



# Black Equity Index Development Lead

Candidate  
information



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# Welcome.

**Thank you for your interest in the role of Index Development Lead at Black Equity Organisation (BEO). BEO launched in 2022 with a mission to dismantle systemic racism in the UK.**

Dear candidate

Thank you for your interest in the role of Black Equity Index Development Lead.

BEO is a national civil rights and campaigning charity focused on dismantling systemic racism in the UK, driving generational change, and improving the lived experiences of Black people across the country. We are committed to making the UK a fairer place for Black people, and we are now at a pivotal moment in our mission to create lasting change.

BEO's economic empowerment and equity of opportunity pillar is when Black people in the UK have equitable resources to live with dignity, thrive in their pursuits and have a better opportunity to build a positive future. This means creating an enabling environment that provides the Black community with a platform to achieve their potential.

We are seeking a dynamic and experienced Equality, Diversity, and Inclusion (EDI) specialist to lead on the development and delivery of the Black Equity Index (BEI). This new equity assessment and audit framework will address the unique challenges faced by Black employees in the workplace, including those that intersect with other identities and evaluate organisations based on their commitment to racial equity.

As the Development Lead, you will work closely with internal and external stakeholders to build and maintain relationships, secure feedback, and develop the accompanying BEI consultancy support as part of BEO's income generation strategy to sustain the programme.

We have an exciting opportunity for a senior Equality, Diversity and Inclusion specialist to develop and deliver BEO's Black Equity Index. This is an exciting project to create a new equity framework tailored to address the unique challenges faced by Black employees in the workplace including an intersectional lens.

In return we offer flexible working, a generous employee benefits package, A supportive and friendly team environment, and the opportunity to play a key role in a highly respected national charity committed to dismantling systemic racism in the UK

To apply, please submit your CV along with a covering letter addressing the criteria outlined in the person specification by the 20th of October at 23:59


1st stage Interviews will take place w/c 28th of October and 4th November 2024 via Teams. We also offer an optional online recruitment briefing session prior to the application closing date, which is open to all prospective candidates and provides the opportunity to learn more about the role. You will be able to access further information on this once you click to apply.

We look forward to hearing from you.

Timi Okuwa

Chief Executive



 a credible, national  
advocate for the  
self-determination of  
Black people  
in Britain.

# About Black Equity Organisation.

**BEO is the UK's new Black civil rights organisation. We have recently launched, and our mission is to dismantle systemic racism in the UK.**

2020 placed a bold spotlight on the structural racism which continues to affect Black communities and which is endemic throughout UK society. Yet there exists within all corners of our society a strong momentum and willingness for change. However, willingness alone will not be enough to tackle the deep roots of racism in the UK. It will require much more including focus, organisation, resources and importantly, leadership.

BEO has been founded as an independent, credible and pre-eminent national civil rights organisation in order to address these issues and to meet this need. BEO will be an organisation with national scale and international reach that can engage Black communities, the general public and private, public and third sectors to advance justice and equity for Black communities across the UK.

## Purpose, vision and mission statement

### **Our Purpose**

is to be an advocate and guardian for the Black Community in the UK - delivering equality, inclusion and empowerment through action.

### **Our Vision**

is to realise the empowerment, self-determination and welfare of Black people in the UK, and to be a credible and effective catalyst for dismantling structural racism within British society.

### **Our Mission**

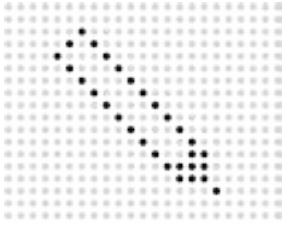
We exist to promote economic, legal, political and social equity for Black communities in Britain in order to ensure equal opportunity for progress and prosperity.

Our efforts will endorse and amplify Black voices, Black talent, Black enterprise and **Black greatness in Britain.**

### **Our Values**

Collaboration, Legacy, Empathy, Accountability, Recognition

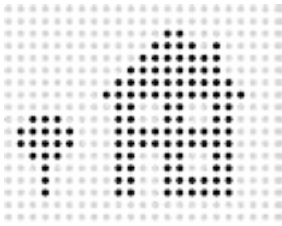
# Why Now?



## EDUCATION

Gaps in academic outcomes exist early between Black and White British students and widen over time through to A-Levels.

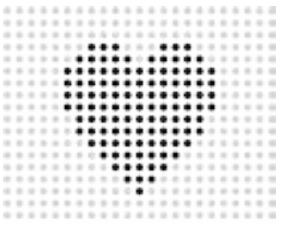
White students are **3x** as likely to achieve Grade A or higher in 3 subjects than Black Caribbean students.



## NEIGHBOURHOOD AND HOUSING

Black African populations are **3x** less likely to own their homes than White populations.

Black Caribbean populations are **3x** more likely to rent via social housing, versus White populations.



## CULTURE, AWARENESS, REPRESENTATION AND RESPECT

Black people are **2x** as likely to report being treated as a potential shoplifter than White populations.

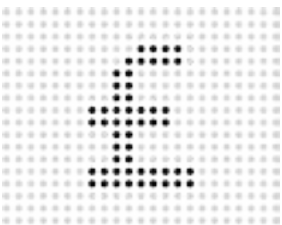
Black people are **2x** as likely to be cast in a supporting role than a lead role in British television and film.



## JUSTICE, IMMIGRATION AND RIGHTS

In the UK for the year 2019, Stop and Search rates were **10x** greater for Black populations than White populations.

By contrast, **not a single police force** in England and Wales registered an arrest rate more than **20** for every 1000 White individuals.



## ECONOMIC EMPOWERMENT AND EQUITY OF OPPORTUNITY

Unemployed rates are 2- **3x** higher for economically active Black populations.

The Black population makes **90p** for every **£1** that is earned by the White population.



## HEALTH, WELLNESS & CARE

**75%** of Black people aged between 18-34 said they felt discriminated against by healthcare professionals.

Black women are **4x** more likely to die in pregnancy.

# Our Core Proposition - what will BEO do?

**BEO is here to be the UK's pre-eminent national civil rights organisation entirely focused on dismantling systemic racism and advancing equity, justice and rights for Black people.**

We are ready for a generational shift and will strive tirelessly to work with Black communities and allies to make the UK a better, fairer country. We exist to promote economic, legal social and political equity for Black communities in Britain in order to ensure equal opportunity for progress and prosperity.



## What will BEO do?

We have a bold and ambitious aim - to dismantle systemic racism. But we know that we will only succeed if we work in partnership with others. We want to achieve a generational shift, so we have set three over-arching long-term goals for Black people's lives in the UK:

- Improve health, life expectancy and wellbeing
- Higher household incomes and greater economic security
- Improve trust, participation and outcomes from the use of public services

These goals are underpinned by three key objectives:

- Black people achieve **self-determination**, realise their rights & achieve **justice**.
- BEO persuades powerful institutions and corporations to acknowledge **structural racism** within their own systems and processes and take steps to **dismantle it** and BEO campaigns ensure the wider **public understands** what systemic racism is and there is **growing support for action** to address it.
- Lasting systemic change is realised through **collaboration**.

## In particular BEO will:

- Use **data and evidence** and use the power of the law to hold the powerful to account and influence policy.
- Adopt an approach informed by the historic and current **trauma** experienced by Black people.
- Build **greater awareness and understanding** of what structural racism is.
- Develop effective **solutions** to tackle structural racism build **partnerships and coalitions** across BEO's pillars including Taskforces.
- **Mobilise** our supporters and allies.

# Our Six Key Pillars.



## ECONOMIC EMPOWERMENT & EQUITY OF OPPORTUNITY

Ensure Black communities are economically empowered and have the same professional and career opportunities as others.



## EDUCATION

Close the education attainment gap that exists between Black and White children in the UK throughout school and university, with knock-on effects in the labour-force.



## JUSTICE, IMMIGRATION & RIGHTS

Stand up legal organisation to fight for racial justice and remove sources of racial discrimination within the criminal justice system through litigation, advocacy, outreach and public education.



## NEIGHBOURHOOD & HOUSING

Address and remove the economic, structural and political barriers that contribute to the over representation of Black people in rented and social accommodation and under representation in privately owned accommodation.



## CULTURE, AWARENESS, REPRESENTATION & RESPECT

Build broad public awareness of the existence of systematic racism in British society and its impact on Black communities to galvanise public support, outrage and commitment to eliminate sources of systematic racism.



## HEALTH, WELLNESS & CARE

Achieve healthy equality for all Black people in the UK including a healthy life and high-quality freely available healthcare, with equal outcomes irrespective of race.

# Index Development Lead

## INDEX DEVELOPMENT LEAD

<b>Location</b>	Hybrid (homeworking or London based)
<b>Reporting Relationship</b>	Head of Fundraising and Programmes
<b>Salary &amp; contract</b>	up to £60k FTE, Fixed Term - 12 month contract. This contract may be extended or made permanent without further advertising dependent on business needs at the end of the contract term.
<b>Hours &amp; contract terms</b>	4 days per week, Fixed Term Contract
<b>Start date</b>	ASAP

## ROLE PURPOSE

To lead on the creation of BEO's Black Equity Index which will focus on supporting Black employees in the workplace by supporting employers to develop and embed good practice.





# Role Description.

## Responsibilities

### Key responsibilities:

- **Develop the Black Equity Index:** Build on the recommendations from the landscape review conducted with BEO's corporate and public sector partners to design and develop the Black Equity Index framework to evaluate organisations based on their commitment to racial equity, equal pay, representation, and leadership diversity. This will include defining the key indicators to measure racial equity to ensure balanced and effective measurement.
- **Research Collaboration:** Partner with the research team with universities and research institutions to commission studies that deepen the understanding of Black employees' workplace experiences and help ensure that the BEI is informed by the latest data and insights and best practice sharing. Develop an evaluation framework to measure the BEI's impact on Black employees and the organisations that participate.
- **Public Affairs and Policy:** Develop reports and insights to ahead of Government consultation activities for the introduction of the mandatory ethnicity and disability pay gap reporting in the upcoming Equality (Race and Disability) Bill.
- **Stakeholder Engagement & consultancy practice:** Build and maintain strong relationships with corporate and public sector partners, using your expertise to promote the BEI and to provide expert advice and guidance to employers on EDI with a specific focus on anti-racism.
- **Develop consultancy practice:** Work closely with the Head of Fundraising and Programmes, Head of Finance, and the CEO to develop BEO's consultancy practice with tailored services to support organisations looking to advance their diversity and inclusion initiatives.
- **Strategic Partnership Management:** Manage relationships with corporate and public sector partners including BEO's existing partners to ensure full engagement with the BEI, sharing key findings and building long-term partnerships that support the sustainability of the Index. Engage with participating employers to gather and incorporate feedback that refines the BEI's methodology and focus, ensuring it remains relevant and actionable.
- **Marketing and Communications:** Collaborate with the Communications team to develop marketing strategies and delivery content for the BEI's launch, create a clear and impactful communications plan to promote the Index and publish research reports and articles.
- **Advisory Group Development:** Establish and lead the BEI Advisory Group, ensuring that EDI and HR experts provide guidance to develop a robust and impactful index.
- **Regular Reporting:** Provide updates on the BEI's progress to the CEO and board of trustees, ensuring transparency and strategic alignment with BEO's mission.

*This role description is not exhaustive. The post holder may be required to carry out additional tasks which are in scope of the role*

# Person Specification.

## Criteria

EXPERIENCE AND SKILLS	Essential	Desirable
Experience of working in an EDI role with strong EDI knowledge across all areas of equality and inclusion and a demonstrable commitment to anti-racism.	✓	
Experience of providing strategic operational advice and guidance on EDI to employers at all levels of their organisation.	✓	
Experience of leading behaviour change projects or interventions in a large organisation.	✓	
Excellent oral and written communication skills.	✓	
Project Management experience, including data gathering, project evaluation, and report writing.	✓	
Strong stakeholder management skills and demonstrable experience of developing and working in a variety of diverse partnerships.	✓	
Strong facilitation and training skills and experience including through remote working platforms such as Teams or Zoom.	✓	
Experience of working in a small organisation or start-up.		✓
Experience of generating income streams through EDI-related projects and initiatives	✓	

KNOWLEDGE AND ABILITIES	Essential	Desirable
A self-starter with the ability to drive projects forward.	✓	
A collaborator with a can-do attitude.	✓	
Lived experience of racism or other forms of discrimination.	✓	✓
A strong working knowledge of equality and discrimination legislation		



# BEO Staff Benefits

- **Pension**

5% employer contribution

- **Growth Opportunities:**

4 development days per year to spend at an organisation of your choice

- **Wellbeing focus**

Support from our coaching and counselling services tailored for mental wellbeing.

- **Duvet days**

4 'duvet days' per year, can be taken at short notice (will be deducted from annual leave allowance)

- **Flexible working**

Flexibility in hours and location with the potential for personalised arrangements upon your line manager's .

- **Maternity / paternity / parental pay & leave**

Enhanced package for maternity, paternity, and parental support that goes above and beyond the standard requirements.

- **Perk Box**

Discounts, gifts , days out and more

# BEO Board of Trustees.

**BEO is led by a well-connected, purpose-driven Board, with proven credentials and cross-sector expertise to effect change for Black communities in the UK**



**Dame Vivian Hunt (Chair)**  
Senior Partner, McKinsey & Company

Senior partner at McKinsey & Company, advising a diverse range of corporate, public and third sector clients. In addition to her client responsibilities, Dame Vivian is a leader within the firm on productivity, leadership and diversity.



**Karen Blackett OBE**  
WPP UK Country Manager & CEO GroupM UK

A business leader with 25 years of experience in marketing and communications. She oversees WPP's second largest market and the 11,000 people working across its operating brands in the UK.



**Adjoa Andoh**  
Actress, Director and Write

A distinguished actor, writer, and director, known for her acclaimed role as Lady Danbury in Netflix's Bridgerton. Co-director of the UK's first all women-of-colour production of Richard II at Shakespeare's Globe Theatre. An Associate Artist at the Royal Shakespeare Company, narrated over 150 audiobooks and co-founded the Future Worlds Prize for writers of colour.



**Kwame Kwei-Armah OBE**  
Artistic Director, Young Vic

Actor, playwright, director and broadcaster. He became the Artistic Director of the Young Vic theatre in London in 2018.



**Ric Lewis**  
Founder, Tristan Capital Partners

Founding partner of Tristan Capital Partners, a British property investment firm, and its predecessor. He is also the founder and chairman of a registered charity - The Black Heart Foundation.



**Athian Akec**  
Activist & Writer

A 19 year old activist and a former member for Camden, UK Youth Parliament. Athian has since become a prominent voice representing the concerns of young people in London, campaigning on issues such as Brexit and climate change, and has written articles published in The Guardian, The Independent and Huffpost UK.

# BEO Board of Trustees.



**Mark Boisson**  
**(Treasurer)**  
Director of Finance,  
Hackney CVS

Mark is a Chartered Certified Accountant (FCCA) with over 30 years' experience in finance and accounting, at least 25 of which were on senior management teams and leading the finance function.

Mark is a current and former member of a number of boards including in the NHS, housing, charities and education.



**Michelle Daley**  
Director, ALLFIE

Michelle is an activist leading on disability justice on national and international platforms. Her work has involved producing research for Greater London Authority on the experience of Enslaved African Disabled People and the role they played in the abolition of the transatlantic slave trade.



**Marcia Willis Stewart QC**  
**(Hon)**  
Human Rights lawyer

Marcia has and continues to represent families in challenging and high-profile cases against the state. She acted for the family of Jean Charles de Menezes, shot dead by police in 2005 and represented the family in the 2011 police shooting of Mark Duggan.



**Siobhan Aarons**  
Co-Founder & COO,  
CARFE

Siobhan co-founded Conservatives Against Racism, for Equality (CARFE) Britain's first centre-right organisation dedicated to race-relations, during the pandemic. Siobhan is a Tory Reform Group Board Member and Deputy Chair Political of Cities of London & Westminster Conservative Association.



**Leon Mann MBE**  
Award-winning sports  
consultant, filmmaker &  
EDI

Leon Founder of multiple game changing organisations including the Football Black List, BCOMS (the Black Collective of Media and Sport) and the Sport's Peoples' Think Tank. Leon has worked extensively with some of the world's leading sports clubs, leagues, stakeholders, athletes and brands and he's Vice Chair of the Sports Journalists Association.



**David Olusoga OBE**  
Historian, broadcaster &  
film-maker

David Olusoga is a British-Nigerian historian, broadcaster and film-maker. Born in Lagos, Nigeria David studied history and journalism before joining the BBC.

He's an award-winning documentary maker and author.

# Who we are looking for and How to apply.

**We hope that you've found this information pack comprehensive and persuasive, and that the information provided has enabled you to make an informed decision about your application. Before you apply, please ensure you have read the role profile and person specification in detail.**

To apply for this role, please follow the link below to the Jobs page on our website and email your CV and cover letter (no more than 2-sides of A4) setting out how you meet the person specification for the role, to [recruitment@blackequityorg.com](mailto:recruitment@blackequityorg.com). Please put the subject line 'Application' followed by the role you are applying for.

We will guarantee to interview all disabled applicants who meet the minimum criteria set out in the Job Description for the vacancy. If you are eligible for this guaranteed interview scheme, please let us know as part of your application.

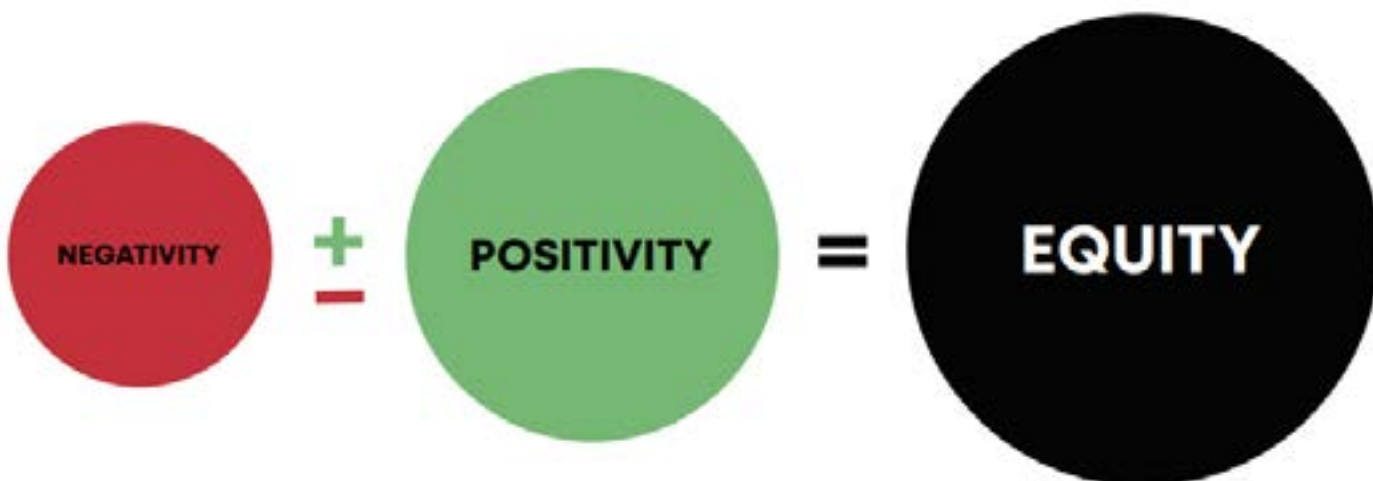
If you have not heard from us by 24th October please consider your application unsuccessful on this occasion. Due to capacity we are unable to offer individual feedback to unsuccessful applicants.

If you'd like to find out more about the role or the application process, please email us at [recruitment@blackequityorg.com](mailto:recruitment@blackequityorg.com) with the subject line 'Enquiry'.

**Apply [here](#).**

**Closing date** 23:59 on Friday 20th October.

**Interviews** 1st stage interview w/c 28th October and 4th November



**BE:**

