

BLACK VOICES CORNWALL



2021 END OF YEAR REPORT



BVC OVERVIEW

Following the global rise of the Black Lives Matter movement in 2020 members from the Black and Ethnic-ally Diverse communities in Cornwall felt empowered enough to begin raising their voices to bring a much-needed change.

In June 2020, a group of likeminded people in Cornwall came together to establish an action which could highlight the lack of engagement regarding race and race inequalities. This group of people felt the need to form a group and thus Black Voices Cornwall was born.

Our vision is to enable Cornwall to become Actively Anti - Racist. We continue to challenge authorities, institutes, and organisations across all sectors - Holding them to account is a vital step towards achieving our Key Aims. Developing effective partnerships and reviving the Race Equalities Council are also crucial initiatives we look to achieve.

Black Voices Cornwall are based in Cornwall. The current climate involves conversations around COVID19 and inequalities in race. The good thing is we are here to help everyone understand and engage in these topics. BVC has 10 key aims which can be viewed on our website

BVC aim to support and educate all persons and partners to engage and communicate effectively in race talks. As part of your support and friendship we would ask you to support Black Voices Cornwall in sharing the work that we do. Although we are based in Cornwall, we recognise the importance of working in partnership with other counties and throughout the UK.

Our mission statement: BVC exist to enable Cornwall to become an actively anti-racist region. We will bring increased awareness and empowerment through Communication, Education and Unification.

KEY AIMS

BVC have 10 Key Aims which lie at the heart of all we do. They cover a number of social and industrial areas where Race and Race Equalities require improvement. [View Key Aims](#)

MEET THE TEAM



*please note Beresford resigned from Black Voices Cornwall in December 2021

Who are the Black Voices Cornwall Team Black Voices Cornwall comprise of four executive directors and active committee of twelve to twenty individual volunteers. The organisation has a functioning Advisory Board of six professional advisors with a variety of background.

ACHIEVEMENTS & IMPACT

EDUCATION

BVC believe that black history should be taught in all schools and colleges throughout the year, not just during Black History Month. Due to the sensitivity of the subject many teachers do not feel confident to teach this well, therefore it is often taught insensitively, concentrating on the transatlantic slave trade and a few iconic black individuals. Black history is British History and every child deserves to learn the whole story.

"Pupils were thoroughly engaged and passionate about the stories of local people of colour. They have applied more critical thinking to thier interogation of factsin other areas as a result."

ST ERTH SCHOOL, CORNWALL

BLACK VOICES CORNWALL



BITESIZE BLACK HISTORY

The main achievement within Education this year has been the Bitesize Black History Month 2020 curriculum package. This package comprised over 50 mini-lessons for ages 3 – 16. This package was made available to all schools within Cornwall due to a Crowdfunding campaign which raised over £8000.

Unfortunately, our feedback and evaluation process highlighted that engagement from schools did not reach the expected level of pupils accessing these materials. The challenges were: busyness within school curriculums and Black history not being compulsory, schools not being able to download the materials easily, key people within the organisations not knowing of its existence and although the Local Authority did promote our materials we think more could have been done to support this.



Therefore, BVC intend to rebrand the 2020 package and add further materials to it for Black History Month 2021. BVC has engaged with the head of education with the Local Authority to address these issues and a plan of promotion and support is in place to enable more schools to be engaged in 2021.

WORKSHOPS AND MOTIVATIONAL TALKS

BVC delivered online black history workshops into two Cornish primary schools and motivational talks to one college. In addition to this we delivered an online workshop to a Military of Defence School in Germany.

We have had enquiries and conversations with numerous other schools and colleges who have wanted to engage with our services. Unfortunately, due to financial constraints, the timing of clashing with handling a pandemic and lack of importance within the senior leadership priorities.

BVC offer a range of training packages available for all organisations. Our main training package is 'How to be Actively Anti-Racist'. We delivered our first one hour training in October 2020. This training package has developed significantly over the year and we now offer up to two and a half hour sessions. We have delivered this training over 30 times to a range of organisations including: Cornwall Neighbourhood for Change, Fish Factory, Creative Kernow, Tregolls Primary School, an Academy, Kresen Kernow, Carefree Cornwall, Higher Town Church, Quakers, Whole Again Communities, Cornwall Museum Partnership, Community groups, RJ workings and others.

"It has prompted me to consider what systemic racism I am a part of without being aware of it.
 It has alsomade me think of how I will talk or ask about someone's race or ethnic identity"
 KATHRYN, NHS FOUNDATION TRUST

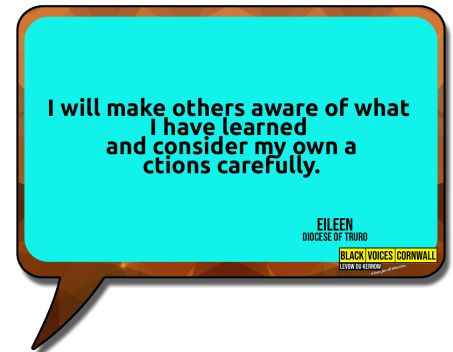
The impact of all these engagements have been remarkable. We are facilitating people to move from being non-racist to being actively anti-racist. We have helped individuals and organisations to begin to overcome their lack of knowledge and face their fears of not having the correct knowledge. We had delivered a whole range of training within the NHS, Cornwall Foundation Trust. This will be covered in a separate section.



KEYNOTE SPEAKER

Cornwall Council Social Workers Annual Conference invited BVC as key note speakers to cover the topic of 'Understanding Culture' in March 2021. This conference was attended by over 80 delegates with a range of practitioners. The general feedback was very positive.

In May 2021 BVC were key note speakers at the South West Bishop's Study Day. This day was attended by approximately fifty delegates covering the theme of 'Is the Church of England Racist'. The conversation also included 'Jesus wasn't white!'. The speakers (Beresford Lee and Abigail Hutchinson) have a Christian belief and were able to bring a faith and intergenerational perspective to the sensitive topic. Again, the feedback was positive.



NHS CFT EDI PROJECT

Cornwall Partnership Trust Commissioned BVC in November 2020 for a one-year project to develop Equality, Diversity and Inclusion throughout the organisation.

The BVC team have delivered cultural development support and strategic support for the EDI agenda specific to race. The groups we have engaged with are: The Allies group, BAME network, Senior Managers and Leaders, Human Relations and Employment Relations team and the Learning Disabilities teams East and West.

The range of our delivery includes: mentoring, mediation, developing strategies to be more visible, training on 'How to be an Inclusive Organisation', 'How to be actively anti-racist' and bespoke Master Classes.

In addition to this we will be bringing the Organisation together for a Celebration for Diversity Event on 29th September 2021.

BUSINESS & ENTERPRISE

BVC aim to support and increase business and enterprise engagement with the Black and ethnically diverse community. This includes entrepreneurs, small business owners and Small and Medium Enterprises (SME).

BVC has engaged in the first business breakfast called '**Financially Inclusive Cornwall**' on 12th May 2021. This was in partnership with SWIG Finance. This was an online event open to all business owners and advisors who are based across Cornwall and Isles of Scillys. The event was attended by over 30 people.

The event was in two parts, with the first part tackling the funding landscape and available funding for the region's growing business community. The second part of the event dealt with all things business support.



The speakers had a great deal of experience in helping start-ups and established businesses, offering expert advice to help any business grow and prosper.



BVC worked in partnership with 'The Six O'Clock Club' and developed a three-day online business conference. BVC was due to be a guest speaker on each day. Unfortunately, this event did not go ahead as it was at the beginning of the pandemic.

Beresford Lee gave a key note talk at SWIG Finance Live Business Breakfast in Penzance in May 2021. The topic was 'The benefits of being an Inclusive organisation'. This was well received by over ten delegates, including the new Mayor of Penzance.

ARTS, CULTURE & EVENTS

BVC is committed to promoting cultural diversity and experiences in the Duchy. Within the first one-hundred days of incorporating, BVC held a launch event at C-Space in Newquay (our headquarters), on 1st October 2021. This was a celebration of all we had achieved in the first 100 days and the first day of Black History Month 2020. Due to the pandemic this was streamed live across Facebook, Zoom and YouTube. The evening comprised of learning about BVC, interviews with the Directors, live performances from a diverse range of creative artists, pre-recorded performances, spoken word and a live DJ set from Konquerin Soundz. This event was a huge success. Visit our Social Media for more info

THE SILENCE IS DEAFENING

Newlyn Art Gallery and The Exchange hosted an exhibition called 'The Silence is Deafening' giving a voice and place to share the feelings from the Black Lives Matter demonstrations held in Cornwall. Abigail Hutchinson, a BVC director, curated posters, photographs, written stories and an emotive sound scape to tell the story which needs to be told. Feedback gathered from this event demonstrated the appreciation of the exhibition and highlighted the necessity of the need for this throughout Cornwall. The exhibition was due to travel to various museums/galleries but due to the pandemic this has been curtailed. The next venue to host the exhibition is the Royal Cornwall Museum in Truro in Autumn 2021.



RACE & CULTURE TALKS

BVC has co-hosted race talks called 'The Uncomfortable Conversation' with the Fish Factory Gallery. The first one, in October 2020 was a live event attended by the maximum amount of people, twenty-five in person and a further 17 via Zoom, this provided an open conversation covering all things race. The majority of the panellists and co-host were BVC members. In March the topic covered the aspect of mental health and was streamed to an online audience.

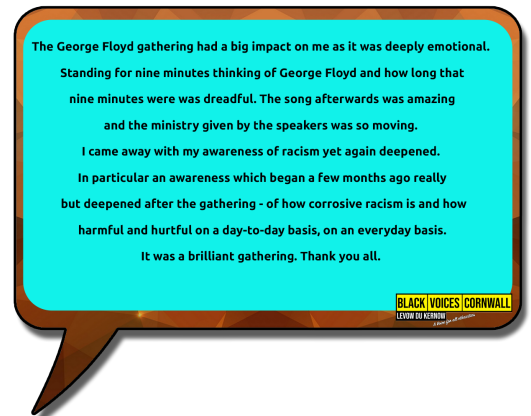
In addition to this, BVC have held an online event called 'Colourful Conversations'. The first in the series was exploring the topic of being dual heritage in Cornwall. This was a ticketed event attended by 20 people. More race talks are planned for the Autumn 2021.



GEORGE FLOYD MEMORIAL

25th May 2021

One of the main reasons BVC exists is because of the murder of George Floyd. BVC also recognise the huge global impact watching another unarmed Black Man murdered at the hands of law enforcement. It was incredibly important that following on from the Black Lives Matter Movement surge in 2020 and following the death of George Floyd the organisation continue to publicly mark the anniversary of his death. This is some of the feedback BVC received following the event:



CELEBRATION OF CULTURE

22nd August 2021

BVC are planning an exciting event to celebrate the cultural diversity and to showcase the excellence that people of colour contribute to society. This event will include: performances from the ethnically diverse community of dance, poetry/spoken word, music and comedy. Music will be brought by DJ sets, food stalls from different parts of the world including Caribbean, Indian, Mexican etc. We will also feature activity stalls with hair braiding and henna.

A BVC stall will be available for people to come and learn more about our organisation and what we do. An aspect of this is asking people from the ethnically diverse community that live in Cornwall what they feel as though they need from the local authorities, these will either be named or anonymous comments, which be collated and used in the bedrock of Black Voices Cornwall's Race Equality Coalition. From this we want to ensure we are listening to what the ethnically diverse community feel as though they need and work in collaboration with them to get Cornwall to that stage of providing services efficiently for these communities.

Royal Cornwall Museum would like to collaborate with the event, the idea is we could hold a cultural workshop for adults and children to get involved in. The workshops could be how to play djembe drums, learning



STRATEGIC DIRECTION WITH LOCAL AUTHORITY

some capoeira, cooking class in a specific cuisine, making carnival inspired headdresses, learning Bollywood dancing etc.



RACE EQUALITY & EQUITY

Cornwall Council launched The BAME Steering group in June 2020 in which 3 out of 5 BVC directors were a part of. The group had asks from Cornwall Council Leadership Board, which have been approved. Cornwall Council dissolved The BAME Steering Group in Autumn 2020 and created a new group called Race Equality Core Group/Forum. BVC has separated from this group, due to feelings of not being fully listened to or appreciated. The previous Cornwall Race Equality Council dissolved in 2012.



RACE COALITION

On 17th June 2021, project lead, Beresford Lee, BVC set up a meeting to encourage a new group of participants to speak on what they think a coalition should look like and what they can bring. This meeting showed that there was a need to develop an action orientated group.

A task group agreed to meet and discuss the next steps of the coalition. The intention is to co-create a plan which would bring meaningful and transparent actions with regards to race equality in Cornwall and by the collaboration of a Coalition.

Potential aims for this coalition are as follows:

- To represent all communities with regards to race
- To represent the peoples' voice with mutual benefits to the community
- To be transparent and explain what their intentions should be short term and long term
- (Short term: Research, Listening, Circle Talks, Challenge, Identifying the gaps)
- To cover Key topics: Anti-racism training, Co-creation, The Equity Argument, Net Migration, Power Dynamics, Policy Makers and the Cultural Influencers.

June 2020- August 2021.

BVC were invited to be involved in Local Authority discussions regarding race and following the death of George Floyd.

BVC challenged why there was no Race Equality Council in Cornwall

BVC challenged why the actions from the peer equality report had not taken place

BVC challenged why there was no dedicated officer in charge of Race Equality

BVC challenged why there was little or no positive engagement with the BAME community.

BVC were invited to sit on meetings to address Race Inequality concerns.

The Cornwall We Want was an initiative which the council set up in an aim to gain better positive discussions with the ethnically diverse communities in Cornwall.

BVC are keen to develop a strong partnership and relationship with Cornwall Council



In October 2020 a number of BVC members were invited to act as KINs 'Key Individuals Network Scheme. This is a voluntary position held by a number of individuals who can be called upon by DnC Police to support, facilitate and engage with a number of initiatives. To date very little has been done as a KIN.

Subsequently however I Marcus was invited to join a number of Local Reference Groups and in regular attendance at the Listening Exercises chaired by Deputy Chief Constable Jim Colwell. Marcus is also now an Independent Advisor to Devon and Cornwall Police. As a result Marcus sits on a number of panels and LRGs

- Hate Crime Reference Group – with Supt Antony Hart, Force Hate Crime Lead
- Hate Crime Scrutiny Panel – with Supt Antony Hart, Force Hate Crime Lead
- Violence Against Women & Children Reference Group – To Be Confirmed
- Leadership, Culture & Positive Action Reference Group – with Carey Owen, Head of HR Organisational Support
- Access & Engagement Reference Group – Contact Services & Call Management and Communication -with C/Supt Ian Drummond-Smith and Corporate Communications – with Vicky Goodwin, Deputy Head
- Custody Reference Group – with Supt Ryan Doyle
- Local Reference Group – with C/Supt Jim Pearce

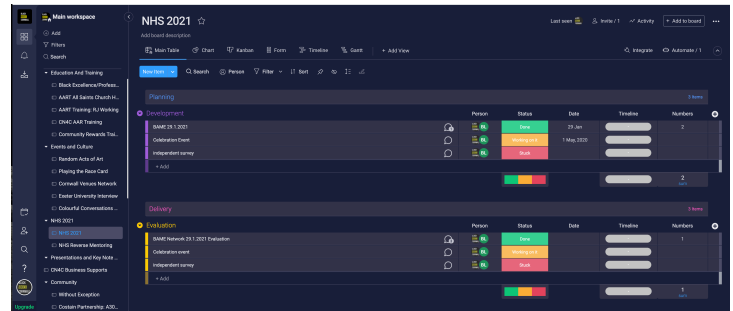
Given the broad spectrum of panels and LRG's Marcus is able to garner a broad understanding of the current situation and what measures are being put in place to challenge the institutional bias within the force. More recently Marcus Alleyne is chairing the Community Mentoring project with co-chair Dean Harvey. This is to look at a project where by community members engage in a programme of mentoring with senior members of police staff. He is also Chair of the Custody reference Group. It is clear that there is some serious change happening within the force, whilst still having some way to go.

The impact of this engagement is that it allows BVC to continue building strong links with a number of departments within the force and also to communicate positive change when needed. More importantly it allows the work Marcus is doing within BVC to generate informed and appropriate challenge to bring positive change and outcomes for our ethnically diverse communities.



MONDAYS.COM

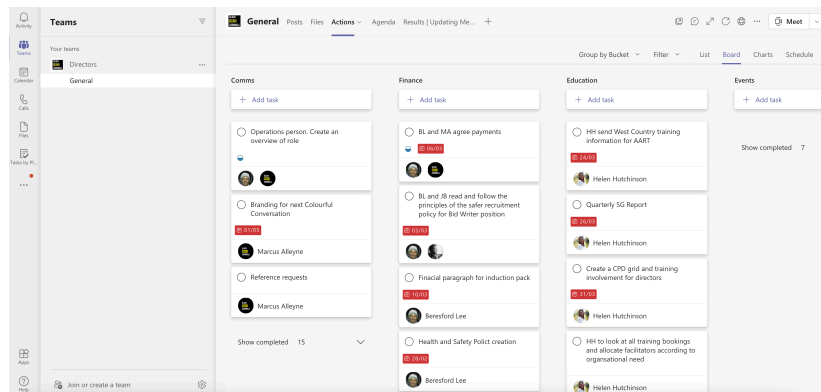
BVC recognise the need to collaborate on projects remotely and in the spring of 2021 purchased Monday's. This software allows us to work collectively on a number of project, track timelines and establish deadlines as well as allowing us to evaluate projects more effectively.



This has been an effective way to keep track of progress and work in real time.

MICROSOFT TEAMS and OFFICE 365

MS Teams allows BVC to connect with a number of individuals and organisations through virtual meetings. BVC have engaged in 580 virtual meeting in the last 6 months via teams. This does not include those held over Zoom. Teams has also allowed us to track and monitor email traffic

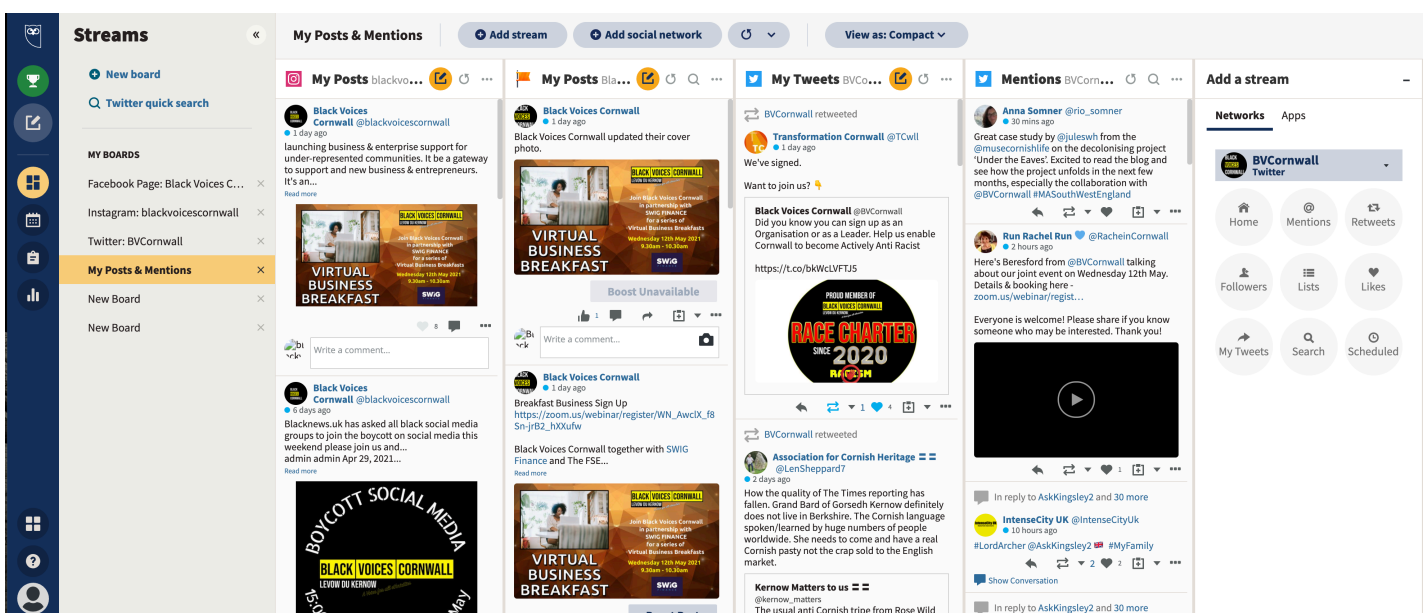


Sent Emails - 2072
Received Emails - 7198
Read Emails - 7114

This does not include the email traffic atom gmail which was our first email service between October 2020 and January 2021

HOOTSUIT

Hootsult enable BVC to post simultaneous updates across all our social media platforms. Saving time and resources. Even though each of our 4 platforms require black specific language and have their own target audience Hootsult has increased our social media efficiency and created several hours each week.



Facebook

As BVC was created during a global pandemic social media and a digital/online presence was an integral part of reaching and communicating with our network and communities. There has been a steady increase of engagement and interaction with content and the BVC Public Facebook Page continues to grow its membership. We currently have approx 1300 page followers engaging on a regular basis with our published content opening some thought provoking discussions, questions and viewpoints. Facebook is our most popular social media platform and reaches a varied demographic.

Twitter offers more of a networking platform for BVC and historically has been the most challenging to overcome however the last few months has seen a significant improvement in the engagement and reach.

Instagram is one of the newer platforms with data being captured only recently, however early analysis shows the platform to be performing incredibly well.