I also enjoyed how the breakout rooms worked and the introductory talk.

Really enjoyed hearing the students answers and being able to help them out with feedback!

Having the opportunity to help others and be flexible with the amount of time I give

IMPACT SNAPSHOT

600

Volunteers

100

Repeat volunteers

10/10

Volunteers vote for ease of volunteering with us

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Collaborations

Our community

WHY DO WE COLLABORATE?

As a grass-roots organisation, we consistently engage in meaningful collaborations with organisations that resonate with our aims. We see the power in working with other organisations to expand our reach, pool resources, and learn from each other. Our core team members remind us that students and our community 'can't get enough', there is always another person you could reach and support, and meaningful collaboration enables us to do this.

SOME OF OUR FAVOURITE COLLABORATIONS

- **For seven years, we have collaborated with Medic Mind, a organisation which covers every aspect of the medical application process, from admissions tests, interview practice and resources. Medic Mind have provided FREE membership for the mentees on our scheme, so they are able to access admission test practice for free (saving hundreds of pounds to our mentees).**
- **We have collaborated with university societies such as the Kings ACMS, who hosted our networking event celebrating the importance of mentoring.**
- **Black health legacy, a research organisation working to become the largest community based health research programme for Black African and Caribbean communities is a very meaningful collaboration for us. Ee have hosted them at our events, encouraging our attendees to become part of their research through volunteering, ambassador programmes and providing expertise in social media and engagement.**

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THANK YOU!

We could not do what we do without the people who pour into our work and believe in our vision.

Connect with us

Instagram: @acmedicalmentors

Tiktok: @acmedicalmentor

Linkedin: African Caribbean Medical Mentors

Website: www.acmedicalmentors.co.uk



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