BPIC NETWORK
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LET CELEBRATE

BLACK HISTORY MONTH

WWW.BPICNETWORK.COM

INCLUSION ASSURANCE PARTNER RESOURCE

Introduction

Black History Month is an opportunity to reflect, celebrate, and act on the contributions of Black professionals in construction and the built environment.

As your Inclusion Assurance Partner, BPIC has curated this resource pack to help your organisation mark the month meaningfully — through education, engagement, and action.

Why This Matters

- Demonstrates your organisation's commitment to inclusion.
- Strengthens employee engagement and retention.
- Enhances your reputation as a socially responsible employer in the industry.
- Contributes to your Inclusion Assurance journey with BPIC.

What BPIC Provides and Supports

- Content & Learning Resources
- Events & Activities

WHAT IS BLACK HISTORY MONTH?

Origin: BHM was first celebrated in the UK in 1987, founded by Akyaaba Addai-Sebo. This was to highlight the achievements and contributions of Black people, past and present, and to foster understanding, inclusion, and equality.

BHM 2025
TITLE: STANDING FIRM IN POWER AND PRIDE

This year’s UK theme celebrates confidence in identity and the power to create change. It’s a call to honour heritage, embrace culture, and stand strong while pushing for a fairer future.

THINGS YOU CAN DO TO INCREASE INCLUSION AWARESNEESS DURING BHM

- Share Learning and Educational Material about BHM with your teams
- Spotlight Inclusion Events
- Inclusion Toolbox talks on site
- Support your Employee Resource Group
- Lunch and Learn sessions to hear lived experience
- Showcase and Celebrate Talent within your organization
- Career Insights

LUNCH AND LEARN GUIDE

Session Title

Celebrating Black Talent and Building Inclusive Futures in the Built Environment

Session Objectives

By the end of the session, participants will:

- Understand the significance of Black History Month in the UK.
- Recognise the contributions of Black professionals to construction and the built environment.
- Reflect on barriers faced by underrepresented groups.
- Explore practical steps to create a more inclusive workplace.
- Talk through common challenges faced by Black professionals:
- Underrepresentation in senior roles
- Bias in recruitment and progression
- Workplace culture and belonging
- Encourage reflection: What does this look like in our organisation?

Material to Consider

Handout: Top 5 Actions for Inclusive Workplaces

Resource Pack link

UNDERSTANDING RACIAL MICRO AGGRESSIONS

What Are Micro-Aggressions?
Micro-aggressions are small, often unintentional comments or actions that can make people from different backgrounds or marginalised groups feel excluded, judged, or dismissed.

Examples include: Jokes or stereotypes about race, gender, age, or ability. Though subtle, the cumulative effect of micro-aggressions can harm confidence, wellbeing, and workplace belonging.

How to Address Them

Embed Policies & Feedback

- Include micro-aggressions in anti-bullying/harassment policies.
- Regularly review feedback from staff surveys and inclusion audits.
- Hold leaders accountable for modelling inclusive behaviour.

Increase Awareness

- Provide inclusion and unconscious bias training.
- Use real-life scenarios in Lunch & Learn sessions.
- Encourage reflective conversations in team meetings.

Call Them Out Respectfully

- Focus on impact, not intent.

Create Supportive Spaces

- Encourage open dialogue with no fear of reprisal.

BLACK PIONEERS

Historic Black British Pioneers

- Ignatius Sancho (1729–1780) – First Black Briton to vote in a general election; composer, writer, and abolitionist.
- Mary Seacole (1805–1881) – Jamaican-British nurse and entrepreneur, pioneer in healthcare during the Crimean War.
- Olaudah Equiano (1745–1797) – Formerly enslaved man, author of The Interesting Narrative, instrumental in the abolitionist movement.
- Claudia Jones (1915–1964) – Activist and journalist; founder of the Notting Hill Carnival.
- Paul Stephenson (1937–) – Led the Bristol Bus Boycott (1963), challenging racial discrimination in employment.

Built Environment & Industry Pioneers

- Norma Merrick Sklarek (1926–2012) – First Black woman licensed architect in the US; worked on major global projects (role model for women in design).
- Sir David Adjaye OBE (1966–) – Globally renowned British-Ghanaian architect, designer of the Smithsonian National Museum of African American History & Culture in Washington DC.
- Beverley Lurlyn Bryan (UK) – Co-founder of Organization of Women of African and Asian Descent (OWAAD) and influential voice in education and urban spaces.

READING AND VIEWING LIST

- The Good Immigrant – Edited by Nikesh Shukla
- First-hand essays by BAME writers on identity, representation, and opportunity in Britain.
- Black and British: A Forgotten History – David Olusoga
- Accessible and powerful exploration of Black history in the UK.
- How to Build Inclusive Teams – Pamela Fuller & Mark Murphy (FranklinCovey)
- Workplace guide to embedding inclusive practice.
- Diverse Teams at Work – Lee Gardenswartz & Anita Rowe
- Practical tools for managers on leveraging diversity for performance.
- Building Diversity: The Case for Inclusive Construction – Chartered Institute of Building (CIOB)
- Fairness, Inclusion and Respect (FIR) Toolkit – Supply Chain Sustainability School
- RICS Inclusive Employer Quality Mark Reports – RICS
- McKinsey: Diversity Wins – How Inclusion Matters (2020)
- Global but widely referenced in construction and real estate.
- BPIC Network Articles & Case Studies – www.bpicnetwork.com
- RIBA Journal: Black Architects in Britain – profiles & challenges.

OPTIONAL ADD-ONS

- Speakers: BPIC network professionals sharing their career journeys.
- Panel Events: Industry conversations hosted by BPIC for members.
- Customised Workshops: Tailored to an organisation’s context and workforce.
- Inclusive Recruitment Workshop: Practical steps to improve hiring pipelines
- BPIC Inclusion Toolbox Talk: Provided as Part of Membership

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