



## **(BANOs) Database information session**



# **ENGAGING BLACK AND ASIAN NETWORK ORGANISATIONS**

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# KEY POINTS WE WILL COVER:



Background to the development of the database



Our process of building the database



Range of organisations on the database



Accessing the database and making the best use of it



Initial and ongoing support available from us



Further development of the database

# BACKGROUND: HOW THE DATABASE DEVELOPED

Identifying key issue through Mapping survey of key charity organisations (2019)



Recruiting from existing networks is a key factor in the lack of racial diversity on charity trustee Boards.

Limited access to Black and Asian networks for trustee recruitment



Address charities' lack of knowledge of and lack of awareness of Black and Asian networks.

Practical solution:  
BANO Database



A low cost and affordable solution for charities who are genuine about wanting to identify, engage, attract and recruit Black and Asian trustees.

A woman with long dark hair, wearing a bright yellow sweater, is seen from the side, focused on typing on a laptop keyboard. The background is a blurred office environment with a computer monitor and a yellow cup. A large, dark blue diagonal shape overlaps the right side of the image, containing white text.

**“IF WE CAN DO  
IT, SO CAN  
YOU!”**

Any charity can put together their own list of suitable organisations with the right priorities, resources, commitment and focus.

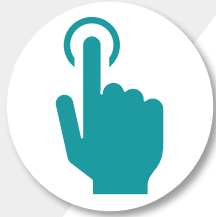
# OUR PROCESS OF BUILDING THE DATABASE

**Growing the list : Online research and using social media platforms**



Researching for relevant organisations through keywords 'African, Caribbean, Afro-Caribbean, Asian-led, BAME'

**Making it accessible**



Enabling charities to build their own links with Black and Asian network organisations

**Ongoing work: building direct contact with BANOs**



To date there are 100 BANO organisations subscribed to us, to be continuously updated

# WHO'S ON THE DATABASE

**Charity organisations:** including community groups and local organisations

**University networks:** Specific ethnic group societies e.g. SOAS Afro-Caribbean society

**Business & Corporate networks:**  
e.g. PWC BAME network, UK Black Owned Social Business Network

**Specific skills & experience:** e.g. Tech, digital, finance, fundraising, engineering, lived experience

OVER **500** BLACK AND ASIAN NETWORK ORGANISATIONS ACROSS THE UK AND ACROSS SECTORS

# HOW TO EFFECTIVELY USE IT FOR BLACK AND ASIAN TRUSTEE RECRUITMENT

**Build your own BANO shortlist using keywords search filter**

1

Review organisations and shortlist them according to your organisation's specific needs (skills, experience)

**Plan ahead and review job advert**

2

Allow a lead-in time of 3-6 months to build relationships before circulating posts with the right language and tone

**Outreach and review status**

3

Research their pages and look at their latest activities on social media etc. to ensure they are viable contacts

***\*More info in our Recruitment Guide***

# ACCESSING THE DATABASE AND SUPPORT

**Small charity organisations: £50**

**Large charity organisations: £100 or more**

**Commercial trustee recruitment consultancies:  
£200 or more**

**WE MAKE IT AVAILABLE TO CHARITIES ON A DONATION BASIS WITH SUGGESTED DONATIONS DEPENDING ON THE SIZE OF CHARITIES.**

This will go towards our ongoing cost and resources for the campaign.



# STEPS AND SUPPORT AVAILABLE

Donate to our Gofundme campaign page

1

Make sure to include your name/organisation name when making donations.

Email us for confirmation

2

Email us at **[action4trusteeracialdiversity@gmail.com](mailto:action4trusteeracialdiversity@gmail.com)** with the amount donated and name for confirmation.

Receive database and initial 1:1 support provided

3

You will receive database as an excel file and we encourage users to review the list before having an initial conversation with us.

*\*Invoices are available upon request*

ACTION  
FOR  
TRUSTEE  
RACIAL  
DIVERSITY  
UK



Getting  
OnBoard.

## FROM HERE TO DIVERSITY

A Practical Guide to recruiting  
Black and Asian charity trustees



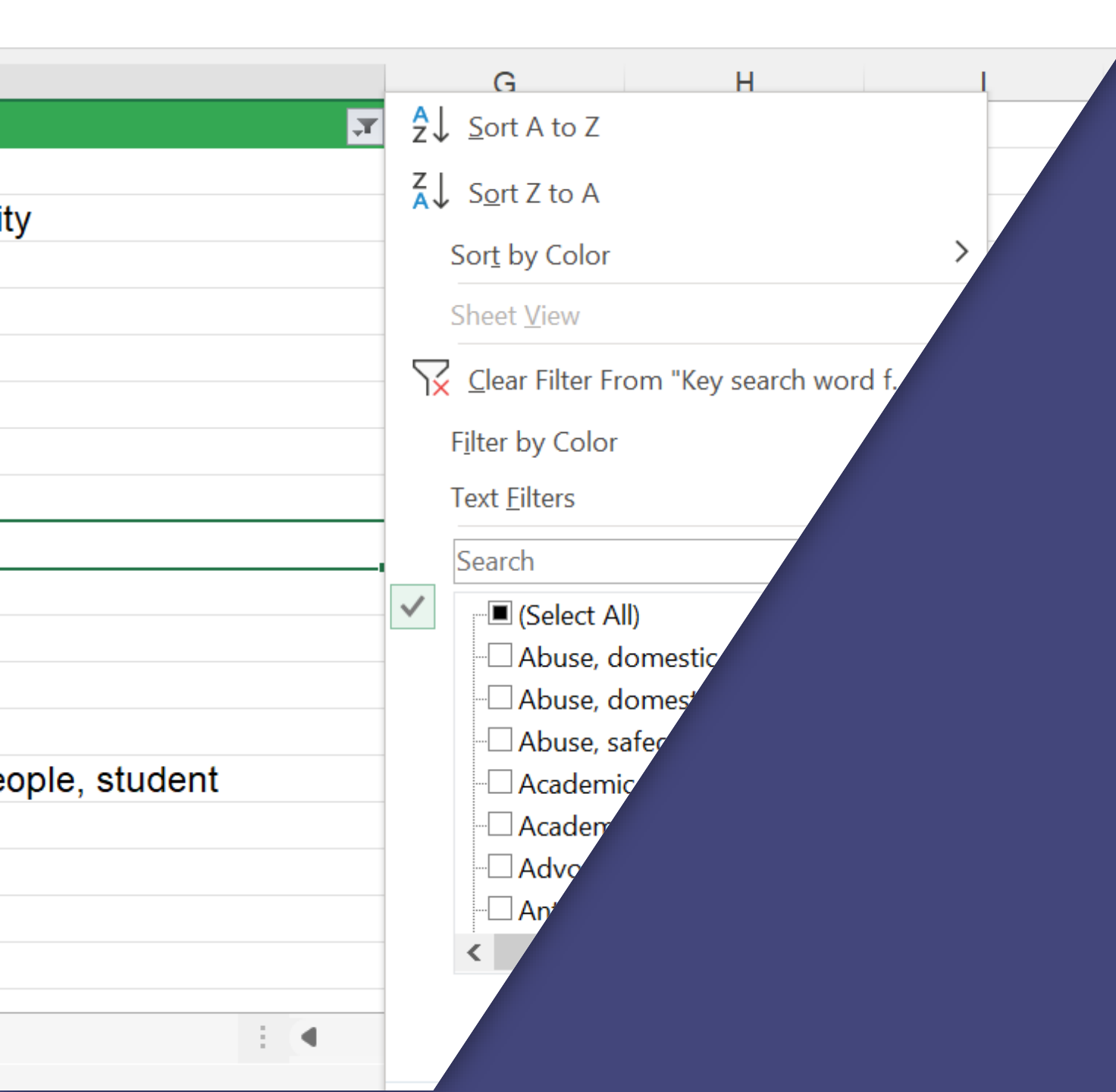
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Foundation

Supporting advice and case studies  
about the BANO database can be  
found in our guide.

Download [here](#):



## USING THE DATABASE KEYWORD SEARCH FILTER TO MATCH YOUR NEEDS

Examples for different trustee recruitments

How to look for specific skills, experience, demographic, locations

# DEVELOPING THE DATABASE FURTHER



Providing named contacts and improving quality over quantity



Developing local hubs, working with local infrastructure organisations



Providing consultancy support to individual charities

Email us at [action4trusteeracialdiversity@gmail.com](mailto:action4trusteeracialdiversity@gmail.com) for any further enquiries.