

Black and Asian Leadership Initiative (BALI) and BALI Related Sessions 2023

The BALI programme was designed in 2012 by Meera Spillett (former Director of Children's Services), Rosemary Campbell-Stephens MBE (an associate with the National College For School Leadership) and Patrick Scott (The Staff College) to explore the obstacles and barriers facing aspiring Black leaders and give them the knowledge, skills and strategies to overcome them.

BALI recognises that Black leaders and practitioners are not a homogeneous group and the practice of Cultural Competence is integral to the programme's approach where all cultures are recognised and the additionality of their individual cultural paradigms are welcomed. BALI is delivered as an all-Black, safe space for participants which gives all participants the confidence to be themselves and have candid discussions without feeling a need to moderate their views for the comfort of others.

BALI is a 3 day programme (9am – 5pm) with day 1 & 2 running concurrently and day 3 approx. 2/3 months later.

£13,000 (+ VAT) (virtual delivery for up to 25 participants)

If a face to face programme is preferred, venue costs and expenses will be charged in addition to the fee above. If a more tailored programme is required, this will increase the cost.

We aim to:

- Provide strategies to help participants overcome barriers and enhance their skills to be able to thrive as Black global majority leaders;
- Renew self and group confidence, which is often depleted by every day racism;
- Enable participants to learn about and try out for themselves different leadership approaches and understand how these relate to their own values and principles;
- Ensure participants develop their own personal learning plan in order to help them progress in their careers.

BALI is a Black only space to ensure that:

- All participants are afforded a safe environment to consider how personal and professional experiences of covert, overt and institutional racism have and do impact upon them;
- Participants can explore issues from a Black perspective;
- They can develop a trusting, close and active network of Black colleagues.



BALI Related Sessions 2023

Half Day Sessions

Cost: £2250 per session

Leading in Colour

This session aims to:

- Highlight the urgency of coming off the touchline and leading the action to combat racism within the workplace and for local people now.
- Set out the direct and personal challenge to leaders.
- Offer an approach to hearing staff voices and views.
- Provide emerging learning from what's happening right now.
- Provide a brief overview of multidimensional racism and gives insights into understanding and addressing the local impact of multi-dimensional racism.
- Look at the Cultural Competence model and how it works for individuals, organisations and communities.
- Explore the moral imperative and organisational benefits of promoting and sustaining a diverse environment and an inclusive culture ...and the steps you can take to achieve both.
- Encourage reflection, starting with self, questioning 'what's it like to be a white leader?' and then go on to explain why this is so upfront, so personal and so urgent.



Let's talk about Race and Culture

This session aims to:

- Facilitate and support a deeper understanding of the concepts of 'Race', multi-dimensional racism and the lens of intersectionality when looking at discrimination affecting staff and communities
- Enable exploration of the fluidity of language about race and understand the different perspectives that exist
- Learn how Cultural Competence can be used at a personal, practitioner and organisational level to improve practice with culturally diverse communities and support the Workforce Race Equality Standards in the workplace
- Explore the qualities of inclusive organisations and the conditions for them to thrive
- Highlight any areas for further development for staff.

BALI Related Sessions 2023

Cultural Competency

This session aims to:

- Help colleagues understand what cultural competence is and how it: supports continuous learning and development for all staff, can be used promote more inclusive organisations and dovetails to Workforce Race Equality Standards (WRES) and Integrated Care Systems (ICS)
- Demonstrate the relevance of Cultural Competence to organisations, communities and to you
- Consider where you think your organisation's level of cultural competence is currently and begin to understand your own personal level of cultural competence
- Provide a brief introduction of issues highlighted by COVID-19 & Black Lives Matter
- Explore the fluidity of terminology around 'race' and other narratives like 'woke', 'cancel culture'
- Use the concept of intersectionality to consider all those with Protected Characteristics and wider groups

These sessions will be tailored to align with your particular area of development or context.

90 Minute Sessions

3 sessions- £ 3,750/ 4 sessions- £ 4,550

Book Clubs

The book clubs offer a guided/facilitated approach to reading and considering the learning at a personal, organisational and/or at partnership level. key learning themes and actions presented back after the sessions are complete.

Black Leadership Imbalance - Black Leaders Missing in Action

- Explore the barriers and obstacles faced by Black aspiring leaders
- Reflect on tackling social capital to avoid affinity bias
- Consider the added value of Black leaders and global leadership paradigms.

Cultural Competence – Promoting leadership and organisational change

- Explore what Cultural Competence is
- Add the lens of intersectionality
- Introduce how Cultural Competency can support inclusive organisations, the WRES and Integrated Care Systems
- Help understand psychological safety V psychological self-protection
- Explore a coherence of leadership values, behaviours and actions.



BALI Related Sessions 2023

Leading in Colour: The Fierce Urgency of NOW

- Exploring how primarily white leaders, partners and politicians can understand, build and sustain changes to tackle racism
- Reflecting on COVID-19 and Black Lives Matter
- Questions designed to support leaders in moving their thinking and actions forward
- Curated resources to read, listen or watch.

Review, Reflect and Action

- Key learning themes and actions presented back after the sessions are complete.

1 Hour Session

Cost: £850 per session

Tackling Racism

This session aims to:

- Explore the fluidity of language helping colleagues to get comfortable with it
- Consider the Colour of Power
- Highlight the Barriers faced by Black leaders and aspiring leaders, what they can bring
- Consider the challenges and opportunities of 2022
- Understand how multi-dimensional racism affects young people, families and staff
- Introduce Cultural Competence for organisations, workers, communities
- Discuss allyship and how to move from Bystander to Upstander

(All costs are exclusive of VAT and are based on virtual delivery)



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