

Race Network Leaders and Future Leads Series



63 Insights and ideas

Wednesday 5th July 2023



Discussion group: Get Ready For Black History Month

- Celebrating our Sisters/Saluting our Sisters/ Matriarchs of Movements #SalutingOurSisters #WeMatter
- Helping each other & sharing ideas - What could you do for BHM 2023?

Introduction

This co-created "Insights & Ideas" resource has been compiled from dialogue gathered during our Race Network Leaders and Future Leads series event; 'Get ready for Black History Month,' on Wednesday 5th July 2023.

A large proportion of participants at our events have lived experience of race inequality, and many participants are implementing impactful solutions to address this in the workplace. You can find their insights and ideas in this resource.

This resource covers the suggestions we received 'Ideas for Black History Month.'

A snapshot of what attendees told us in the polls at this event:

- **84% said they felt Black History Month was a time for celebration**
- **84% said Black History month is a time for action to tackle race inequality**
- **94% said they got new ideas for Black History Month by attending the event**
- **99% said they would recommend this event to others**

A huge thank you to our expert speakers and everyone else who contributed.

You can view the full video here:

https://youtu.be/5gz_OswNuf0

We look forward to seeing you at future events.



Insights and Ideas Discussion group 1

We asked changemakers to share insights and ideas following the discussion group: **‘Ideas for Black History Month.’**

We have compiled **63** of their insights and ideas to share with you.

Popular suggestions have been highlighted with this star icon 

Ideas for Black History Month

Responses from Participants

Big Promise

1

Update from those who completed the "Big Promise"

Build knowledge and understanding

2

Lunch and learns

3

Share the history of hair

4

Highlight lived experiences of colleagues

5

Share modern positive Black history

Ideas for Black History Month

Responses from Participants

Build knowledge and understanding

6 Explain equity in relation to Black women

7 Addressing the concrete ceiling for Black women's progression

Collaboration

8 Collaborate with gender network

9 Collaborate with other internal communities

10 Collaborate with other organisations across the UK to create a project in partnership. Involve schools in research to celebrate black women and end in an exhibition

Ideas for Black History Month

Responses from Participants

Staff Networks

11

Race Equality internal group gives an internal update to members of staff on race equality and ask staff to submit ideas on what to do for the following year

Communication

12

Sharing events and content with, customers and external stakeholders as well as employees

13

Highlight what action is being taken towards racial equality in the workplace

14

Celebrate and profile Black female artists

Community outreach

15

Black owned business invited into offices i.e., food trucks, products

Ideas for Black History Month

Responses from Participants

Community outreach

16 Promote local talent, include different speakers from the area

17 Black businesses exhibition

Events

18 A breakfast to celebrate Black women who inspire us

19 Culture days and a film project interviewing Black staff

20 Arts & Crafts Fair

Ideas for Black History Month

Responses from Participants

Events

21

Book club



22

Culture sessions and annual Black employee network awards

23

Panel discussion with inspiring Black women

24

A reading and display featuring Black author

25

Local children to interview a women's team player about her experiences/role models/challenges

26

Show Hidden Figures (film)

27

Black Heritage walk around the city

28

Invite local schools to read poetry and dance

29

Hold an African Art Event

30

Review books and films

Ideas for Black History Month

Responses from Participants

Events

31

Hold an event with a black speaker



32

Weekly cinema club showcasing best of Black TV/Film

33

Talks from key Black people relevant to the organisation

34

Virtual cooking session

35

Ask parents to share the work children do in school on BHM

36

Multicultural dress day

37

Culture day that includes local stories

38

"Looking into the history of the country and sharing what you find with colleagues"

39

A focus and showcase of Black people within our profession and their contributions

40

Play 'Who Am I' game with staff - small playing card sized cards, this year feature female creators and pioneers and get staff to guess who they are

41

Celebrate the Windrush generation and their contributions

42

Celebrate emerging Black leaders in your organisation

43

Panel discussion on workplace situations that hold people back and how to ensure equal opportunities for career progression

44

Event focusing on intersectionality between multi-ethnicity and other protected characteristics

45

Host a networking event to meet Black female leaders

Ideas for Black History Month

Responses from Participants

Events

46

Decorate the office with different flags from the Caribbean and Africa

47

Event with music, steel drums and dominoes

Internal resources

48

Produce a video saluting black sisters who are working in the local community

49

Create a Black history calendar

50

Internal profile series

51 Short videos saluting Black women who are inspirational

52 Window displays featuring Black women

53 Create short videos on inspiring Black women for your social media channels

54 Share daily case studies on the intranet and website showcasing Black leaders in your industry

55 Create a tool kit or policy that promotes anti-racism in the workplace – to be used all year round

Ideas for Black History Month

Responses from Participants

Internal resources

56

Create a heritage recipe book

57

Share photos of staff and why BHM is important to them

Mentoring

58

Create a pool of staff that will be matched with a specific tier of managers to a mutual mentoring programme

59

Launch a reverse mentoring scheme

Organisational commitment

60

Profiling and supporting a Black owned charity or profiling charity that supports black community

Ideas for Black History Month

Responses from Participants

Organisational commitment

61

Self-care and Mental Health well-being promotion

Trailblazer

62

Apply for the Trailblazer, a good reason to measure impact and summarise work so far

Training

63

Unconscious bias training



Join Our Community

The Race Equality Network is Race Equality Matters' growing and engaged community.

It is made up of people who are serious about tackling race inequality.

With 5,100+ organisations represented; members include:

- Allies
- Ethnically Diverse Employees
- Race Network: Leaders, Future Leaders, and Network Members
- HR & D&I
- Senior Leaders
- Changemakers

Our virtual network has no geographic barriers and provides a platform where our community collaborate, learn, and **share what works**. Members also inspire and support each other.

We provide free, expert-led events; practical and impactful solutions; and current insight and statistics gathered from event chats, surveys, and polls that can be used to engage and influence.

If you are not already part of our community, register for free today.

[Register](#)

A Huge Thank You To:

Everyone who shared their insights ideas and experiences during the event.

Our Key Partners



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Amey



g the governance forum

GUILD



Supporting Solutions

www.raceequalitymatters.com/solutions

88% believe it will help tackle race inequality.



A facilitated dialogue between ethnic minority employees and exco/board members. Employees are heard. The board make a commitment to **take action** to address some of the key issues.

83% believe it will help tackle race inequality.



Individuals across organisations select and make a promise. It is a public commitment, which must be measurable and to which they can be held accountable, to create a positive change.

78% believe it will help tackle race inequality.



A framework and opportunity to hear the honest voice and feelings of colleagues about race inequality. All employees are invited to a one-hour themed, online discussion about an issue that matters.

95% said it would have a positive impact on race inequality.



#MyNameIs encourages organisations and individuals to normalise phonetic spelling in email signatures, meetings, name badges and more.