

Black leadership

11 April 2024



Laurelle Brown

Pronouns: She/Her
Founder and Director

Leadership

- Performance
- Influence
- Grind
- Not giving a ****
- Inclusion
- Vision
- Growth mindset
- Confidence
- Communication





Black Leadership



**“We who believe
in freedom still
cannot rest.”**

***Benjamin
Zephaniah***



My pathway

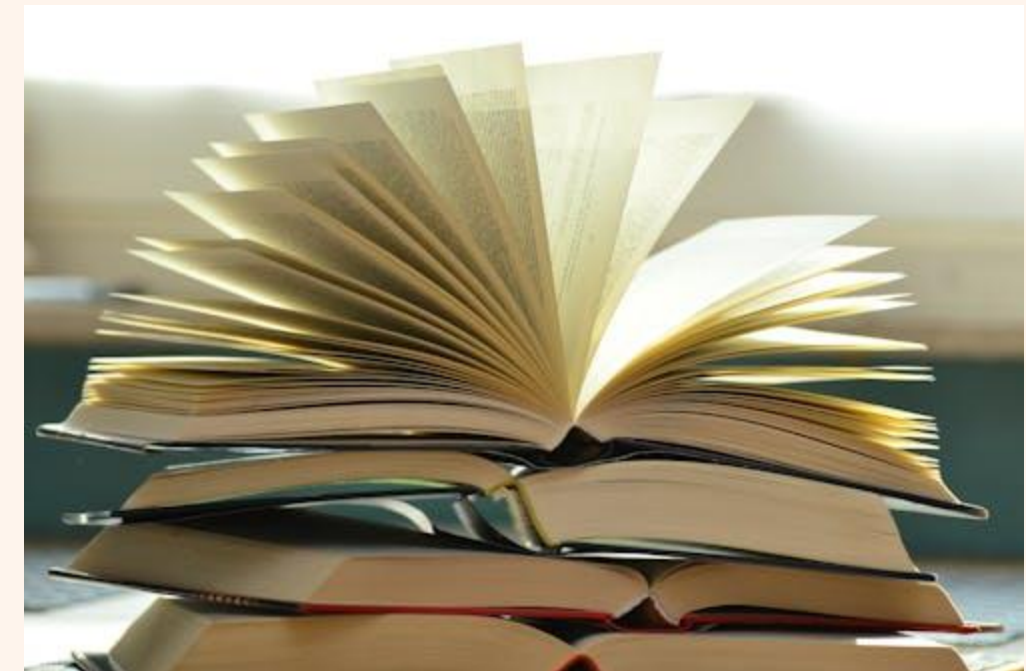
Life experiences

Education and training

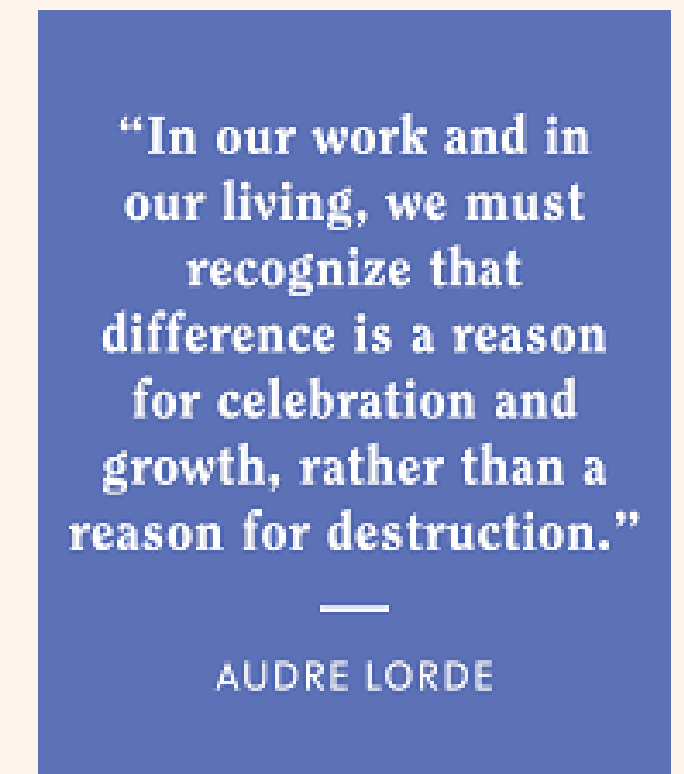
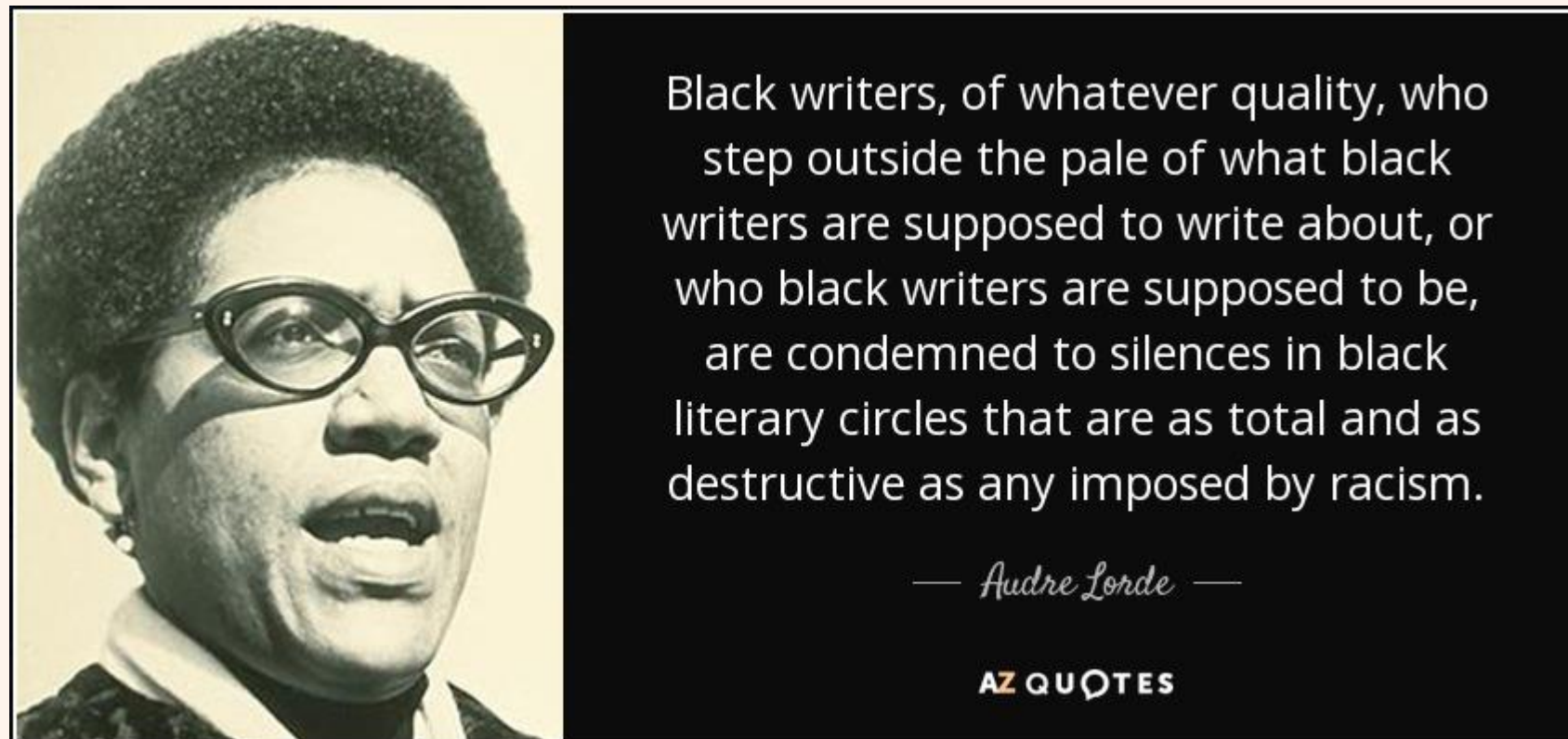
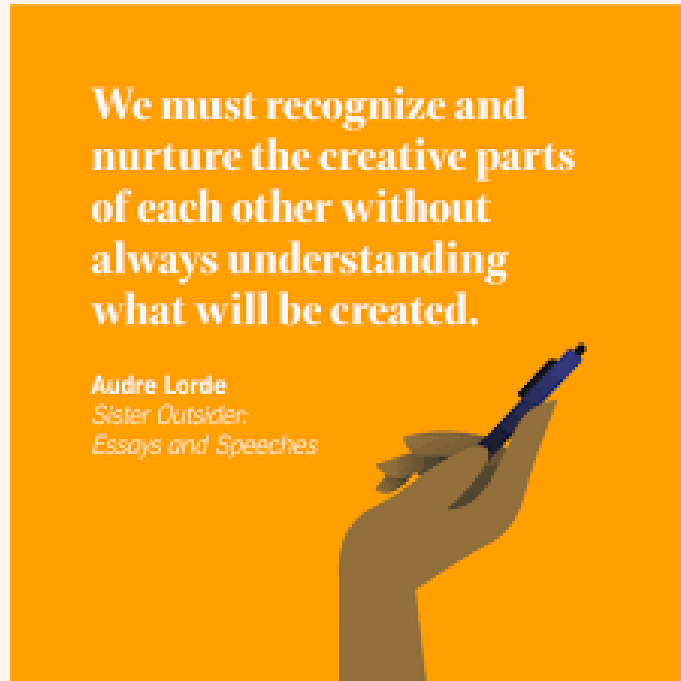
Professional experiences

Self improvement and development

Embodying Black leadership



Future aspirations



Supporting Black leadership



We are a community organisation championing the equitable growth and progression of Black Safeguarding Professionals (BSPs)* across sectors.

Born out of a need for greater support and better outcomes for BSPs, KIJIJI exists to help BSPs thrive.

*A BSP is identified as someone who:

1. Works with children and young people who have experienced or are at risk of abuse or neglect; or whose role includes safeguarding responsibilities; or works with families to protect children and young people;
2. Self-identifies as 'Black', and whose total or partial ancestry is from any of the Black racial / ethnic groups of the African diaspora.

Why we exist

Connecting | Learning & Development | Representation

We recognise the disparities in opportunities and support for BSPs, and seek to address this through:

- Supporting, connecting and amplifying the voice of BSPs.
- Increasing representation of BSPs at all sector levels.
- Developing research and evidence to effect change across systems.



Our mission

We champion the empowerment, advancement and success of Black Safeguarding Professionals through networking, education, support and opportunities.



What we do

- Research
- #BSPSpace
- Leadership programmes
- Networking events
- Learning and development
- WhatsApp community

SURVEY REPORT:

OPPORTUNITIES AND SUPPORT FOR BLACK SAFEGUARDING PROFESSIONALS

Laurelle Brown
Adeolu Solarin
Kasey Charles

January 2021

KIJJI



Promoting Black leadership

KIJJI report recommendations:

- Create and maximise **senior officer-sponsored, ring-fenced leadership opportunities** for BSPs where there is evidence of racial exclusion in such roles and disparity between workforce diversity by ethnicity at all levels, and local area / community served.
- Invest in **high quality, equitable learning and development opportunities for BSPs**, for example, secured through nominated places where appropriate.
- Invest in **high quality, equitable learning and development opportunities** for BSPs, for example, secured through nominated places where appropriate. The design and delivery of a robust learning and development offer should be a priority across all services, one which covers a range of core and emerging topics, including mental health and culturally competent trauma informed practice.

Additional things:

- Safe spaces and community
- Celebration and sharing of success stories
- Pay and reward

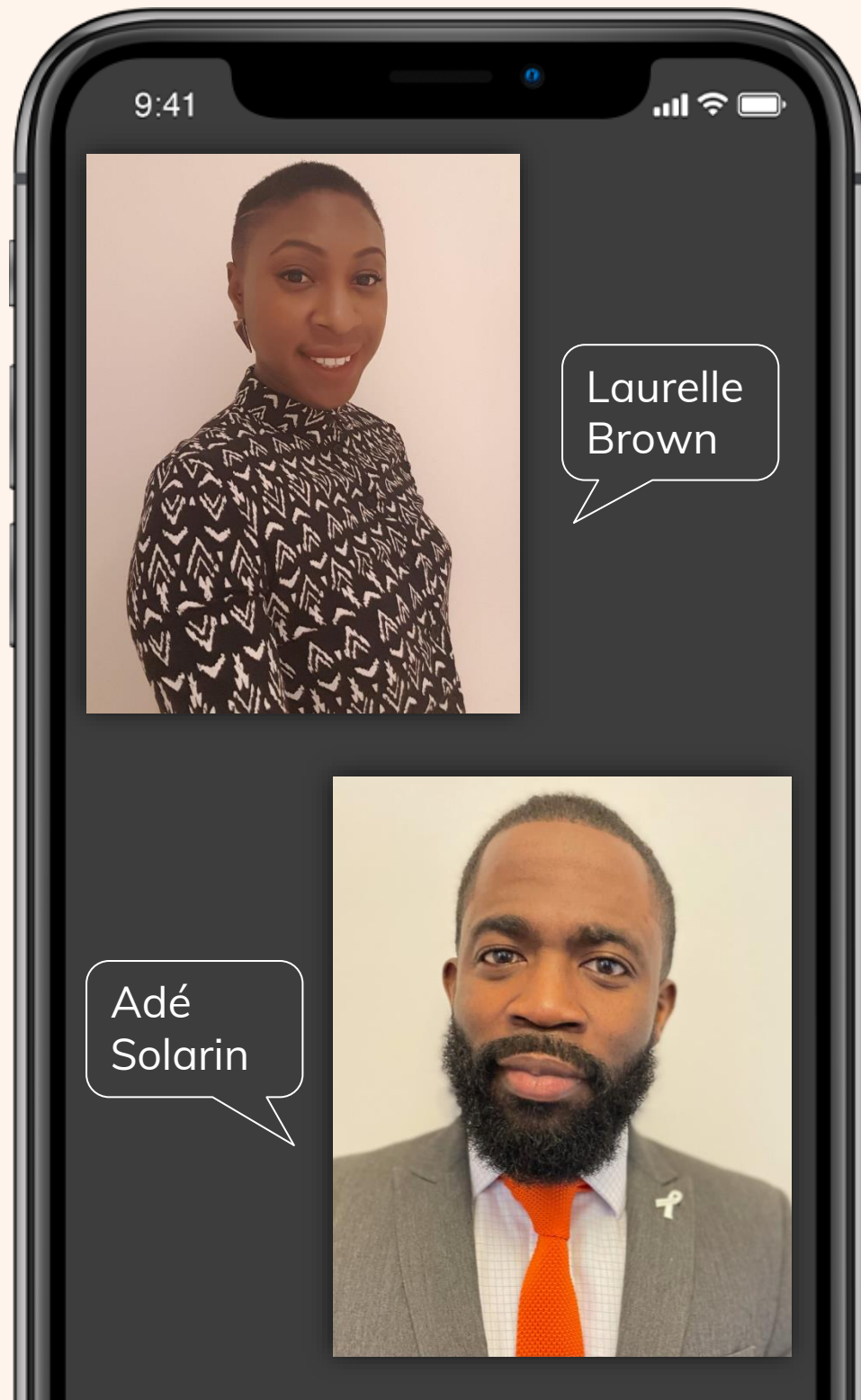
Interpretation

Meaning of Black Leadership

“The task of **Black Leadership** is to provide the **vision**, resources, tactics and **strategies** that facilitate the **achievement** of the **objectives of Black People**. These objectives have been described variously as “**freedom**,” “**integration**,” “**equality**,” “**liberation**,” or defined in terms of specific public policies. “It is a **role** that requires **disturbing the peace**”.

Walters, R (2002) The New Negativism Of Black Leadership





Thank you!



Supporting Black Safeguarding Professionals to Thrive

www.KIJJI.org.uk

@KIJJJI_BSP

