



# black on board

The programme has been set up to tackle the under-representation of minority communities on boards to ensure they more closely reflect the communities they serve. Successfully running since 2004, Black on Board has produced 125 graduates and over 50% success rate in recruitment to board position.

Black on Board uses an innovative, systematic approach to achieve its objectives starting with a publicity campaign to raise awareness among target groups.

Initially focused on health, education and housing, Olmec has realised its potential to support all sectors including co-operatives, social enterprises and organisations that want to increase the representation and diversity at management level, and through recruitment.

The comprehensive programme looks at all aspects of the role of board members and is designed to give realistic expectations of what is involved including:

- **Role of the Board**
- **Meeting conduct**
- **Legal Obligations**
- **Governing documents**
- **Equalities**
- **Employing people**
- **Managing Risk**
- **Managing Finances**
- **Board recruitment and induction**
- **Strategic and operational planning**
- **Decision making**
- **Evaluation**

Participants take part in debates, presentations and a mock committee meeting. Each session encourages trainees to share ideas and learn together. Training comprises 10 sessions consisting of small group work, case studies and hands on activity. Observation of board meetings and mentoring support are important elements.

Black on Board develops diversity into a prime asset, enhancing the scope of organisational knowledge through extensive community links and networks.



**Black on Board is a structured training programme providing all the key skills required performing in a governance role.**

## Benefits to the organisation

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- Trained pool of potential board members drawn from wide backgrounds
- Sophisticated organisational knowledge of markets and communities
- Decision making informed by sophisticated cultural appreciation
- Sustainable links made with BAMER communities
- Greater representative accountability of boards.

## Benefits to participants

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*“I must say that Olmec’s ‘Black on Board’ project is tackling inequality at its roots by not only providing the required skill for disadvantaged people to compete but also bringing attention to the problem of unacceptable low (in some cases non-existent) representation of people of African descent and other minorities on HA Boards.”*



### **Austin Mac-Anabraba**

*Course Participant*

*“The course was hard, fun, dynamic, demanding, testing and what evolved was team work ... a team that identified itself not separately as pupils/ tutors/facilitators but all three strengths working together and learning from each other. And the more we learnt, the more we realized, and the more we realized, the bigger the need we established to take control of social housing.”*

### **Marc Jeffery**

*Course Participant*

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