

Theory of Change

Supporting black, minoritised, and racialised people into jobs, enterprise, and boards | @OlmecEmpComm Empowering communities through arts and anti-racist training | olmec-ec.org.uk | blackonboardonline.org



OUTCOMES

Higher levels of career progression amongst BMC people

Increased numbers of BMC people in positions of responsibility, power, & influence

Increase in financial security amongst BMC communities

There are increased opportunities at a senior level for BMC people

IMPACT

A new cohort and generation of BMC decision-makers is born/created in all sectors

BMC people are empowered to achieve their economic & social potential

As social business owners & in higher & living wage jobs

Networks develop between empowered BMC people and White allies

A new cohort and generation of active allies against structural racism is created

GOAL

Race equality through social & economic justice