



# BSWN Impact Report

**2022- 2023**



# Terminology

BSWN has moved away from the use of the acronym 'B.A.M.E' in 2020 as it was deemed inadequate and limiting in identifying the variety of identities and cultures that face racial discrimination. Instead, BSWN utilises the term 'racially minoritised people' alongside 'Black and Minoritised' to refer to 'people who are racialised as a non-white minority in the UK society'. Therefore, it can refer to people from African, Asian, Middle Eastern, and a multitude of other backgrounds, heritage and/or descents, including mixed-heritage individuals.

BSWN's definition does not include Eastern European and other white European communities who, nonetheless, face multifaceted types of systemic discrimination on the basis of xenophobia, class, nationality and more – but not based on the colour of their skin. It also does not cover the 'Gypsies, Roma and Traveller' (GRT) communities due to the specific forms of discrimination affecting them which requires specialised expertise and additional capacity currently not held within BSWN. BSWN is also committed to using specific terminology for each group whenever possible.

Please understand that the terminology discussion is always evolving and there is currently no fixed term accepted equally by all communities. BSWN will keep engaging with the discussion led by communities and operate to ensure our communication and terminology is developed as the discussion evolves.

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# Introduction

In 2022-2023, discussions revolved around racial inequality and societal discrimination on a structural level. This period coincided with the United Kingdom nearing the end of COVID-19 pandemic lockdowns and grappling with an ongoing Cost-of-Living Crisis. Following the Cost-of-Living Crisis, UK real wages fell by 4.5% and racially minoritised households found themselves more likely to fall into relative poverty (Sillars, 2022). During this time, the activities of BSWN (Black South West Network) have become more focused and expanded to address the diverse needs of the communities it serves.

The current social reality faced by racially minoritised communities is a growing concern with the way their financial and social situations were heading. As of the period 2021 to 2023, it was found that:

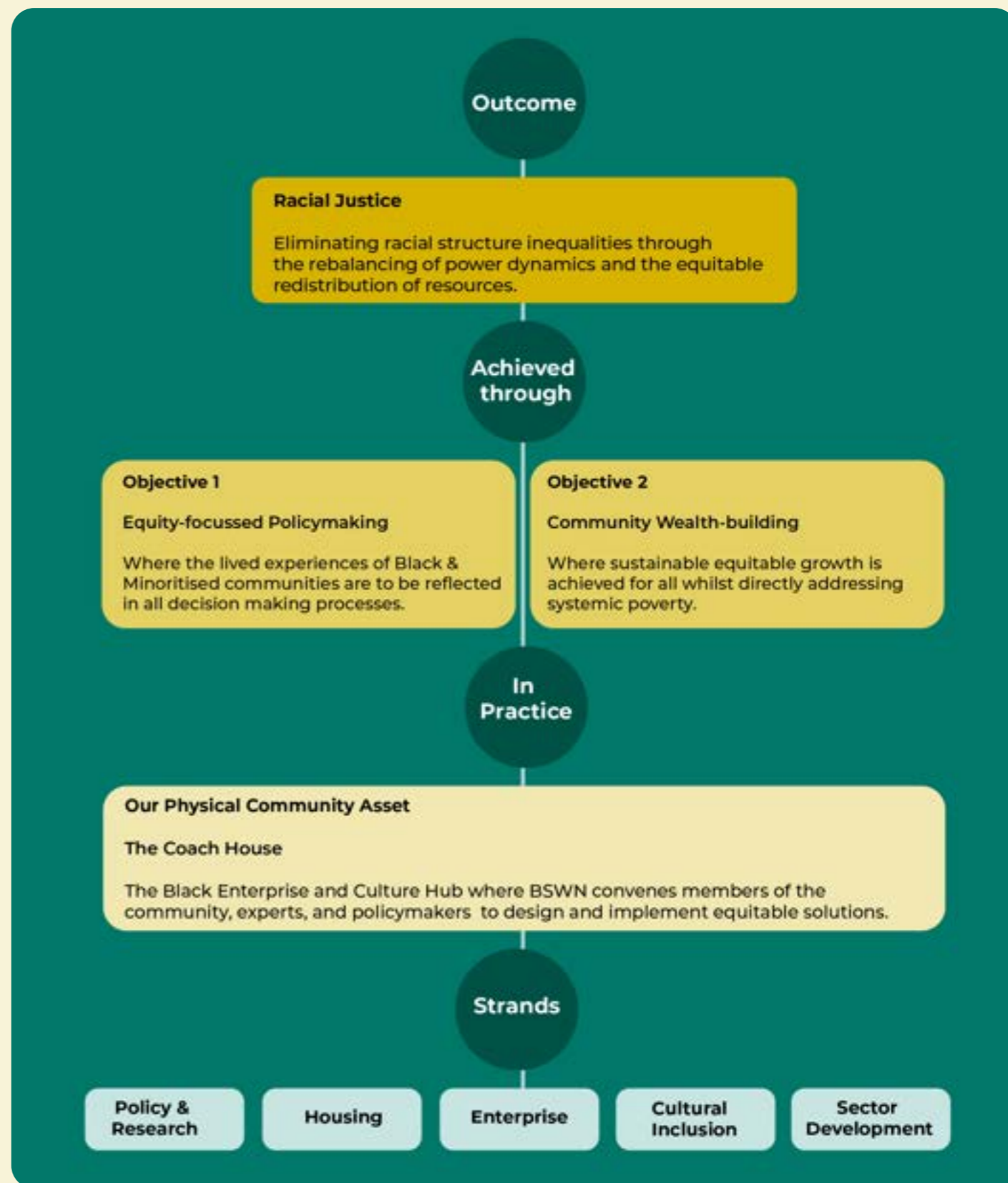
- Racially minoritised people were more than twice as likely to be unemployed than white people (Gov, 2022).
- Black households were the most likely to have a weekly income of less than £600 (ibid).
- Black people in England & Wales are almost 3 times more likely to be living in social housing than white people (Institute of Race Relations, 2023a).
- Racially minoritised households are more likely to experience severe damp and mould; racially minoritised households are also significantly more likely to be overcrowded than white households (ibid).
- Black individuals are disproportionately represented on the Metropolitan Police's 'Gangs Matrix' with Black individuals arrested at a rate three times that of white individuals (Institute of Race Relations, 2023b).
- That there is an average of 52.6 Stop-and-Searched individuals for every 1000 Black people, significantly higher than when compared to the 7.5 instances Stop-and-Search for every 1000 white people (Ibid).
- Black women are 4 times more likely to experience maternal deaths than white women (NPEU, 2023).
- Black and Minoritised households are also likely to experience different types of poverty, with 75% in Bristol facing issues affording basic essentials and 55% having difficulties accessing food and groceries (BSWN, 2023).

Evidently, financial and social worries occupy the minds of racially minoritised communities, with 60% of charities that provide support to marginalised people seeing a loss of income and 32% seeing a shortage of volunteers. There is a growing need for funders to recognise that significant barriers remain in the journey towards racial justice through the act of philanthropy. It has been found that Black-led non-profits receive less funding than white-led non-profits. Impactful philanthropy involves developing a genuine connection and understanding of the people's contexts and it involves facilitating the wealth-building and independent, long-term capacity of communities too.

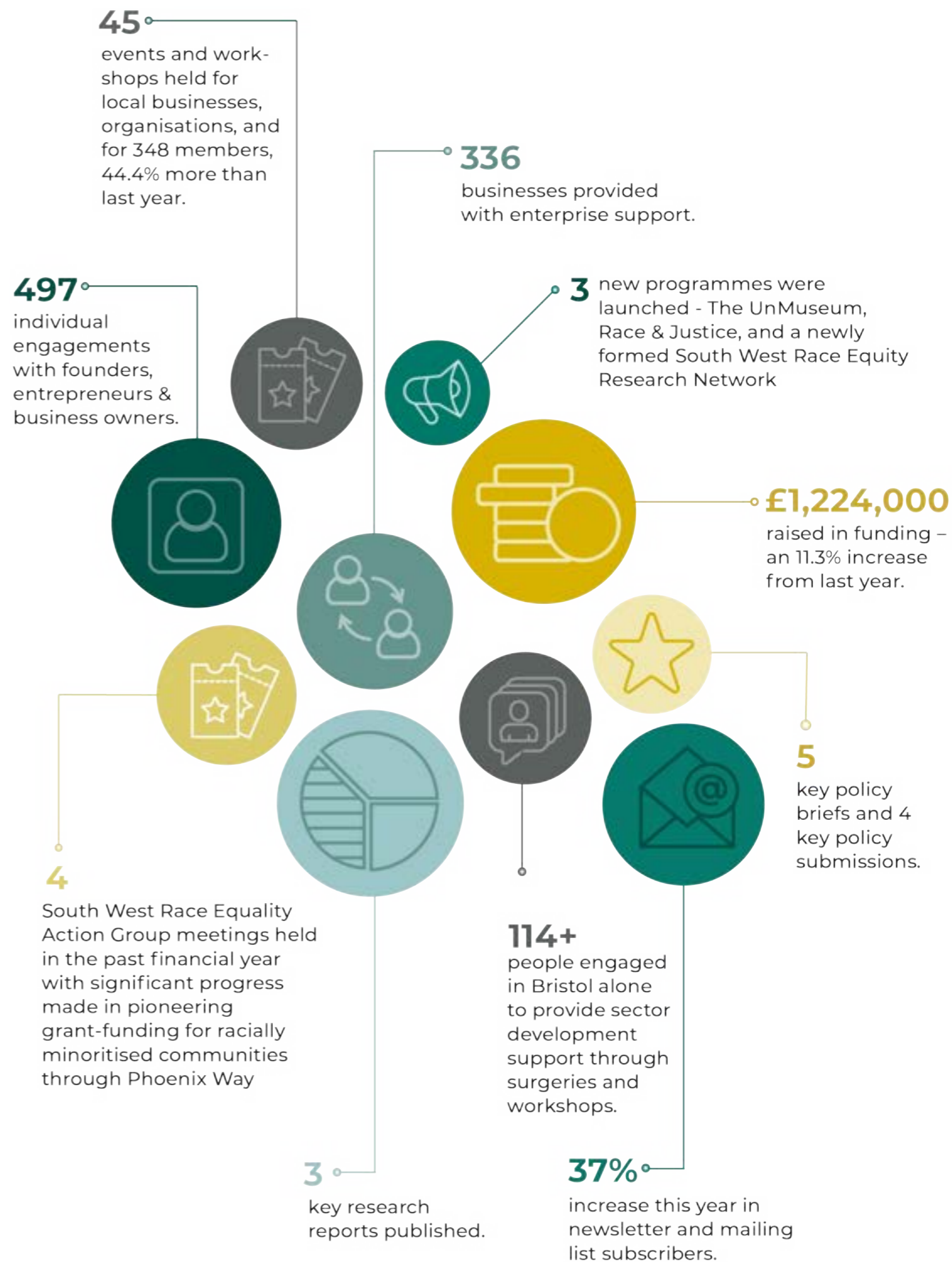
Our approach is driven by a belief in the centrality of the lived experiences, voices, and perspectives of those we represent to ensure that advocacy messages not only reflect but also respond to the real needs of the community in order to recognise inequalities. Our priorities include, but are not limited to, removing barriers to accessing finance and investment, equipping racially minoritised groups with in-demand skills, and addressing inequalities in health, housing, and employment. We believe that these can be achieved through the realisation of two overarching objectives:

1. Equity-focused policymaking where the specific experiences of racially minoritised communities are to be reflected in all decision-making processes.
2. Community wealth-building to produce sustainable equitable growth whilst alleviating systemic poverty. Wealth here does not only refer to monetary wealth but in addition to income and assets, we also refer to the knowledge, data, and the provision of spaces for intellectual reflection and retelling cultural heritage and histories.

Where these two key objectives are met, the ultimate outcome for eliminating racial structural inequity can be achieved through the rebalancing of power dynamics and the equitable redistribution of resources. As a racial justice organisation, BSWN's work covers many areas and connects with a variety of sectors but these three points underpin every aspect of our work.



# Key Impact



# Our work in 2022 – 2023

Continuing our work within the context of the Coach House, after having secured a lease in the years 2021 to 2022, has allowed for BSWN to drastically expand its operations in sustainable and impactful ways. During this period, we took active steps to finalise our design, allowing us to begin preparing for planning permissions – with the eventual goal of looking towards a 125 year lease for the Coach House in St Paul's from Bristol City Council via Community Asset Transfer. We currently are working with Askew Cavanna to host further community consultation sessions following finalisation of the full design for the future of the Coach House.

BSWN has also experienced an increase in staff intake, consequently leading to the expansion of BSWN's operations and activities. We welcomed project officers to provide support on our policy and research strands of work, as well as creating a dedicated team for sector development who provide support to key organisations led by and serving racially minoritised communities in the South West of England.

Throughout 2022-23, BSWN continues to deliver work on influencing policy, producing research reports, empowering communities to conduct and deliver their own research, ameliorating housing, providing enterprise support, and developing the Voluntary Community and Social Enterprise (VCSE) sector. All programmes and work were designed to further our work on racial justice and equitable inclusion. We have also begun the work to start formally engaging in the cultural heritage sector and the legal sector.

The impact of this work is detailed in the following sections.



## BSWN Team & Board

BSWN is invested in the professional and personal development of its members of staff. As of April 2023, we have:

- Welcomed four new members of staff:
  - **Morayo Omogbenigun (Project Officer)** provides support to the Policy & Research team through the analysis of UK policy and the production of policy briefs and responses.
  - **Japheth 'Jeff' Monzon (Project Officer)** provides support to the Policy & Research team through the analysis of UK policy and the production of policy briefs and responses.
  - **Nathalie Sherring (Regional Capacity Development Manager)** provides crucial guidance to Black and Minority-led VCSE organisations in the South West through surgeries, workshops, and one-to-one mentorship.
  - **Michelle Meredith (Community Development Worker)** provides extensive knowledge and connections with the local community organisations of Bristol and the South West, providing support to their development, and providing administrative support to the management of the Coach House.

- Held a staff training session for mental health and wellbeing with Bianca Jones, Director of EDP Training, in line with our efforts to highlight wellbeing in the workspace as well as the challenges many racially minoritised communities face in accessing support for their wellbeing.
- Held a neurodiversity training session for our team to raise our awareness and better support our programme participants
- Appointed a Learning Partner funded by Paul Hamlyn Foundation with Quotidian Strategies.
- Include what we are seeking in the learning process that will be undertaken in 2023-24.
- Hosted several yoga sessions with a diverse rotation of instructors from racially minoritised backgrounds since July 2022 to improve staff mental and physical wellbeing. We have also sent a standing invitation to all members of the Coach House community to join the team in these sessions.
- **Welcomed Paul Kempster to the Board of Trustees.** Paul is Co-Head of Mid-Corporate UK for Barclays and has over 30 years of extensive experience in banking and accounting.
- Celebrated the graduations of Morayo Omogbenigun (BSc Social Policy) and Japheth Monzon (LLB Law) from the University of Bristol.
- Celebrated the conferral of a doctorate degree to BSWN Associate, Dr. Matt Jacobs.



# Research & Policy

BSWN maintains that data and research is central to our approach towards racial justice; with data comes credibility to our claims and proposals. Utilising a mixed methods approach to research, we can produce accessible forms of knowledge on how our communities experience life in the UK. Our research also informs us of the continually evolving definition of 'race' and how it is understood by the communities we serve. Our research also shares a close relationship with our policy work, with research guiding us towards certain policy recommendations given to local representatives, authorities, and community leaders of racially minoritised groups.

In 2022-23 we have:

- Released **five key policy briefs** surrounding issues that impact racially minoritised communities, namely on: the 2022 Government Spring Budget, the Cost-of-Living Crisis, the Social Housing (Regulation) Bill, the 2022 Government Autumn Budget, and the Schools Bill [2022].
- Released **four key policy submissions** and statements on: the proposed new British Bill of Rights, Just Fair's Call for Evidence on the Shadow report on the International Covenant on Economic, Social, and Cultural Rights, the Government's proposed changes to ethnicity facts and figures, and the CoDE Equality National Survey.

**"We want to be part of something that is going to change the way research is collected. We want research to be collected by communities for communities... Doing research in this way could really change the outcomes for our communities..."**

Kalpna Woolf, BeOnBoard and 91 Ways

**"The autumn budget is a clear move towards 'stable' means, but without clear dedication towards alleviating the issues experienced by the working poor, the Black and Minoritised..."**

## Ethnicity and the Autumn Budget Policy Brief

- Launched the **South West Race Equity Research Network (SWRERN)** a community-led research group that grew out of the Research Action Coalition for Race Equality (RACE) created with the intention of building independence and the capacity for research to be conducted by community organisations. Our collaboration with partners in the VCSE sector, partners representing universities, and private partners is key to this initiative – with 20 partners overall. We secured £25,000 of funding through the UKRI for the development phase.
- Began our Race & Justice strand of work. We recognise that an approach towards racial justice would be incomplete without addressing the structural issues created by



the legal mechanisms that govern our ways of living. In doing so we:

- Contributed to a roundtable convened by Liberty to address Avon & Somerset Police use of Predictive Policing algorithms. This invites the possibility of discrimination based on the 'likelihood' of an individual committing a crime.
- Completed out Make it Work Programme and produced an **Evaluation Report** from its learning on how to embed equity in the local commissioning and procurement systems to support the diversification of Adult Social Care providers in the city of Bristol.
- Published three key research reports:
  - 'The Impact on the Cost-of-Living Crisis on Black & Minoritised Communities' report.
  - 'The Community-Led Momentum in Gloucestershire to Tackle Healthcare Inequalities Through the Strategic Rebuilding of the Black and Minoritised Voluntary Sector Report' – following on from last year's mapping of the Gloucestershire Black and Minoritised VCSE sector.
  - The above-mentioned 'Make it Work Learning & Evaluation Report.'
  - Overall, our research initiatives gathered a total of 422 individual engagements.[JM2]
- Developed a continuing relationship with the National Centre for Academic and Cultural Exchange's (NCACE) Knowledge Impacts Network by presenting our research work and the Anti-Racist Charter on Co-Production.
- Completed the creation and writing of the Anti-Racist Charter on Co-Production in partnership with the University of Bristol through RACE. The Charter will be launched next year.
- Attended the 'We Move Summit for Racial Equality & Migrants Rights' in which BSWN partook in workshops surrounding decolonisation of research and the public sector equality duty.

**"...The overall racial systemic biases present in the medical system are all causing an increase of distrust in mainstream healthcare services, especially for older Black and Minoritised people."**

The Community-Led Momentum in Gloucestershire to Tackle Healthcare Inequalities Report (p. 11)



# Housing

Housing remains a key strand of BSWN's work as we recognise the interconnectedness of housing, health, employment, education, and wealth. We continue to be led by our previous research (Housing BAME Communities in Bristol: A Community-Led Initiative) through the following initiatives:

Held two Social Housing Drop-In sessions in collaboration with Bristol City Council and Housing Matters to provide an avenue for addressing challenges faced by racially minoritised communities in accessing social housing. The event provided social housing tenants of Bristol City Council direct access to local Housing Officers where questions regarding social housing tenancies could be answered. These were pilot sessions that will be used to inform future strategies of social housing drop-ins

**“I felt heard, and Bristol City Council took time to listen about my repairs.”**

## Social Housing Drop-In Attendee Feedback

- Began our collaboration with Shelter Bristol to provide Housing Rights Awareness Workshops to local community organisations serving racially minoritised households. The primary aim was to deliver long lasting housing knowledge and expertise embedded within the community through raising confidence, implementing efficient information-sharing mechanisms, and improving general rights awareness of individuals. The programme is currently divided into two phases.
- Phase 1 provided four informational workshops towards community organisations on the topics of the Private Rented Sector, Social Housing, Housing Conditions, and Homelessness. Phase 1 was attended by 19 separate VCSE organisations who work in housing advice, racial justice advocacy, women's wellbeing,

and many more. Utilising the knowledge of communities held by Phase 1 attendees, we also drafted key actions to take on when engaging in Phase 2.

- Made progress in our bid for several sites in partnership with WeCanMake as part of Bristol City Council's Land Disposal Scheme. We have successfully secured preferred developer status for three small sites in South Bristol, comprising two garage sites and a car park. Our aim is to take the three sites through community co-design and planning with the eventual goal of unlocking the small sites for community-led homes.



**“Very informative session – it was great to learn from such passionate, knowledgeable people.”**

## Shelter and BSWN Phase 1 Attendee Feedback

- Provided support to Bristol Somali Resource Centre in their bid for Tenant's Hall in Avondale Road, Barton Hill. The outcome of the bid was successful.
- Contributed to the Living Rent Commission as a Commissioner and as part of the Recommendation Task Group.
- BSWN had also attended several forums, conferences, and roundtables discussing housing rights in Bristol and the South West.
  - Attended and provided stewardship assistance at the ACH conference 'Forging an Anti-Racist Housing Landscape: Creating Change for the South West' which focused on tackling racism and inequity within social housing.
  - Continuously attending the Bristol Homelessness Forum, with BSWN presenting our several housing initiatives to Forum attendees. We also presented our housing initiatives to members.
  - Partook in membership of the Homes4U Alliance.





# Cultural Heritage

Our cultural heritage strand of work is heavily informed by the published findings of Project T.R.U.T.H (Telling Restoring Understanding our Tapestry and History) commissioned by Bristol City Council and the Bristol Legacy Steering Group. We have made significant strides in the year with our work, including:

Continuing our partnership with Exeter University, New York State Museum, and others on the GLAM-E (Galleries, Libraries, Archives and Museums) project. This is an interdisciplinary digitisation clinic researching issues of digitisation of collections and related IPR issues as they pertain to Black cultural producers.

Hosted four UnMuseum events of varying topics and formats, exploring different dimensions of cultural heritage, storytelling, and historical narratives.

## The UnMuseum Cultural & Heritage Programme 2022 – Autumn Events

In our work to create spaces in which racially minoritised communities can equitably participate in the discussion, ownership, management, and production of tangible and intangible cultural heritage, BSWN hosted the UnMuseum Autumn programme wherein we explore issues surrounding power, identity, digitisation, belonging, culture, and heritage.



### Screening of *The Meaning of Zong* & Panel Discussion

The Screening of *The Meaning of Zong* was part of BSWN's efforts to digitally archive stories of the communities we serve. Commissioned by the Bristol Old Vic and the National Theatre, *The Meaning of Zong*, by Giles Terera, retells the story of surrounding the massacre of 142 trafficked African people and the legal case that ensued in the United Kingdom. The screening was subsequently followed by a panel discussion facilitated by Rob Mitchell featuring Desmond Brown (Growing Futures), Miranda Grell (Staple Inn Chambers), and Kunle Olulode (Voice for Change). In reflection of the event, we released a blog examining the impact of historical narrative re-telling on our perception of the law.



### Digitisation & Disruption

One of the key objectives of the UnMuseum programme and the Cultural Heritage strand in general is placing focus on the role of digital technology and digitisation as a method of preserving cultural heritage for the future. We aim to achieve this through our digital UnMuseum prototype – an online space which community-based archivists, cultural producers, and racially minoritised creatives can 'upload' content and curate 'collections' through a racially minoritised lens. The event also placed emphasis on issues surrounding copyright and ownership. Our panel discussion was facilitated by Anasuya Sengupta, Co-founder of Whose Knowledge? and featured Matuna Kyany'a (African Digital Heritage), Kelly Foster (Whose Knowledge?), Dr Andrea Wallace (University of Exeter), and Drew Ellery (National Archives UK).



**Telling Stories**

Continuing on from the lessons learned from The Meaning of Zong, Telling Stories aim to discuss issues surrounding story telling. The power of stories goes beyond the content but in the form in which the stories take. Moreover, the session aimed to understand the role of narrative storytelling in the creative exploration of the historical record by examining who tells stories and the ethical responsibilities of interpreting (or not interpreting) aspects of our past. The panel discussion was facilitated by Stuart Taylor and featured Arathi Sriprakash (University of Bristol), Lucy J Turner, Orsod Malik (Code Switch) and Michael Jenkins (Blak Wave).



**I Am Witness: The Role of Testimony in the Reparatory Justice Process**

Concluding the Autumn events is a session primarily focused on the infusion of action in the struggle for equitable knowledge creation, ownership, and proliferation. I Am Witness examines the need for an All-Party Parliamentary Commission of Inquiry for Truth and Reparatory Justice, the 'Stop the Maangamizi', and the Global Majority VS UK Government Campaign. Facilitated by Jendayi Serwah (Afrikan ConneXions Consortium), the panel discussion featured Madu Ellis (Afrikan ConneXions Consortium), Dr Esther Stanford-Xosei (Pan-Afrikan Reparations Coalition), and Kobina Amokwandoh (Global Majority VS UK Government Campaign).



We have also released two reflective essays throughout our journey in the UnMuseum Autumn programme written by Stuart Taylor. [Both essays can be found here.](#) (The UnMuseum Curatorium: A Beginning, an Opening, Creating Generative Culture(s) and The UnMuseum Curatorium Reflection).

**Sector Development**



BSWN's Sector Development strand of work has experienced growth in operations with the introduction of a dedicated Community Sector Development Team. Alongside Sona Mahtani, our Community Sector Development team have achieved the following:

- Engaged with 28 organisations in 3 months through our Enabling VCSE in providing support around sustainability and funding diversity. 28% of these organisations stated that they are able to contribute to their local ecosystem and contribute with the perspective of the communities they support.
- Achieved 114 individual engagements through community development workshops and surgeries in Bristol alone.
- Delivered 9 workshops and information sessions surrounding Theories of Change, Fundraising, Community Resilience, and Trustee & Director Roles & Responsibilities.
- Recruited a Regional Capacity Development Manager and a Community Development Worker to provide dedicated support to racially minoritised community groups across the South West. Our Community Sector Development Team entails a new strategy for outreach to Bristol and the South West providing one-to-one organisational support, regular advice surgeries and workshops, and support in funding applications.
- Awarded multi-year funding from Bristol City

Council for the Enabling VCSE programme alongside our sector colleagues at VOSCUR to strategically and pragmatically support racially minoritised sector organisations as the next step of our Designing Social Reality approach.

- Established our regional strategy through the input provided by members of the South West Race Equality Action Group (SWREAG). Moreover, SWREAG established subsidiary task groups dedicated to Funding & Sustainability, Criminal Justice, Data, Community Building, and Education. As a result of the three SWREAG meetings we:
  - Secured funding for the position of Regional Capacity Development Manager and established objectives for the role such as Leadership Development, Capacity Building, and more.
  - Began contributing to the building of the Phoenix Way Fund, a transformative grant-making initiative led by the Ubele Initiative targeted towards racially minoritised communities.
  - Began our Access to Justice Work informed by the Criminal Justice Task Group.
  - Reiterated SWREAG's strategic objective:

**“The purpose of SWREAG is to organise members regionally to effectively receive and analyse relevant information and to influence policies at all levels – including funding regionally and nationally. Therefore, connecting the South West Race Equality Action Group to a national framework is important for the two-way dialogue approach that can shape policies, funding initiatives and to facilitate member participation in other collaborative opportunities.”**

- Continued strengthening our strategic relationships with funders such as Quartet, allowing for us to work together to understand the barriers to accessing funding faced by racially minoritised community organisations. It also allows us to work directly with funders to help them understand gaps in their approaches and to help them advertise opportunities for funding to community organisations. An example of such is the surgery held on the 23rd of November 2022 in partnership with a local funding officer which hosted 32 attendees in the Coach House – the first in-person funding event following the COVID-19 pandemic. Such an event was crucial in that it enabled vital networking opportunities for organisations in the sector.
- Through the Connecting People into Communities (CPC) project, we have facilitated £100,000 of capacity building and activity funding for two local community organisations through a partnership aiming to build local community connections and community activities with people struggling to emerge from the COVID-19 pandemic due to concerns for health and wellbeing, as well as the impact of the Cost-of-living-Crisis. During this year, the project engaged over 1000 people, supported 7 existing community-led sustainable activities and the creation of 4 new activities.



the provision of office space at the Coach House. Since engaging with BSWN, BHYC has made use of our workshops and surgeries on understanding the Duties of Directors and Trustees, Managing Accounts, and Branding. Moreover, we have also facilitated a better understanding of fundraising through commercial avenues, how to support grant applications through focus group data collection of community members and provided workshops for BHYC’s community members regarding Housing Rights and Crime. Looking to the future, Khalil seeks to move BHYC from grassroots status into the mainstream.

**Sector Development Case Study: Bristol Horn Youth Concern (BHYC)**

BHYC, led by Khalil Abdi, is a CIC organisation situated at the Coach House. BSWN has worked with BHYC to help facilitate their work in providing a range of activities (sports, leadership skills, advice, and employability training) to young people from communities with cultural ties to the Horn of Africa. Prior to engaging with BSWN, Khalil sought advice from numerous other development organisations. However, he experienced a disconnect between the services they provide and the needs BHYC required addressing. This resulted in three years of stagnancy in their organisational development despite Khalil already having a clear vision of BHYC’s objectives paired with an adequate service delivery strategy. Once Khalil approached BSWN, we quickly helped the organisation become a CIC and helped them develop a strategy for fundraising, training, operations management, internal governance, and branding.

BSWN’s Community Sector Development team places emphasis on our objective of community wealth building by approaching organisational growth and development through culturally appropriate practical advice that facilitates an organisation’s capacity for independence. In working with BSWN for three years, Khalil has learned effective ways to understand funding processes, how to best capture the needs of the community it serves, how to build partnerships through collaborations with other community organisations, and how to make use of the space they have – particularly facilitated by



**“Since working with BSWN, we are in a sustainable and strong position, we are trusted, and day-after-day we grow. We are connecting to the community which leads to more memberships. Now, we don’t just deliver sports and activities but participate in Food Hubs, youth outreach and engagement, community advocacy, and consultation participations.”**

Khalil Abdi, Managing Director, Bristol Horn Youth Concern

# Enterprise Support

Our Enterprise Support strand remains central to achieving the goal of community wealth-building. BSWN works with racially minoritised wealth creators and founders to unlock their potential and encourage economic growth throughout the South West region. We provide mentorship opportunities, peer-to-peer learning, workshops by experts and entrepreneurs, personal and business development coaching and advice, and informal networking events. As part of 2022-2023, we have:

- Achieved 497 individual engagements with founders, entrepreneurs, and business owners.
- Provided enterprise support to 336 businesses, of which 66% received light-touch support of fewer than three hours and 32% received medium-level support that provides more in-depth guidance. Moreover, 60% of clients who were provided business support were women.
- Held 20 events delving into topics such as branding, fundraising business plans, investment management, and technology visioning sessions.
- Launched the Green Skills for Jobs and Entrepreneurship programme alongside the University of West England and Natwest. The programme aimed to deliver training for young people from Black and Minoritised backgrounds in the growing green sector. As part of Green Skills, we delivered 4-week programmes to cohorts of young people and recent graduates focusing on transitions to green economy, corporate responsibility and sustainability, social impact, business planning, relationship building, and project management. The Green Skills programme underwent three iterations serving three cohorts in April 2022, September 2022, and early 2023. 11 total businesses were engaged in the time period of April 2022 to March 2023.
- Delivered the Green Skills Big Event celebrating the completion of the first stage of the Green Skills for Jobs and Entrepreneurship programme. The Green Skills programme subsequently was awarded the Diversity, Equity and Inclusion in Sustainability Award at the International Green Gown Awards.
- Commenced and finalised delivery for the Social Enterprise Incubator as part of Bristol's Local Access Partnership. The Green Skills incubator provided 1-1 mentoring, access to investment, 16 desks for collaborating and hot-desking, and networking opportunities. In total,



the Social Enterprise Incubator engaged with 42 businesses.

- Delivered the Merchant Mentoring programme in partnership with the Society for Merchant Venturers. This initiative aimed at widening access to business start-up support, finance and networks for Black and Minoritised businesses and social enterprises in the South West of England. Overall, 7 entrepreneurs engaged in a 12-month programme wherein they were matched with members of SMV through mentee-mentorship roles.
- Launched our partnership with Allianz Personal for their Smart Cog (formerly known as BUSTLE) application which will enable businesses to streamline their analytics onto a single platform. We delivered a Digital Innovation Surgery which was attended by 13 founders with 11 attendees providing data to Allianz Personal to better refine their approach.
- Hosted a two day Social Enterprise World Forum Community Hub that provided opportunities to connect and learn through panel discussions with expert social investors and workshops on impact measurement, fundraising, and social investment.

## Enterprise Case Studies

### Green Skills Case Study: Carlo Hornilla

Carlo Hornilla (they/them) is an artist, illustrator and storyteller that took part in our Green Skills for Jobs & Entrepreneurship programme in partnership with UWE Bristol and NatWest with funding provided by WECA and HM Government.

Prior to coming to BSWN, Carlo felt like there was little guidance on how to build their practice as an artist. An aspect of this was on account of 'not looking like everyone else' in spaces they attended. They were looking for guidance on what ideal they can, and should, aim for in their business. In participating in Green Skills, Carlo has experienced a change in their perspective towards business growth, facilitating by BSWN providing crucial context to terminologies often heard in the business sector. We provided them with guidance on developing their practice such as how to operate their business, how to network, advice on the people they should contact, and more. Green Skills has made entering the business sphere more accessible, enabling Carlo to full involve themselves in the growth of their business – fostering a collaborative and co-operative approach towards business growth alongside other Green Skills participants.



**“It has given... hope that I can actually achieve something now that I feel more familiar with the concepts around... operating a business... It’s helped illuminate a path forward. That’s why I’m optimistic.”**

Carlo Hornilla  
Artist, Illustrator and Storyteller

**Social Enterprise Incubator Case Studies: Mose Issie and Rosina Al-Shaater**

Mose Issie (they/them) runs Mose Rising, a self-love and holistic coaching enterprise seeking to provide guidance and coaching to other businesses in their community. Prior to joining the programme, they did not know how to get about building their enterprise, specifically regarding legal aspects, particular processes, how to structure their enterprise, and how to properly charge clients. In engaging with BSWN, Mose learned how to manage finances, confidently set pricing for their services, and became knowledgeable on the functions of a social enterprise. Also, they have grown more experienced in branding their business effectively through social media and website design.



**“If you have an opportunity to be in the incubator space, I would definitely go for it. Every idea has the potential to be a social enterprise and having a benefit of the community. You will definitely be able to get answers to any questions in your head.”**

Rosina Al-Shaater is a creative, illustrator, singer, public speaker, and social/environmental activist. She delivers multi-media storytelling and documentary as well as community engagement services centred around creativity, self-care, social justice, and environmental action. She joined the Social Enterprise Incubator as she recognised that she has the ambition and skills but lacked the knowledge surrounding business growth and operations to effectively develop her services.

**“I found the experience really self-affirming, enriching and empowering. Being surrounded by people who share in this journey has allowed me to join a long-lasting network filled with collaborative potential.”**

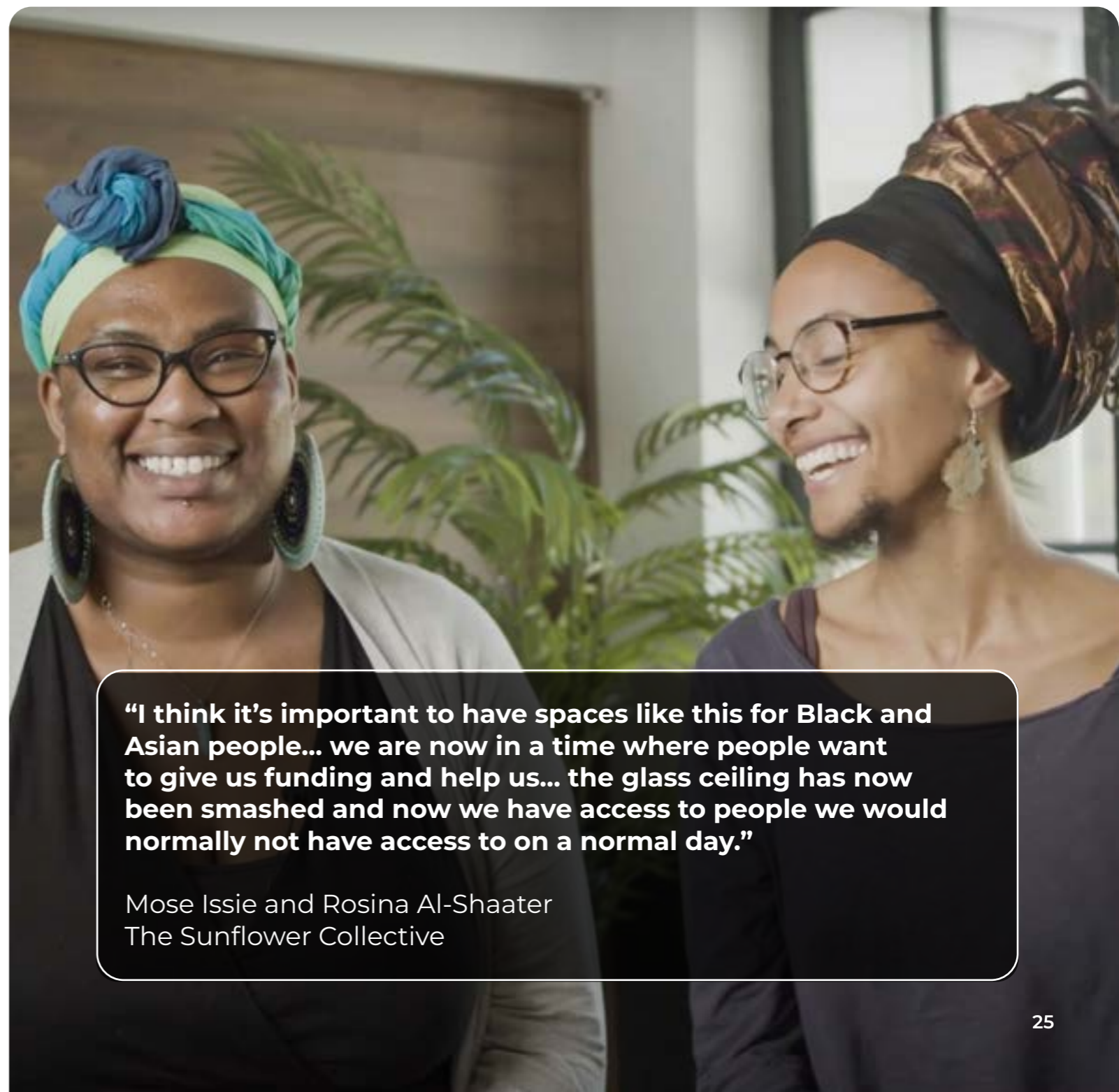


In engaging with the programme, Rosina found clarity in the timeline of structuring a business and allowed her to manage her ideas. The space provided her with a network of individuals with different ideas, thinking in unconventional ways, and originating from a diverse set of backgrounds. It provided her with much-needed reassurance that she did not need to know everything from the onset of starting a business. In providing her with the confidence and the tools, the Social Enterprise Incubator programme has allowed her to begin her journey to developing her business.

**Green Skills Case Study: Sunflower Collective**

Together, Mose and Rosina were equipped with the necessary tools to co-create the Sunflower Collective, a CIC that takes Black and Brown children from the inner city into green spaces. Participating in Green Skills has allowed the Sunflower Collective to solidify certain aspects of their organisation such as finances, sustainability, structure, laws, and policies.

Green Skills has allowed Sunflower Collective to learn about existing green businesses and how they work in relation to sustainability and the circular economy. Moreover, being provided the opportunity to be a part of a cohort that understands their experiences as racially minoritised-led organisations was a major driving factor to joining the Green Skills Jobs & Entrepreneurship programme.



**“I think it’s important to have spaces like this for Black and Asian people... we are now in a time where people want to give us funding and help us... the glass ceiling has now been smashed and now we have access to people we would normally not have access to on a normal day.”**

Mose Issie and Rosina Al-Shaater  
The Sunflower Collective

# Our Approach In Action: Make It Work

The MIW programme was intentionally structured as a test & learn pilot to explore equitable approaches on how to increase diversity and cultural appropriateness in the Adult Social Care (ASC) market. This was achieved by working closely in partnership with the Procurement and Commissioning Teams at Bristol City Council to identify the systemic barriers hindering Black and Minoritised local providers' access to the tendering and contract framework as well as by looking at alternative financial routes and thinking "outside of the box" to increase flexibility in the system.

The ultimate objective was to provide a more diverse and culturally appropriate range of services for Black and Minoritised communities and individuals in Bristol, and to capture the learning along the way all parties involved.

Whilst the local organisations who participated in the programme were accompanied by the expert Lead Consultant, Tutu Adebisi, on a journey to increase their contract-readiness and build on their resilience and business skills, the Bristol City Council team learned about the benefits that a relational equitable approach can bring to the table in our collective effort to embed racial justice in Adult Social Care. Our research strand also allowed us to evaluate the impact and successes of the MIW programme. Indeed, 98% of participants would strongly recommend the MIW programme to their colleagues, with an average satisfaction rate of 4.3 stars out of 5.

Overall, over 268 hours of support were delivered, spanning from one-to-one, peer learning and specialised workshops. Moreover, the MIW programme achieved a £377,000 increase in the Economic Benefit for Black & Minoritised Adult Social Care Sector in Bristol in less than two years, which led to the new employment of 52 new Black and Minoritised Adult Social Care workers.



If you would like to learn more about the learning and impact of the programme, please refer to our [Learning & Evaluation Report](#) on the research section of our website.

# Moving Forward

1. The next steps for our plans for the Coach House (Centre for Black Enterprise and Culture) are the finalisation of a 125-year peppercorn lease, submission of the planning permission application for refurbishment, development of a Full Business Case and begin Phase 1 refurbishment once the planning permission is approved.
2. Successful completion of the Development Phase of National Lottery Heritage Fund Project and securing funding for the Delivery Phase to pilot a full programme of events and further development and testing of the digital platform.
3. Successful completion of our South West Race Equity Research Network Development Phase and submission of a proposal to UKRI for Implementation Fund over the next 5 years, to build community research infrastructure across the South West region.
4. Continuation of development of the South West Race Equality Action Group (SWREAG) to map the region and bring together the racial justice focused Black and Racially Minoritised VCSE sector together to strengthen the collective voice, reduce isolation, share good practice approaches to tackling racial justice and disseminate the sector capacity building offer.
5. Strengthening relationships with stakeholders in the Southwest amongst local authorities, NHS Trusts, uniformed services and funders by profiling what the data shows about racial injustice and providing scrutiny of public bodies and holding them to account.
6. Expansion of our outreach and hybrid Enterprise support delivery model to connect with regional enterprises and with South Asian entrepreneurs to support development strategically, acquire new business and gain the skills and confidence required for business growth and investment.
7. Continuing to leverage our convening powers to enhance access to social capital, specialist skills and resources, and further development of strategic relationships with regional actors that align our programmes and delivery with priorities around cross sectoral innovation, inclusive growth, the productivity challenge, innovation in infrastructure and clean growth.



**"I would have given up without your support."**

Organisation 2  
One-to-One session

**"It's been a wonderful programme. Having access to advice, commissioners, mentors. It is a very comforting environment, and you have other organisations like BSWN out there, but it's been easy to speak to you and BSWN members."**

Organisation 11  
One-to-one session

**"Thank you so much for your support, you don't know how good it feels to know that I can talk to you. [...] I can't tell you how refreshing it is to have access to you and your knowledge, I am very grateful for the time we had with you."**

Organisation 5  
One-to-One session



# Engaging with us

## Enterprise Support for Black & Minoritised Entrepreneurs

Through our research, advocacy, and close collaboration with City Partners, the Enterprise Support Team aims to advance the economic justice agenda by addressing racial opportunity gaps and economic inequality. Our overarching goal is to advance economic inclusion by breaking down the structural barriers that impede the growth and development of Black and Minoritised entrepreneurs.

We offer a range of services and programmes to support these entrepreneurs, including **one-to-one mentoring, workshops, surgeries, and networking opportunities**. Our mission is to enhance business skills and enable access to the networks, tools and information that enable enterprise growth and investment regardless of the stage of the business.

**Meet with our team** to share your goals for your business or **sign up to our Enterprise newsletter** to keep updated on upcoming workshops and success stories of other entrepreneurs like yourself.

[Access Enterprise Support here.](#)

## Sector Development Support

BSWN set up a Community Sector Development team to support racially minoritised grassroots community groups and organisations to have better access to information and support, greater involvement in shaping local services, to create positive changes in their communities, to achieve their full potential and to become sustainable for the future.

We offer a range of services such as:

- One-to-one organisations self-assessment diagnostic with support recommendations.
- One-to-one development support to implement those recommendations.
- Regular advice surgeries and workshops on various subjects such as effective governance, choosing the right governance status for your organisation, team building, theory of change, leadership development, monitoring and evaluation, strategies, and improving financial sustainability.
- One-to-one support to check funding applications.

[Access Sector Development Support here](#)

## The Coach House and Incubator

BSWN also offers a variety of meeting rooms through the Coach House, available to different businesses and organisations in a range of sizes. From small and medium rooms to our social enterprise Incubator that has a capacity to host up to 30 people with in-fitted hybrid meeting technology. There are 3 meeting rooms available in total.

BSWN also offers services to Black and Minority-led businesses looking for a virtual office. If you would like to book a room or have any queries please contact Yahye Jama, our Administrator at [admin@bswn.org.uk](mailto:admin@bswn.org.uk)

[Access our Coach House Webpage here](#)

# Thank you



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