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TBPI COCO COLLECTIVE KITEMARK PROJECT

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ABSTRACT



This report outlines the findings and recommendations of the TBPI CoCo Collective Kitemark Project, an initiative aimed at establishing a race equity standard (Kitemark) for businesses, organisations, and public institutions. Drawing from primary focus group data, secondary research, and quantitative data, the project focuses on addressing racial disparities in health, education, employment, and community governance within the Black community in Lewisham, London. This document proposes a framework for the Kitemark, underpinned by accountability mechanisms, community empowerment models, and global insights. The findings suggest that the Kitemark can serve as a transformative template for racial equity efforts across the UK and globally.



ABOUT COCO COLLECTIVE AND BLACK POLICY INSTITUTE

The Coco Collective is a community of growers led by African and Caribbean diaspora communities in Lewisham. This project is built from the lived experiences of Black land workers interested in experimenting with permaculture design to imagine new approaches to race equity. The roots of Coco collective connects a network of organisations which we hope to map, whilst collecting oral histories and survey data. Over the past three years designing community gardens in Bellingham and Catford, Coco Collective growers have developed new intergenerational organisational structures. These organisational structures support the exchange of knowledge between the traditions of African and Caribbean elders in the diaspora, and the next generation of growers.

The Black Policy Institute (TBPI) is a think-tank making waves in the realm of social policy analysis, advocating for racial equity, justice, and empowerment for Black communities in the UK. With its innovative and comprehensive approach, TBPI is shedding light on the social and systemic barriers faced by Black Britons and driving policy solutions to create a more inclusive and prosperous society. TBPI's impact extends beyond the UK borders, as it envisions an international alliance for Black policy, fostering collaboration with thinkers from Africa, the Caribbean, and North America.



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We also extend our appreciation to Corporate Jungle Solutions, who played a crucial role in the design and presentation of the final report. Your work has brought clarity and professionalism to our findings, ensuring they reach the widest possible audience.

Finally, we would like to thank all the participants of our focus groups and exploration sessions. Your honesty, reflections, and perspectives were invaluable and have provided the foundation for the recommendations in this report. Without your contributions, this project would not have been possible.

Big up everyone!



Ruth Jackson-Koufie



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EXECUTIVE SUMMARY

The TBPI CoCo Collective Kitemark Project is an initiative designed to establish a Race Equity Kitemark within the Voluntary, Community, and Social Enterprise (VCSE) sector in Lewisham. Focused on addressing long-standing racial disparities, this project aims to empower Black communities by promoting equity in leadership, service delivery, and resource distribution. Lewisham, a borough in south-east London and home to a significant Black population, faces inequalities in areas such as health, education, and employment. The Kitemark will serve as a standard of accountability for organisations committed to fostering racial equity.

RESEARCH APPROACH

This research uses a mixed-methods approach, incorporating insights from focus groups, quantitative data, and international case studies. Three focus groups, each with 10–20 participants, provided invaluable perspectives on race equity through themes such as 1) Cognitive Reframing, 2) Visioning the Future, and 3) Future-Proofing Race Equity. In addition, data from Public Health England (PHE), the Office for National Statistics (ONS), and global models like South Africa's community-led governance structures were used to contextualise the findings.

WHY THIS KITEMARK IS DIFFERENT

What sets the Race Equity Kitemark apart is its emphasis on community-driven solutions and self-determination. Rather than relying solely on external authorities, the Kitemark encourages Black communities to lead and govern their own initiatives, ensuring that resources stay within the community and are used to address the issues that matter most. This is a movement towards lasting, systemic change.



Lastly, this is more than a report. This is an invitation to be part of a transformative effort to reshape how racial equity is achieved. The TBPI CoCo Collective Kitemark Project offers a unique opportunity to create a more inclusive, accountable, and empowered future for Lewisham's Black communities. With clear goals, actionable plans, and a community-first approach.

INTRODUCTION

The TBPI CoCo Collective Kitemark Project seeks to establish a comprehensive racial equity standard designed to evaluate and promote diversity, inclusion, and equity across organisations. This initiative is particularly critical in Lewisham, a borough where the Black community comprises a significant portion of the population yet continues to face deep-rooted disparities in health, education, employment, and socioeconomic opportunities (Office for National Statistics, 2021).

The Black community in Lewisham is disproportionately affected by systemic racism, socio-economic deprivation, and unequal access to opportunities. This report proposes solutions that not only address these challenges but position the Kitemark as a global standard for racial equity, building on both local data and international models. The report's focus on community-driven solutions and sustainable frameworks ensures that the Kitemark initiative is a tool for lasting and systemic change.



METHODOLOGY

The research methodology employed a mixed-methods approach, integrating qualitative data from focus groups with quantitative research from national and local sources such as Public Health England (PHE), the Office for National Statistics (ONS), and secondary literature. Three focus groups were conducted, each engaging 10-20 participants, and centred on the themes of 1) Cognitive Reframing, 2) Visioning the Future, and 3) Future-Proofing Race Equity. Real-time feedback was gathered using the interactive tool Mentimeter, and supplemented with structured interviews, surveys, and secondary data analysis.



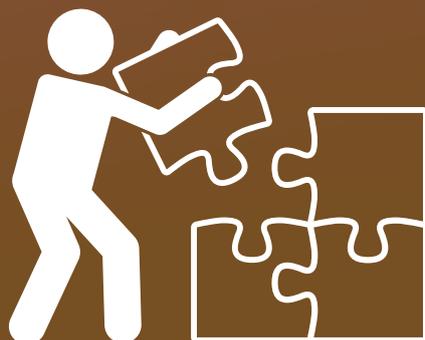
In addition to primary data from the focus groups, the report integrates global case studies from countries such as the United States, South Africa, and Brazil, situating Lewisham's Kitemark Project in a broader international context. This allows for comparative analysis and demonstrates the potential global applicability of the Kitemark model.



We facilitated three distinct focus groups, each exploring a unique theme: 1) Cognitive Reframing, 2) Visioning the Future and 3) Future-Proofing Race Equity. The number of participants varied between 10–20 per session, allowing for diverse perspectives. The groups aimed to create an open and collaborative environment where participants could critically engage with the topics, giving honest feedback that would shape the future development of the kitemark.

The groups showed prevailing themes central to the development of the kitemark. Cognitive Reframing emerged as a critical theme, with participants highlighting the power of language and representation in reshaping public perception and promoting inclusivity. There was also a distrust in public services, such as South London and Maudsley NHS Foundation Trust, and perpetuation by the closure of youth services. In Visioning the Future, the focused theme was the importance of creating long-term, sustainable frameworks to embed racial equity within organisations and governance structures. Finally, the Future-Proofing Race Equity theme highlighted the need for stronger benchmarks to hold local authorities accountable, the ‘pod’ structures and dependence on community-led initiatives, especially in healthcare.

At the start of each session, the primary topic was introduced to provide participants with context and align the discussions with the broader group of the initiative. It should be noted that not all participants returned for the entire trilogy of groups. This introduction helped to frame the dialogue, ensuring that participants could relate their experiences to our objectives. After this, a series of structured questions were posed to uncover a nuanced understanding of problems that were of greatest importance to the participants. For example, in the Cognitive Reframing session, the group was asked to consider how societal narratives around race could be reimagined for greater inclusivity.



Additionally, breakout sessions were used to foster more in-depth discussions. These smaller groups allowed participants to explore policy suggestions in greater detail before engaging in a back-and-forth dialogue with the other group. In the Future-Proofing Race Equity session, it was revealed that many participants were sceptical about holding local governments to account, instead preferring to deal with community initiatives. One such example of this was the Black Fathers Support Group.

The insights gathered were recorded, both in note and auditory form. This approach enabled us to identify key patterns and recurring themes across the focus groups, which forms the foundation of this preliminary report. We also utilised the engagement tools to ensure that we captured qualitative and quantitative data.





COGNITIVE REFRAMING

Participants discussed foundational concepts such as race, equity and subjugation in Lewisham.

Key questions included: “What does being a part of the Black community in Lewisham mean to you?” and “What are some of the strengths and positive aspects of the Black community here?”

Mentimeter answers to this question included:

1. “Sharing skills, expertise, resources, and experience for community projects, social enterprise and small businesses for the black community. Speaking out about black community issues and taking action.”
2. “Creating organisational structures with African, Caribbean and Mixed heritage people”
3. “So many conversations still to have unpicking and unpacking being subjugated to the system.”
4. “Working with our hands tied behind our backs”
5. “There is a collective black community, but we need more resources, skills and collaboration and partnerships with NHS, councils etc.”

Participants highlighted the strong sense of community and cultural pride within Lewisham’s Black community.

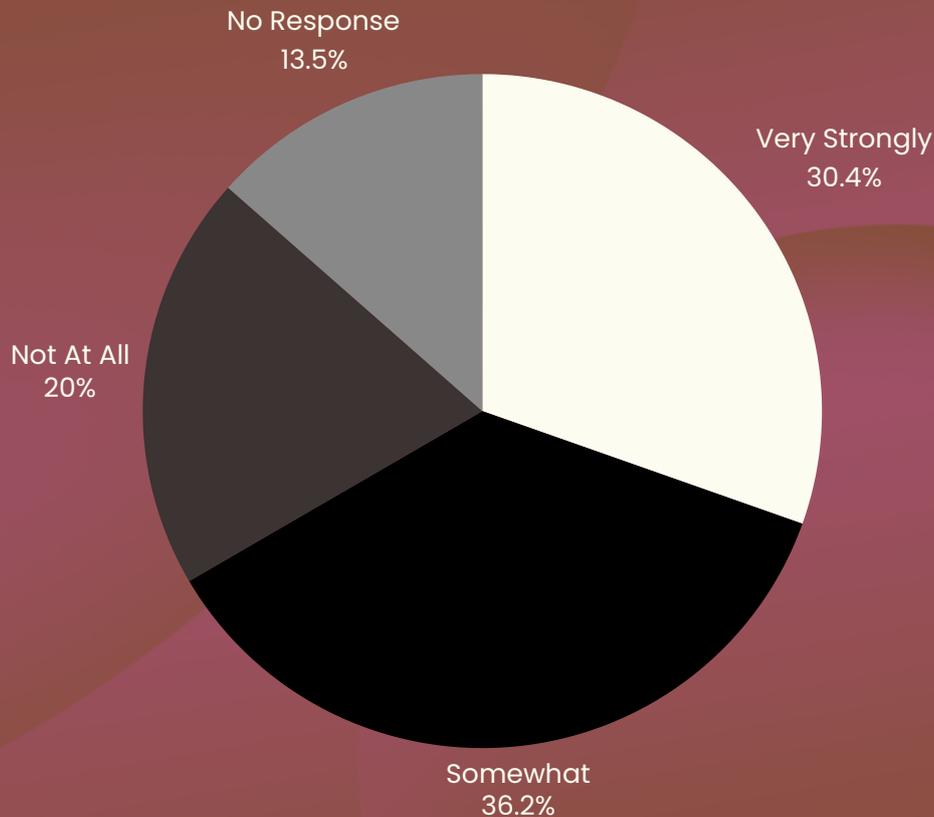
They emphasised the importance of youth services, Black-owned businesses and local Black community outreach services in fostering a sense of belonging.

This links to the first Workstream in the Kitemark documentation, ‘using permaculture principles to design against racial inequity, which aligns with fostering strong community ties and cultural identity.



**When asked how strongly these challenges (Systemic racism and
Racial inequalities in asset ownership)
have impacted you personally or others you know?**

- Mentimeter responses from participants



Identifying Challenges and Disparities

Participants identified key challenges in areas such as housing, employment, education, policing, health and the environment.

Questions asked included: "How have these challenges impacted you personally or others you know?" And "What do you think are the root causes behind these disparities?"

- Mentimeter answers to these questions included:
 1. "Systemic racism"
 2. "Racial inequalities in asset ownership"
- When asked how strongly these challenges have impacted you personally or others you know, Mentimeter scales indicate:
 1. 30.5% answered "Very strongly"
 2. 36.25% answered "Somewhat"
 3. 20% answered "Not at all"
 4. 13.5% had "No response"

A strong theme picked up in the group was the importance of local youth services for areas like Lewisham.

1. Participants indicated that the youth services were key for young people who might lack direction in their lives, e.g. not interested in taking a university route, wanted something more practical, etc.

2. In areas like Lewisham, which faces socio-economic disparities in some areas, youth services can play a vital role in addressing disparities by providing opportunities and resources that might otherwise be unavailable to young people.

3. Observation made in the group that existing services were told to hide the fact that they were facing closure from the users.

a. Young people relying on these services would face sudden and unplanned disruptions in their support systems.

b. This could affect their educational progress, mental health and social stability, as they would lose a key source of guidance and assistance.

c. This could be said to have 'eroded trust' between the service providers (local authority) and the community. Interesting disposition between the goal to value young people's needs and well-being yet the service provider's treatment by hiding their closure, ultimately doing more harm.

4. This links to the third Workstream, which aims to design a toolkit to assess racial inequity in areas such as funding, council, and infrastructure, directly addressing the identified challenges.





Mentimeter Responses

The participants were asked to participate in a Mentimeter to gauge responses to specific questions and collect data for the project. The responses are in multiple forms: word clouds, short written responses, and scales.

What are some of the strengths and positive aspects of the Black community here?

1. Through participant responses such as “our power” and “our culture”, it is evident that the word cloud reflects a strong sense of collective identity and empowerment.
2. The prominence of terms related to power indicates a recognition of the influence and agency within the community. Meanwhile, references to spirituality, culture and “ancestral wisdom” highlight the importance of maintaining and celebrating cultural heritage as a source of pride and cohesion.
3. Participants emphasised a strong sense of cultural identity and resilience within the Black community in Lewisham. There is a rich interconnection that contributes to problem-solving within the community.
4. Visible black leadership, community advocacy groups and cultural specificity were highlighted as significant strengths. The notion of a ‘Black nod’ was also characterised as a symbol of recognition and solidarity among community members, with disparities in reciprocation from areas outside of London mentioned.

What does being a part of the Black community mean to you?

1. Responses like “creating positive changes” and “so many conversations still to have unpicking and being subjugated to the system” reflect the group’s identification of ongoing challenges to urban London areas, such as gentrification, limited access to resources and systemic racism.
2. “Sharing skills, expertise and resources” aligns with the group’s discussion on the community’s ability to solve problems collectively and support each other through various initiatives such as the ‘Black Fathers Support Group’ mentioned in the conversation.
3. The vision of “an island of prosperity in a sea of decay” and the need for “more resources, skills and collaboration” match the group’s declared aspirations for an empowered society. The community’s hope for change and better support mechanisms is a key takeaway from both the group’s discussions and the Mentimeter responses.





Visioning the Future

Key Themes

Accountability Frameworks

1. The need for robust accountability frameworks was a central focus for the participants, who discussed a crucial need for systemic inequalities to be addressed with stakeholders represented in decision-making processes.

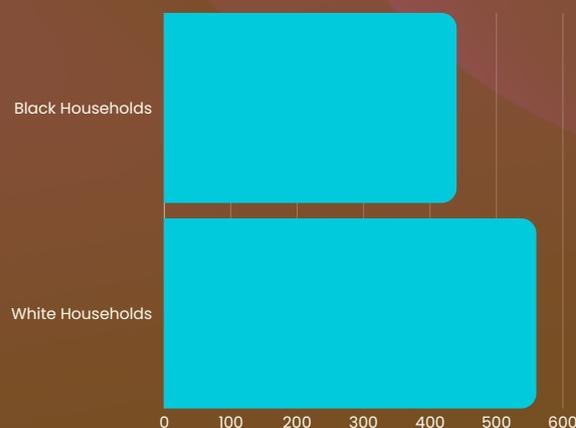
- a. UK Government's *Race Disparity Audit* suggested that BAME groups are less likely to hold senior decision-making roles in public/private organisations (et al. Black individuals only made up 1.5% of top management positions within the Civil Service, 2022).

Equity of Access

1. There was a heavy emphasis on equity forming the heart of the Kitemark initiative, especially in providing services and opportunities to those who need them. Targeted support was suggested to close gaps in health, education and economic development.

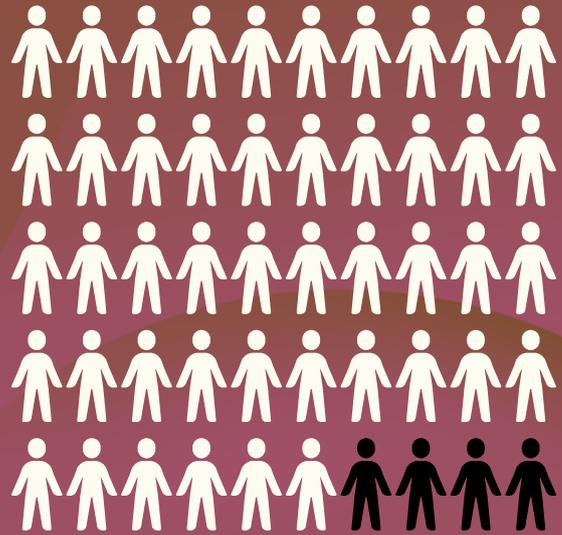
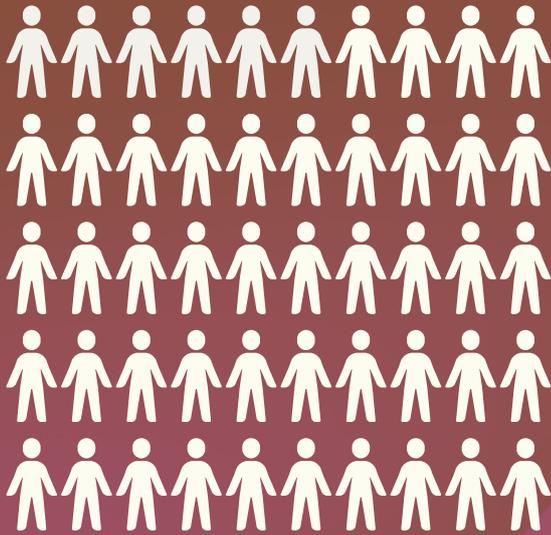
2. *Kings Fund* research highlights that Black people are 40% more likely than their white counterparts to be detained under the *Mental Health Act*.

3. In terms of economic disparity, an *ONS* 2021 report found that Black households in the UK have a lower average weekly income compared to white households. (£440/£560).



Only 4% of MPs in the UK Parliament identifying as Black

- The Runnymede Trust, 2023



Empowerment and Collective Action

- Collective empowerment was raised as an issue. Some participants stated that there was a need for self-definition and unity within Black communities. This unity, in terms of creating a clear message for the Black community to ask for resources, was suggested as critical for individuals and groups to take charge of their futures.
 - The Joseph Rowntree Foundation has found that empowerment initiatives targeted at marginalised communities significantly increase civic engagement and social cohesion. This is believed to foster a sense of ownership over policy outcomes.
- The Runnymede Trust posted a 2023 report noting that Black communities remain underrepresented in political processes, with only 4% of MPs in the UK Parliament identifying as Black.

Community Wealth and Internal Resources

1. The group highlighted the importance of leveraging internal community resources, such as financial capital, intellectual wealth and the connection to nature – as a means of fostering sustainability and resilience. It was stressed that money from the community should be used to drive change.

a. This links to a coinciding point in the final focus group, in which participants in breakout activities suggested that the community should be empowered to become self-sustaining and reduce reliance on government-run programs. The level of distrust in local and national government was palpable between participants.

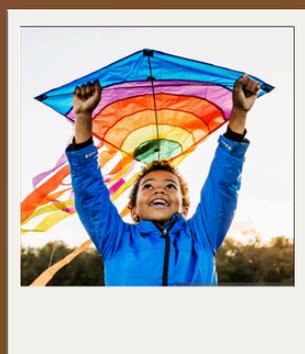


Cultural and 'Invisible' Kitemark

1. The discussion around an “invisible Kitemark” focused on integrating cultural and religious identity into the framework, ensuring that the initiative respects and reflects the diversity within Black communities. An important point was raised that the problems facing one specific community, for example, Black Muslims, have to suffer from both islamophobia and racism.

a. Studies from the IPPR have shown that cultural and religious identity plays a crucial role in building trust and engagement within marginalised communities.

2. The Race Equality Foundation found in 2022 that cultural inclusivity in policy design led to a 25% increase in engagement from BAME groups.



Proposed Solutions

Youth-Specific Programs

The creation of youth-specific services was highlighted as a priority, especially given the current crisis with knife crime and gang violence perpetrated by the youth demographic in the UK. These programs could offer alternatives to mainstream education – with PRUs being seen by participants as mostly harmful to some students who wouldn't benefit from their policies or require specialist help – or focus on youth empowerment with initiatives to learn hard/soft skills for a future career.

According to the Youth Futures Foundation, Black youths are twice as likely to be unemployed as their White peers in the UK.

A 2023 study from UCL's 'Institute of Education' found that targeted youth services lead to better educational outcomes and a higher likelihood of long-term employment for marginalised groups.

Collaboration with NHS

A collaboration with the NHS and grassroots organisations was proposed as a way to tailor services to the needs of the Black community, as well as ensuring that disparities in healthcare outcomes were tackled – the mortality rate of Black mothers during childbirth was mentioned as an aspect of this.

BMJ studies showed that co-production models in healthcare, where patients and providers collaborate in service design, lead to far more equitable health outcomes for marginalised communities.



Trauma and Therapy Centres

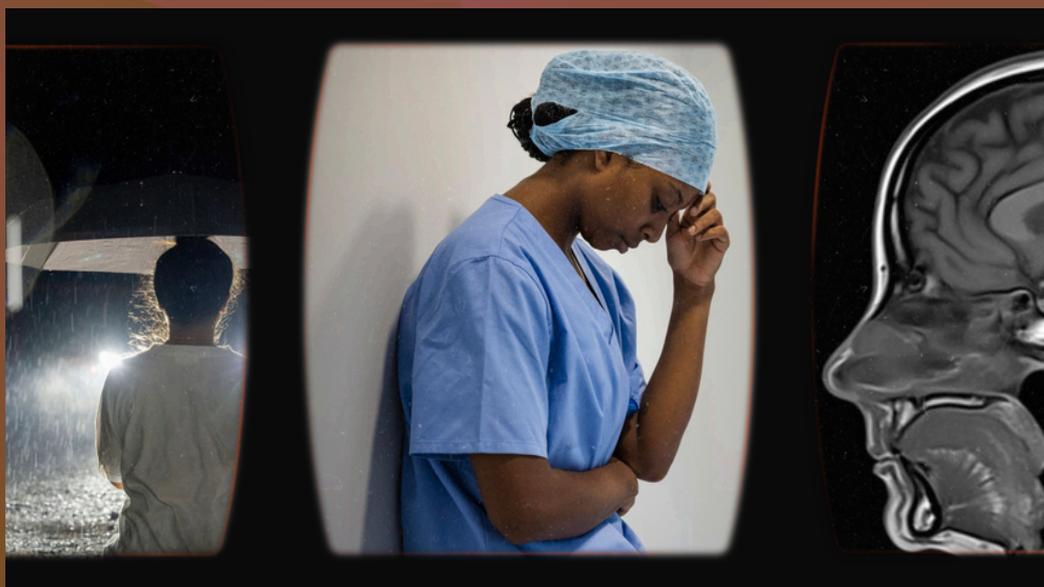
Participants outlined a need for the creation of 'trauma' centres specifically designed to address the mental health needs of Black communities, intending to reduce waiting times for therapy and connect Black individuals with mental health professionals trained to deal with issues that Black communities face.

Mind UK reported that Black individuals in the UK are far more likely to be diagnosed with a mental health condition than their white counterparts, yet face significant barriers in accessing timely treatment. Trauma-informed care designed specifically for Black communities is seen as an essential step.

Fair Compensation for Service Providers

One of the biggest takeaways from the group was that if there is going to be an increased reliance on community services, there is also a need for fair compensation for Black service providers who contribute significantly to their communities.

Reports from the National Council for Voluntary Organisations found that Black service providers are often underpaid for their work despite being disproportionately relied upon within their communities. Ensuring fair wages is a crucial part of promoting equity within these services.



Future-Proofing Race Equity

The final focus group centred around solidifying the accountability structures within the community, specifically through the concept of “pods”. The term “pods” is used to describe community-organised groups or structures that operate with their own internal accountability, drawing a comparison to services typically offered by government organisations.

Participants emphasised that such structures should not rely solely on external institutions but instead leverage internal relationships to build power and autonomy within the community.

A significant theme was the use of “council policies for the benefit of the community” to ensure that existing frameworks are repurposed in a way that supports Black communities. There was also a focus on relationship-building as a way to empower these pods instead of dependence on external systems. This approach aligns with the goals mentioned in the other focus groups about promoting self-determination and dependence within the community.

There was also a mention of younger and elder “councils” within Lewisham, indicating an interest in creating ‘intergenerational’ spaces for decision-making, combining the benefit of wisdom and youth perspectives when dealing with policy formation.

Finally, we split the participants into ‘breakout groups’, where each was asked to consider the implications of a question with facilitators in each group to guide and keep the conversation on track.





Global Insights

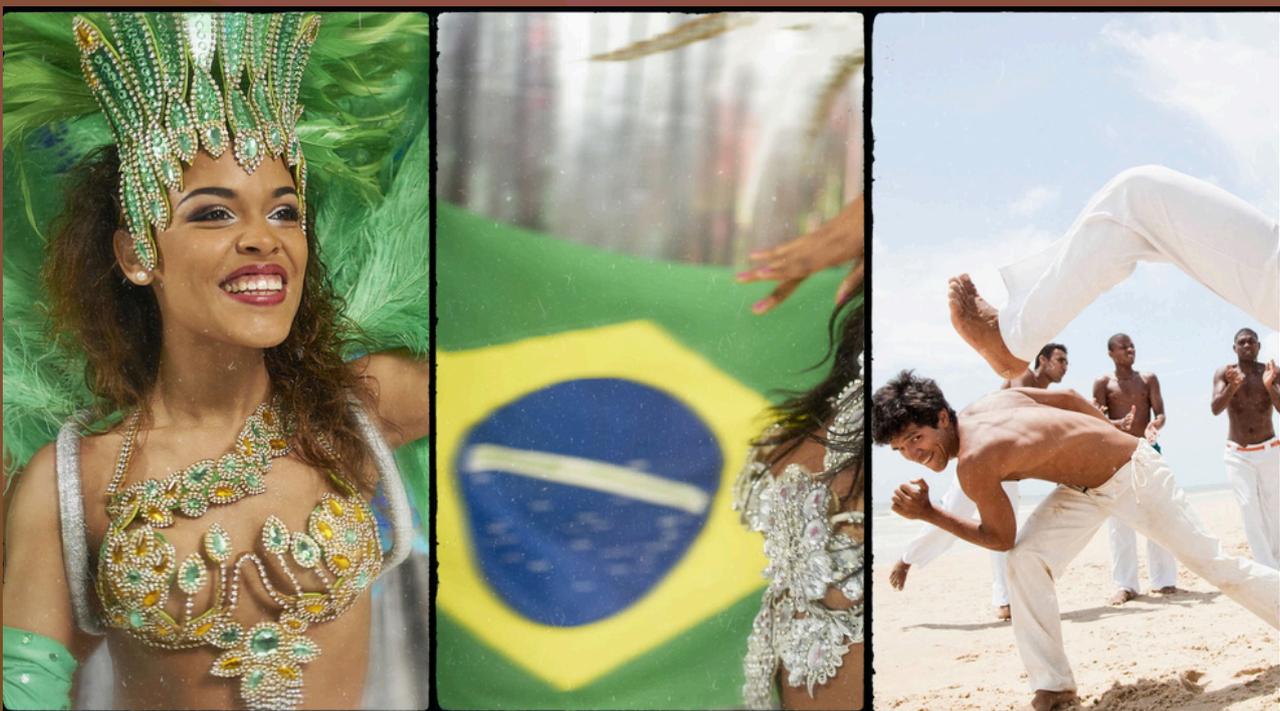
What the world has done and how we can implement it in Lewisham...

1. Cognitive Reframing: Changing Perceptions and Language

Global Insight: Cognitive Reframing in Action

This reframing approach mirrors initiatives like Brazil's affirmative action policies, introduced in the early 2000s, which aimed to address historical racial inequalities by promoting positive Afro-Brazilian representation and shifting public attitudes towards race (Telles, 2014). Lewisham's Kitemark can adopt a similar approach by focusing on media reform, public education, and societal narratives, which reinforce harmful racial stereotypes.

Recommendation: The Kitemark should include media accountability standards, ensuring that businesses and public institutions challenge negative portrayals of Black communities and promote authentic, positive representations. Drawing from Brazil's National Racial Equality Statute (Telles, 2014), media and corporate institutions could be assessed on how they contribute to or mitigate harmful racial narratives.



2. Visioning the Future: Accountability and Sustainable Solutions

Global Insight: Sustainable Youth Initiatives

The “YouthBuild USA” programme offers a useful comparison. It empowers marginalised youth by providing practical skills training and community development opportunities, significantly reducing youth unemployment and exclusion rates in low-income Black communities (Schwartz, 2016). Adopting similar models within the Kitemark framework could provide young people in Lewisham with much-needed vocational training and mentorship opportunities.

Recommendation: Develop a Kitemark Youth Empowerment Index that rewards organisations for offering alternative educational pathways, vocational training, and mentorship programmes for Black youth. This index should be linked to government funding, ensuring that businesses and institutions prioritise youth employment and training (Carter, 2021).



3. Future-Proofing Race Equity: Community Governance and Autonomy

Global Insight: Decentralised Community Governance

South Africa's community policing forums, established to address racial inequities by giving local communities control over policing and governance, offer a powerful model. These forums allowed communities to hold local authorities accountable and ensure that policies were reflective of their needs (Marks, 2017). Lewisham's Kitemark can draw on this model to ensure community ownership and long-term sustainability.

Recommendation: Establish a Community Pod Governance Model within the Kitemark, empowering local Black leaders to independently manage resources, policy initiatives, and services. This model should be supported with public funding and linked to clear accountability metrics, ensuring that resources remain within the community (Marks, 2017).

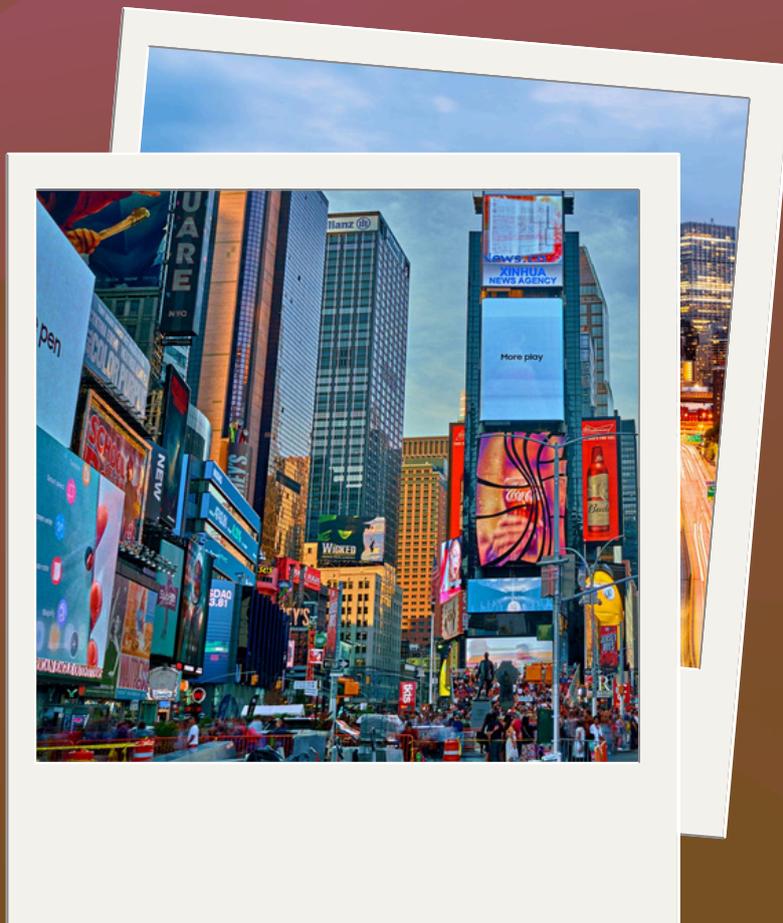


4. Health and Wellbeing Disparities: A Critical Call for Culturally Competent Care

Global Insight: Healthcare Equity Models

The United States has pioneered models of culturally competent care within mental health services, significantly improving outcomes for marginalised communities (McGuire, 2020). Lewisham can adopt similar frameworks that prioritise trauma-informed, culturally aware care across all healthcare services, from mental health to HIV care.

Recommendation: Introduce health equity benchmarks into the Kitemark, specifically focusing on culturally competent mental health care and HIV services. Partner with healthcare providers to train staff on implicit bias, racial trauma, and culturally sensitive care. Healthcare providers who meet these benchmarks should be awarded certification within the Kitemark framework (McGuire, 2020).



5. Socioeconomic Disparities in Employment and Education

Global Insight: Equitable Employment Practices

The Black Economic Empowerment (BEE) policies in South Africa provide a useful comparative model. These policies enforce racial equity targets within employment practices, aiming to increase Black representation in managerial and professional positions. While controversial, the policies have had measurable success in addressing historic inequities (BEE Commission, 2018).

Recommendation: Introduce an Equitable Employment and Education Index within the Kitemark, which rewards businesses and schools that actively adopt anti-racist employment and educational practices. Organisations that meet the Kitemark standard could be given preferential access to public contracts (BEE Commission, 2018).





Race Equity Toolkit: Kitemark Implementation for the VCSE Sector in Lewisham

1. Introduction and Context

The toolkit aims to establish clear and measurable standards for race equity within the Voluntary, Community, and Social Enterprise (VCSE) sector in Lewisham. It outlines specific metrics and timelines, and explores the feasibility of a Race Equity Kitemark to address racial disparities, ensuring equitable resource distribution to Black communities in Lewisham.



2. Standards for Accountability and Race Equity

Actionable Recommendations

Achieving 30% Black Representation in Leadership Roles to reflect the makeup of the community in Lewisham

- Goal: Ensure 30% of leadership roles in VCSE organisations are held by Black individuals.
- Timeline: Recruitment campaigns and leadership development programs will be rolled out from Spring (Year 1).
- Metrics: 15% Black representation by Winter (Year 1), 30% by Winter (Year 2).

Achieving 85% Satisfaction from Black Service Users

- Goal: Achieve 85% satisfaction from Black service users by Winter (Year 2).
- Timeline: Cultural competency training and satisfaction surveys starting from Spring (Year 1).
- Metrics: 70% satisfaction by Winter (Year 1), 85% by Winter (Year 2).

Allocating 25% of Public Funding to Black-Led Organisations

- Goal: Ensure 25% of public funding is allocated to Black-led organisations by Winter (Year 2).
- Timeline: Tracking funding allocations and implementing new criteria starting Spring (Year 1).
- Metrics: 15% of public funding by Winter (Year 1), 25% by Winter (Year 2).



Increasing Public Trust in VCSE Organisations

- Goal: Achieve 80% trust among Black residents in VCSE services by Winter (Year 2).
- Timeline: Trust surveys and community engagement initiatives from Spring (Year 1).
- Metrics: 65% trust by Winter (Year 1), 80% by Winter (Year 2).

Reducing Racial Disparities in Health, Employment, and Education

- Goal: Reduce racial disparities by 15% in health, employment, and education by Winter (Year 3).
- Timeline: Data collection, program implementation, and regular progress reports starting Spring (Year 1).
- Metrics: 10% reduction in disparities by Winter (Year 2).



4. Monitoring and Accountability

Metrics will be tracked through:

1. Biannual diversity audits and satisfaction surveys.
2. Quarterly reports on funding distribution.
3. Annual trust surveys to measure public perception.
4. Annual progress reports on reducing disparities.



5. Feasibility and Long-Term Sustainability

The project will be implemented in three phases:

- Phase 1 (6 months): Planning and consultation.
- Phase 2 (6 months): Pilot Kitemark with five VCSE organisations.
- Phase 3 (1 year): Full Kitemark rollout.





Conclusion

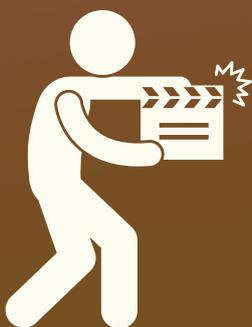
The TBPI CoCo Collective Kitemark Project represents a pioneering effort to address racial disparities in Lewisham. By embedding accountability mechanisms, promoting community autonomy, and prioritising culturally competent healthcare, the Kitemark offers a robust framework for systemic racial equity. Moreover, by drawing on international models and lessons learned from global best practices, the Kitemark can become a template for advancing racial equity both in the UK and globally.

The preliminary findings from the three focus groups, Cognitive Reframing, Visioning the Future, and Future-Proofing Race Equity offer a comprehensive foundation for the development of the Coco Collective Kitemark. Across all sessions, participants emphasised the need for robust accountability frameworks, community-driven solutions, and the importance of equity in access to services and opportunities.

Throughout the discussions, there was a strong focus on self-determination, with participants advocating for community-led pods that could provide essential services while reducing dependence on external systems. Intergenerational councils combining the perspectives of younger and older community members is crucial to long-term sustainability and effective governance.

Participants also highlighted the importance of leveraging internal resources, such as community wealth and cultural heritage, to drive change. The creation of youth-specific services and trauma centres was highlighted as essential steps to address ongoing disparities in education, mental health, and economic opportunities.

In summary, the focus groups have laid a clear path forward for the Kitemark initiative: one that is community-led, promotes equity, and prioritises accountability. This initiative will require strong frameworks, collaboration, and continued commitment to ensuring that it remains adaptable and reflective of the evolving needs of Black communities in Lewisham and the rest of the UK.





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Glossary

1. Race Equity Kitemark

A certification to promote and assess racial equity in organisations, focusing on leadership diversity, funding, and fair services for Black communities.

2. VCSE Sector

Non-profit and social enterprise organisations addressing social challenges, particularly for marginalised communities.

3. Lewisham

A London borough with a large Black population, facing significant racial disparities in areas such as employment and health.

4. Cognitive Reframing

Changing societal narratives around race to challenge stereotypes and promote inclusivity.

5. Community Pods

Self-organised groups within the Black community providing services and building internal accountability.

6. Cultural Competency

The ability to understand and respect cultural differences, ensuring services meet the needs of Black communities.

7. Equity of Access

Ensuring fair access to resources and opportunities for historically marginalised groups, like Black communities.

8. Intersectionality

The overlap of multiple forms of discrimination (e.g., racism, sexism) affecting individuals or groups.

9. Focus Groups

Small discussions gathering feedback on race equity themes to inform the Kitemark project.

10. Mentimeter

An interactive tool used to gather real-time participant feedback during focus groups.

11. BAME

A UK term for Black, Asian, and Minority Ethnic groups, often used in discussions of racial disparities.

12. Systemic Racism

Racism embedded in societal institutions that perpetuates inequalities in areas such as education and employment.

13. Accountability Frameworks

Processes ensuring organisations meet racial equity goals, including audits and progress reporting.

14. Future-Proofing

Creating long-term, sustainable racial equity solutions to adapt to future challenges.

15. Youth-Specific Programmes

Initiatives providing alternatives to traditional education and job training for Black youth.

16. Health Disparities

Gaps in health outcomes, particularly the poorer outcomes Black communities face in areas such as mental health.

17. Co-Design

Collaborating with Black-led organisations to design services that meet the community's needs.

18. Trauma-Informed Care

Care that acknowledges trauma's impact, focusing on providing appropriate support for Black individuals.

19. Racial Disparity Audit

An evaluation highlighting racial inequalities within organisations or public services.

20. Global Insight

International case studies informing the project, using examples from the US, South Africa, and Brazil.



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