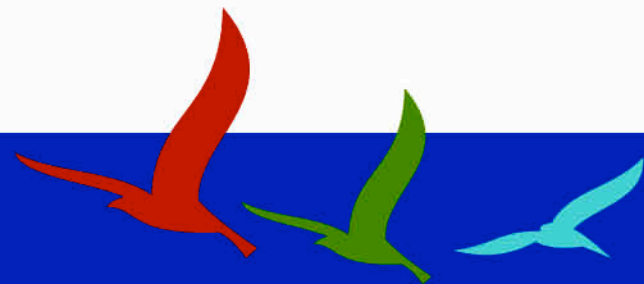
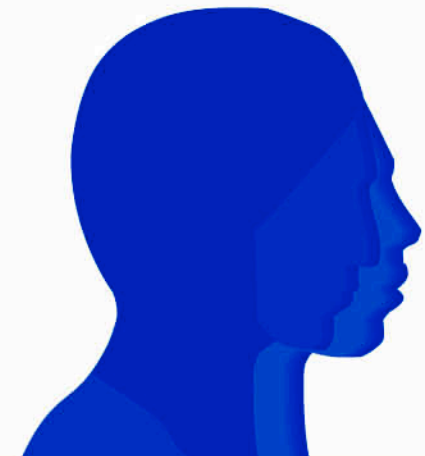


# Annual FE College Governors Conference 2013 Equality and Diversity in Governance

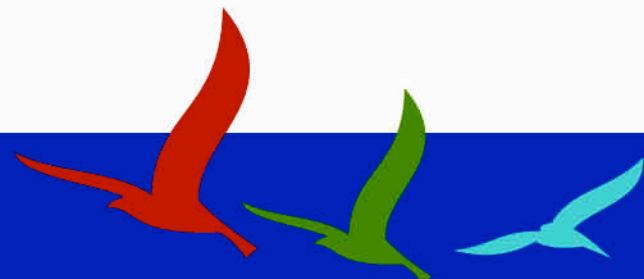
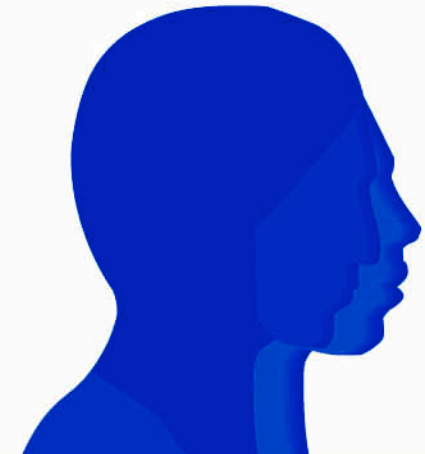
5th December 2013



Be part of the Network that is creating change

**Rajinder Mann OBE**  
**Chief Executive Officer**  
**Network for Black & Asian Professionals**

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**Rajinderm@nbp.org.uk**



Be part of the Network that is creating change

# Network for Black and Asian Professionals



- NBAP established in 1998 to ensure equality of opportunity for ABME staff within education - starting in FE
- Focus on Race Equality
- Reflective
- Voice of black professionals



Be part of the Network that is creating change





# Winner of Queen's Diamond Jubilee Award for Volunteering in 2012



# Creating excellence

- Focus on importance of governance and diversity
- Colleges at the heart of their communities
- Colleges - accountable to their communities
- Discuss sector challenges
- Specific challenges for ABME governors
- Cross cultural mentoring - why the need for all governors?



# The context

- Need for Representation
- Set the context for the training and why specific to BAME governors
- ABME population now 14% of general population
- ABME students within FE set to grow to over 25% in FE



# Findings from AoC governance survey

- Under-representation of Black governors
- Lack of responses
- Under-representation compounded by lack of awareness
- ‘Glass walls’ preventing access
- Lack of positive role models
- Lack of ABME chairs
- Disparity between E&D policies and governance

# Challenges and barriers for ABME governors

## Challenges

- Recruitment and retention of ABME governors
- Eradicating racism and racial harassment
- Raising expectations

## Barriers

- Lack of ABME support networks
- Lack of positive role models
- Lack of intercultural awareness - particularly among non ABME governors





# Strategies for recruiting ABME governors

- Establish Baseline data
- Consultation
- Targeted Recruitment and training
- Benchmarking
- Raising expectations and awareness
- Monitoring with purpose
- Set up ABME support networks
- Promote positive role models
- Develop intercultural awareness - particularly among non ABME governors
- Database of potential governors
- Black led approach



# The Network for Black & Asian Professionals

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