WINDSOR FELLOWSHIP

Enriching education, employment and citizenship



Windsor Fellowship

40th Anniversary Celebration
1986-2026

Celebrating 40 Years of Impact

'Once a Windsor Fellow, always a Windsor Fellow'

Friday 30th October 2026

Hosts: London Stock Exchange, 10 Paternoster Square, London EC4M 7LS

Diversity • Excellence • Community • Integrity • Leadership

Operating under the provisions of the Equality Act 2010, Windsor Fellowship is a registered charity No. 1089681, registered company No. 4271633

PROGRAMME

12:30 **Arrivals and refreshments**

13:20 **Welcome:** Bola Ogun and Debi Lewinson

Legacy **The Vision:** Dr Trevor R Hall CBE

Holistic and Immersive Development: Gera Patel and Jonathan Chibafa

Pre-19 Programmes: Edwin Ssekabira and Nayana Gorasia

In Conversation with the Founders:

Founders: Amari Blaize (formerly Beverley Bernard), Linbert Spencer OBE and Dr Trevor R Hall CBE

Moderators: Amardeep Kainth and Tania Jacobs

Evolution **Diversity of Programmes**: Faeeim Nori and Karlene Mahoney

Panel 1: In Conversation with our Partners, Partnering to Catalyse Change

Panellists: Dr Niloufar Abourashchi, University College London; Chandrabala Shah, Diabetes UK; Dave Thomas, Royal College of Arts and Jathusiyia White, Methods III

Moderator: Kevin Coutinho MBE

Impact **Pastoral Support**: Brian Channer and Dr Grace Faure-Bryan

Panel 2: In Conversation with our Alumni - The Future We Want: Building Fairer Workplaces, Smarter Organisations and Inclusive Innovation

Panellists: Lisa Anderson, Lukas Evans Santos, Joshua La Cumbre-Gibbs, Binnie Goh and Aisha Begum

Moderator: Kerry Gilzene

The Future **The Vision:** Kevin Coutinho MBE

Presentations: Bola Ogun, Kevin Coutinho MBE

16:30 **Market Close Ceremony**

16:45 **Reception:** Networking and Refreshments

19:00 **Close**

ABOUT

A commitment to talent since 1986

Windsor Fellowship (WF) is a UK charity focused on unlocking talent from diverse communities. Founded in 1986 to improve ethnic diversity in senior leadership, we design and deliver personal development and leadership programmes that help individuals realise their potential, regardless of background.

Our purpose
We support excellence in education, employment and citizenship. We work with private and public sector organisations, schools, universities and community groups to create opportunities for people from under-represented backgrounds.

Our approach
Programmes combine practical opportunities with personal development. Scholarships and internships can provide access to study and work, while mentoring, pastoral support and leadership learning help participants build confidence and make informed decisions about their future.

Our journey
The early Leadership Programme for Undergraduates (LPU) connected career development with community involvement and immersive experiences. Over time, Windsor Fellowship developed pre-19 programmes and a wider range of employer, university and scholarship partnerships. Today's celebration brings those different experiences together.

Our values
Diversity means respecting and recognising people's identities and experiences. Excellence asks us to uphold high standards. Community makes our work welcoming and connected. Integrity guides us to act honestly. Leadership encourages us to set an example and look ahead.

This event celebrates the people behind that work and invites all of us to help shape the next chapter.





Inaugural Group 1 Windsor Fellows

OUR STORY

Milestones across four decades

Windsor Fellowship grew from dialogue between business, government and community leaders about racial inequality and access to employment. Partnership has remained central to our approach.

1984	The Windsor Conference explored barriers faced by Black and Asian graduates and the organisations seeking to recruit them.
1986	Windsor Fellowship was established and launched its first undergraduate programme.
1991	Junior Fellowship extended support to pupils in Years 10 and 11.
1996	The first programme tailored to a single sponsor was launched.
2004–2008	Atlantic Fellowship, Passport to Employment, Youth Dialogue and the one-year Leadership Programme developed.
2015–2018	Undergraduate, Postgraduate Taught and Postgraduate Research studentships established, and Destination STEMM widened routes into higher education and scientific careers.
2021–2022	Programmes with Senedd Cymru and Heritage Fund added leadership and internship opportunities.
2026	Windsor Fellowship celebrates 40 years of developing talent and creating opportunities.



Meet and greet with King Charles III

WELCOME

Welcome to the Windsor Fellowship (WF) 40th anniversary celebration. Today we honour the people who have shaped our story since 1986 and look ahead to the opportunities we can create together. Thank you to our Fellows, partners and supporters, and to London Stock Exchange Group for hosting this occasion.

Bola Ogun
Bola is Group Head of Total Reward, Performance & DE&I at LSEG, leading global reward strategy, executive remuneration, performance and inclusion. He has over 25 years' global experience across Visa, Dell/EMC, Reckitt, Natura &Co and AVON. Spanning people strategy, governance, capital allocation and culture. Alongside his executive career, Bola serves as a Non-Executive Director and Independent Advisor to Amnesty International's Remuneration Committee, overseeing executive reward, governance and employee relations policy. He is a visiting lecturer at Kingston University and former Chair of Windsor Fellowship, having participated in its inaugural leadership programme. His career spans global financial markets, technology, consumer products and beauty businesses in complex environments.

Debi Lewinson
Head of Internships and Scholarships, Windsor Fellowship

Debi is Head of Internships and Scholarships at the Windsor Fellowship and a Group 7 Fellow. She has extensive experience in community engagement, not-for-profit leadership, education, training, widening participation, mentoring and personal development. A funeral celebrant and PhD researcher, her work explores grief, loss, community, and belonging. Debi is the founder of the Loss Café, an online bereavement support space and is deeply committed to helping people navigate life's transitions with confidence and dignity. She is passionate about creating inclusive spaces where individuals can thrive, bringing a multidisciplinary, community-focused approach to her scholarship and practice.



LEGACY

Dr Trevor R. Hall CBE
Executive Vice Chair of the Windsor Fellowship Board of Trustees

Born in Barbados, Trevor built a distinguished career in race equality, youth leadership and community relations. He joined the Home Office as Race Equality Adviser in 1982 and later served on its Management Board. His work influenced training and practice across the police, judiciary and immigration service. Trevor helped establish the Windsor Fellowship, creating leadership opportunities for Black and Asian undergraduates. His commitment to community and young people has continued throughout his career. His contribution has been recognised with an honorary doctorate, an OBE and a CBE. He serves as Executive Vice-Chair of Windsor Fellowship.

Gera Patel
Gera is a freelance consultant advising clients on people and workplace matters. Her work ranges from leadership development and workforce planning to supporting organisations through difficult employment issues. Her approach is practical and empowering, helping others make better decisions about people at work. Gera describes her experience with Windsor Fellowship as hugely influential. She remains grateful for the support and advice that helped establish her career and for the lifelong friendships she formed through the programme.

Jonathan Chibafa
Jonathan is a barrister, compliance specialist and corporate risk adviser with expertise in financial crime, corporate investigations, ESG compliance and governance. Called to the Bar in 2006, he is a Partner at Keystone Law, advising organisations on complex regulatory, criminal and reputational risk with expertise in anti-bribery and corruption, modern slavery, supply chain due diligence, sanctions, anti-money laundering and internal investigations. Jonathan is the Founder and Chief Legal Officer of Forge ESG, where he advises businesses, investors and development finance institutions on integrity, sustainability and risk management in global markets. He is also a Graduate Fellow.



PRE-19 PROGRAMMES

Edwin Ssekabira
Edwin is a 2010 Windsor Fellowship UK-US Youth Dialogue Programme (YDP) Fellow and a long-standing volunteer across numerous Windsor Fellowship initiatives. Currently a doctoral researcher at Keele University, his work investigates the efficacy of positive action measures and the Equality Act 2010 within the UK music and music technology sectors. This project draws upon the Windsor Fellowship's rich history as a leading equalities charity, alongside his background as a DJ. By evaluating practitioners lived experiences, his research looks to establish evidence-led benchmarks that bridge statutory legislation with sustainable frameworks that support equality of outcome.

Nayana Gorasia
Nayana is a Technical Degree Apprentice at Eisai EMEA and currently studying for a degree in Chemistry. She is a Graduate Fellow from the Destination STEMM-Chemical Sciences Programme, a Windsor Fellowship Pre-19 Programme delivered in partnership with the Royal Society of Chemistry and currently volunteers as a STEM Ambassador. Nayana feels she was given invaluable guidance, support and encouragement to broaden her ambitions and pursue opportunities she may not otherwise have considered. Having been fortunate enough to receive guidance and encouragement at key points in her journey, she is determined to help younger people pursue opportunities they may not have thought possible, particularly within STEM.





LEGACY

In conversation with our Founders

A fireside conversation about the beginnings of the Windsor Fellowship, the purpose that brought people together and the relationships that helped it grow.

The conversation reflects on visionary leadership, defining the mission and building the trust needed to turn an idea into lasting opportunity.

Amari Blaize
Amari is a public servant, equality advocate, psychotherapist, life coach, author and workshop facilitator. A founding figure of the Windsor Fellowship, established in 1986, she has championed equal opportunities and inclusive leadership for generations of young people. She served as Deputy Chair and Acting Chair of the Commission for Racial Equality and has contributed to the Bernie Grant Trust. Holding a Master's degree in Transpersonal Psychology, Amari specialises in archetypes and the patterns shaping individual life journeys. Through her coaching, workshops and *Soul Dynamics* blog, she supports personal growth, self-awareness and deeper understanding of life's possibilities.

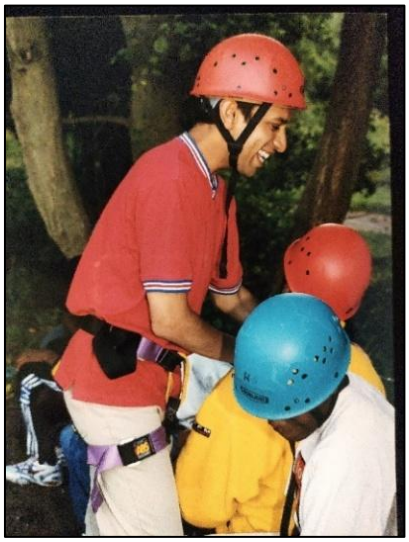
Linbert Spencer OBE
Linbert is the founding director of Trust Inclusion and has over 30 years' experience helping organisations and individuals transform through inclusion, leadership, performance management, coaching and personal development. An accomplished author, consultant, facilitator and keynote speaker, he has delivered workshops in more than 20 countries and throughout the UK. Based in Bedford, he serves as Trustee of HEART Academies Trust and the Harpur Trust. His diverse career includes professional acting, international athletics, television presenting and leading a national not-for-profit organisation. A media contributor, he has appeared on BBC Question Time and authored several publications on inclusion, diversity and leadership.

Norma Jarboe
Norma is a prominent figure in the fields of women's development and diversity. She has extensive experience in public/private partnerships, the private sector, and the not-for-profit sector. Jarboe was previously the Director of Opportunity Now, the UK's leading employer network to advance women in the workplace. She is also the founder and director of Women Count, which benchmarks the participation of women in leadership roles in Higher Education. Jarboe has been recognised for her work on social inclusion and was awarded an OBE in 2008. Her recent work includes her role as a member of the DEFRA Equality Scrutiny and Advisory Group and her work as Chair of the Women's Equality Network Wales.

Amardeep Kainth
Amardeep is the Director of Darvaja, a leading consultancy and collective reshaping how organisations operationalise equity, power, and justice. With two decades of deep experience as a researcher and strategist, she partners with C-suite executives, funders, and institutions to dismantle performative DEI and engineer systemic, measurable change. Her portfolio spans high-stakes international peacebuilding to transformative place-based initiatives across the UK, proving that deep community roots can drive elite strategic outcomes. A proud Windsor Fellowship alumna (Group 23 LPU, sponsored by the Welsh Assembly Government), Amardeep holds an MSc in Social Research and is a global Rotary Peace Fellow.

Tania Jacobs
Tania is a Social Impact Leader specialising in the built and natural environment, spanning real estate, development, infrastructure and construction. Currently Social Value Lead at Kier Construction and formerly Global Social Impact Director at Arcadis, her experience includes Netflix and Google's London headquarters and HS2. She develops strategies embedding social value into business operations, procurement and supply chains to deliver measurable community outcomes.







EVOLUTION

Diversity of Programmes and Partnerships

Our programmes have evolved to connect personal development with practical opportunities in education and employment. Partnerships bring together participants' ambitions and the experience of organisations able to help them progress.

Karlene Mahoney
Head of Operations, Windsor Fellowship

Karlene is an experienced operations manager with a distinguished career spanning corporate services, finance, human resources, facilities, governance and programme delivery. At Windsor Fellowship, she develops organisational infrastructure, manages support functions and ensures services meet legal, professional and quality standards. Her earlier public sector roles included divisional finance, contract administration, building management and senior management responsibilities. Karlene is skilled in strategic planning, budgeting, ICT, safeguarding, risk assessment and project management. She holds a BA Honours in Literature, Education and Community Studies. A committed volunteer, she has supported young people through mentoring, literacy, cooking and inclusive community activities for decades.

Faeeim Nori
Windsor Fellowship Trustee and Director

Faeeim Nori graduated from the Windsor Fellowship's Passport to Employment programme in 2008 and joined its Board of Trustees in October 2012. He received the Helga Todd Award while studying for a PGCE in Primary Education at Homerton College, University of Cambridge, before completing a Master's in Education at the University's Faculty of Education. Over the past fifteen years, Faeeim has taught in schools across the UK, India and Qatar, leading departments including Computing, Science and Mathematics. He has trained aspiring teachers and taught master's students and is currently pursuing the National Professional Qualification for Senior Leadership at UCL IOE.

Our partnerships have made it possible to broaden opportunities across education, employment and leadership. Today we celebrate organisations and people who have helped this work to develop. The panel explores access to talent, early career success and how partnerships can catalyse change and inclusion.

EVOLUTION

In conversation with our Partners

Kevin Coutinho MBE
Panel moderator and Chair of the Windsor Fellowship Board of Trustees

Kevin, a Group 11 Fellow sponsored by the Foreign and Commonwealth Office, previously worked at the Windsor Fellowship as a Student Liaison Officer and Director of Higher Education programmes. An equalities practitioner in higher education, he works at London Metropolitan University, serves as the Senior Independent Governor at Cardiff Metropolitan University and advises the University of Galway. He is a council member of the British Science Association, a school governor for his secondary school and chairs Athena SWAN and Race Equality Charter panels for Advance HE. He has previously worked at the University of Cambridge, University of Oxford, Birkbeck College and UCL. Kevin received an MBE in the King's 2025 Birthday Honours for services to Equality, Diversity and Inclusion.

Dr Niloufar Abourashchi
University College London

Niloufar is an Associate Professor (Teaching) in Statistical Science at University College London (UCL). Alongside her teaching and academic leadership responsibilities, she is actively involved in advancing equality, diversity and inclusion in higher education. Her work focuses on widening participation, mentoring and improving opportunities for underrepresented students. She has contributed to the development and evaluation of the Destination STEMM mentoring programme, supporting young people in exploring educational and career pathways in STEM. Passionate about bridging the gap between education and opportunity, Niloufar is committed to creating more inclusive pathways into higher education and professional careers.

Dr Dave Thomas
Royal College of Art

Dave is a senior systems leader specialising in student outcomes, workforce sustainability and inclusive transformation across higher education, healthcare and public services. Combining doctoral expertise in education, public health systems thinking and clinical practice, he develops human-centred, evidence-led solutions that improve progression, equity, governance and organisational performance. As a Senior Consultant at Advance HE, he has advised universities on inclusive leadership, professional standards and workforce strategy. He developed the Culturally Sensitive Curricula Scales, reaching over 8,000 students and 2,500 educators. Dave has authored four books, chapters and peer-reviewed articles, earning BERA Book of the Year runner-up recognition in 2025.

Chandrabala Shah
Diabetes UK

Chandrabala is a Senior Research Manager at Diabetes UK, where she oversees the research grant funding processes for various funding schemes including the Type 1 Diabetes Grand Challenge programmes. In partnership with the Windsor Fellowship, she also led the launch of the Black Leaders in Diabetes internship and PhD programmes. She ensures that Diabetes UK continues to fund and support research that has the most potential to improve the lives of people with or at risk of diabetes. Chandrabala's background includes a PhD in immunology of infectious diseases and a period as a medical writer for pharma and communication agencies.

Jathusiyia White
Methods III

Jathusiyia is a Senior Business Analyst at Methods, where she leads discovery across UK Government transformation programmes, including Generative AI services. In partnership with the Windsor Fellowship, she leads Methods' volunteering and charity initiatives, mentoring students on its STEM programme. She ensures technology change is shaped around real user needs, championing Business Analysis practice and continuous improvement, coaching junior colleagues. A Windsor Fellowship alumni since 2012, Jathusiyia's background includes an LLB (Hons) in Law from City, University of London, plus earlier roles at the Houses of Parliament.



IMPACT

The value of pastoral support

Opportunity is strengthened by support that recognises the whole person. As participants navigate education, research and employment, a conversation at the right time can help them identify a challenge, consider their choices and take a manageable next step.

Our pastoral work supports personal effectiveness and widening participation. Today's contribution reflects on the relationships behind that work and why they matter alongside placements, scholarships and leadership development.

Brian Channer
Programme Manager – Pastoral Support

Brian is Programme Manager and Pastoral Care and Engagement Lead at Windsor Fellowship, supporting scholars through mentoring, professional development and pastoral support. With 25 years' training experience, he helps people build confidence, navigate challenges and recognise their strengths. Brian is Founder and CEO of The Black Policy Institute, an award-nominated think tank focused on education, economics and the environment. He is also a member of the Livery Group of Education. Brian completed his Mini MBA at SOAS, University of London, graduating as valedictorian in 2025. His work champions inclusive leadership, wider opportunity and helping others realise their full potential.

Dr Grace Faure-Bryan
Programme Manager – Doctoral Mentorships

Grace supports doctoral researchers through mentoring, professional development and inclusive leadership. Her research focused on transformative education and social mobility for women in the UAE, exploring career opportunities and personal growth. Her experience spans education, leadership and advocacy, including senior roles at primary and degree level, curriculum development and innovative learning programmes. She has also worked within Health and Social Care, advocating for vulnerable individuals.

Support throughout the journey
Mentoring offers space to reflect and learn from experience. Pastoral support helps participants think through personal and professional challenges. Together with a community of peers, these relationships can strengthen confidence and a sense of belonging.

IMPACT

In conversation with our Graduate Fellows

Our alumni reflect on how the Windsor Fellowship has enriched their journeys and helped them develop their careers. The discussion considers professional achievement, personal growth and the influence of encouragement and opportunity.

Kerry Gilzene, Panel Moderator
A Group 2 Fellow, Kerry entered university after leaving school without O or A Levels. With support from Beverley Bernard and his sponsor, Unilever, he began a career spanning international business and healthcare. His experience includes senior roles with Abbott, GSK, Ogilvy, DDB and Theramex. He is Executive Vice President at Phoenix Consulting Life Sciences and a founder of the Pharmaceutical Future Commercial Excellence Forum. Kerry holds a degree in Biochemical Engineering, a Chartered Institute of Marketing Diploma and a Stanford Graduate School of Business certification in Organisational Leadership.

Lisa Anderson
Lisa is a cultural leader, curator and art adviser working across art, culture and social change. She founded Lisa Anderson Art Advisory and Black British Art, a platform championing Black British artists. Formerly Managing Director of Black Cultural Archives, Lisa has led work advancing cultural representation, equity and access. Her practice includes cultural strategy, institutional leadership and international collaboration. A graduate of Windsor Fellowship's Undergraduate Leadership Programme, Cohort 12.2, she remains committed to creating opportunities and championing under-represented voices.

Aisha Begum
Aisha is a Group 21 alumna, sponsored by the Audit Commission, and a UCL graduate in Politics and East European Studies. A governance, risk and relationship management professional, she works as a Vendor Risk Partner, leading due diligence and operational resilience for critical suppliers across public and private market investment. With experience in central and local government, she strengthens governance and collaboration across teams. Having mentored Windsor Fellows, Aisha is passionate about helping young people realise their potential and build their futures.

Lukas Evans Santos
Lukas is a Committee Clerk at the Welsh Parliament, supporting the Climate Change Committee in scrutinising the Welsh Government. Born and raised in São Paulo, Brazil, he moved to Wales ten years ago and became involved in Welsh politics through the Ymlaen Windsor Fellowship programme. A qualified solicitor, he has also undertaken humanitarian work internationally, using sport to support young people in disadvantaged communities. Lukas speaks Portuguese, English, Spanish and French and is learning Welsh. Outside Parliament, he serves as a worship leader at a church in Bridgend.

Joshua Lacumbre-Gibbs
Joshua is an engineer working at the intersection of software, AI and Cybersecurity, building autonomous penetration testing, AI trust products, and conducting vulnerability research. My background spans national cybersecurity, software engineering and technology due diligence, complemented by study in the UK and China. Alongside his technical career, Joshua spent 12 years with the Windsor Fellowship, delivering the UK-US Youth Dialogue Programme and Destination STEMM for the Royal Society.

Binnie Goh
Binnie is General Counsel at the Information Commissioner's Office and a proud Group 7 Windsor Fellow, originally sponsored by the Home Office. Her career has been dedicated to public service, spanning senior legal and leadership roles across government and independent regulators, including the Electoral Commission, DCMS and the Department for Business. She has led high-performing teams through complex legal, regulatory and policy challenges and has extensive experience of public law, data protection, competition and electoral law. Passionate about inclusive leadership and developing diverse talent, Binnie is proud to celebrate the Windsor Fellowship's 40th anniversary and its continuing impact on future leaders.

A conversation across generations
The panel brings together Fellows with different experiences of Windsor Fellowship. Their stories invite us to consider how a placement, a mentor or a new professional network can influence a career, and how alumni can create opportunities for those who follow. Audience questions will follow the discussion.

Windsor Fellows for Life
'Once a Windsor Fellow, always a Windsor Fellow.'
We welcome the return of Fellows from across the years. Thank you for sharing your achievements, maintaining friendships and helping the Windsor Fellowship community continue to grow.



THE FUTURE

Looking ahead and recognising contribution

The Vision
Kevin Coutinho MBE

As the Windsor Fellowship enters its fifth decade, our future-focused contribution looks at internships and scholarships, doctoral support and STEM pathways. It invites partners, alumni and supporters to consider how they can help widen opportunity for the next generation.

Celebratory remarks and presentations
Bola Ogun and Kevin Coutinho MBE will contribute celebratory remarks.

Bola Ogun will make Glass Block presentations recognising the contributions of founders, partners, staff and volunteers.









OUR PEOPLE

Trustees and Directors

Kevin Coutinho MBE — Chair
Faeeim Nori — Trustee and Director
Raj Shah — Trustee, Director and Treasurer
Sinit Zeru — Trustee and Director

The Windsor Fellowship Staff Team

Dr Trevor R. Hall CBE	Executive Vice-Chair
Karlene Mahoney	Head of Operations
Bernadette Winney	Programme Manager & Operations
Debi Lewinson	Head of Internship & Scholarship Programmes
Wai Yan (Vian) Tan	Events Marketing & Programme Manager - Internship & Scholarship
Rukiya Khan	Senior Programmes Manager, Destination STEMM
Sumitra Rao	Stakeholder Liaison Officer
Dr Grace Faure-Bryan	Programme Manager – Doctoral Mentorships
Wu Ho Yan Wayne	Events and Administration
Brian Channer	Programmes Manager – Pastoral Support
Ronu Riaz	Business Development

Forty years of unlocking talent

We connect talented people from under-represented backgrounds with opportunities to develop their abilities in education, employment and civic life.

Scholarships	Financial support to help participants pursue education
Internships	Workplace experience and opportunities to apply learning
Mentoring	Guidance for personal and professional growth
Pre-19 Programmes	Supporting young people to consider further study and next steps
Leadership	Confidence, responsibility and positive role models
Employment	Career pathways and preparation for work

These six elements describe our support framework.

OUR PARTNERSHIPS

An invitation to connect

If your organisation would like to support scholarships, placements or professional development, please speak to the Windsor Fellowship team. Together we can explore where your experience and resources could make a difference.



OUR WORK AND YOUR PART IN IT

Stay involved
Become a mentor, reconnect as an alumnus or speak to us about a programme partnership. Visit our website to explore current opportunities, volunteering and ways to support our work.

Make a donation
Donate to our award-winning programmes and change lives by scanning the QR code below.

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WITH THANKS

We thank our Founders, Fellows, Mentors, Volunteers, Partners and Supporters for their contributions across four decades.

Thank you to London Stock Exchange Group for supporting today's celebration.

