

BLG ANNUAL UK 4 NATIONS & GLOBAL CONFERENCE

**TRACKS**

Black  
Leadership  
Group

COURAGEOUS LEADERSHIP  
IN A FRACTURED WORLD

**TRAILS**

**AND THREADS**

**THE BIRMINGHAM PROGRAMME**

21ST MARCH 2024

08:00 - 17:00

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## OPENING KEYNOTE

**Lord Woolley of Woodford CBE**

The Principal, Homerton College,  
University of Cambridge

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## CONFERENCE CHAIR

**Robin Ghurbhurun**

UK Managing Director – Jisc Further  
Education, Skills and FE/HE Advice &  
Training



## BIRMINGHAM HOST

**Robin Landman OBE**

\*Black Leadership Group (BLG)

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VENUE

**ROYAL BIRMINGHAM CONSERVATOIRE,  
200 JENNENS ROAD,  
BIRMINGHAM, B4 7XR  
21 MARCH 2024  
08:00-17:00**

This unique and high profile hybrid event, on 21 March, coinciding with the UN's International Day for the Elimination of Racial Discrimination, will bring together people in-person and on-line, in each nation of the United Kingdom and international participants, to discuss and shape actions for achieving an anti-racist society and ethnic equity for all.

Through a thought-provoking blend of tracks, trails and threads, keynotes, provocations, roundtable conversations, case studies, collaborative research, and calls to action, the conference will:

- Explore the role and imperative of courageous leadership in the fight for an anti-racist world
- Showcase the trailblazers that are challenging the status quo, by pushing boundaries with initiatives on anti-racism that are making a difference
- Learn how system leaders are proactively applying the BLG 10 Point Plan to embed an anti-racist culture
- Discover how educational leaders are invested in co-creation using the anti-racist principles and tools developed to galvanise the energy and talent of teachers, students, and communities
- Provide opportunities to consider the applicability of the anti-racist lens within different global contexts
- Examine the role of artificial intelligence applications in profiling bias and racial prejudice in recruitment, promotion and training.

# The Programme

08:00	<b>Conference Lobby</b>	Arrival and Registration Refreshments
08:45	<b>Host Welcome</b>	Robin Landman OBE *Black Leadership Group (BLG)
<b>SESSION 1 // WELCOME, OPENING KEYNOTE &amp; PANEL DISCUSSION</b>		
(This session will be livestreamed from London to all our conference venues – Belfast, Birmingham, Cardiff, Edinburgh and On-line)		
08:50	<b>Headline Sponsor Welcome</b>	Kirri Watson Google for Education
09:00	<b>Welcome</b>	<b>Conference: Chair Robin Ghurbhurun</b> , UK Managing Director – Jisc Further Education, Skills and FE/ HE Advice & Training
09:10	Conference Opening Keynote Address: Based on Lord Simon Woolley’s inspiring book, <b>SOAR: My Journey from Council Estate to the House of Lords</b> , the Keynote will set the tone for the conference in the context of the theme – Courageous Leadership in a Fractured World.	Lord Simon Woolley; The Principal, Homerton College, University of Cambridge
09:30	In Conversation with Simon: This fireside chat style conversation will be led by Robin Ghurbhurun. The panel members, who themselves are proven courageous leaders will discuss Simon’s Keynote, SOAR, and the anti-racism imperative, laying down initial tracks, trails, threads for further exploration during the day.	
<b>Panellists</b> <ul style="list-style-type: none"> <li>• Lord Simon Woolley</li> <li>• Robin Ghurbhurun – Conference Chair</li> <li>• Chantelle Haughton – Principal Lecturer, Cardiff Met University</li> <li>• Ann Francke OBE CMgr – Chief Executive, Chartered Management Institute (CMI)</li> </ul>		
10:30	<b>Refreshment Break</b>	

## SESSION 2 // 11:00-11:20

### BIRMINGHAM KEYNOTE: COURAGEOUS LEADERSHIP IN A FRACTURED WORLD

TRAILBLAZER KEYNOTE SPEAKER

PROFESSOR DAVID MBA, VICE CHANCELLOR, BIRMINGHAM CITY UNIVERSITY

## SESSION 3 // 11:30-12:30

### ROUNDTABLE WORKSHOPS: TRACKS, TRAILS & THREADS (Participants should register for ONE Roundtable Workshop)

Each Roundtable will feature a short presentation or interview, and interactive discussion. Participants will develop a summary and call to action to take forward to the Golden Threads Plenary.

#### Track 1 System Leadership

#### The Team Doncaster Story: a place-based approach to anti-racism

The murder of George Floyd in May 2020 ignited the setup of the City of Doncaster's Ethnic Culture Fusion Network (ECFN). Through the Network, Doncaster leaders and influencers, City-wide have been inspired to become more, and do more. It has been a time for opening doors and breaking through, no matter how painful, disruptive or uncomfortable.

This session tells the Team Doncaster story and leads a conversation about how system leaders can embrace anti-racism by empowering others and experimenting with new ideas and approaches utilising the Race Equity Continuum Paradigm as a blueprint for meaningful organisational and city wide change underpinned by the BLG's 10 Point Plan.

Arshad Khaliq & Lee Tillman,  
Chief Executive's Directorate,  
City of Doncaster Council

#### Track 2 Educational Leadership

#### The BLG Higher Education Anti-Racist Toolkit (HEART)

Launched today by Professor David Mba, Vice Chancellor, Birmingham City University, HEART's purpose is to help inform, guide and challenge Higher Education (HE) Providers (HEP) and Higher Education Professional Bodies (HEPB) to integrate anti-racism at institutional, faculty and school level.

This Roundtable will focus on how HEART can be used to embed anti-racism into various aspects of the higher education system by concentrating on cultures, processes and frameworks that influence student experience, staff experience, teaching and learning, research, pedagogy and curriculum, governance, operations, and strategy.

Oli Young,  
Associate Dean for Taught Students,  
University of Exeter

**Track 3  
Trailblazers**

**Leading Anti-racism conversations**

BMet is a leader in Anti-racist practice. Pat Carvalho will present BMet's case study 'Supporting Managers to Lead Anti-racism Conversations with their Teams' and explain how utilising the BLG SALT framework alongside the High Performing Teams model has been used to prioritise anti-racism and to focus on behaviours that support their ongoing work.

Pat Carvalho  
Principal & CEO  
BMet

**Track 4  
Research &  
Innovation**

**Ethnic Equity in Education (FE) Report**

Launched in July 2023, the EEE (FE) campaign is intended to tackle two major issues that beset all three phases of education: Student attainment gaps for Black\* pupils/ students, and the correlated issue of serious under-representation of Black staff at all levels of the workforce. This report (launched by Professor David Mba) will update delegates on the actions the FE system has signed up to take to address these two issues in a meaningful and sustainable way, and will also be the precursor to launching consecutive campaigns for Higher Education and Schools.

Robin Landman OBE  
Co-founder &  
Director, Black  
Leadership Group

12:30 -13:15

**Lunch and Networking**

**SESSION 4 // 13:30-13:50 AI PROVOCATION KEYNOTE:**

*Can Artificial Intelligence help to combat systemic racism?*

**This session will be livestreamed from London to all our conference venues – Belfast, Birmingham, Cardiff, Edinburgh and On-line**

**PROVOCATEUR, TRAILBLAZER & KEYNOTE SPEAKER:**

**PROFESSOR S. CRAIG WATKINS**

Director of Media Innovation, University of Austin, Texas

**SESSION 5 // 14:00-15:00**

**ROUNDTABLE WORKSHOPS: TRACKS, TRAILS & THREADS** (Participants should register for ONE Roundtable Workshop)

Each Roundtable will feature a short presentation and interactive discussion. Participants will develop a summary and call to action to take forward to the Golden Threads Plenary.

**Track 1  
System  
Leadership**

**Breaking Barriers**

Black women held only 1.5% of the 3.7 million leadership positions across the UK in Public and Private sectors in 2019 (BITC 2020)

This session aims to inspire and empower participants to be advocates for positive change in their professional environments and workplaces, creating a ripple effect for positive change.

Estella Edwards,  
Social Entrepreneur,  
Podcast Host, and  
Leadership Coach

**Track 2  
Educational  
Leadership**

**The Higher Education Ethnic Equity Challenge:  
Sustaining participation and addressing representation**

Against the backdrop of a three-pillar model foundational to students' educational experiences, this workshop aims to emphasise planning for the future. We will explore ways to overcome obstacles to promoting and better supporting participation in higher education, regardless of first-generation status or any other artificial barriers. Additionally, we will address challenges in generating a sustained pipeline from our communities at scale into the higher education sector. We will also focus on driving and developing role models in academic, professional service, and research roles.

Oli Young,  
Associate Dean for  
Taught Students,  
University of Exeter



**Track 3  
Trailblazers**

**Women in the Shade**

Karen and Marcia are former police officers in West Midlands Police considered to have been trailblazers in their time. Marcia Ore was the first Black woman to be a Force Trainer and the first Black woman to serve at Birmingham Airports Police Unit. She was also the first Black woman to hold the rank of Sergeant when she transferred to West Mercia Police in 2003. Whilst Karen was a former Superintendent and the first Black female to attain this rank in the history of West Midlands Police, together they have recently founded 'Women in the Shade' an organisation which focuses on Creating an environment where Black women's talents, unique experiences and perspectives are acknowledged, respected and valued.

They will share insights surviving and thriving within policing as a Black Woman. They will then lead a discussion on building bridges to enhance Black representation in organisations.

Karen Geddes QPM,  
Professional and  
Development Coach,  
Founder of the Thin  
Black Line, Co-  
founder, Women in  
the Shade

Marcia Ore  
Diversity, Equity  
and Inclusion  
Consultant & Coach,  
Co-founder Women  
in the Shade

**Track 4  
Research &  
Innovation**

**Response to AI Provocation**

A short showcase presentation by the Roundtable leader will be followed by an interactive discussion in response to the provocation keynote.

Peter Kilcoyne,  
Director at  
Transform  
Education and  
Innovative Learning  
Technologies

15:00-15:15

**Break**

**BIRMINGHAM CONFERENCE CLOSE**

16:45 -17:00

Announcements, Appreciation & Close

**Birmingham Host**  
Robin Landman OBE  
Black Leadership  
Group

## SESSION 6 // 15:30-16:30 GOLDEN THREADS PLENARY & CALL TO ACTION

This not-to-be-missed session will be livestreamed from London to all our conference venues – Belfast, Birmingham, Cardiff, Edinburgh and On-line.

Robin Ghurbhurun, Conference Chair, will be joined by the Conference Hosts to:

- Synthesize the learning, information and reactions to the provocative and optimistic insights from our inspiring speakers across the day
- Extract the 'golden threads' that align with the conference themes of courageous, decent, and competent leadership
- Reprise the conference narrative to explore how we use collective wisdom to innovate and deliver change

### Conference Hosts

Belfast – Naomi Shaw

Birmingham – Robin Landman OBE

Cardiff – Yusuf Ibrahim

Edinburgh – Dr Maxine Room CBE

London – Amarjit Basi

On-line – Stella Mbubaegbu CBE

16:30 -16:45      Call to Action

**Conference Chair**  
Robin Ghurbhurun



