



FJSS GROUP

BOARD MEMBERS 2024





PROFESSOR SIR GEOFF PALMER OBE CHAIRMAN

Sir Godfrey Henry Oliver Palmer OBE who is affectionately known as Sir Geoff, is a Professor Emeritus in the School of Life Sciences and first Black Chancellor of Heriot-Watt University in Edinburgh, Scotland. Sir Geoff, who has been FJSS Group chairman since February 2019 says the work that the organisation does on human rights is close to his heart and immensely aides his passion for human rights activism. He is a scientist and researcher of great repute who was the first person to discover and pioneer the barley abrasion process whilst working as a researcher at the Brewing Research Foundation from 1968 to 1977. In 1998, Sir Geoff became only the fourth person, and the first European, to be honoured with the American Society of Brewing and Chemistry Award of Distinction (DSc) that is considered to be the Nobel Peace Prize of brewing. In the same year Sir Geoff became the first Black professor in Scotland, becoming a professor emeritus after he retired in 2005, and was knighted by the late Queen Elizabeth II in the 2014 New Year Honours. Sir Geoff is on the boards of several other organisations where his wisdom is tapped into, and he chaired the Scottish Government appointed Steering Group to look into the diversity and inclusiveness of the museums and galleries sector in Scotland. He also chaired the City of Edinburgh Council's Review Group to look into the links between the city's economic development and colonialism and slavery. In November 2022 Sir Geoff was awarded the prestigious Edinburgh Award 2022 for his work in human rights and racial diversity and inclusion. Sir Geoff lives with his wife Maggie with whom they have grown up children and a number of grandchildren



AMOS HANIFF

VICE CHAIRMAN

Dr Amos Haniff who is an Associate Professor of Project Management at the Edinburgh Business School, Heriot-Watt University joined the FJSS Group board and as Vice Chairman. Since joining Heriot Watt University seventeen years ago, Dr Haniff has held positions in the school of Energy, Geoscience, Infrastructure and Society (EGIS), Edinburgh Business School (EBS) and School of Social Sciences (SoSS), and taught in the Edinburgh, Borders, and Dubai campuses of the universities. During this time, Dr Haniff has witnessed many changes within the university and across the higher education sector. As an elected Dean he has used the depth of his knowledge and experience to contribute to the ongoing development of the university, including maintaining academic integrity and standards. Dr Haniff is committed to transparent collaboration in pursuit of these essential goals including facing up and striving to meet the current challenges and future opportunities. Dr Haniff publishes research papers on the strategic alignment of projects, with focus on strategy, leadership, and governance. He is Associate Dean of the university (Pan-Dean) is Chair of the Association for Project Management Scotland, Convenor of the Edinburgh Universities Military Education Committee, and he is very proud to be the vice chair at FJSS Group



SILENCE CHIHURI
CHIEF EXECUTIVE OFFICER

Silence Chihuri founded Fair Justice System for Scotland (FJSS) Group in October 2012 as a direct result of the challenges that he faced as he tried to enter the legal profession in Scotland. He studied law at Edinburgh Napier University and Strathclyde and a master's in human rights at Stirling University. Silence has been an avid human rights campaigner and through his work at FJSS Group seeks to highlight the plight of Black people who are sometimes discriminated against for the mere reason of the colour of their skin.

In October 2022 he published a history book entitled "The West Lothian Connection" that seeks to highlight the prominent links that West Lothian area has with the Chattel Slavery and the role that was played by some very prominent figures from West Lothian. The book that is available through Waterstones and Amazon inspired West Lothian Council to set up a Working Group to look into the history and legacy of slavery in the area and he is currently a co-chairperson of that working group and helps to chair the meetings of the group and steer its direction. Silence was a member of the Scottish Government appointed Steering Group that reviewed the diversity and inclusiveness of the museums and galleries sector in Scotland. He was also a member of the City of Edinburgh Council commissioned Review Group that looked at the links between slavery and colonialism and the city's development. Silence is a member of the Law Society of Scotland's Consumer Panel that was set up by the society's Regulatory Committee





SHERIFF FRANK CROWE

SECRETARY

Sheriff Crowe joined the FJSS Group Board in August 2019 as secretary and his background in the legal profession brings vast legal expertise to the organisation's legal team. Sheriff Crowe who is now semi-retired from the courts where he still works on a limited caseload across two sheriff courts in Edinburgh and Livingston had a long legal career and civil service stint. He worked many years as a Crown Agent, civil servant, and solicitor where he gained extensive experience in legal and judicial matters specialising in criminal and extradition cases. Sheriff Crowe also worked with the Judicial Institute for Scotland and has examined legal practice diploma students for the University of Edinburgh. He lives in Edinburgh with his partner Lady Scott a senior high court judge, and they have grown up children and grandchildren



SUE COOK

VICE SECRETARY

Sue Cook joined the FJSS Group board as Vice Secretary and her background in the justice system is very relevant to the work that we do. She extensive governance and strategic experience having held a number of executive and non-executive board level positions in public, private and third sector organisations. Born and raised in Canada, Sue obtained her master's degree in computing science from the University of Aberdeen and then ran her own business for more than ten years which was voted one of the top ten multimedia organisations in Scotland. Sue was regional chair for the Prince's Trust for 15 years helping hundreds of young people start and succeed in their businesses across Scotland.

Sue served on the Board of West Lothian College for 14 years holding the position of vice chair, chair of learning and teaching, and then chair of audit for four years. Sue has been a Justice of the Peace for Lothian and Borders sheriffdom for the last twenty years, and chairs two charities namely, "The Scheme" which tackles the drugs deaths crisis in Scotland, and "Courage Together" which helps people from the BAME community who have no family support. In 2010 Sue led a team to cycle from West Lothian to Paris raising over £35,000 for charity. Sue lives in West Lothian with her husband and has twin boys and a daughter.



ALISON CHIWARA FRSA

BOARD MEMBER

Alison was appointed to the FJSS Group board in February 2020. She was Equality, Diversity, and Inclusion Manager from January 2019 before taking up her board member role when she became Equalities Director. Alison is Co-Founder Flosverse, Corporate Mental Health where she is a key facilitator in their corporate outreach program that raises awareness of the impact of staff mental health on business. Alison is a business consultant and great motivational speaker who has been nominated for a number of awards such as the TalkTalk women n Tech Award and she is an LKJ Award Recipient. Alison has a great passion about Black women empowerment, anti-racism education and all issues related to Equality, Diversity, and Inclusion and the work that FJSS Group does is dear to her heart.





DR OMOLABAKE FAKUNLE

BOARD MEMBER

Dr Fakunle joined the FJSS Group board in 2024. She moved to the UK in 2011 where she completed a BA (Hons) Business Admin (1st Class), MSc Educational Research and PhD in Education. Her research explored the intersection of internationalisation, inclusivity, employability, and education policy. I am broadly interested in researching conceptualisations of the internationalisation of higher education at individual, institutional and national levels, with particular focus on the international student experience/lifecycle. She is part of the MHSES Institute for Education Community & Society. In 2018, Dr Fakunle was the winner of the Scottish Educational Research Association (SERA) Estelle Brisard Memorial Prize awarded to an early career educational researcher for excellence and promise in their work. She had also won the SERA's 3-Minute Capsule Competition in 2017 and is a Fellow of the Higher Education Academy (FHEA). Her qualifications include PhD Education, University of Edinburgh MSc Educational Research, University of Edinburgh, BA (Hons) Business Administration (1st Class), University of Central Lancashire, HND Accountancy, Yaba College of Technology.

At the University of Edinburgh Dr Fakunle is currently the director for equality, diversity and inclusion, the co-convenor for the race and Inclusivity in Global Education Network (RIGEN); course organiser for the Higher Education in the Global Context (MSc, Education) programme; She is a Fellow of the Higher Education Academy; she is a member of the Steering Group for the Institute for Advanced Studies in the Humanities (IASH) Project on Decoloniality (2021-2024); she was the Coordinator for the MSc Education (General) Pathway (2019 to 2022); Dr Fakunle led the Moray House Race Equality Subgroup (2020-21); she is a member of the International Advisory Board; for the Journal of Comparative and International Higher Education (JCIHE); Dr Fakunle is the ECR Network Co-convenor for the Scottish Educational Research Association; ECR Co-convenor - Society for Research into Higher Education (SRHE); Leadership Team Member - Universitas 21 (U21) Forum for International Networking in Education (2017-2020); Reviewer - World Education Research Association Convenor - Internationalisation Research Group (2014-2019); Committee Member - School of Education Internationalisation Steering Group (2014-15).

She joins the FJSS Group board as the lead person on strategic partnerships and this will be very helpful as the organisations continues to raise its profile and establish essential networks.

r Katriona Myhill joined the FJSS Group in February 2024. She is an Assistant Professor in Law and Human Resource Management at Edinburgh Business School, and course leader for the Legal Context of Work. Katriona specialises in research related to employment policy with a particular interest in issues of job quality and well-being at work, specifically for those working in atypical and digitally enabled forms of work such as gig work.

Katriona is also currently part of a research team exploring issues related to women's health in the workplace.



DR KATRIONA MYHILL
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Katriona Myhill joined the FJSS Group in February 2024. She is an Assistant Professor in Law and Human Resource Management at Edinburgh Business School, and course leader for the Legal Context of Work. Katriona specialises in research related to employment policy with a particular interest in issues of job quality and well-being at work, specifically for those working in atypical and digitally enabled forms of work such as gig work.

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DICKSON EBENUWA

BOARD MEMBER

Dickson Ebenuwa started as a volunteer at FJSS Group before joining the board and is the current Director of Welfare who is charged with ensuring that the welfare of all FJSS Group team members is safeguarded. He is another excellent product of the FJSS Group governance personnel development programme that provides a pathway from team members who have gained enough experience to join the board. Dickson is a successful businessman in his own right, who established his dairy product sales company and is also into logistics. He has great inside knowledge about FJSS Group's work coming through the team ranks to join the board.





DR ABDULAI JAWO

BOARD MEMBER

FJSS Group is delighted to have on the board Dr Abdulai Jawo as director of mental health services projects. Dr Bah is a dedicated postdoctoral fellow specializing in global mental health with a profound commitment to advancing culturally sensitive and responsive mental health care and promoting well-being among vulnerable populations worldwide. His research interests revolve around understanding the social determinants of mental health in diverse communities, as well as implementing evidence-based interventions to narrow the treatment gap through a diversity, inclusion, and equity framework. Dr Bah worked as a local consultant in pharmacovigilance for WHO in Sierra Leone in 2009 and did a fellowship as part of the REBUILD project at the Liverpool School of Tropical Medicine (LSTM) in 2017, focusing on health systems strengthening in Liberia, DR Congo, and Sierra Leone. He is currently a facilitator on the WHO Structured Operational Research and Training Initiatives (SORT IT) that supports developing countries and institutions to conduct operational research around their own priorities, build sustainable operational research capacity, and make evidence-informed decisions for improving programme performance.

With a doctoral degree in Global Mental Health from Queen Margaret University funded by the National Institute of Health and Research (NIHR), Dr. Bah has acquired a robust foundation in research using mixed-methods. His doctoral dissertation used the Design, Implementation, Monitoring, and Evaluation (DIME) model developed by researchers at John Hopkins University to design a culturally appropriate community-based care model for perinatal psychological distress in Sierra Leone. As a Postdoctoral Fellow at the National Institute of Health (NIH), Dr. Bah collaborates with a multi-disciplinary team to design and implement innovative mental health programs in resource-limited settings. He is actively involved in the study of the intergenerational transmission of trauma among former child soldiers and how it impacts parent-child dyadic synchrony. He continues to advocate for increased investment in mental health services and policies that prioritize mental health on a global scale.



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