

black and minority ethnic capacity building project

This is a small project based in Birmingham. The aim of the work is to increase the effectiveness of organisations working directly with local BME communities. The target group for this organisation is therefore local BME organisations, rather than individuals, and the aim is to strengthen those organisations. All the outcomes should therefore be expected and monitored at the level of the organisations.

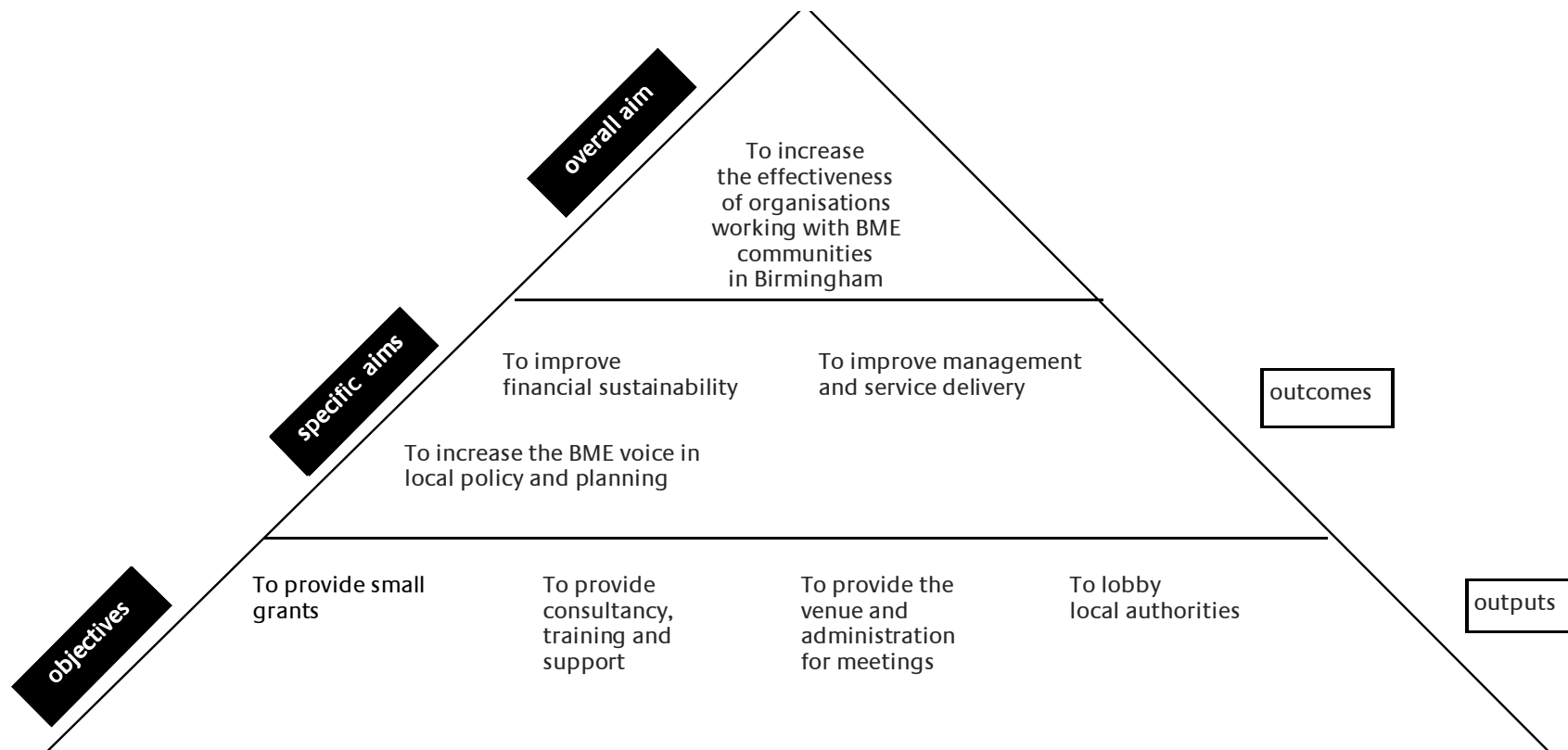
In the initial planning stages, the capacity building officers held a seminar and invited members of local BME organisations to attend and to contribute to a discussion of what would enable them to be more effective. A range of needs was expressed. The most frequent was the need to improve the financial sustainability of the organisations. However, there was also a range of other barriers to effective management and service delivery for many organisations. These included inadequate or

poorly positioned premises, unreliable or unskilled management committees, and lack of networking. These issues were taken up by the capacity building officers, through direct work with the BME organisations. The project also provided small grants for BME organisations to contract consultants to work with them on specific issues.

In addition, the project also identified a need to increase the voice and influence of BME organisations in local policy and planning. While there were high levels of consultation, the reality was that much of the BME sector had limited ability to influence planning and decision making.

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using the CES planning triangle[©]



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Outcomes

Specific aims	Outcomes
To improve financial sustainability	<ul style="list-style-type: none">• Wider funding base• Improved fundraising ability
To improve management and service delivery	<ul style="list-style-type: none">• Improved management committee skills• More appropriate premises• More staff and/or volunteers• Clearer business planning• More partnership working
To increase the BME voice in local policy and planning	<ul style="list-style-type: none">• Stronger individual lobbying ability• Stronger collective voice• More involvement in local partnerships• Policy incorporates BME issues and concerns

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Outcomes and indicators

Outcomes	Indicators
Wider funding base	<ul style="list-style-type: none"> • Diversity of funding sources • Length of funding
Improved fundraising ability	<ul style="list-style-type: none"> • Whether organisations attended fundraising training or worked with a consultant • Whether organisations have a fundraising strategy • Quality of fundraising applications
Improved management committee skills	<ul style="list-style-type: none"> • Level/quality of decision making • Clarity of business planning • Whether accurate minutes taken • Understanding of roles • Level of support provided to staff
More appropriate premises	<ul style="list-style-type: none"> • Suitability of location • Suitability of office space and facilities
Stronger collective voice	<ul style="list-style-type: none"> • Existence of network or alliance • Clarity of collective aims and demands • Extent to which individuals and organisations are able to speak out

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Objectives, outputs and output indicators

Objectives	Outputs	Indicators
To draw up action plans with all organisations needing support	<ul style="list-style-type: none"> • Action plans 	<ul style="list-style-type: none"> • Number of action plans produced • Type of organisations with whom plans produced • Quality of action plans produced
To provide consultancy, training and support	<ul style="list-style-type: none"> • Consultancy • Training • Support 	<ul style="list-style-type: none"> • Number of organisations provided with consultancy, training and/or support • Type of organisations receiving consultancy, training and/or support • Type of consultancy, training or support provided • Level of user satisfaction
To provide the venue and administration for meetings	<ul style="list-style-type: none"> • Administrative support 	<ul style="list-style-type: none"> • Number of meetings held in venue • Amount and type of administrative support provided