

SURVIVE & THRIVE

SUPPORTING BAME* COMMUNITY ORGANISATIONS
THROUGH COVID-19 AND BEYOND

**TOWARDS A MORE EQUITABLE APPROACH
SUGGESTIONS & GUIDANCE**

November 2020



ABOUT THE UBELE INITIATIVE

The Ubele Initiative (Ubele), a civil society organisation based in London, works across the United Kingdom and Europe with disadvantaged communities; most notably black, Asian and minority ethnic (BAME) communities.

Ubele (taken from Swahili to mean 'The Future') is an African Diaspora led intergenerational social enterprise founded in 2014. Our primary mission is to help build more sustainable communities across the UK.

We have developed through a bottom up, community-based approach and although African Diaspora led, our culturally diverse team supports a wide range of communities and community-based organisations and groups through social action, community enterprise development and next generation leadership initiatives.

ubele.org

[@ubeleinitiative](https://www.instagram.com/ubeleinitiative)

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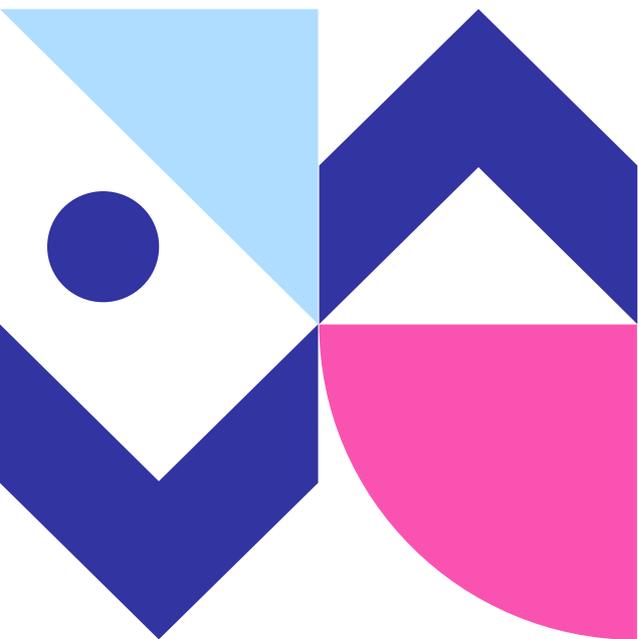
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Resources: The Resource Centre B&H (Brighton & Hove) www.resourcecentre.org.uk

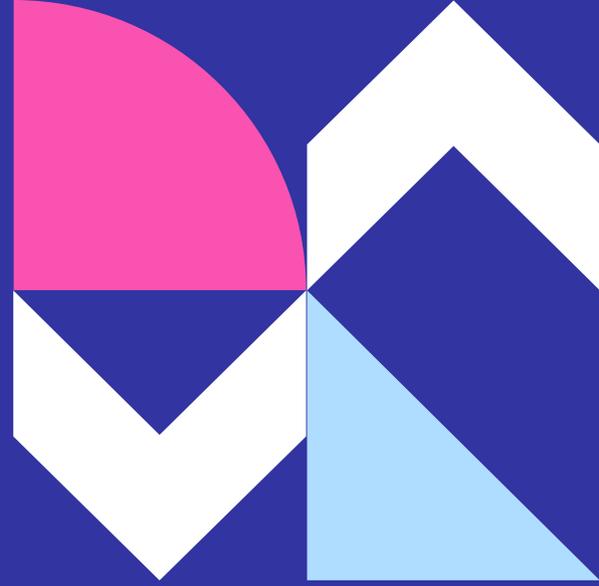
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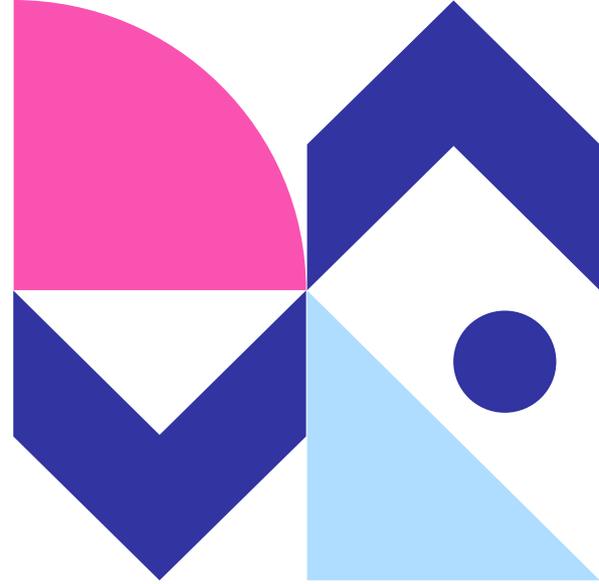
*** We recognise the diversity of individual identities and lived experiences, and we accept that BAME is an imperfect term that does not fully capture the racial, cultural, and ethnic identities that experience structural and systematic inequality. Whenever possible, we attempt to name individuals as they themselves prefer to be named.**

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THE FACT IS...



People from BAME communities are more likely to be infected and to die from Covid-19 than their White counterparts

- 35% of COVID-19-related admissions to intensive care were of ethnic minority people, and that ethnic minority people receiving critical care were slightly more likely to die. *(ICNARC 2020)*
- BAME Frontline workers – Doctors, nurses, care-workers, bus drivers, security personnel are disproportionately affected. *(ONS Nov 20)*
- Analysis of healthcare workers who have died from Covid-19 showed that 63% were from an ethnic minority background, and just over half were not born in the UK. *(Cook et al. 2020)*
- Among males in England and Wales, those of black African background had the highest rate of death involving Covid-19, with a rate 2.7 times higher than that of white males, while for females the highest rate was among those of black Caribbean ethnic background, at almost twice that of white females. *(ONS Nov 2020)*

WHY ARE MORE PEOPLE FROM BAME BACKGROUNDS DYING FROM COVID-19?



(Our statistical modelling shows that...) a large proportion of the difference in the risk of Covid-19 mortality between ethnic groups can be explained by demographic, geographical and socioeconomic factors, such as where you live or the occupation you're in.

(Office for National Statistics, NOV 2020)



Artist: Penelope Mendonça

Existing inequalities are being exacerbated by Covid-19

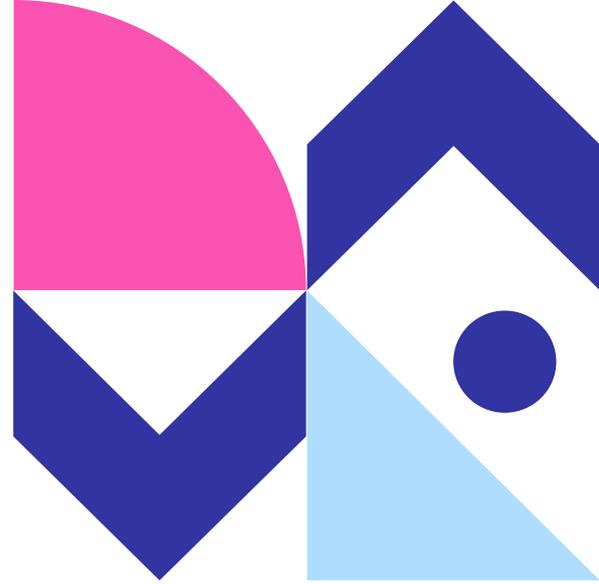
(PHE, Nov 2020)

- Low paid jobs
- Employment insecurity
- Food insecurity
- Poor housing
- Lack of digital connectivity
- Educational inequalities

And additionally, resulting directly from Covid-19

- Record jobseekers' allowance and Universal Credit claims
- Exponential rise in levels of mental health and anxiety due to life uncertainties and social isolation

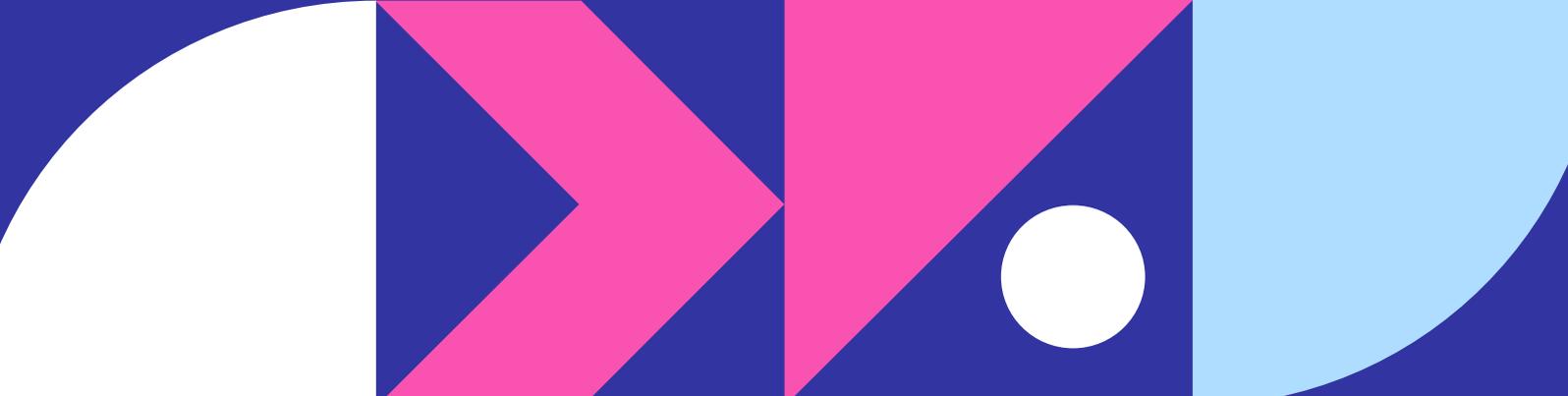
NOT JUST COVID-19



- George Floyd's murder and shooting of Jacob Blake brought to global attention the existence and extent of anti-black racism
- Galvanised global collective action as part of the Black Lives Matter movement

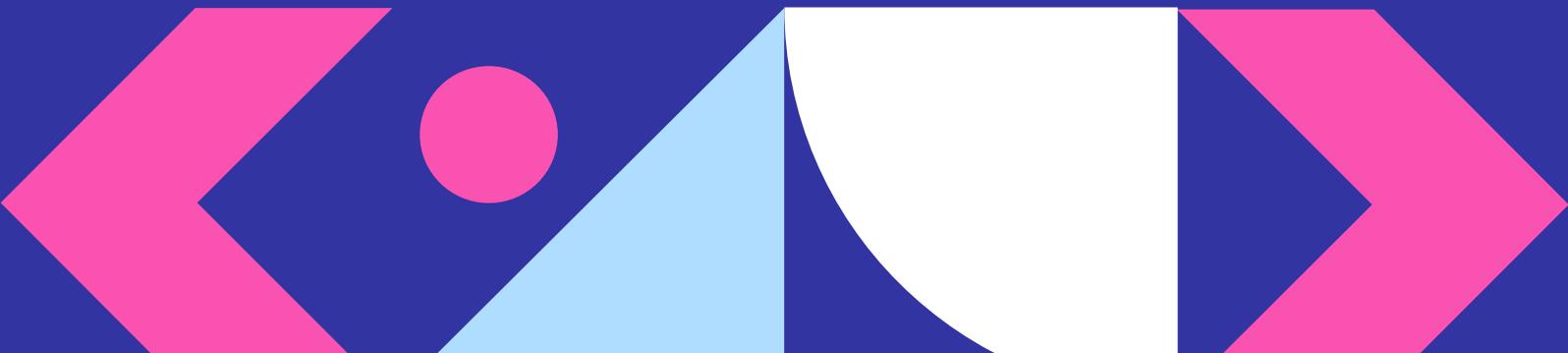
IT'S A CALL TO ACTION!





Take time to **reflect on your past work and reset your plans** to support BAME community organisations in their efforts to survive.

Focus on constructive re-engagement, and on how to provide support for the preparation and implementation of recovery and growth plans for the future.



REFLECT AND RESET

Take stock of your work to date and re-set your priorities, develop your skills and take action to achieve transformational change.



THINK

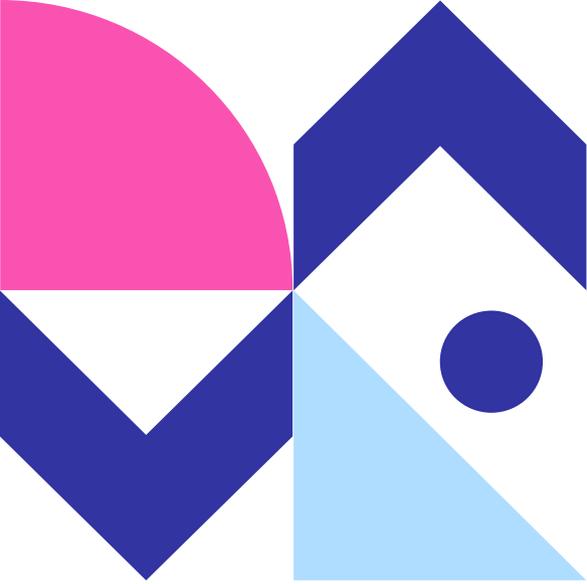
- Acknowledge the history of your organisation. How well has it systematically engaged and retained BAME communities – or not? Use Appreciative Inquiry methods to understand your work to date. It will help you identify the good stuff and opportunities as well as gaps and shortfalls.
- Examine your organisational and individual cultural competence and identify strategies for ongoing development.
- Recognise how Covid-19 recovery plans and BLM provide a unique opportunity for transformational change.



ACT

- Do the organisational development work necessary (from Board level down) to create a real commitment to anti-racist practice and equity.
- Consult, talk to stakeholders and others – and listen!
- Ensure your decision-making groups reflect the diversity of your community - encourage individual members to share the views of their wider networks and others in the community.
- Be prepared to think and act outside of your organisational box – how might you need to provide services? When? Who could design and lead them? What resources are needed?





RE-ENGAGE

Make sure you understand BAME community organisations, develop your cultural competence, commit to engaging on a deeper level and take action to sustain existing and new relationships long-term.



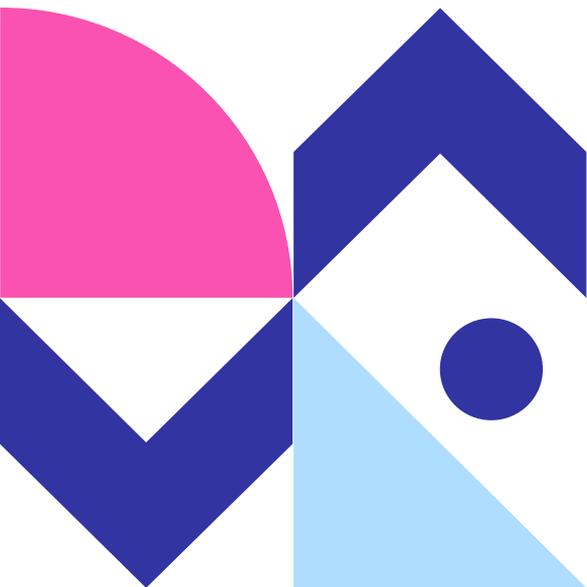
THINK

- Building authentic relationships takes time - there is no quick and easy solution. Cultural competence will help!
- Understand that the historical and current lack of equity experienced by BAME groups may make it harder for them to have confidence in you and/or remain engaged over extended periods.
- Recognise and work with the leadership within BAME communities – we don't just want to be your beneficiaries!
- Admit when you don't know how to do this and reach out for long term sustained help and not just for outreach activities!
- Be clear about which decisions people in local communities can influence and how this will happen.

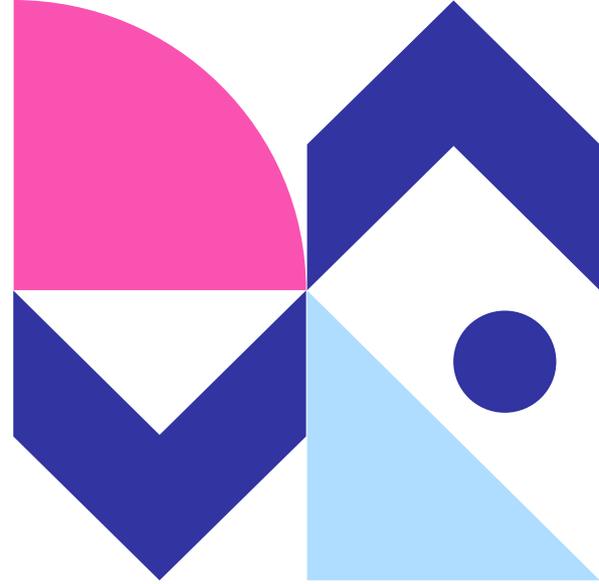


ACT

- Ensure local communities, community and voluntary sector organisations and statutory services work together to plan, design, develop, deliver and evaluate services.
- Start community engagement early enough
- Demonstrate that you recognise, value and share the knowledge, skills and experiences of all partners, particularly those from the local community.
- Clarify each partners' goals for community engagement and establish clear ways of working for all those involved.
- Respect the rights of local communities to get involved as much or as little as they are able or wish to.
- Establish and promote social networks and the exchange of information and ideas.
- Start evaluating community engagement activities early enough to capture all relevant outcomes including equity of outcomes.



RE-MODEL



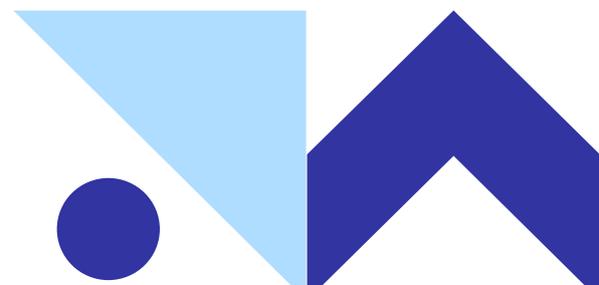
THINK

- Assess the work that has happened to date with BAME communities – be honest.
- Be prepared to power share – including creating physical space, agreeing joint proposals, identifying other resources and sharing opportunities – can be easier said than done!
- Support and promote sustainable community engagement by encouraging local communities to get involved in all stages.
- Identify & work with community networks and organisations.
- Involve communities in setting priorities.
- As a priority, feed back the results of engagement to the local communities concerned.



ACT

- Develop a clear and coherent organisational strategy and action plan and secure buy-in at all levels and from all stakeholders. Identify how you can include BAME groups in your strategy development process.
- Identify small steps which your organisation can take which could help incubate BAME-led ideas.
- Plan to provide sufficient and appropriate resources.
- Provide new creative opportunities for progression and growth e.g. Black Rootz.
- Learn more about the needs of different local BAME communities – we are not all the same!
- What needs has Covid-19 surfaced that provide an opportunity for real power sharing (leadership / governance) as well as redesigned and/or new service developments?
- Aim to build authentic partnerships with local BAME-led organisations – not simply for your organisation to get what it wants. We are not prepared to be a simple tick box!
- Be prepared to fail and try again – there is no change without friction!



CULTURAL COMPETENCE is the ability of providers and organisations to effectively deliver services that meet the social, faith, cultural and linguistic needs of service users.

Cultural Competence is especially important as interventions to reduce the disproportionate impact of Covid-19 on BAME communities would require a set of attitudes, perspectives, behaviours and policies – both individually and organisationally – that would promote and value positive and effective interactions with diverse cultures.

‘Beyond the Data – understanding the impact of Covid-19 on BAME groups’

- Public Health England
June 2020

Community engagement

Overarching principles of good practice

Develop a local approach

Develop collaborations and partnerships

Involve people in peer and lay roles

Make it as easy as possible to get people involved

COVID-19 AND BAME COMMUNITIES

<https://www.independent.co.uk/voices/coronavirus-lockdown-bame-charity-funding-racism-a9501921.html>

<https://www.msn.com/en-gb/news/uknews/if-lockdown-continues-nine-out-of-10-bame-voluntary-organisations-will-close-who-will-support-us-then/ar-BB13Jcbx>

<https://www.theguardian.com/world/2020/may/10/equality-watchdog-urged-investigate-impact-on-bame-people-london-mayor>

https://www.theguardian.com/world/2020/oct/16/bame-people-more-likely-to-die-from-covid-than-white-people-study?CMP=share_btn_link

<https://www.health.org.uk/news-and-comment/charts-and-infographics/emerging-findings-on-the-impact-of-covid-19-on-black-and-min>

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/892376/COVID_stakeholder_engagement_synthesis_beyond_the_data.pdf

ANTI-RACIST RESOURCES

<https://www.charisbooksandmore.com/understanding-and-dismantling-racism-booklist-white-readers>

<https://www.insidehighered.com/advice/2020/06/10/recommendations-how-white-allies-can-truly-support-black-people-and-their>

<https://www.racialequitytools.org/resourcefiles/whiteaffinitygroup.pdf>

<https://theundefeated.com/features/24-books-for-white-people-to-read-beyond-black-history-month/>

<https://www.self.com/story/white-ally-resources>

<https://www.self.com/story/white-ally-tips>



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