



Getting Involved Handbook





Contents

- P4 About the One HealthTech Community
- P9 Getting Involved
- P11 Setting Up a Local Hub
- P18 Hub Structure, Roles & Responsibilities
- P22 Support
- P25 Are you Ready to Conquer the World Together?

Handbook Overview

Hello, you! Yes, you, the wonderful, dynamic person who is keen to build an OHT community locally. We are thrilled you are interested in learning more about what it means to be an OHT Hub! If you're reading this, it means we've met, or you've been at one of our events and you want to know a bit about us and our world domination plans and maybe even get involved (we're secretly rooting for that)!

This handbook is designed to give you an overview of who we are, how much fun this is and what it means to set up a local Hub. We will also cover some responsibility and logistics stuff.

OHT is a good balance of fun and chaos. Whilst you're reading this, please also have a think about your motivations for starting a Hub. Our Hub Curators usually have a

balance of selfish and selfless reasons e.g. I want to build my personal profile and have a vehicle to test projects AND I want to meet lots of start-ups and give back to the community with my x, y, z knowledge. Also, it's crucial that you have an interest in at least one, if not all, these factors:

- ☑ Elements of community-building
- ☑ Diversity, openness & kindness
- ☑ HealthTech

The important thing to remember is we are all doing this together, as volunteers, who love helping one another to build a more open and inclusive health technology sector, whilst having lots of fun. If this sounds up your alley, then read on!





About the One HealthTech Community

About the One HealthTech Community

Who We Are

One HealthTech is a global, volunteer-led, grassroots community that supports and promotes women and other under-represented groups to be future leaders in health innovation. We inspire, celebrate, enable and champion diversity in healthtech.

The OHT community comes from many different sectors, countries and backgrounds, and includes health and care providers, startups, corporates, academics and charities, as well as individual chaos-creating innovators.

Having started as a small meet-up in London in late 2015, OHT has grown to now have hubs all over the UK, as well as internationally, in Ireland, Sweden and

Australia. All hubs are led by local community-builders, passionate about healthtech in their region.

What We Do

We provide grassroots communities with the platform to build a local, inclusive by design, healthtech community. We make all this happen through facilitating the growth of local ecosystems who collaborate across all regions.

We host friendly, informal, informative events and showcase healthtech trailblazers and organisations. We share and collaborate on amazing opportunities, and of course, stretch out a welcoming hand to whoever wants to join in on transforming health and care.

100+ Volunteers

10+ Hubs

11k+ Community Contributors

Vision

That healthtech is vibrant, open and accessible.

Mission


To empower local grassroots communities to thrive by inspiring, celebrating, enabling and championing diversity in healthtech.

Beliefs

We believe that innovation in health technology should be accessible to everyone. We also believe in the power of human networks and communities to drive change, and that every voice should be heard so that technology can positively impact all.

We believe that grassroots communities can drive change.

So, we provide them with the platform that allows people to build their local, inclusive by design, healthtech community. We make all this happen through facilitating the growth of local ecosystems and hosting friendly, informal & informative events. We also showcase healthtech leaders and organisations, whilst profiling trailblazers and sharing resources & opportunities.



We...

Inspire

We inspire the community through showcasing, connecting, profiling and laughing.



We bring together doers, thinkers and trailblazers to change the face of future healthcare. The community is free to join - we feel our resources and the opportunities we provide should be as accessible as possible.

Celebrate

We celebrate the successes (and failures!) for better learning and warm fuzzies.



We are community builders. We host and curate events, covering topics from virtual reality, mental health and interoperability, to leadership, data privacy and social care. These range from breakfast gatherings or lunch-time fireside chats, to evening get-togethers.

We are present at all major national conferences, and you'll find us either hosting networking drinks, organising information sessions, or putting on weird and wonderful Collaborathons (non-technical hackathons, in case you were having a 'what's that?' moment).

Enable

We enable women and underrepresented groups to have better access to the sector.



We offer concrete benefits to our community. On the more practical side of things, we also negotiate discounts to external health-technology events for the community and promote interesting professional opportunities. Moreover, we provide business and legal support for SMEs, introduce potential mentors and mentees to one another, as well as broker new business connections.

Champion

We champion a cause of better diversity in healthtech.



In our spare time, we spread the news and activities of our community, their organisations and the causes they support, from profiling unique and varied members, to showcasing a #startupofthefmonth or an awesome human.



The problems One HealthTech is trying to solve

Health is increasingly becoming dependent on technology, yet though the healthcare workforce is overwhelmingly female, health technology has very poor diversity across most domains. This has a considerable effect on the impact, reach and culture of the health technology sector and the effectiveness of its innovations, from inaccessible devices to biased data sets.

Culture

Health technology has a culture problem; the flashy “Silicon Valleyers”, the “archetypal techies” or the senior leadership clique. This results in an inaccessible and myopic work environment.

Role models

The lack of diversity in leadership and the inflexible hierarchy across the sector stunts its impact and growth, as well as creating a vacuum of role models.

Skills & Opportunities

in health. There is a need to provide opportunities to up-skill, inspire and demystify essential knowledge in health technology.

By not addressing some of the barriers to access for women and individuals from diverse backgrounds, we risk curtailing the future of innovation in healthcare.



Getting Involved

One HealthTech Hub - What and Why

We are all about community, but communities need to be built at all sorts different levels and by passionate individuals. Realistically, a centrally-organised national community is not sufficiently specific, nor close enough to local champions, for One HealthTech to remain the open and close-knit community it currently is.

We want to help the creation of local communities, all united by one current vision - a more inclusive, diverse and representative health technology sector.

Each region knows what is best for their geography. Each person has their own personal network of thriving enthusiasts and partners. We want to give each, and every person involved in One HealthTech the space and autonomy to thrive in building their local Hub.

A community is only as strong as its parts, and those parts are the passionate individuals on the ground, sharing their love for health technology.

A “Hub” is determined by a thriving group of health-technologists in a city or a region or a country, who want to get together and grow their local ecosystem. If there is the right combination of a strong team, a local need, and enough traction, we thoroughly support establishing a Hub!

Hub activities can range from local events, social get-togethers, training opportunities etc.

- you name it! Hubs have the autonomy to do what they feel is required to get their Hub active, thriving, sparkling and full of gusto, whilst bearing in mind the constraints of a volunteer-led organisation. Most importantly, this must always be FUN!

We are ALL volunteers

No one in the community is paid (though from time to time the Core Team will draft in extra help, such as from accountants or designers. Those folks are paid!)



Setting-up a Hub

What does “Setting-up a Hub” mean?

- Building your local digital health/health tech/health IT community that represents and upholds the ethos of OHT.
- Doing so in the way that YOU SEE FIT and that is appropriate and relevant for your local needs.
- Utilising your pre-existing relationships and building new ones.
- Being the curators of your regional digital health communities
- Working in partnership with OHT Core to retain the brand feel, ethos, activity and data-base of the community **transparent communication is key!**

This isn't about sitting behind a faceless organisation. This is about making you all local champions and getting your regions on the map.

We care strongly about three things remaining consistent:

Branding

Of course, we're more than just a pretty face. However, it's important that you respect our branding guidelines and don't alter our identity.

Clean Data

Though it can be a bit of a challenge, we do try and keep our data neat and tidy. It's important to have clean and up-to-date data on our members so we know who is in the community.

Kindness

With great power comes great responsibility, but not necessarily more hierarchy. So, we encourage an open & friendly culture, with a flat structure. We believe in the power of teams and remember, trust breeds magic.

What Sort of Stuff Can I Do?

- You CAN do whatever you want, if it is in line with building an open and inclusive healthtech community, with a focus on promoting women and other underrepresented groups, no matter how weird and wonderful the activities are. Examples include:
 - journal clubs, policy reports, brunches... it's up to YOU as HUB CURATOR!
- All the stuff we mentioned above AND MORE... hackathons, curry nights,
 - Sometimes community-wide sponsors want to run specific activities in specific regions, when that is the case, you will be sure to know about it.
 - Nothing illegal, please!



What's the interaction between OHT Core and your local OHT Hub?

Think of OHT core as a PLATFORM that you can build a community on. In practical terms, think of it like a franchise -- e.g. You want to host a curry night, we help with the infographic and some dissemination but -you are responsible for your local marketing and hustling.

This is an evolving dynamic and relationship. Transparent, positive and open communication is essential. So, if you want to do something new or if something isn't working, the have a go and we will then see if there is something we can change to make it better in the future. The value of loosely but healthily working together as a large network is worth it, but don't let it slow you down if your region is storming ahead.



How Does Money Work?

- OHT is sponsorship funded centrally and usually based around brand exposure and access to interesting people and opportunities (OHT was initially established from nominal investment from its co-founders and key volunteers on the way).
- Early days, most activities are cost neutral e.g. an event host will sponsor food and no money will ever change hands.
- Getting money out of BIG companies is complicated, laborious and very time-intensive (that's what OHT core spend a lot of their time doing, yawn!). We strongly encourage local Hubs to interact with small-medium sized businesses, usually arrangements are a lot more flexible, money is transferred faster and it makes small sponsorship opportunities more accessible



- Where money DOES exchange hands, such as when a Hub reaches enough maturity to charge companies to host Meetups or for content, then OHT core will hold it in the business account. This money is the Hub's money. However, three things are important to consider:
 1. If your Hub has received money and you have grand plans that require lots more time and input from OHT Core, we ask that you contribute towards OHT running costs (staff time).
 2. If your Hub receives significant investment, such as a grant, and you wish to do something ambitious, such as snazzy new functionalities to the website, this must be also accessible to all Hubs. We are in this together, so if you get lucky, share the love.
 3. Accessibility is a key part of OHT, whilst we acknowledge that different regions have different cultures in terms of paying for events or content, we would hate for cost to ever be a deterrent for individuals to interact with OHT. Please always keep this in mind if you are ever looking to raise funds for your Hub.
- We welcome and strongly encourage you to introduce potential sponsors & grant opportunities to OHT core. The WHOLE community benefits this way. If a sponsor wants a suite of activities, at this point escalate it as it is too much work to deliver on as a volunteer. Please contact our Co-Founders Maxine Mackintosh or Louise Sinclair, with regards to this.
- Some sponsors that support the community want to host activities in specific regions - when that is the case we will let you know. Bonus!



Leaving you at sea, forces you to build local partnerships and sponsors... which makes YOUR ecosystem more relevant and local.

OHT Core currently raises money to pay for:

1. **Running costs**, like website, printing materials, expenses for Curators
2. **Staff costs**, OHT sometimes hires designers, administrators or communications experts to plug specific gaps in the OHT Core team when extra help is needed
3. **Accessibility Fund**, which is a pot of money that provides financial support for people who are unable to attend OHT activities for one reason or another

The more we fundraise, the more people we can hire to do the back-office boring things, so you don't have it, and you can just enjoy the fun bits of building a local community.



Hub Structure, Roles & Responsibilities

Requirements to build a One HealthTech Hub

- Resonance with One Health- Tech's ethos of driving better diversity and inclusion in health technology through high-quality, open and friendly communities.
- An ability to be the local point of contact of OHT members, new partners and queries.
- Enough time to do this along- side your day job.
- Contribution of blogs, inter- views, content for newsletters etc to the OHT communications.
- Being self-starters with a drive and passion to build your local ecosystem.
- A drive to seek new partners and sponsors, specific to your Hub.
- Interest in forming part of a national network and therefore commitment to join national virtual meetings, contribute to the wider OHT network, and share your experiences and learnings with other Hubs.
- Spreading the OHT news and love throughout your Hub.



Benefits of Building a One HealthTech Hub

- Direct access to and involvement with key influencers, movers, shakers and legend of health-technology.
- Form part of an international network of Hub Curators, who will convene virtually monthly, additionally to ad hoc meetings. As the network grows, an annual meeting and social will be organised and funded.
- Personal exposure, through the network, as well as formal recognition on the OHT website.
- Huge warm fuzzies when you help, connect and impact the lives of women looking to drive future health.
- A platform for you to showcase your work and expertise either through speaking opportunities, the website, newsletter etc.



Hub Roles & Responsibilities

Hubs are, by default, dynamic organisational structures which move and expand together with a hub. Because of this, there's no structure per se, but rather a mix and match of capabilities and involvement.

We like to call these super community members 'Curators', as most of the times there will be an individual or a group of individuals that will get the ball rolling in a local community. As we recommend a balance of ages, sectors and approaches, our suggestion would be the following:

The Hub Curator(s)

The Hub Curator is ideally someone who has experience in the health-technology sector, has lead a team of people before (even better if they are volunteers) and has BOATLOADS of passion and enthusiasm. This person will oversee linking in regional efforts to the wider community, keeping the local team united and enthused, as well as the first port of call for referrals into the Hub.

The Networked One

This person has aaaaall the contacts, and is very well-networked in the sector, with lots of contacts, ideas and a thirst for making new connections, attending events and living the life of an extrovert to the full.

The "Let's-Make-It-Happen" One

This person is good at consolidating contacts, organising logistics and making sure the team and the local has some good, solid, operational support. This could range from ensuring the venue is appropriate for events, to making sure mentors and mentees are getting along, whatever your activities may be.

The Admin One

This role is perfect for someone beginning their career in the sector, looking to get stuck in! This person is for those little odd jobs in the network that are SO vital. From chasing speakers for their bios and head shots, to tweeting, to finding local amazing health technologists to be interviewed and profiled.

The Student One

We strongly believe in supporting the next generation. A great way to have a dedicated link into universities, colleges and schools by having a helpful and wonderful student join your team!



Support


Support

One HealthTech is a volunteer-led community, and whilst fundraising is always high up on our agenda, we will not lose our volunteer culture. We have found this is the single best way to set a tone for a network where everyone involved is there for the

pure love of creating a community for diverse groups in health technology. Over time, OHT Core will be able to provide more support and funding, however until then, we must all muck in as best we can!

Support

- Helping connect you to any potential event sponsors or partners, though each Hub will be expected to build their own relationships.
- Helping reaching reach out to key influencers to speak, support, endorse or get involved in the regional Hub.
- Holding a monthly “Open Board” meeting for all Hub Curators to meet and exchange ideas / expand their network
- Supporting your activities with a Core OHT member attending where possible.
- Providing you with the opportunity to speak at national events where appropriate.
- Tweeting local OHT messages through the main Twitter handle or ideally getting your own set up.
- Involving regional Hubs in any national grants and proposals for the network as a whole.



**Are You Ready
To Conquer The
World Together?**

Short recap...

In agreeing to get involved you sign up to:

- Being a self-starter and running with things (proceed unless apprehended). This is for mini entrepreneurs!
- Work in partnership with OHT core to create a sustainable and linked community, with flexibility and autonomy in local regions - i.e. YOU.
- Organising events every 6 weeks or so (recommended) and even one-off events like a mini-TED/ awards.
- Creating community content and event reports.
- Acknowledge this is a VOLUNTEER-LED activity which comes with pros and cons.
- Communicate transparently.
- Creating a local ecosystem of strategic/media partnerships.
- Raise own funds, through sponsorship or grants. Where extra administration is required to manage this, OHT Core may require a small percentage of the money to cover administrative salaries in the core team. This will only be small, not to worry!

All we ask for is:

- Relentless positivity and passion;
- Zero ego/ hierarchy/ knobbish behaviour;
- A commitment to open and inclusive community-building in healthtech



If you've finished reading this, you might have caught the OHT bug.

Are you ready to get involved?

We know you will enjoy being a pivotal member of the thriving One HealthTech community. By being part of the OHT team you will play an important role in influencing the future direction of healthtech;

potential through diversity and strong leadership. You will also learn a great deal, make lots of new friends, achieve substantial personal growth and develop numerous useful contacts.

Please contact:

info@onehealthtech.com

in order to get involved in an OHT Hub

**Join us,
let's make a ruckus!**