

# BLACK CHARITY LEADERS

Welcome booklet



Organised by  
**Making the Leap.**

# Welcome



**We are thrilled to welcome you to Black Charity Leaders.**

Black Charity Leaders is a first-of-its-kind initiative that seeks to advance race equity in the charity sector.

We work directly with charities to develop their roster of racially minoritised talent, helping them to build a workforce that has a wealth of identity, culture and vision.

This welcome booklet aims to provide you with all the details you need to get started on this career development programme.

Your membership journey with Black Charity Leaders starts here.



**BLACK CHARITY LEADERS**

# Who we are



## **Black Charity Leaders is organised by Making The Leap.**

Making The Leap is a societal change charity that aims to improve social mobility by providing access to opportunities for young people from less advantaged backgrounds.

In 2021, we launched a brand-new initiative, Black Charity Leaders, with the goal to improve diversity, inclusion, and equality in the charity sector.

We aim to do this by supporting the career development of early to mid-career level racially minoritised professionals in this sector.



**Tanisha Appleton** | Programme Manager  
for Black Charity Leaders.

# Why we exist



**We aim to build a charity sector that has a wealth of identity, culture and vision.**

For a multitude of reasons, racially minoritised employees are more likely to feel undervalued in the workplace – and, unfortunately, it's no different in the world of charity.

But we also know that diversity of thought at every level is crucial to an organisation's success – breeding confident, compelling work that stands the test of time. Therefore, something needs to be done to address this issue. Fast.



# About the programme



**For those racially minoritised colleagues keen to make progress in their careers, we offer you our programme that will benefit you as you embark on your leadership development journey.**

What to expect:

- › Bespoke induction
- › Leadership development
- › Masterclasses
- › Mentoring
- › Exclusive executive coaching
- › Networking events
- › Joining a diverse community



# Programme timeline



## **APRIL 2023**

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### **WELCOME RECEPTION | 18TH APRIL**

You will meet your fellow BCL participants and network with other charity professionals. Hear more about the BCL vision and the team behind the BCL initiative.

## **MAY 2023**

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### **INDUCTION SESSIONS | 10TH MAY**

Induction exercise using the performance-based tool. Clifton Strengths to help individuals identify and build on their greatest strengths.

### **CEO MASTERCLASS**

## **JUNE 2023**

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### **MANAGING UPWARDS | 28TH JUNE**

This workshop will help you to better improve your ability to deal with immediate line managers and other senior people. you will also explore how to improve your communication skills and understanding to enable you to undertake difficult conversations.

### **CEO MASTERCLASS**

# Programme timeline



## **JULY 2023**

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### **PROJECT MANAGEMENT | 27TH JULY**

This session will raise awareness of the key principles and language of project management. Develop the confidence to be able to talk about and engage in project management with other professionals. Provide insight and a start point for more learning if desired.

### **CEO MASTERCLASS**

## **SEP 2023**

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### **COMMUNICATIONS | 28TH SEPTEMBER**

In this training session, you'll discover how to identify your key messages, key audiences, and key channels to reach those audiences and how to ensure that your external and internal communications are aligned.

### **CEO MASTERCLASS**

## **OCT 2023**

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### **CHARITY GOVERNANCE | 24TH OCTOBER**

You'll gain a practical understanding of key governance frameworks and regulations and gain a good understanding of charity compliance and best practice, understanding compliance within law and regulation.

### **CEO MASTERCLASS**

# Programme timeline



## **NOV 2023**

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### **CHARITY FINANCE | 30TH NOVEMBER**

This workshop is an introduction to using financial information to communicate key information and as a major decision-making tool for anyone in a management position. This training session aims to leave you feeling more engaged with using financial information, using financial information to make better decisions. Increasing your confidence to ask the right questions.

### **CEO MASTERCLASS**

## **JAN 2024**

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### **VOLUNTEER MANAGEMENT | 25TH JANUARY**

Managing volunteers is not always a specific job role but is absorbed as part of another role. When considering a plan for managing your volunteers, it is worth asking key questions. You will need a clear strategy for managing your volunteers. This half-day session will cover developing a volunteer policy, evaluation, and contribution of volunteers to strategic goals. As well as, developing and managing volunteer resources and capacity.

### **FUNDRAISING | 25TH JANUARY**

This fundraising session is a practical introduction, covering basic principles and best practices. You will also learn how to ensure your fundraising activities are legal and ethical. As a result, you will be able to better contribute to your organisation's fundraising effectiveness and understand why your relationship(s) with your donors and supporters is critical to your success.

### **CEO MASTERCLASS**



# Programme timeline



## **FEB 2024**

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### **MINDFULNESS IN WORK AND LEADERSHIP**

This workshop will invite space for mindful rejuvenation, restoration, connection, insight, and dialogue into how participants might develop and utilise a mindfulness practice. Exploring the power of inclusive mindful leadership to counteract the challenges of inequalities collectively.

### **CEO MASTERCLASS**

## **MARCH 2024**

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### **END OF PROGRAMME EVENT**

Celebrating the achievements of the BCL cohort alongside our charity partners, friends, and families.

### **EXECUTIVE COACHING OFFER**

Introducing Meyler Campbell and the BCL executive coaching offer. We will provide information on this exceptional opportunity and how to apply.

### **CEO MASTERCLASS**

# Executive coaching



**Executive coaching is a bespoke service that allows for the enhancement of talent development in a leadership capacity.**

Meyler Campbell has successfully delivered exceptional leadership development for over 20 years. They equip proven leaders and rising stars with the skills and ongoing support they need to master executive coaching and unleash their leadership potential.

As a BCL member, you will have the opportunity to be assigned a coach and build a close and confidential professional relationship with them. This relationship is based on trust and communication, allowing those individuals to be supported on their career development journey. The coach will help individuals set and reach their goals and understand their current competencies and how others perceive them.



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# Benefits to executive coaching



- › Improve your leadership abilities
- › Develop your leadership skills
- › Learn to navigate your way to a solution for any given problem
- › Enhance performance
- › Improve communication
- › Gain a sense of empowerment
- › Gain new insight
- › Take action towards achieving goals
- › Contribute more effectively to teams and organisations

**This will take place from March 2024.**



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# Mentoring



As part of the BCL programme you will also have the opportunity to be mentored. Mentoring is a highly valuable opportunity to enhance your personal and professional development regardless of your career stage. It is flexible enough to be conducted in person or over the phone or via e-mail meaning giving you will have a broader range of mentors and expertise to choose from. Mentoring helps individuals in their career progression, develop skills and build their network to enhance leadership succession. Having a mentor is beneficial in helping to identify career goals and establish gaps in skills or knowledge.

## **Benefits to having a mentor:**

- › Enhance your personal and professional development
- › Gain alternative perspectives
- › Feel empowered and encouraged to set and reach your goals
- › Increase your confidence
- › Have access to a senior role model
- › Gain a broader perspective on career opportunities
- › Expand your network of contacts
- › Have a sounding board for ideas and challenges
- › Knowledge sharing
- › Achieve long-term career goals
- › Develop soft skills

**Mentoring takes place from Dec-March over 4 sessions.**

## **CEO Masterclasses**

Sessions delivered by current charity CEOs, who are from racially minoritised backgrounds, that are inspirational and provide invaluable insights on getting to the top of the profession.

# Our charity partners



**We work with charities from all over the UK that are committed to improving their experience and culture for minoritised employees.**

**Special thanks to those charities that are working with us to drive racial diversity in the sector:**

- › UnLtd
- › Turn2Us
- › Diabetes UK
- › Volunteering Matters
- › The Association of Chief Executives of Voluntary Organisations (ACEVO)
- › The National Youth Advisory service (NYAS)
- › Asthma and Lung UK
- › Macmillan
- › Sue Ryder

**We are honoured to welcome our current cohort of Leaders, who are joining our leadership development programme this year.**

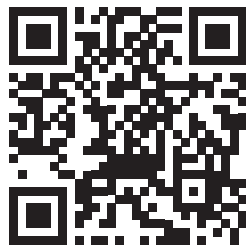


**BLACK CHARITY LEADERS**

# BLACK CHARITY LEADERS

Proudly supported by:

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Campbell  
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