

Black Leadership Group

# The Black Paradox

# About the Black Leadership Group (BLG)

## Our mission

Eradicate racism.

## Our vision

An anti-racist culture at the core of all aspects of UK life, education and work.

## Our purpose

We exist to challenge systemic racism for the benefit of all \*Black communities and the wider UK society as a whole, to be the authoritative voice of Anti-racism in F/HE, schools, public, voluntary and private sectors and to further the interests of people from ethnically diverse backgrounds who share a lived experience of the effects of racism.

**\*BLG uses 'Black' as an inclusive definition for people from ethnically diverse backgrounds who share a lived experience of the effects of racism.**

## Our Beliefs

Every individual has the right to live a fulfilling life.

For as long as systemic racism exists, everyone's potential will be held back.

An anti-racist education helps people to define and challenge themselves, widen their experience and shape their world.

An anti-racist society unlocks the full potential of all individuals, organisations and communities.

# BLG 10 POINT PLAN





## A Paradox?

### Paradox - Synonyms

*inconsistency*   *incongruity*   *anomaly*   *conflict*   *absurdity*

*mystery*   *enigma*   *puzzle*   *oddity*   *ambiguous*

*conundrum*   *oxymoron*   *mistake*   *myth*

*notion*   *dilemma*   *dichotomy*   *fallacy*   *error*

## Deeper meanings of 'Paradox'

"a statement in which it seems that if one part of it is true, the other part of it **cannot be true**"

"a **seemingly absurd** or contradictory statement or proposition which when investigated may prove to be well founded or true"

"a statement or proposition which, despite sound (or apparently sound) reasoning from acceptable premises, leads to a conclusion that seems **logically unacceptable** or self-contradictory"

"an argument that apparently derives **self-contradictory** conclusions by valid deductions from acceptable premises"



## The Black Paradox

**“In the UK, most Black groups outperform their White British peers in early educational attainment, but disparities then appear. The realisation of early achievement is not reflected longer term in education outcomes, employment, health and influence on UK society. This contradiction has a huge bearing on individual potential, economic growth and societal cohesion. We call this the ‘Black Paradox.’”**

Black Paradox: Most Black students attain well in state schools, they are more likely to be excluded, encounter discrimination and lack role models.

**Most Ethnic Minorities Perform Better At School Than White Children, New Government Report Claims**

## **A good mix: why ethnic minority pupils boost school achievement**

Research published this week says London schools have achieved better GCSE results than the rest of England because they have a higher proportion of ethnic minority pupils. One anonymous teacher who worked in a Hackney secondary school for five years shares his experience

## **Exclusion rates five times higher for black Caribbean pupils in parts of England**

**Exclusive: analysis of racial disparities in education system raises concerns over 'criminalisation of children'**



**Almost half of all schools in England have no Black teacher - IoE.**

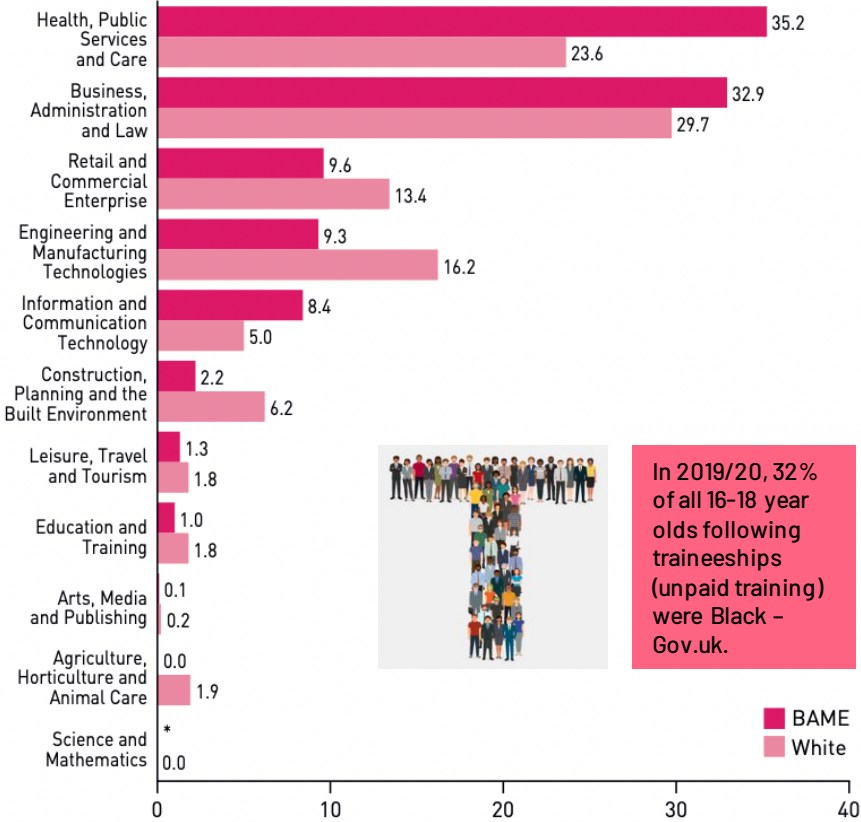
# Black Paradox: More Black students are undertaking work-related training, they are most likely to be concentrated in low paid sectors or in unpaid training.



The proportion of Black people undertaking apprenticeships has grown steadily over the past decade, rising from 9.7% in 2011 to 14% currently, broadly matching their national demographic profile (as at the 2011 Census). Much of the growth in apprenticeships has been driven by older apprentices – Gov.uk.

Following the COVID-19 lockdown, vacancies for apprenticeships fell dramatically, including in those sectors with high numbers of BAME learners – University of Manchester.

**Figure 1. Percentage of total apprenticeship starts, by sector and ethnicity (2018/19)**



In 2019/20, 32% of all 16-18 year olds following traineeships (unpaid training) were Black – Gov.uk.

Source: DFE, 2020a

\*The absence of a value is due to data restrictions to avoid disclosures of very small numbers of BAME apprentices in this sector.

**Black Paradox: Black students are more likely to enter higher education and engage more in their studies, they are less likely to complete their course and have lower attainment.**

**Ethnic minorities substantially more likely to go to university than their White British peers**

**Record number of Black and Asian students accepted at top UK universities**

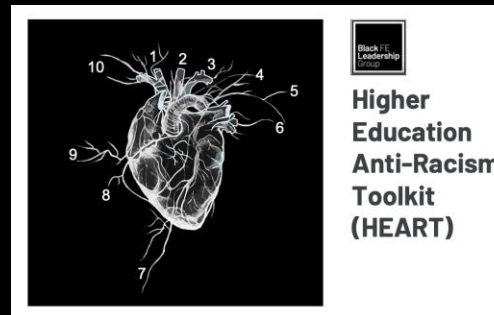
**Ucas figures show nearly 21% of students receiving free school meals also won a place on a course in 2021**



**Black students more likely to engage in studies - but still attain lower degrees, study finds**

**Attainment gap between white and black university students 'remains too high', watchdog says**

At 96 of the 97 higher education providers for which the dashboards report ethnicity attainment gaps, black students' attainment is lower than we see for white students. Many providers have gaps of over 20 percentage points, with some even higher. - OfS



# Black Paradox: UK job vacancies are at a record high, unemployment amongst young Black adults is increasing exponentially.

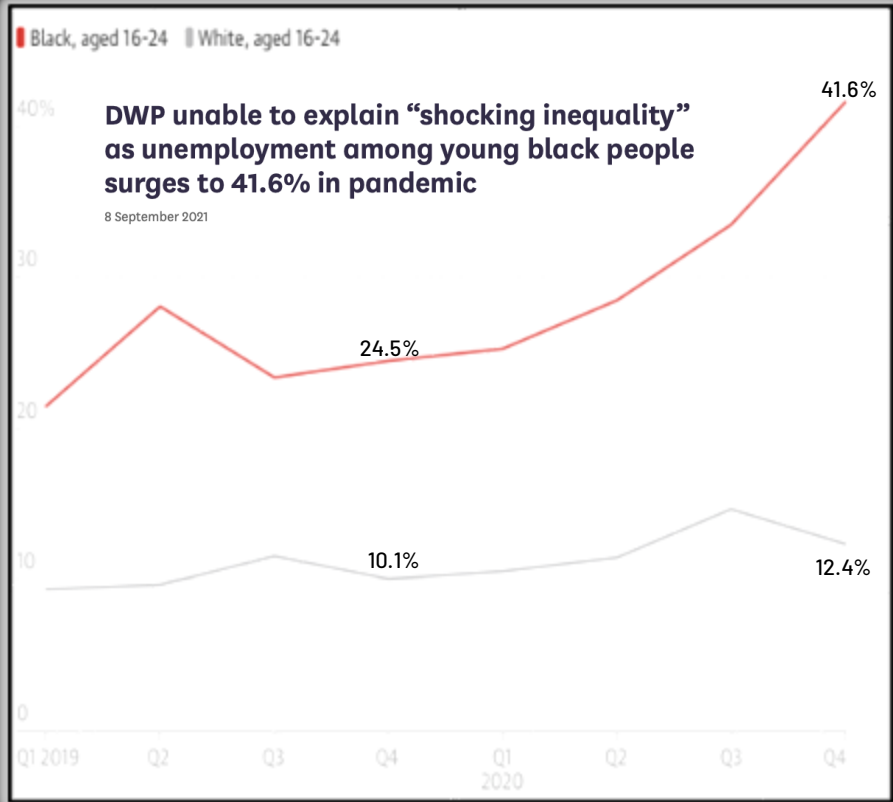


**UK job vacancies shoot past 1m for first time**  
Economy restarts in hiring frenzy with employment rising by almost 250,000 last month

**As the UK job Market Soars, How can Employers Solve the Ongoing Talent Shortage?**



**Big pay rises for UK workers changing jobs amid deepening labour shortage**  
IT and healthcare workers most in demand as employers compete for skilled staff



# Black Paradox: Black communities are more likely to suffer from the effects of climate change, they stand to gain least from the growth of the 'Green Economy'.

Brits are largely unaware that climate change disproportionately impacts black and brown people.



Particulate air pollution in the UK is concentrated in the 20 % of poorest neighbourhoods...and in areas with a greater proportion of Black people.



Black groups are relatively more vulnerable to the impact of automation on employment.



In the UK overall, only 3.1% of "environment professionals" are from Black groups. This is the second least diverse occupation out of 202 job roles, ahead only of farmers – Policy Exchange



**Environment**  
"Too white" green sector launches work scheme to be more diverse

- UK Black environment professionals:
- 6% in Renewable Energy eg. electrical installation, solar technicians, electric car technicians
  - 5% in Construction eg. social housing & 'greening homes'
  - 0.76% in Agriculture, forestry and related trades.

# Black Paradox: Black enterprise is becoming more important to UK plc, Black entrepreneurs face greater obstacles to starting and growing their businesses.



## The UK Black Dividend



Black people were more than  
**3x more likely**  
to be starting a business than white people  
in 2002-18

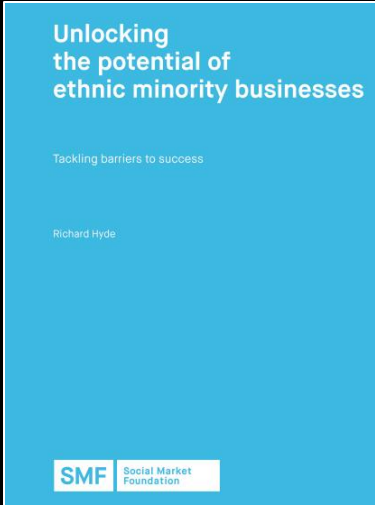
These sales were  
**18.6% higher**  
than the previous year

In 2019-20, minority businesses contributed at least  
**£74 billion**

Many ethnic minority entrepreneurs struggle to access mainstream business support and external finance to help their business survive and grow – Federation of Small Businesses



Barriers include intangible factors such as aspiration, self confidence, and social capital, especially high-quality networks that open-up opportunities – Social Mobility Foundation



**Black Paradox: Many of the world's biggest companies are led by Black CEOs, the number of Black people leading FTSE 100 firms is falling.**

Global companies led by Black CEOs:

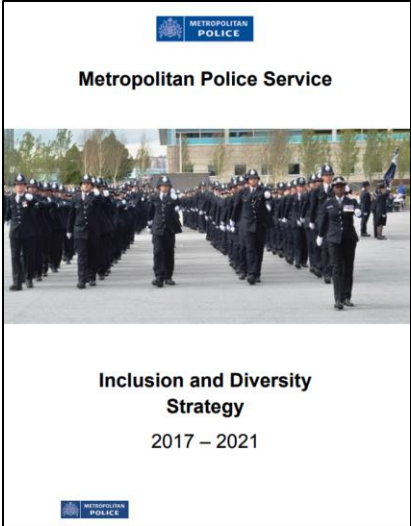
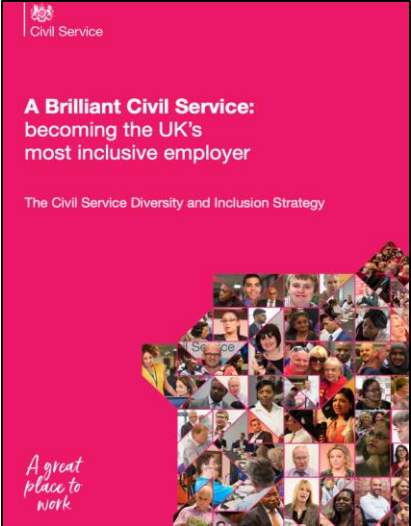
- Twitter
- Google
- Microsoft
- IBM
- Adobe
- VMWare
- Mastercard
- Starbucks (Previously Walmart)
- Alibaba
- Adani
- Nogfu
- Ambani
- Harpo/Own
- Tencent
- Grupo Carso
- Blackberry (Cyber-Security)



Only 3.4% of Chairs, CEOs, CFOs at 100 FTSE companies are held by ethnic minorities and the prospects of future increases are slim.....the pipeline has dropped from 1.4% to 0.9% – Green Park



Black Paradox: Public sector organisations universally champion serving diverse communities, they are mostly run by non-diverse leadership and governance.



**What if NHS leaders were more representative of their patients?**

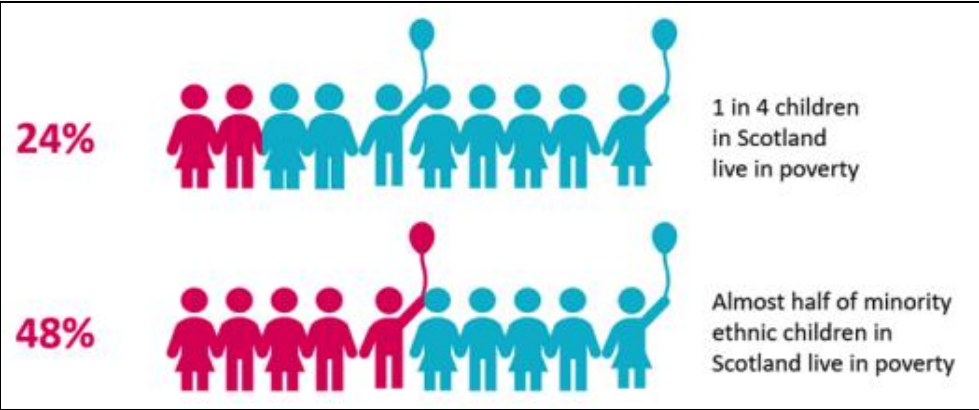
**34 OF THE UK'S 100 LARGEST CHARITIES HAVE NO ETHNIC MINORITY REPRESENTATION OF THEIR LEADERSHIP TEAMS**

**Not enough black headteachers in England, says Nadhim Zahawi**

Education secretary says schools must be inclusive and representative and should reflect their communities

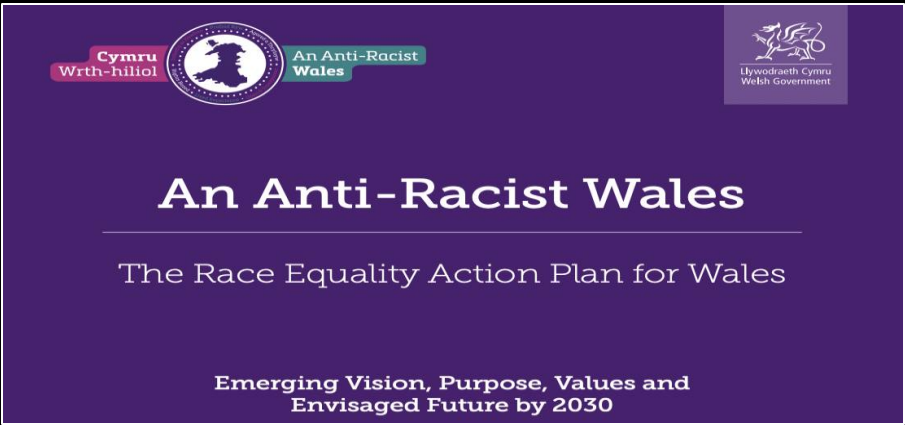
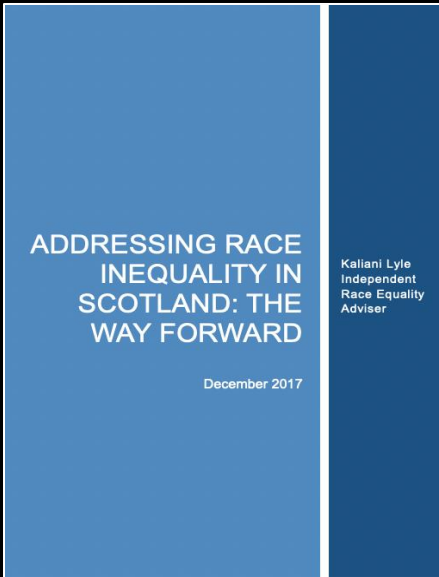


# Black Paradox: The UK's devolved nations are the least ethnically diverse, they have the biggest ambition to address race inequalities.

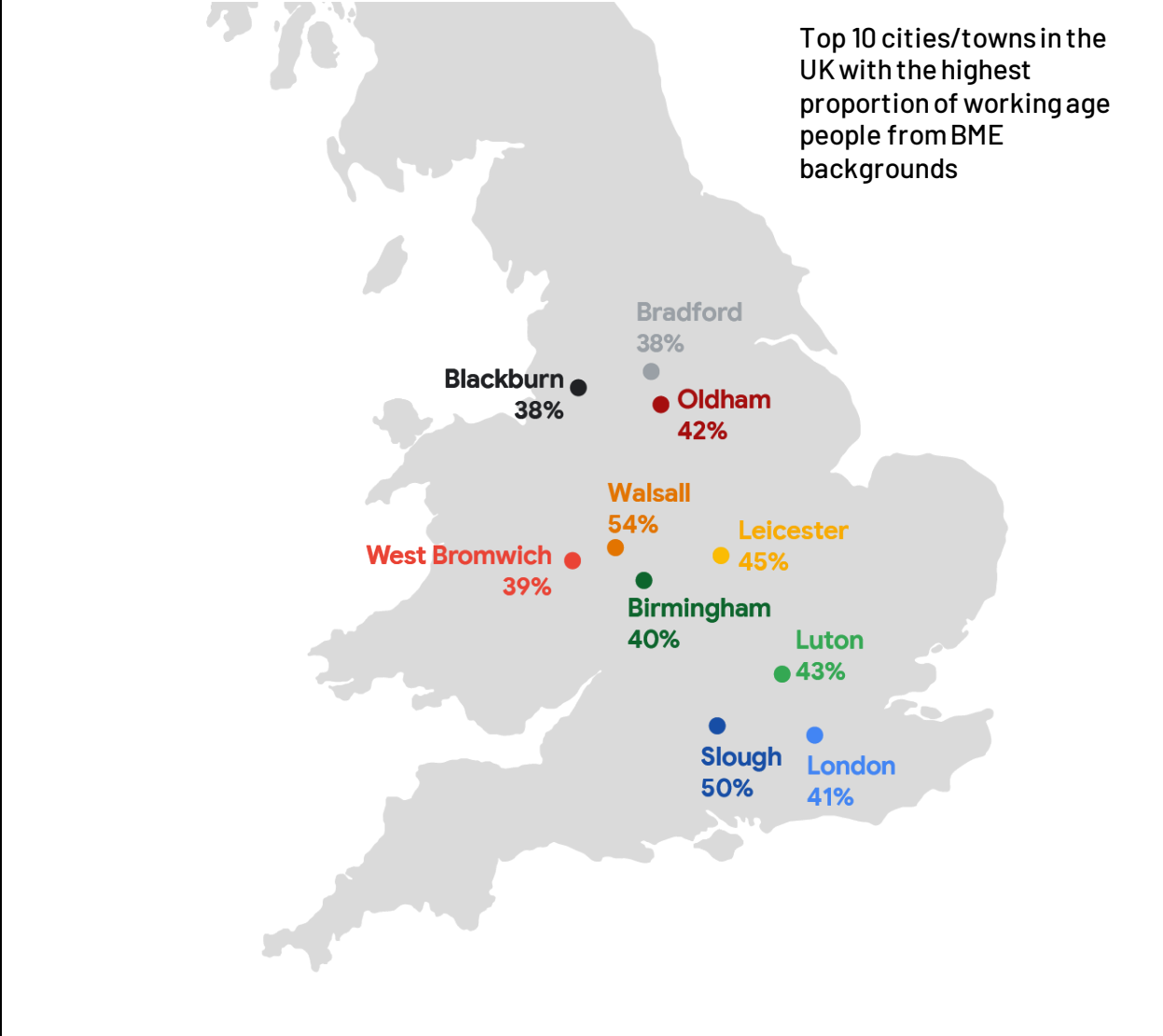


Northern Ireland: Disproportionate number of Black and minority ethnic people subject to Covid fines and stop-and-search

**'I didn't really know I was black until I moved to Neath': Mum's devastating experience of racism in one Welsh town**



# Black Paradox: 'Majority minority' cities and towns are becoming more prevalent, workforces in these communities reflect the greatest disparity in representation.



## Bradford Council sorry for all-white inclusion images

2 June 2020



The Race Disparity Audit revealed big differences in employment outcomes between ethnic groups. 20 'challenge areas' with high BME populations and a wide gap between the BME and white employment rate have been identified to undertake further research to 'explain or change' the disparities - DWP

# Black Paradox: More Black people are beginning to hold high seats of power; black representation alone does not lead to progress on race equality.



## Senior Met officer acknowledges racism problem in UK's largest force

Bas Javid says racism is an issue 'but what I won't do is describe all of the organisation as a racist organisation'



Council's workforce doesn't reflect Liverpool's diversity - Mayor says 'work to be done'



Black footballers face racist abuse after England's Euro 2020

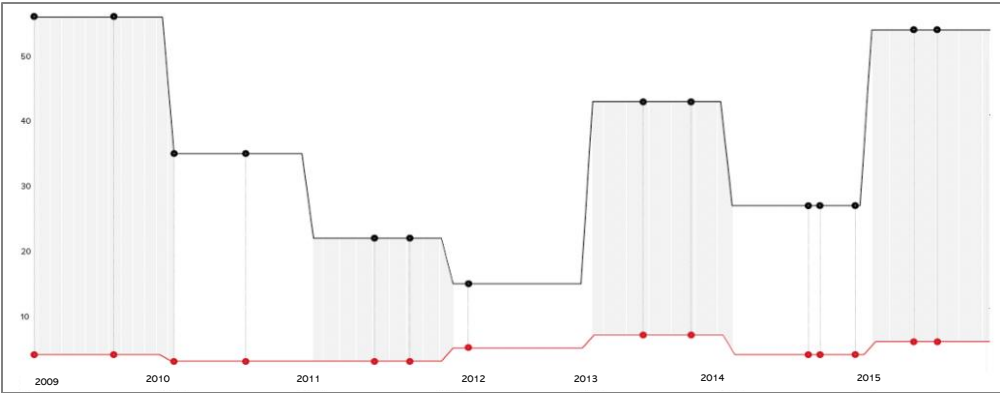
# Black Paradox: Black leadership appointments raise hopes for race equality, once in office black leaders feel they cannot raise issues of race.



Barack Obama legacy: Did he improve US race relations?

### Race and the Bully Pulpit

How much, and when, has Barack Obama talked about race-related issues since his historic election? The **black line** shows his mentions of a range of eight words representing black Americans – from “black folks” to “African American” – while the **red line** shows his mentions of the word “racism”.



### The Beer Summit, 2009

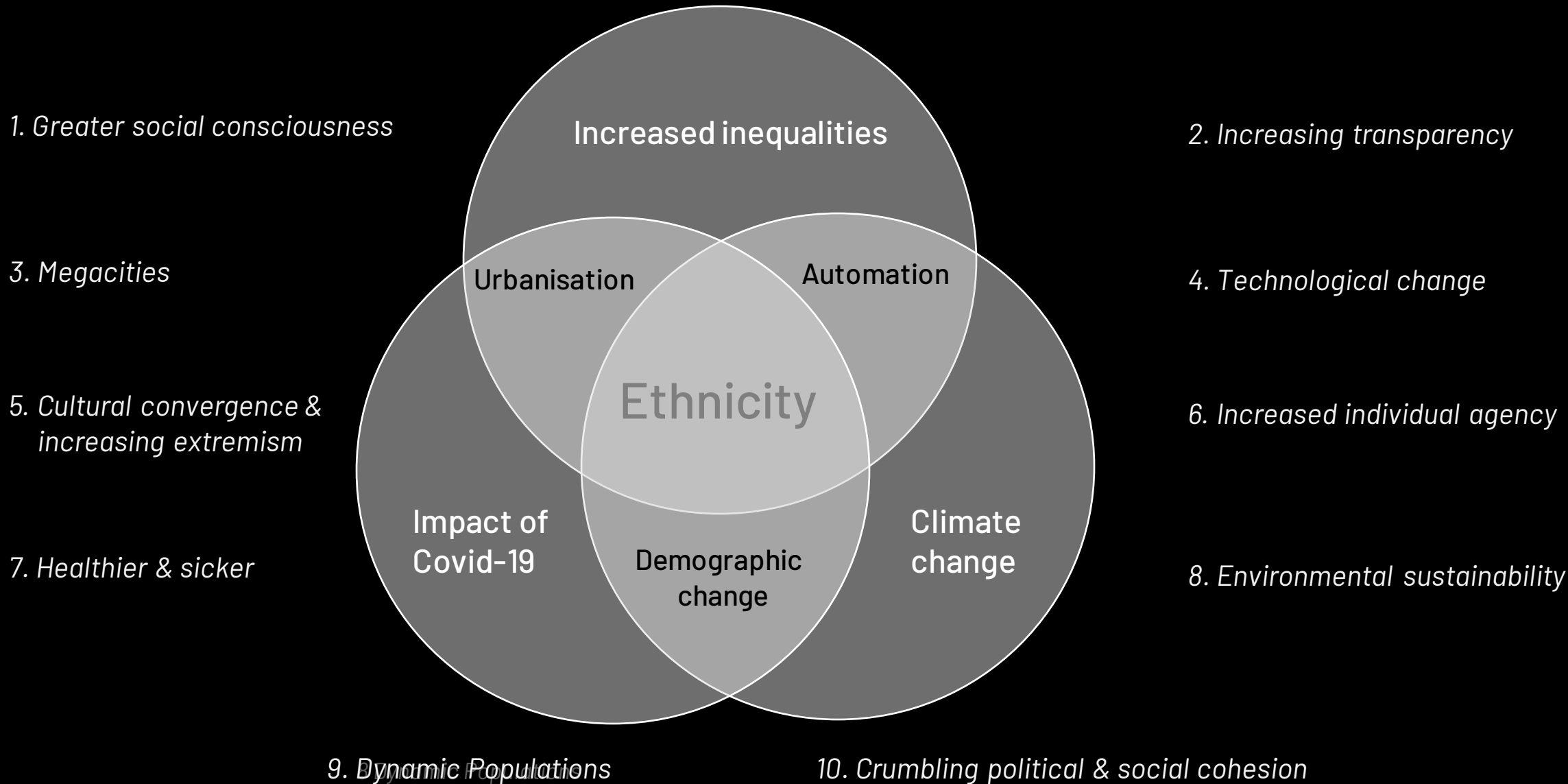


Before the incident of the arrest of Professor Gates, 53% of White Americans approved of President Obama’s leadership. After it, this slipped to 46%. The President would never be as popular with White voters as he was just before the Gates affair.

## The Black Paradox

# WHY SHOULD THIS BE?

# 10 Mega Trends that are (re)shaping our world (IPSOS)



So what's the antidote?

**Paradox - Antonyms**

*possible*   *believable*   *likely*   *explicable*   *intelligible*

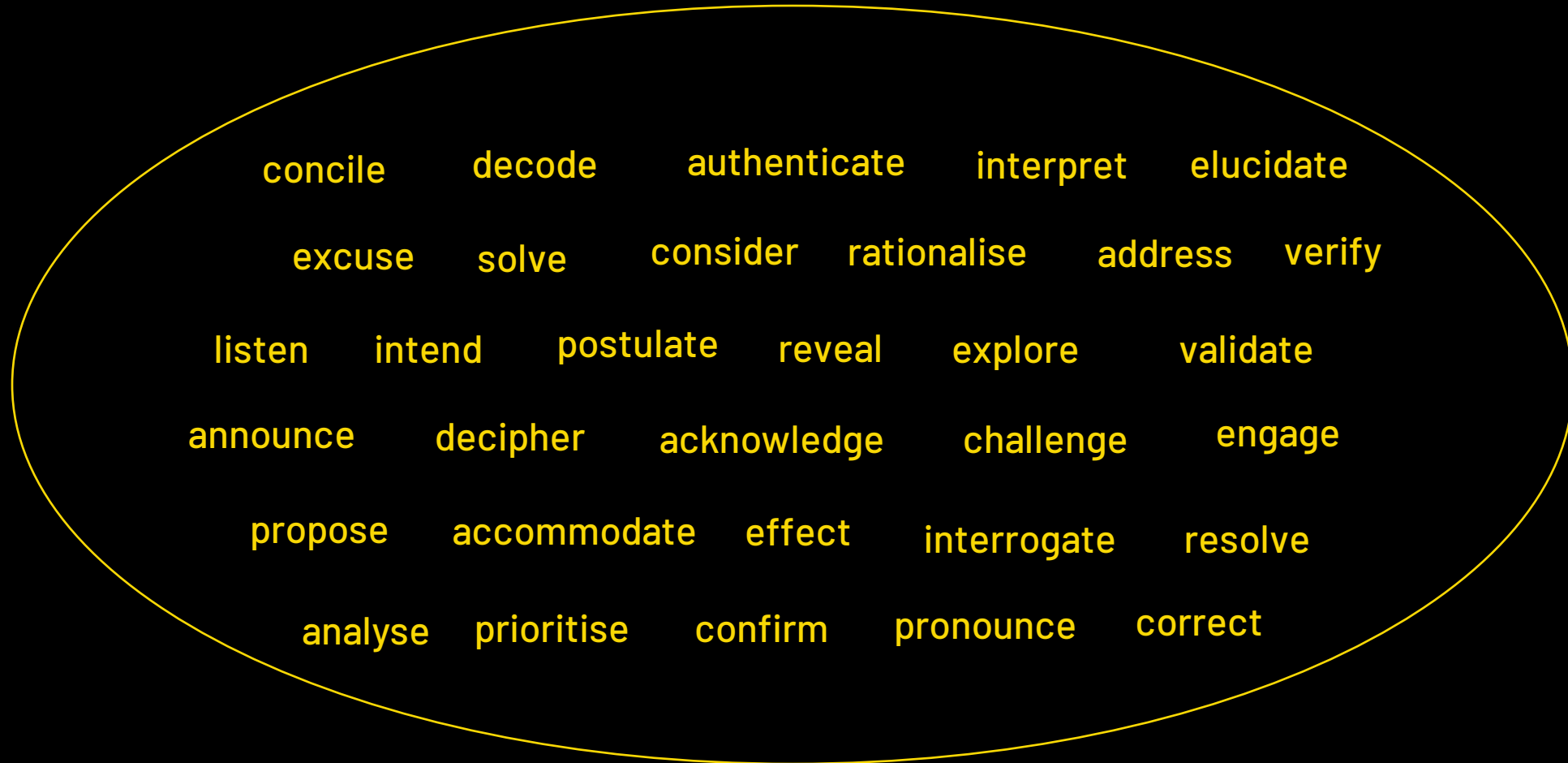
*palpable*   *compelling*   *obvious*   *apparent*   *unambiguous*

*conceivable*   *manifest*   *categorical*   *unequivocal*

*conclusive*   *irrefutable*   *undeniable*   *realisable*   *true*



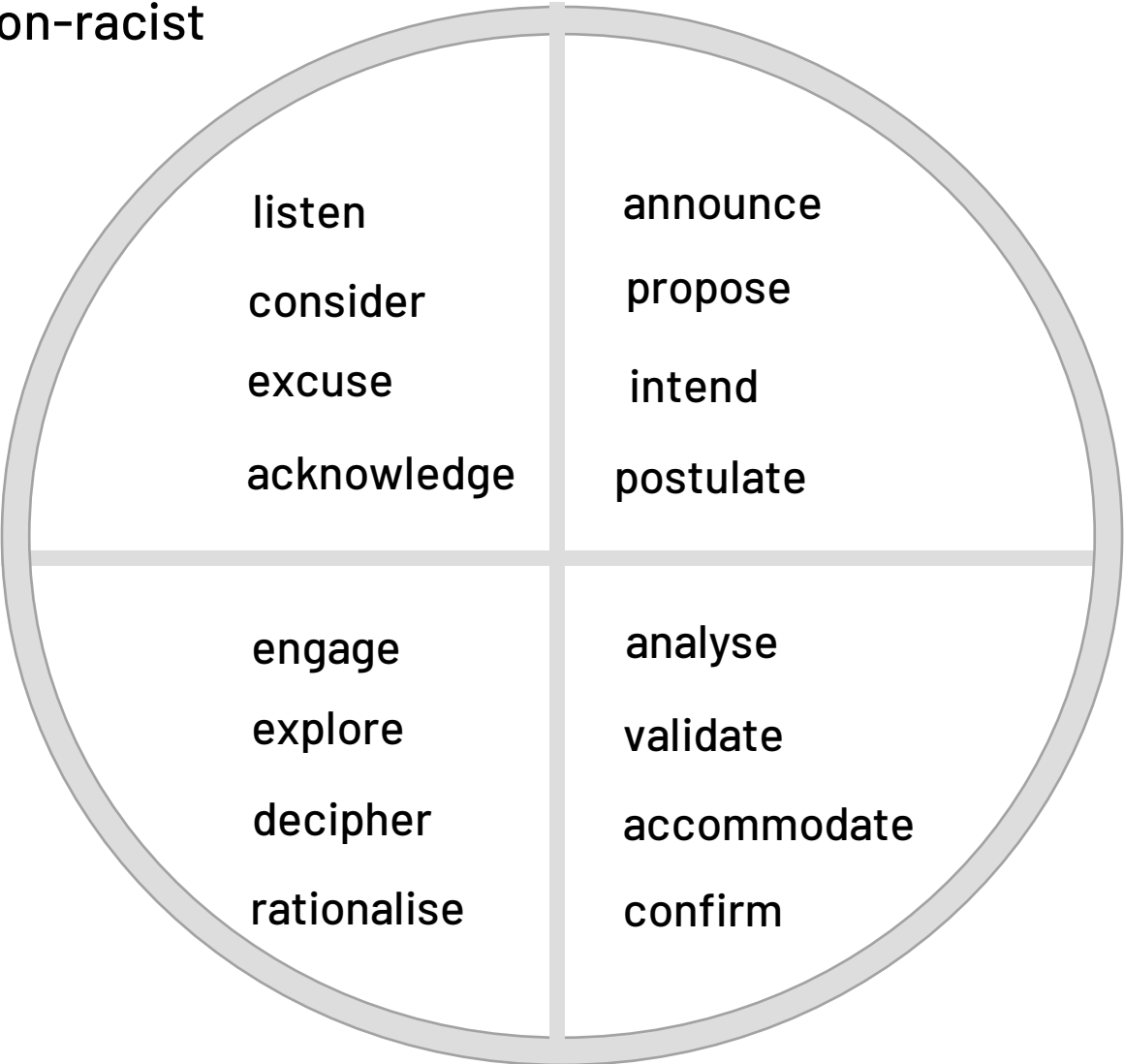
## How to Challenge the Black Paradox?



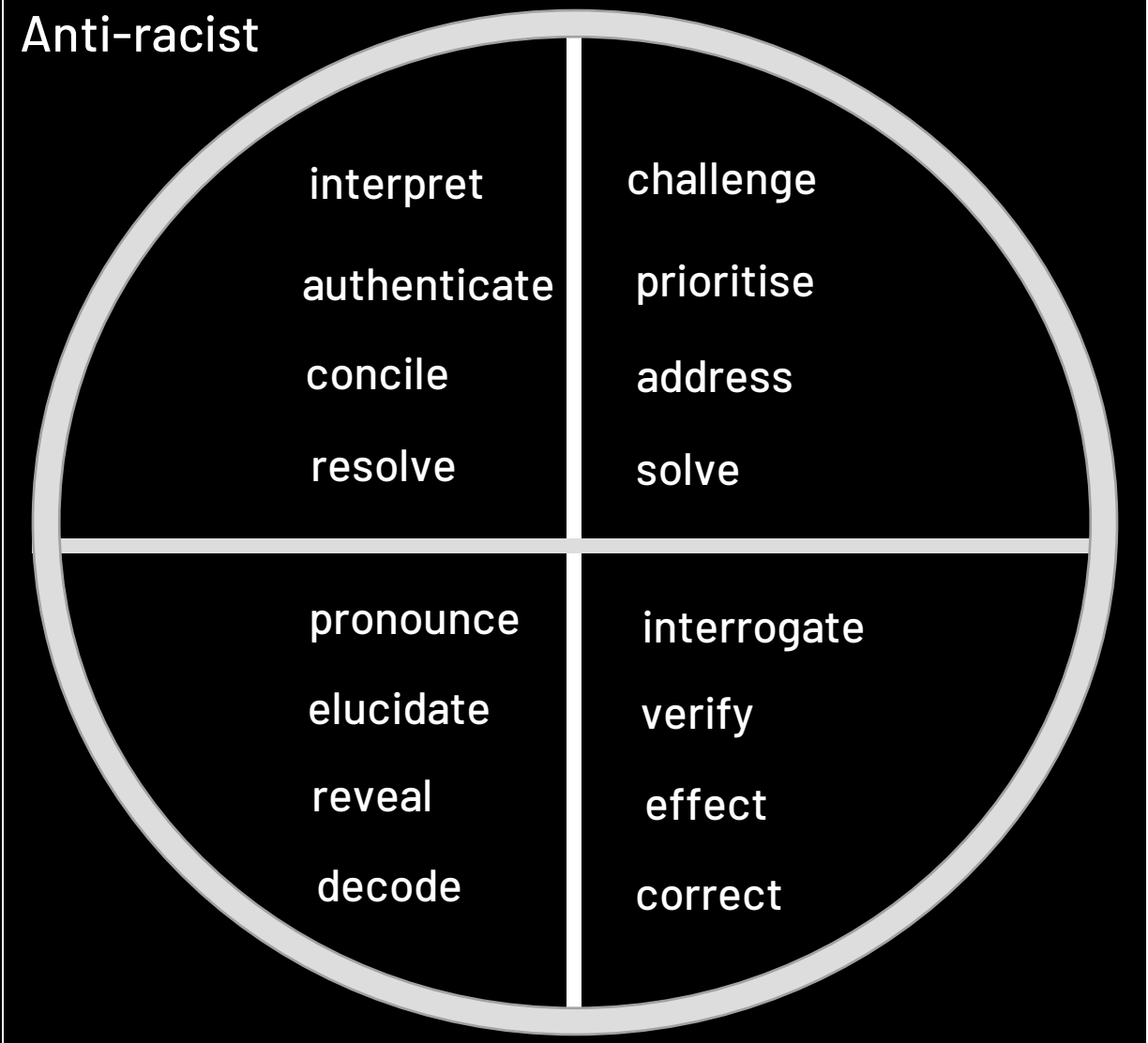
# The final paradox – and solution: to not be racist is not the same as being anti-racist



## Non-racist



## Anti-racist



GREAT ANTI-RACIST PRACTICE IS **SHARED**, **AMBITIOUS**, **LIVELY**, **TRUE**

# The SALT Framework © BFELG UK Ltd



## The Black Paradox

**Invitation:  
Construct your Leadership  
Challenge**

| Thank you

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