



Black on Board

Current trainers:

Clementine Femiola

John Mayford, Olmec CEO

Lara Oyedele

Martha Cuffy

Patrick Vernon, OBE

Sam Obeng

Sophia Moreau

Emma Foxall (Chauhan)



Olmec history

- Olmec was founded by Presentation Housing
- Presentation was founded by Black and Asian families clubbing together to buy houses in the 1960s because they were unable to get loans from banks
- Issues of structural disadvantage and racism faced in the 1960s persist in 2021



- Race Equality Through Economic & Social Justice
 - A social enterprise:
 - Rise into Employment
 - First Steps in Social Enterprise
 - 100 Great Black Women Speak
 - Anti racist training
 - Olmec's Board is 100% Black minoritised and racialised (BMC) People
 - 12 Associates
 - Our team is 90% BMC with a 50% gender balance
 - Trainers are highly experienced, all current board members with CEO / senior management who draw on lived experience
 - Olmec Chair Dr Omar Khan; secretariat APPG Race & Community, & UN report on
 - UK performance on Race Equality

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

Example of session programme – 14 sessions

Session 1 - September 13 th	Building your brand and direction & the role of the board
Session 2 - September 27 th	Meeting conduct: understanding meetings as a negotiation tool
Session 3 - October 11 th	Strategic and operational planning
Session 4 - October 25 th	The role of boards; legal obligations & governing documents
Session 5 - November 8 th	Leading People
Session 6 - November 23 rd	Applying for promotion, management, senior and board positions
Session 7 - December 6 th	Managing people
Session 8 - December 20 th	Managing risk
Session 9 - January 10 th	Managing finance
Session 10 - January 24 th	Role of board. Role of departments
Session 11 - February 7 th	Induction, the first meeting and unlocking the board papers
Session 12 - February 21 st	Mock interviews
Session 13 - March 7 th	Using public speaking & social media to get your message across.
Session 14 - March 21 st	How to develop as a change maker or influencer

Why Black on Board was set up

- Research project in early 2000s revealed lack of minority representation on Housing Association boards
- 75% of mainstream Housing Associations operating in South East London were unrepresentative
- Recognition by Housing Associations and Southwark Council that diverse boards benefit decision making
- Numerous reports saying the same have been published since

Olmec's aim is to promote economic & social justice with a programme that allows people to break through the glass ceiling



Black on Board Trainers

PATRICK VERNON OBE is a Clore and Winston Churchill Fellow, a fellow at the Imperial War Museum, a fellow of the Royal Historical Society and a former associate fellow for the Department of the History of Medicine at Warwick University. Patrick was awarded an OBE in 2012 for his work in tackling health inequalities for ethnic minority communities in Britain. Since 2010 he has been leading the campaign for Windrush Day and in 2018 kick-started the campaign for an amnesty for the Windrush Generation as part of the Windrush Scandal which led to a government U-turn in immigration policy.



Black on Board Trainers

Lara Oyedele is the Vice President of the Chartered Institute of Housing (CIH), board member of Housing 21 and Trustee of homelessness charity Hope Housing. Lara is a social housing committee and social entrepreneur.

Lara brings to Olmec a 25 career within the social housing sector culminating in 8 years as CEO of a small BME housing association. Lara was founding Chair of BMENational, the collective of BME housing associations in England. She trained as a journalist, has a Masters in Housing from the London School of Economics and is a graduate of Henley Business School.



Black on Board Trainers

Sam Obeng-Doyki

Sam has been working with Olmec since 2004 successfully delivering social enterprise and the Black On Board programme. He has fulfilled a number of senior management roles in the voluntary sector, including the role of Director of Capacity Building at Full employ, a national charity. He also worked with Voluntary Action Islington, providing capacity building support to a significant number of voluntary and community organisations.

He has in the last six years supported over 200 VCO's and individuals through training, one-to-one support, networking events and seminars in Lambeth to help them achieve their social and sustainability goals.



Black on Board Trainers

Martha Cuffy

Martha is a multi-lingual leadership coach, wellness expert and BME leadership campaigner. She has over 20 years consulting experience of working with large corporations, private companies, international charities and academic institutions. Martha has an MBA and an MA in Yoga Psychology. Martha is a radio presenter for wellness shows, community activist, panel moderator, podcaster, blogger and published writer. She has lived or worked in Europe, Turkey, India, & USA and speaks French and German fluently. She is founding President Dominica Wellness Association.

She co-developed and was one of the main deliverers of Inspiring Black and Asian Leaders Programme in partnership with Windsor Leadership in Sept 2017.



Black on Board track record


- Running 2005
- Have cohorts with Peabody HA, MTVH, LB Lambeth, LB Southwark, LB Enfield, LB Richmond & Wandsworth, LB Islington, Black Cultural Archives
- 70% of graduates are supported into board positions, trustees, school governors or onto NHS Trusts
- Widen remit support delegates to seek promotion & other senior positions



Outputs over the years




2.1 outputs and outcomes

- 60 – 75% of participants supported into governance positions or promotions
 - 100% reporting increased confidence
 - 100% reporting positive impact on work
 - 100% reporting improved their knowledge of how organisations run
 - 100% reported increased learning against every indicator in the programme:
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Black on Board Units



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- Role of the Board
 - Meeting conduct
 - Legal Obligations
 - Governing documents
 - Employing people
 - Managing Risk
 - Managing Finance
Building your brand
 - Managing performance
 - Board recruitment and induction
 - Strategic and operational planning
 - Decision making
 - Applying for places
 - Understanding your sector
 - Public speaking
 - Getting your message across in the digital age


Breakdown of training day on line -

- 9.00 – 10:00** **log-in and registration**
- 10:00 – 12:00** **Working in pairs, slides, break, group work, comfort break, slides etc**
- 12:10– 14:00** **2-hour break to include 1 hour for group assignment & 1 hour for lunch**
- 14:00- 16:30** **Afternoon includes pair & group work, slides and occasional guest speaker**



Outside the “classroom”



- CV and supporting statement review
 - Mock Interviews
 - one to one mentoring pre and post applications
 - Graduation Ceremony
 - Black on Board Community
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Black on Board: Community – after Black on Board

- A community for graduates of the programme.
- Continue their learning journey, mutual support and promote the programme.
- Saturday masterclasses.
- Discounted / free training
- Pay an annual subscription of £24



Delegate's time commitment



- 14 full one day sessions over about 8 months, about every 2 weeks
 - At least one day in-between sessions to do homework and research.
 - 3 days over the programme to update CV, practice writing cover letters and supporting statements and applying for roles.
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Black on Board: why apply?



Route to:

Promotion

Board positions

Improved career prospects

Increased confidence

Public Speaking

Enhanced professional skills

Networks and contacts

Power: a seat at the table



2020 BoB graduates are on the following boards, and more



Migration Foundation



Disclosure &
Barring Service



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‘The delivery of the BoB course is singularly the most enriching experience I’ve had on a training course. In my life. It wouldn’t be hyperbole to say that it’s changed me as a person. I don’t allow my fear to hold me back in my life anymore, and I’m excited about what lies ahead for me now’

Dani Kow



Jason Bowen



‘I wanted to give a voice to underrepresented people, those, who look and talk like me, but who feel disconnected from organisations whose actions and decisions impact on their daily lives’

black on board

“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, Olmec's Chair 2011 – 2022

For more information, contact

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