



Youth Innovation

Conference

Making Racial Equity a reality in the youth sector

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Tackling **R**acism and **I**nequality with
Underrepresented and **M**arginalised
People **H**onestly

CHANGE... Not Campaigns

Making equity a reality in the
youth sector



@wearetriumphuk

#changenotcampaigns

SETTING THE SCENE

Why are we here?

Diversity asks, 'Who's in the room?'

Equity responds: 'Who is trying to get in the room but can't? Whose presence in the room is under constant threat of erasure?'

Inclusion asks, 'Have everyone's ideas been heard?'

Justice responds, 'Whose ideas won't be taken as seriously because they aren't in the majority?'

Why are we here?

Diversity asks, 'How many more of [pick any minoritized identity] group do we have this year than last?'

Equity responds, 'What conditions have we created that maintain certain groups as the perpetual majority here?'

Inclusion asks, 'Is this environment safe for everyone to feel like they belong?'

Justice challenges, 'Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?'

- Dr. DL Stewart

Who are TRIUMPH?

Mission

To progress the youth sector through Awareness Raising, Analysis and Active Facilitation to diversify leadership, develop a standard of anti-racist practise that leads to a broader anti-oppression approach and ensure organisations are equipped to take ownership over their anti-racism and EDI journey.

Vision

A youth sector that values and prioritises racial equity and sees organisations hold themselves, and one another, accountable to anti-oppressive practise.



The 3 A's:

Our approach to creating sustained change

Through conversations and planning amongst funders, decision-makers, infrastructure bodies and cross-sector organisations, we are going to embed equitable practise into youth sector culture.

AWARENESS

We are raising awareness of the ways in which current practise, service delivery and operations (within the youth sector) reinforce inequality; whilst making the sector aware of of new practise that will help to close the inequality gap, creating a model for others to learn from.

ANALYSIS

We will analyse programmes, interventions and data to establish where requirements for more focus on tackling inequalities and inequities are needed; whilst identifying opportunities for improvement in planned programmes or initiatives whose model could be made more equitable.

ACTIVE FACILITATION

As a critical and proactive sector body, we will co-create and implement effective solutions through advocacy and by developing of models of practise that organisations hold themselves accountable to; leading to sustained change across the sector.

THE PROBLEM(S)

Our Initial Outreach Survey

Common Language & Actions from Responses	Perspectives we consider having reviewed these	How it guides our decision making
<div><p><i>"Not well equipped"</i> <i>"Poor response"</i> <i>"Not prepared"</i></p><p>Combined 22 occurrences</p></div>	<p>A desire to do something existed amongst colleagues but a level of knowledge and understanding about what is required to tackle systemic racism exists but orgs lack ability to do so (outdated knowledge)</p>	<p>Our listening initiative needs to assess and explore the link between internal progress and impact on wider society</p>



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*40 Respondents, 80%+ at CEO/Senior level, 50% from organisations with 50+ staff, representative of all regions in England

Our Initial Outreach Survey

Common Language & Actions from Responses	Perspectives we consider having reviewed these	How it guides our decision making
<p><i>"We need to do more training"</i> <i>"We would welcome new resources to help us"</i></p> <p>Combined 10 occurrences</p>	<p>Sector colleagues lack skills, knowledge, <u>experience</u> and expertise in-house to ensure their work is anti-racist. Also demonstrates the training gap has long existed.</p> <p>Also demonstrates the zone of comfort that "training" offers for colleagues to justify activity</p>	<p>Our listening initiative needs to explore what the decision-making process around CPD is relating to anti-racism.</p> <p>Is training truly going to influence long-term change?</p>



Our Initial Outreach Survey

A range of responses showing **disappointment** - and in some cases a **lack of surprise in the inactivity** of different organisations. Responses range from expressing frustration about lack of action to BLM not having affected the organisation and therefore there being no organisational response. **A fifth of all organisations did nothing.**

To be honest we didn't really engage at all as nobody had the time to take this on board. We are also based in a very deprived area of the country with very little ethnic diversity. Our beneficiaries are 99.9% white British. That's not to say that we don't want to learn and address the matters raised by #BlackLivesMatter movement but they impact very little on our current beneficiaries. We would however like to ensure that our young people appreciate the wider picture in the UK

THE EQUITY BLUEPRINT EVENTS



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For organisations led by and/or serving underrepresented communities, what are the barriers they face that make them less likely to experience this ideal situation?

What are the solutions e.g. initiatives, programmes or changes in process that are needed to make systematic change at a macro level?

Social Status - positioning and promotion of the organisation in community, sector and wider society

Barrier - I don't feel like I have a voice

Solution - more outreach and better listening

Solution - 'ground-up' collaboration

Profile of people at governance level

People who are influential tend not to be made aware of smaller, lesser known organisations to support. Could there be a way of championing them?

the creation of a platform to elevate the voices of lesser heard sector leaders

Solution - get better at creating opportunity - some people may have been there (on the board) a long time and blocking new opportunities

Barrier - time. People from marginalised communities often have other priorities that take their time and money and can't commit to attending Board meetings etc.

Less of an issue in some localities

Solution - thinking about non-traditional ways to include board members

Barrier - not diverse just because you have a black member of the board

The likelihood of someone taking up trusteeship is based on relationship with org + deemed position in life (white middle class)

Barrier - structure and process may not be sound
Solution - active support not penalising

Shifting the understanding of the social value that the organisation adds + the value the person of profile could have in contributing to the organisation

audit

Active recruitment of diverse governance

Record of funding acquisition + use

Funder decision-making panels not being representative and able to achieve cultural translation

Solution - how do we meaningfully add values to other organisations (if we can)

Fear of organisations who are willing to be open about their willingness to make radical change (seen as a less safe bet?)

Barrier - still in a competitive funding scenario - systemic issue across the sector

Exploring biases involved in funding allocation

Reviewing funding requirements

Starting with a lack of resource, longevity, expertise and track record in accessing funding

Solution / Question - How do we monitor and make sure we're held to account as organisations trying to support others?

Development support

Solution - Audit of where funding is going - eg PHF

Solution - Working group to lead the conversation about funding - and more specific funding inc. seed funding

Solution - Accountability

Brand Awareness and Marketing

Barrier - Race/Class
How do you attract people from different backgrounds if your organisation is 'known for' being white/middle class already working there.

(driving orgs and groups to) Platform for under represented groups, for leverage, and promotion of said platform

Barrier - being tokenistic, not perpetuating stereotypes and harmful narratives

To represent the organisation effectively, we need the "right" person/people?

Leadership Credentials

Are leaders expected to take a similar route and have similar experiences to be deemed worthy?

Solution - leadership / support and training once you're in that position. Regardless of position and background

Solution - Competency-based frameworks being more important than quals/experience. More about what people can do (potential) than what they may (or may not)

Barrier - prove yourself more in order to get in to leadership roles, however this continues also once in leadership

Solution - peer to peer groups supporting each other

Are some people more privileged to have the time and personal resource to give them the opportunity?

We are not looking for new because we like the "established"



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SOLUTION SPACES



Introducing Solution Spaces

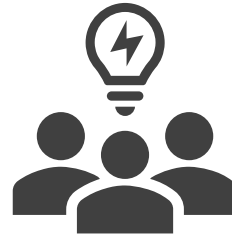


Embracing possibility:

We must start with the belief that change and progress are possible

1.

**Leadership and
Training**



Valuing collaboration:

The equity journey is dependent upon many people playing a part

2.

**Investment and
Accountability**



Identify momentum:

Rarely is there 'nothing' being done. Build where foundations exist

3.

**Support and
Pathways**

Leadership and Training

With the exception of grassroots organisations that are founded to serve young people from global majority and other minoritised communities, the number of colleagues from these backgrounds in national and infrastructural leadership roles is minimal. Colleagues in this *Solution Space* have spent 12 months co-designing the '**HEAL Academy**'; a 1-year programme for global majority leaders to strengthen and nurture their capacity, whilst providing experiences empowering them to occupy senior and influential roles in the sector.

Investment and Accountability

Historically, and in the present day, organisations led by and serving global majority and minoritised communities have been disproportionately underfunded. Colleagues in this *Solution Space* have spent 12 months co-designing '**Funding for the Future**', which through developing partnership with the Funders for Race Equality Alliance will see more funders commit to auditing their grantmaking, working with experts to make their processes more equitable and empower young people to hold funders accountable.

Support and Pathways

Again, with the exception of organisations led by and serving global majority communities, the level of promotion, progression and professional support experienced by colleagues from these backgrounds has been disproportionately low. Colleagues in this *Solution Space* have spent 12 months co-designing an engagement plan for creating the '**Empowering Global Majority Colleagues**' toolkit. Through a range of co-creation events and a steering group to centre the perspectives of global majority colleagues, the resulting toolkit will equip organisations to provide effective support.

THE 'POSE' MODEL

THE 'POSE' MODEL

THE 'POSE' MODEL - Setting well-formed outcomes

P - Positive

State what you want, rather than what you don't want



O - Own Part

Acknowledging your part in achieving the outcome. What will you do, how can you start and maintain it



E - Evidence

How will you know when you've achieved your outcome? What will you see, hear and feel?



S- Specifics

What, when, where, how, with whom, specifically?



OUR PRECIOUS PRESENT

OUR PRECIOUS PRESENT – pg. 6



What 3 initiatives have enabled racial equity in respect of the workshop you're interested in?

What are the 3 challenges that still exist?

What 3 actions could we take to help us towards meeting our challenges?

**OUR COLLECTIVE
FUTURE**

OUR COLLECTIVE FUTURE – pg. 7



If we take ourselves forward to 2030, things have gone as reasonably well as we could expect what's going on then?



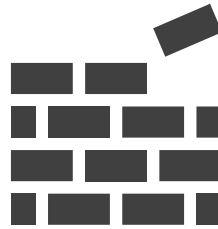
SOLUTION SPACES



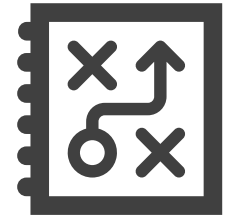
TRIUMPH in 2025



**Solution
Spaces with
podcasts**



**Bringing the
solutions to
life**



**Empowering
colleagues to
drive equity**

**Stay engaged with the solution
through quarterly co-creation sessions**

Our intentions going forwards

Sector Influence

- Increasing awareness of solutions to participate in.
- Educating the sector on how to evolve practise.
- Bringing colleagues together to continue co-creating solutions.
- Critical analysis of sector progress around equity.

Deepening Impact

- Educating organisations on how evolved practise can sustain increased access to opportunity for underserved YP.
- Developing strategies and facilitating relationships that strengthens organisations working with underserved young people.





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