

Shaping the boards of tomorrow

Olmec

Black on Board

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Shaping the boards of tomorrow



Black on Board a case study

- Who we are
 - Black On Board; why it was set up & track record
 - Chana King MTVH Black on Board student
 - Patrick Vernon OBE Senior Associate;
why diverse board are important
- 

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- Olmec
- Founded by Presentation Housing 2003
- Race Equality Through Economic & Social Justice
- Independent since 2010
- We are a social enterprise:
- Board of 6
- Core Staff Team 5
- Olmec pool of consultants 8
- Olmec Chair Dr Omar Khan; secretariat APPG Race & Community, & UN report on UK performance on Race Equality

<http://www.olmec-ec.org.uk/>



First Steps In

Social Enterprise

Inspire Change:

Social Enterprise programmes

400 minority led social enterprise

Bronze Woman

1st Statue to a black woman in England:
community arts programme

Solid Foundations:

Employment & Training

Rise Into Employment

5 National Awards in 2017 /8

24Housing , Housing Excellence & Inspire

Establishing a migrant & Refugee Hub with
Arhag, Praxis, Doctors of the Worlds, Ramfel,
IKWRO and Migrants Rights Network



Training & consultancy Programmes

Safeguarding

Equalities, diversity & human rights

Digital inclusion

Social Media Customer Profiling

GDPR Training

Consultant Pool

Migrant Rights Briefing for Local

Authorities & RPs

Diversity

London has 300 languages

New York has 200 languages

1 in 3 people in London were born outside the UK

Over 40% London BME (black and minority ethnic)

14% of the UK's population are people of colour

Projected to be 20% by 2030

People of colour & BME communities face disadvantage in the education system, housing, employment, mental health services, health & are underrepresented on boards



DIVERSITY

Black on Board

Why the Project was set up

- Lack of minority representation on RP boards
- 75% of mainstream Housing Associations operating in South East London were unrepresentative
- Recognition by RPs and Southwark Council that diverse boards benefit decision making

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- aims to promote economic & social justice
- Through programme that allow people to
- break through the glass ceiling



Programme Design

- Survey of 69 Housing Association
- Looking at levels of representation of boards
- Recruitment processes
- Selection criteria
- Assessment
- Interview
- Engagement with BME communities
- Leading to a research report and launch



Outcomes

Black on board has run 10 times since 2005

125 people trained

78 People supported into board positions in RPs, as School Governors or onto NHS Trusts



Olmec is training 40 MTVH staff & residents 2018-20 :



Chana King

Metropolitan Thames Valley Housing

My experience of Black on Board



Olmec is training 40 MTVH staff & residents 2018-20 :



Patrick Vernon OBE

Why diversity on boards is important



2019 AVECO


- Acknowledge that there is a problem with racial diversity in the charity sector
- Recognise the role leaders have in creating change by modelling
- Learn about racial bias and how it impacts leadership decisions.
- Commit to setting permanent and minimum targets for diversity
- Commit to action and invest resources
- View staff as the sum of many parts rather than a single entity
- Recruit to build a diverse group of talented
- Recruit for potential, not perfection.
- Value lived experience to bring insights to an organisation



2016

Parker Review

while 14% of the population identifying as black and minority ethnic, **only 1.5% of directors in FTSE100 boardrooms are UK citizens from a minority background.** More than half of the FTSE 100 Boards are exclusively white.




Black on Board Social Enterprise Federal Body Diversity



Social Enterprise UK board; 11 board members; one person of colour

Co-operatives UK; 18 board members, no people of colour



McGregor Report 2017

If race discrimination in employment was stamped out, it would be worth 24 Billion to the UK economy





EMPOWERING COMMUNITIES

The extent of the inequalities, the links between poor outcomes in the labour market and prior inequalities in life, and the compounding effects make it difficult to tackle racial inequalities

Dr Omar Khan,

Director Runnymede Trust

www.runnymedetrust.org

For evidence based research

Race Disparity Audit .gov.uk

For more information

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