

## black and minority ethnic capacity building project

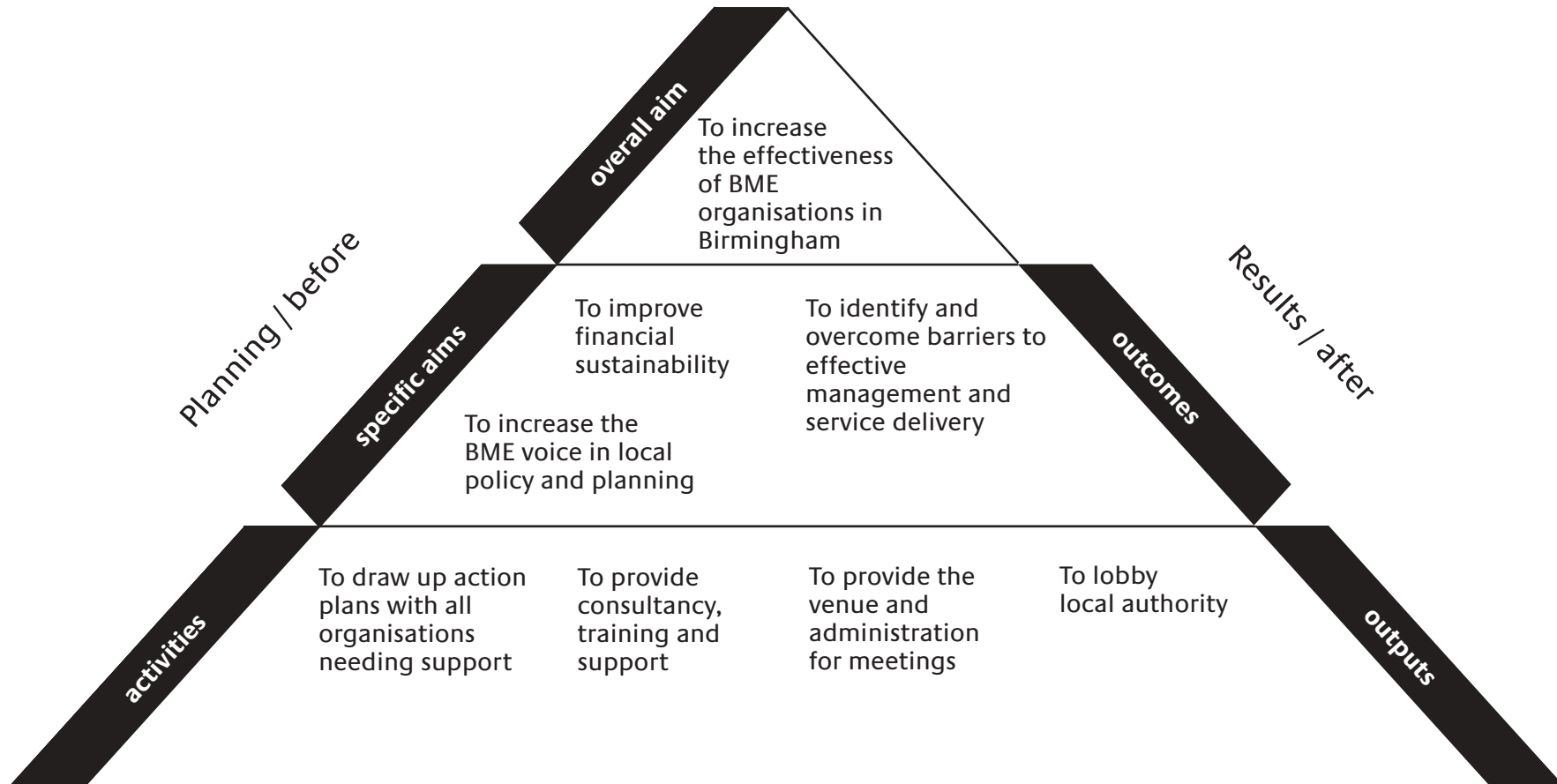
This is a small project based in Birmingham. The aim of the work is to support black and minority ethnic (BME) communities in areas of Birmingham through increasing the effectiveness of the organisations working directly with local BME communities. The target group for this organisation is therefore local BME organisations, rather than individuals, and the aim is to strengthen those organisations. All the outcomes should therefore be 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.

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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## Outcomes

Specific aims	Outcomes
To improve financial sustainability	<ul style="list-style-type: none"><li>• Improved fundraising ability</li><li>• Wider funding base</li></ul>
To identify and overcome barriers to effective management and service delivery	<ul style="list-style-type: none"><li>• Improved management committee skills</li><li>• More appropriate premises</li><li>• More staff and/or volunteers</li><li>• Clearer business planning</li></ul>
To increase the BME voice in local policy and planning	<ul style="list-style-type: none"><li>• Stronger individual lobbying ability</li><li>• Stronger collective voice</li><li>• Increased BME awareness of structures and jargon in lobbying targets</li><li>• More BME involvement in local partnerships</li></ul>

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## Outcomes and indicators

Outcomes	Indicators
Wider funding base	<ul style="list-style-type: none"><li>• Diversity of funding sources</li></ul>
Improved fundraising ability	<ul style="list-style-type: none"><li>• Whether organisations attended fundraising training or worked with a consultant</li><li>• Whether organisations have a fundraising strategy</li><li>• Quality of fundraising applications</li></ul>
Improved management committee skills	<ul style="list-style-type: none"><li>• Whether management committee members are appropriately trained</li><li>• Number of management committee members</li><li>• Attendance level of members</li><li>• Level of support provided to staff</li></ul>
More appropriate premises	<ul style="list-style-type: none"><li>• Suitability of location</li><li>• Suitability of office space and facilities</li></ul>
Stronger collective voice	<ul style="list-style-type: none"><li>• Existence of network or alliance</li><li>• Clarity of collective aims and demands</li><li>• Extent to which individuals and organisations are able to speak out</li></ul>