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RACE TO THE TOP: 13.02.2020
DISMANTLING RACISM IN THE CHARITY SECTOR

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RACE TO THE TOP: DISMANTLING RACISM IN THE CHARITY SECTOR

13 FEBRUARY 2020

QEII CONFERENCE CENTRE, LONDON

What to expect at this State of the Sector event

This event is for anyone who feels moved by the powerful testimonies from those who posted on #CharitySoWhite, and accepts that we will never be the sector we seek to be unless we dismantle the structural racism that pervades many charities. Join us at Race to the Top if you want to be at the vanguard of real change in the sector, and are prepared to support your organisation to take action to work towards achieving racial equity.

08:20 Registration, morning coffee & networking

08:50 **Chair's welcome:** **Derek Bardowell**, philanthropy consultant and author, *No Win Race*

09:00 **Coming unstuck – identifying barriers to progress**

We've been talking about the charity sector's shameful lack of diversity for years. Why does nothing change? Let's zero in on the barriers, so we can figure out how to break them. Is it the fear of a zero-sum game – do white people have to relinquish their power and status for their BAME counterparts to have any? Is it unconscious bias? Fear of saying the wrong thing and offending people, so safer not to engage at all? Is it history, the Empire, white saviour complex, the paternalistic charity model of doing things to people, rather than with people? Are we focusing on the wrong things, on equality rather than equity? If we are stuck, how do we get unstuck and begin to make progress?

Wanda Wyporska, executive director, the Equality Trust

Fozia Irfan, chief executive, Beds and Luton Community Foundation

Tom Lawson, chief executive, Turn2Us

Fatima Iftikar, campaign leader, #charitysowhite

09:30 **Case study: Addressing historical institutional racism at the Westway Trust**

The Westway Trust was founded to benefit the community of North Kensington following the construction of the Westway flyover in the early 1970s. In 2018, the new co-CEOs and the board commissioned the Tutu Foundation to conduct an independent review into allegations of institutional racism that stretch a long way back in the charity's history. The review, which is still ongoing, is intended to give agency to the disenfranchised community and rebuild trust between the charity and its partners. In this session, co-CEO Alex Russell will outline the review process, the findings and the lessons learned, including an honest appraisal of the challenges faced along the way.

Alex Russell, joint-chief executive, Westway Trust

10:00 **Better leadership recruitment and retention**

If we are serious about making our leadership teams and boards more diverse and inclusive, what can we do? What recruitment policies and practices can we deploy to achieve real change? And once people are in post, what can we do to ensure they feel included and valued?

Radojka Miljevic and **Gera Patel**, partners, Campbell Tickell

10:40 Coffee and networking

11:00 **Action stations**

What can charity leaders do to ensure their organisations do not perpetuate institutional racism, and promote racial equity among their board and leadership team? What commitments should they make, what targets should they set? How can they instil a culture of genuine inclusiveness? What part should lived experience play? How can charities create a pipeline of BAME talent that doesn't require waiting another generation for leaders to emerge? How can they genuinely shift power to their service users? How important is external expertise? How can their membership bodies help them?

Fatima Iftikar, campaign leader, #charitysowhite • **Yemi Gbajobi**, chief executive, Arts' Student Union •

Sanjiv Lingayah, lead researcher, Making Diversity Count •

Asif Afridi, deputy chief executive, brap, and member of Civil Society Futures panel • **Anne Fox**, chief executive, Clinks

11:45 **External pressure**

What external pressures can be brought to bear on charities by external forces, namely, regulators and funders? If charities are slow to rise to the challenge, or deliberately bury their heads in the sand, is there anything that can be done to force them to change? And – can these organisations realistically apply pressure if they haven't got their own houses in order?

Neal Green, strategy and insight manager, Charity Commission • **James Fitzpatrick**, director, Joseph Levy Foundation •

Lily Lewis, CEO, Bernard Family Charitable Trust • **Fozia Irfan**, chief executive, Beds and Luton Community Foundation

12:35 **Chair's closing remarks**

12:45 **Close of day**

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	Early-bird (before 17.01.2020)	Standard rate (after 17.01.2020)	No. of delegates	Total
Diversity	£99	£179		£

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