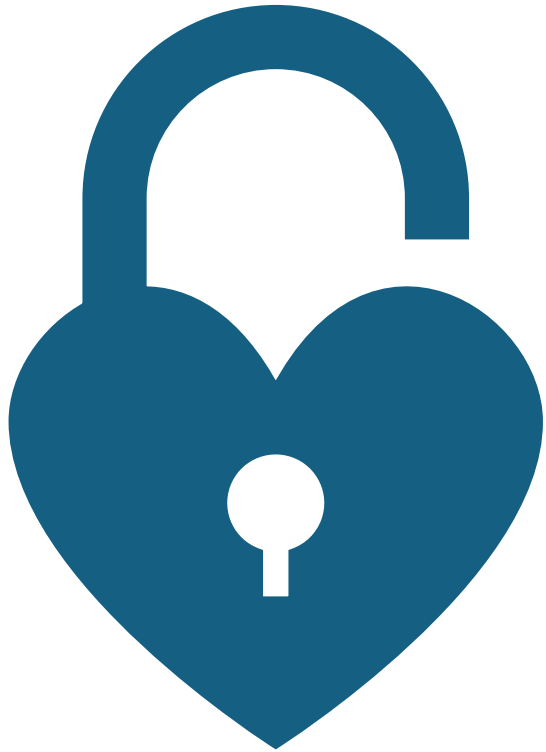




Dr Annete Moyo

GP Partner | Educational Supervisor | IMG

**Belonging: An IMG Story of
Identity, Loss and Finding Home**



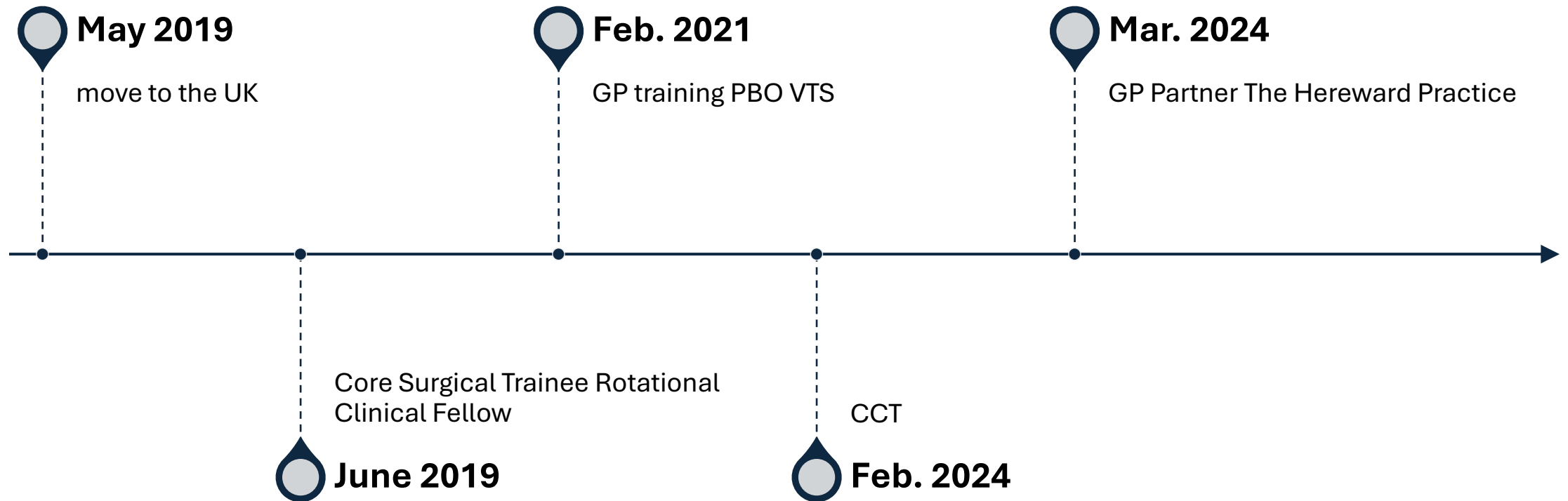
Aim

- To explore how belonging influences confidence, performance, wellbeing and leadership, and how all of us can help create environments where IMGs thrive.
-

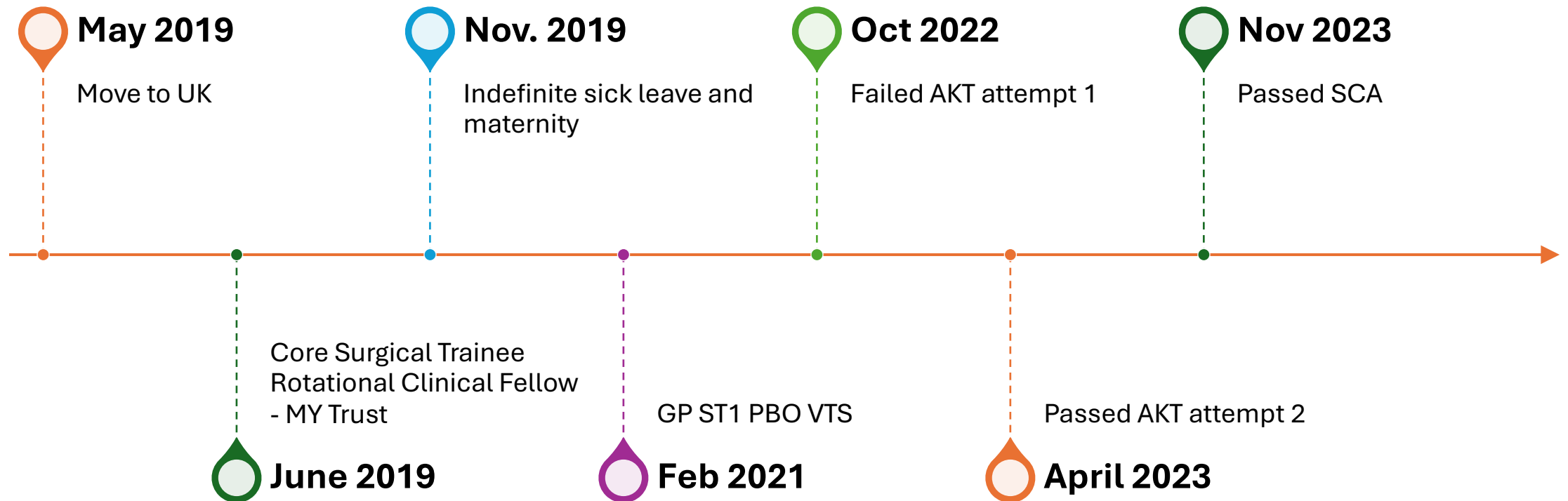
Have you ever walked into a room
and felt like everyone else
knew the rules except you?



My story



The real story behind the CV...



Success is often very
visible.
The struggle that precedes
it usually isn't.

Things IMGs Lose That Nobody Talks About

- **Not just:**
- Country
- Job
- **But also:**
- Professional identity
- Familiar healthcare systems
- Informal support networks
- Family
- Mentors
- Confidence







Dr. Annette Bongiwe
Activist, Mandela
Washington Fellow

#HealthinABallot



Dr. Hamadziripi Dube
People's Rainbow Coalition



Dr. Max Hove



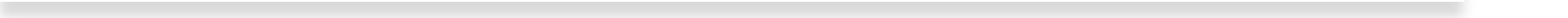
Dr. Henry Madzorera

The background features three overlapping teal circles of varying shades, creating a layered effect. A horizontal white band cuts across the middle of the image, containing the text.

I didn't just move countries.
I lost the version of myself that knew exactly where she
belonged.

When Confidence Goes Quiet



- Being competent but feeling invisible
 - Knowing medicine but not knowing the system
 - Hesitating to speak
 - Fear of appearing inadequate
 - Cultural differences in communication
- 



The Differential Attainment Conversation

Differential attainment is not evidence that IMGs are less capable.

It reflects differences in:

- Access
 - Belonging
 - Networks
 - Cultural familiarity
 - Opportunity
-

What Helped Me Stay

- The people who changed my story
- None of these people changed the exam.
- They changed my experience of belonging.



The Power of Small Acts

Small action

- Learn my name
- Explain the hidden rules
- Invite my opinion
- Check in after setbacks
- Sponsor my opportunities

Big impact

- I feel seen
- I feel capable
- I feel valued
- I feel supported
- I can progress

Belonging is built
through ordinary
interactions



What allyship looks like: Not how IMGs can fit better, but how our systems become easier to belong to?

Allyship means:

- Curiosity
- Listening
- Challenging assumptions
- Sharing opportunities
- Creating psychological safety

From Surviving to Thriving

Because when people belong:

- They lead
- They innovate
- They teach
- They stay

I did not succeed
because I stopped
being an **IMG.**

I succeeded because
eventually I found places
where I **belonged.**





What home feels like...





Thank you

