



PAMOJA OXFORDSHIRE!

Is there need for an umbrella infrastructure organisation for Oxfordshire's Black, Asian and other minoritised ethnic Community Groups and Organisations?

A Compilation of the Thoughts and Opinions of Oxfordshire's (Black, Brown and other minoritised ethnic) residents on this subject.

The research was conducted via an online google form. Some of the responses were collected by the Community researchers on the phone with respondents or via zoom video calls.

The research process happened between 21/02/2021 - 25/08/2021



The numbers:

- Did you know that Oxford has higher than the national average of Black, Brown and other ethnically diverse people as a percentage of the national population?. The national average is 13%, compare that to Oxford's staggering 22%

<https://bit.ly/3nZK1or> - 2011 Census;

- And did you know that in 2018 more than half of all the babies born in Oxfordshire in that year (59%) had parents who were born overseas?

<https://bit.ly/3ABnUrO>

The Problem:

Many studies have found that there has been a "historic under-investment in black and minority ethnic-led organisations" nationwide. The studies also show that there are regional inequalities in funding, most notably in the Midlands and South East. These regions received a disproportionately small amount of funding when compared to their black and minority ethnic population size.

<https://bit.ly/2XJq9ZD>
- accessed 22/09/2021

The high proportion of Black and Brown population in our region is making a bad problem worse. Where nationally Black and Brown groups and organisation already receive less funding, in our region, because of the higher numbers, the funding has to stretch further. We posit that this issue of scarce funding is a matter of racial justice.

The Urgency:

We are coming out of an unprecedented pandemic caused by COVID-19, whose impact in all areas – be it fatality, financial losses, and other social impacts – was greater and more extensive for black and brown people, again compared to the wider population. The ONS (Office of National Statistics) reported that "mortality for people of Black African or Black Caribbean ethnicity in the first half of this year was two - two and a half times higher than for people of White ethnicity."

<https://bit.ly/39tIO07>

It therefore follows that this community would need urgent, targeted and culturally coherent support to supplement state interventions within their community.

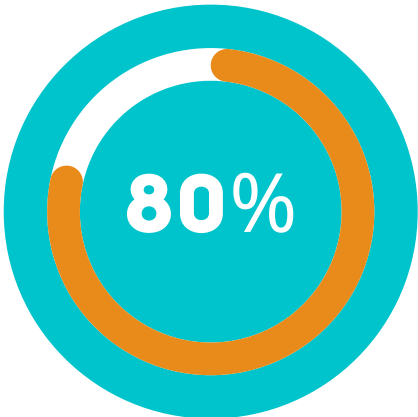


The Call To Action:

In trying to redress this imbalance, in response to the Covid19 pandemic, the National Emergencies Trust created specific funds for BAME-led organisations only. Unfortunately, despite our high proportion in the Oxford(shire) population, we did not have a BAME-led infrastructure organisation to collect and disburse these funds. This project is a response to this need. In July 2020, our local Community Foundation (OCF) invited as many BAME leaders to discuss this issue and try to find a solution to our Oxfordshire situation. A total of 17 BAME community leaders and 4 leaders of supportive organisations held an online meeting to discuss this issue. The outcome was that 7 individuals from the BAME leadership agreed to form a Working Committee.



THANK YOU FOR PARTICIPATING
IN THIS RESEARCH EITHER BY
FILLING IN THE FORM OR
DISCUSSING WITH ONE OF OUR
COMMUNITY RESEARCHERS.



Over the course of the summer, we contacted many of you to participate in answering these questions, through filling out a questionnaire or discussing the questions with one of our Community Researchers.

AIMS OF THE PARTICIPATORY RESEARCH

- 1.To share some information and experiences in leading or participating in your community groups including any challenges and successes.
- 2.To create a county-wide umbrella organisation with the sole aim of positioning BAME-LED groups and organisations in Oxfordshire to access funding from the National Emergency Trust and other government funding.
3. To work together to remove the practical barriers that prevent our groups and organisations from accessing substantial funding by mobilizing our voice and increasing our capacity for advocacy and delivery.



We received a total of 84 responses from a cross section of 40 Groups.

The cross section of respondents varied from Volunteers, members and Group Leaders.

The groups comprise of Volunteer Groups, Social Enterprises, Community Interest Groups Charities (including those i in the process of becoming Charities).

The earliest one of these groups was set up was 2000 and the most recent 2020 - so some more established than others.

OVERWHELMINGLY - IT SEEMS THE MAIN
FOCUS OF THE COMMUNITY GROUPS IS
ON WOMEN’S SUPPORT AND GENERAL
FAMILY SUPPORT.

Other focus:

- Physical Exercise & Wellbeing,
- Adult Education & Training,
- Adult Mental Health & Wellbeing,
- Cultural & Social Education,
- Children’s Education,
- Food, Diet & Nutrition,
- Child Mental Health & Wellbeing
- Cultural Identity & Heritage.

Lower focus

- Health & Social Care,
- Advocacy,
- Men's Support,
- Religious Groups,
- Financial Education & Empowerment
- Elderly Support.



GROUP ACTIVITIES DONE BY THE GROUPS (AS REPORTED BY THE PARTICIPANTS)

Community Outreach/Work/Support
General Good work
Wellness & Mental Health
Education/Coaching/Mentoring
Empowerment for women
Helping Women & related opportunities
Social Gathering Activities
Supporting Refugee Women
Voluntary & Charity Work



Most mentioned Group Activity - "COMMUNITY OUTREACH AND SUPPORT."



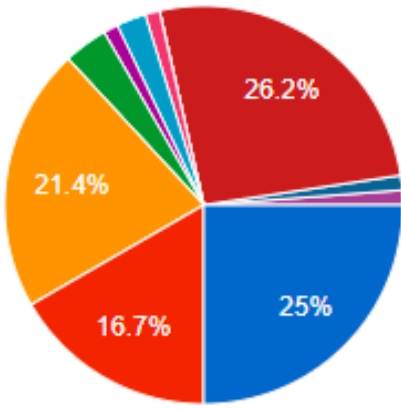
Other group Activities as mentioned by respondents,

- Food distribution,
- Heritage Initiatives,
- Advocacy,
- Activism for FGM and Domestic Abuse,
- Therapeutic recovery
- Bereavement Support.



FUNDING

- Access to funding was sighted as one of the biggest barriers to the groups and organisations achieving their aims,
- and one of the biggest reflections of the racial injustice and inequity between white-led and black-led third sector groups and organisations.
- The largest amount received by any organisation in this research was £20,000.00; with most groups only averaging £7,000.00 per year.



- less than £1,000.00
- Less than £5,000.00
- Less than £7,000.00
- Less than 10,000.00
- Less than 15,000.00
- Less than 20,000.00
- More than 20,000.00
- More than 50,000.00

1/2

SUCCESSES AND BARRIERS

Successes:

Providing regular food parcels to the community, particularly during the height of the pandemic.

Ensuring some of the most neglected people getting help, particularly as members of our community will not ask for help easily.



Barriers:

- 25 respondents stated that they struggle to find volunteers,
 - 39 struggle with writing bids and proposals and failing to access funding to run projects.
- Others barriers mentioned include
- Covid pandemic,
 - Burnout and
 - lack of premises.

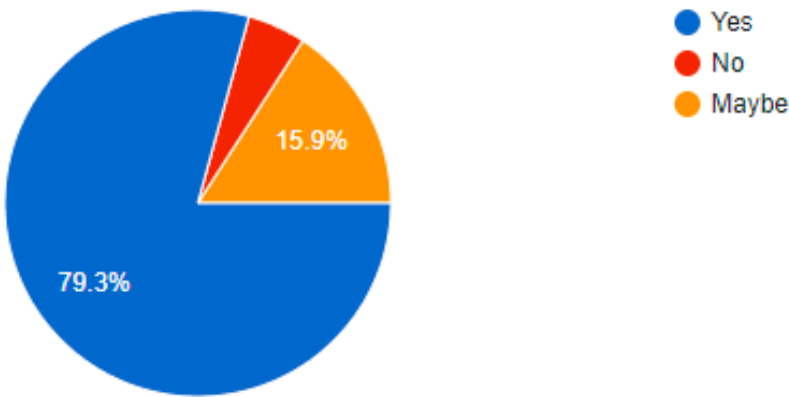
YOUR THOUGHTS IN FORMING AN INFRASTRUCTURE ORGANISATION.



Only 3 participants did not support the formation of a B.A.M.E-led infrastructure organisation.

Do you think it necessary for Oxfordshire to have an infrastructure (Umbrella organisation) supporting other BAME groups and organisations?

82 responses



These are some of the most pertinent comments you made agreeing on the need for an Infrastructure Umbrella organisation

- To consolidate the voice of BAME led groups and organisations/Gives a voice to the minority.
- I think it will be really helpful to come together and helping other organisations, especially those who have been struggling to continue because of the difficulties finances or other issues like lack of staff.
- I think it's a very good idea. My generation, especially the BAME group are struggling so much. We need unity and start up groups like me have no one to ask for advice. I saw that my community was struggling and blindly went in, learning along the way as an 18 year old. I wish I had a mentor or some support. (I do now).
- Unity for support.
- It is critically important to have this umbrella group for BAME-led organisation because we need to access government and other funding. At the moment Oxfordshire Mental Health Services have £3M to transform our Community Services. Not one BAME-Led Organisation is taking part and we need to be in order to reduce the health outcomes inequalities.



KEEPING IN TOUCH

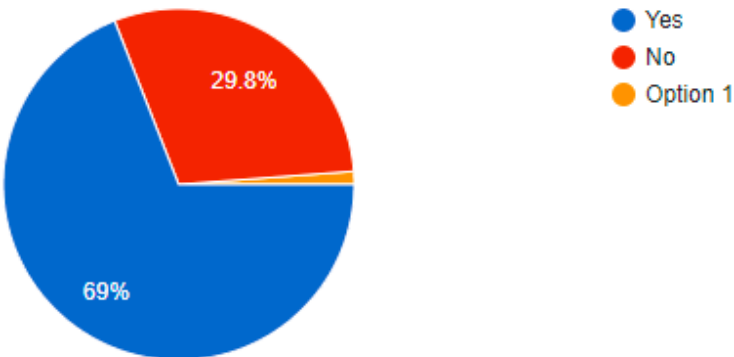
69% of you are happy to be contacted again, that is why we are happy to report back these findings to you.

The current email address oxfordshireonepeople@gmail.com remains in use. we will soon launch social media platforms.



Do you give us consent to contact you again and update you on this project; as well as invite you to meetings.

84 responses



OTHER THOUGHTS YOU SHARED AND GENERAL COMMENTS ABOUT YOUR EXPERIENCES IN YOUR GROUPS.



Some members pulled out (of doing group work) due to family pressures.

I am a student, and I have everything from my own pocket, as well as my amazing volunteers donating money to fund the projects.

We have around 50 volunteers for help the world Oxford and 100+ Members for Oxford sisters.

We are doing our monthly contribution, but we will love to have some funding in order to maintain and move the group forward, as most of us are not working due to the pandemic. Thank you.

Thank you for my women's group. A great support and knowledge giver.

Please support our Group.

We need help volunteers.

We need more funds to pay our volunteers.
We need more support.

We need more funds.

We need more support from the City Council.

Lack of support.

It's good to have project meeting with different people with different views.

Funders don't know about African philosophies, Afrocentric and Black Feminist Thought and Experiential knowledge is not valued so makes it impossible to get funds using the above diversity of thought and knowledge production.

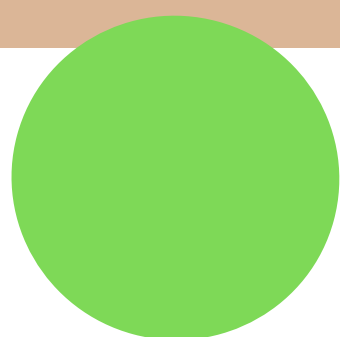
Help us where possible.

We would like to live in the community as one.

I am volunteering and I like joining groups.

Thank you Syrian Community Oxfordshire.

Don't know the way to get the funds.



WHAT ELSE YOU TOLD US

1. The issue of low / lack of funding for our projects is a social justice issue.

- You said that it was not just a mere coincidence that black-led groups were the ones poorly funded, rather it was evident that racism meant that your projects were not viewed favourably, nor considered to fit into the "white-charity" idea of of 'a group (charity) activities.

- You said that as most of your group activities were self-help, it was assumed that "goodwill" would sustain the projects, yet when other demographic groups did these same activities, they were financially appreciated, and considered to be doing "valid charity work".

2. A lot of training and support given to community groups took place in the working day (daytime hours), yet for many of you, the community support activities took place in the evenings and at the weekends. This factor further served to exclude you from being eligible for funding and other networking opportunities.

3. For many of you, you expressed 'Research Fatigue'. Many of you said that there have been several other research such as this one in the past, yet with no visible / lasting changes; and you wondered how different this research was going to be.

- Indeed the community researchers reported that many community members declined to participate in the process, citing "research fatigue" .



WHAT THE FINDINGS FROM THE RESEARCH SAY:-

- You agree that an Infrastructure organisation should be formed.
- You say that an Infrastructure organisation will provide "one voice" representing the Black, Asian and other ethnic minority communities in Oxfordshire.
- You gave consent to be contacted again for more discussions about this project.
- You gave consent to be included in a directory of all Black, Asian and other ethnic minority groups.



Thank you for reading this report. we hope you have found it useful, and if you participated in the research, we hope that we have represented your voice well.

We will send out a poll soon to consult with you on how to deliver the next steps and what model the next development should take.

Please email oxfordshireonepeople@gmail.com should you have any questions or comments to make.

Many thanks,

Bid Writing Committee:-

Dianne, Fatou, Hadi, Jacqui, Nicole, Pearline and Yasmin.

Findings Compiled by Jacqui Gitau



**A HUGE THANK YOU TO EACH AND EVERYONE OF
YOU WHO TOOK TIME TO RESPOND AND SHARE
YOUR THOUGHTS AND OPINIONS.**

These are the organisations you are members of:-

ACKHI
(Afrikan Caribbean Kultural Heritage Initiative)

Active exercise

AFiUK CIC

African Caribbean Autism Family Support Group

Bakilande

Banbury mosque

BK LUWO

Body wisdom

Coaching2transform

Golden Branch

Green dome trust.

Higher Learning

IRAQ women Art & war (IWAW)

Kama group

Kenyan community

Kenyans in Oxford

Kurdish Women's community

Kuumba Nia Arts

Major matters for minor mind

Making Space Safe

Melor

Nigerian Community Oxfordshire

Nigerian Muslim Association Oxford (NIMAO)

Oxford Community Action

Oxford sisters and help the world Oxford

Oxford women society

Oxwise

R.A.W.
(Retention of African Wealth)

Refugee resource women's group

Safe Leys

Somalia sisters sewing group

Syrian Community Oxfordshire

Syrian sisters

Transition Lighthouse Empowerment Space

Ubuntu Wellness and Complex Mental Health Foundation

WOW space



MEET MEMBERS OF THE BID WRITING AND RESEARCH COMMITTEE

DIANNE REGISFORD - EVOKING BELONGING LTD

Dr. Dianne Regisford is the founder and Executive Director of Evoking Belonging Living Practice Centre for Social Sculpture. - A space for social justice enquiry with ARTivists and African heritage communities.

Evoking Belonging offers inclusive participatory programmes in:

- Cultural Mapping,
- Qualitative Research,
- Decolonising the Education Curriculum and
- Cultural advocacy for a just, humane and equitable society.

www.dianneregisford.com ;
dianne@dianneregisford.com



FATOU BADJIE

Fatou is a passionate and dedicated gender activist who is known for her work in BAMER communities to end FGM, domestic violence and other harmful practices. She has worked extensively with vulnerable BAMER women including refugees, asylum seekers and migrants during her previous role at Oxfordshire Domestic Abuse Services as Domestic Abuse Outreach Officer and now at Refugee Resource as Women's Service Coordinator. As a survivor of FGM herself, Fatou adds a powerful and authentic voice to the struggle to end FGM and other GBV issues.

Before coming to the UK in 2006, Fatou was involved with women's issues, working as a columnist at a local newspaper in the Gambia, addressing women's rights and equality. She has an NVQ3 in Pharmacy Technician and holds a first-class degree in International Relations and Business Management. She is Secretary-General of Care for Women and Girls charity in Birmingham. Fatou previously worked as Community Outreach Director for OAC.

In her free time, Fatou hosts live Facebook programmes on difficult conversations about issues affecting women and girls including FGM, polygamy, maternal mortality, sexual violence, breast cancer and objectification of women.



HADI NURI - SYRIAN COMMUNITY IN OXFORD AND OXFORDSHIRE

Hadi Nuri is the leader of SYRCOX, the Syrian community in Oxford and Oxfordshire. SYRCOX has been an active community group supporting people from the local community. Syrcox provides support and activities to improve people's mental health and well-being. In April 2020, Syrcox provided emergency food parcels to support people as part of the Covid Outbreak management in reducing people's need to frequent shopping.

syrcox@gmail.com / Tel 07482481803



Jacqui Gitau - Co-Founding Director, African Families in the UK (AFiUK) CIC.

AFiUK CIC was formed to support African Diaspora families in the UK to get the best outcomes for their children through training and information on Education, Health and Social Care.

Our mission is to Equip, Build and Resource African heritage families in the UK with tools, skills and knowledge to navigate third culture lived experience. We do this through our Cross Cultural Parenting Programme, Community Ambassadors Mentoring Programme and children's Homework support & Youth Clubs.

I am passionate about injecting the African diaspora narrative into every major social discourse in the UK today.

We have operations in Colchester, Oxford and a satellite operation in Swindon.



www.afiu.org

<https://twitter.com/AfricansinUK>

<http://www.facebook.com/africansinUK>



MEET MEMBERS OF THE BID WRITING AND RESEARCH COMMITTEE

NICOLE NOEL - TRANSITION LIGHT HOUSE EMPOWERMENT SPACE

I am a NLP (Neuro Linguistic Programme) Practitioner and Life Coach. I'm non-judgemental, compassionate warm people-person. Together with my qualifications, knowledge and own lived traumatic experiences, I offer a client-centred holistic approach which sees the client as a powerful, active participant in their own healing. My processes help to improve the individual's mind-set and gain the necessary skills to recover from their own traumas.

Research in forming my own Community Interest Company (CIC) *Transition Lighthouse, has revealed that many (BAMER) women are not happy in their current situation; confronting and solving their problems is a painful process. I aim to suggest ways in which confronting and resolving their problems and suffering through changes can enable them to

- reach a higher level of self-understanding
- Observe the nature of loving relationships
- recognize true compatibility
- distinguish dependency from love
- know how to become one's own person
- understand how to be a more sensitive parent
- raise community awareness of abuse in the name of culture and religion

BAME Committee:- Black, Asian, Minority Ethnic & Refugee. The niche was developed for African and Caribbean diaspora local communities however during research for this project the scope widened to be inclusive.

Presently I am located within shared co-working space in the Caribbean living room exhibition at 58 between town road Templars Square, Cowley OX4 3LZ. Offering (Alternative therapeutic recovery, healing and rebuilding services) for lived traumatic experiences (Domestic violence, coercive manipulation control, sexual exploitation, FGM female genital circumcision, Covid-19 pandemic, Homelessness, trauma and abuse impact of BLM).



PEARLINE BLACKSTOCK - VISION COUNSELLING

Pearline Blackstock is a fully qualified Compassion Focussed Therapist (CFT) and registered member of the British Association of Counsellors and Psychotherapists (BACP).

She has over twenty five years' experience working successfully with a cross section of people from varying cultures, religions, ethnicity, sexual orientation (lesbian, gay, LGBTQ) and also that reference as non-gender specific.

Why the BAME Committee?

Her interest in sitting as a member on the BAME committee is that it supports her belief "together we are stronger". Pearline feels like many others, there continues to be a need in Oxfordshire for the BAME community to a) build cohesion between the diverse communities and b) build services, structures and institutions that are culturally appropriate and model inclusivity systemically as well as vertically. We cannot afford to give up or tire of striving for equality. The BAME committee seeks to build an infrastructure from which to increase access to necessary funding for the continuation of services already in existence and support the building of new and innovative ones for the future.

07983 5533 18 or at
pearlineblackstock@gmail.com



YASMIN KADUJI - BANBURY COMMUNITY FRIDGE INITIATIVE

Several years ago, I started my first voluntary community project with the Banbury Community Fridge initiative, which is based at Banbury Mosque.

I coordinated collections of food donations from local supermarkets with the aim of reducing food waste in landfills whilst also supporting vulnerable individuals and families. During the COVID lockdown, the Fridge had to close, however supermarket food donations continued to pour in. I organised fellow volunteers to help with the packing of food parcels to deliver to community members in quarantine. We delivered approximately 2500 food parcels in our town.

Since then, the Community Fridge has gone from strength to strength. It has expanded into a hygiene bank, food bank, pet bank and clothes bank

. Other community projects have also sprung up, including a new children's library at the mosque, and new gym enterprise that offers facilities and classes for women in the BAME community.

I have recently qualified as a personal trainer so I am also running some of these gym classes for our community.

My future goal is to continue these projects and expand our community of volunteers. I also hope to apply for core funding to provide employment for our community members.

"Banbury Community Fridge - Making Sure No One Goes Hungry"



OUR FUNDERS

This project has been funded by:-

- UK COMMUNITY FOUNDATION
- OXFORDSHIRE COUNTY COUNCIL
- OCF (OXFORDSHIRE COMMUNITY FOUNDATION)
- Active Oxfordshire
- OCVA have waived the their Membership and training fees for BAME framework members. Check out the trainings on offer (ocva.org.uk); or email their Training manager - caroline.marquis@ocva.org.uk

If the timings don't suit you, please let us know and we may be able to negotiate for group training at a time that suits your group.



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Oxfordshire Community and Voluntary Action

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