

# BLACK AT WORK



OUT  
THE  
BOX

2023

# **THE STORY OF BLACK AT WORK**

In May 2020, following the Black Lives Matter uprising, our founder Renee Davis wrote an open letter detailing the ongoing struggles of the Black community and the small ways in which they could protect themselves in social, business, and especially corporate work spaces. As the response stories of just how difficult, painful and even traumatising being a Black person in the workplace is, Renee set about to create a safe and informative online space for Black people to connect share and heal.

In order to effectively execute this, Renee immediately enlisted the help of Ivy Kayima, Diversity and Inclusion Specialist to make this a reality.

# WHAT IS BLACK AT WORK?

Now that corporates and organisations are releasing statements and 'standing in solidarity with the black community' true institutional and systemic change within organisations is still yet to be seen.

Black employees are still yet to truly feel supported.

With this in mind, Renee; founder of Out The Box & Ivy Kayima; Diversity and inclusion specialist, have created free drop in sessions on how to exist in and navigate corporate and professional spaces as a Black person. Black at Work is now a community safe space for Black people to come together to share their experiences in the workplace providing solutions, advice and resources and industry opportunities. We also offer training for allies who want to make the workplace fair and equitable for black employees.

# WHAT WE DO AT BLACK AT WORK



## **Discuss**

How Black employees can protect their mental health in predominantly white spaces that can be difficult to navigate.

How employers can be better allies and operate in a more inclusive way

## **Share**

How Black employees can speak up and advocate for change, and how to approach difficult and unfair situations.

## **Equip**

How to grow in the workplace and manage opposition at the same time.

How to ensure fair pay

How to leverage allies.

Basic workplace rights.

How to be a better ally.

Talent retention and recruitment

OUR EVENTS ~~SO~~ FAR



BLACK AT WORK

**JUNE 2020**



This was the pilot Black at Work event led by Renee and Ivy via Zoom.

- Over 130 spaces filled in less than a week.
- A safe healing, yet informative space.
- Discussions round basic rights as a Black person in a corporate environment, and how to address unfair cases.
- The importance of unions.
- Negotiating pay.

**OUT  
THE  
BOX**

PRESENTS

# **BLACK AT WORK**



Ivy Kayima



Renée Davis

A drop in on how to exist in & navigate corporate & professional spaces as a minority.

11 JUNE 2020  
7PM - 8.30PM

**VIA ZOOM**


BLACK AT WORK II




JULY 2020

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PRESENTS

## BLACK AT WORK II



MARY  
AGBESANWA



IVY  
KAYIMA

How to exist in & navigate corporate & professional spaces as a black person.

16 JULY 2020  
7PM-9PM

**VIA ZOOM**

Our host Ivy Kayima spoke with [Mary Agbesanwa](#), co-leader of PWC's Multicultural Network and founder of women's network Now You're Talking.

They covered:

- Navigating being in corporate leadership as a Black person.
- Personal experiences of racism at work.
- Key factors in growth and success.
- Network building.


## BLACK AT WORK III

# NOVEMBER 2020

Our host Ivy spoke with [Nicole Young](#) first and only Black female operations manager at tech company Tier Mobility.


### Topics covered:

- Being a Black woman in a white male led tech industry.
- On creating access for Black women in senior tech roles.
- The importance of more diversity and inclusion in tech.
- Being bold when speaking about salary, and negotiating contracts.




OUT THE BOX  
PRESENTS

## BLACK AT WORK III



NICOLE  
YOUNG



IVY  
KAYIMA

How to exist in & navigate corporate & professional spaces as a black person.

19 NOVEMBER 2020  
7PM-8:30PM



BLACK AT WORK IV



FEBRUARY 2021

OUT  
THE  
BOX  
PRESENTS

# BLACK AT WORK IV



RAPHAEL SOFOLUKE



IVY KAYIMA

**HOW TO EXIST IN & NAVIGATE CORPORATE  
& PROFESSIONAL SPACES AS A BLACK  
PERSON.**

THURSDAY 25TH FEBRUARY  
7-9PM

Our first male guest! Ivy chatted with [Raphael Sofoluke](#), founder and CEO of The UK Black Business Show.

## Topics:

- The huge need for, and success of the UK Black Business Show.
- The barriers Black businesses, and entrepreneurs face in the UK.
- The varied experiences of Black men and women in predominantly white corporate spaces.
- Black Ownership and creating tighter communities.

## BLACK AT WORK V **APRIL 2021**

Our special guest Writer, Director and Producer [Sheila Nortley](#) spoke with us about navigating the film and TV industry.

### Topics:

- The importance of creatives knowing the business side of the industry.
- Developing ones craft in film in order to generate income.
- Being a Black woman in film production
- Using roles of leadership to advocate for more representation.



The poster features two Polaroid-style photos of women. The left photo is of Ivy Kayima, and the right photo is of Sheila Nortley. The text 'OUT THE BOX' is at the top right. The main title 'BLACK AT WORK V' is in large, bold, black letters. Below the photos, the text reads: 'HOW TO EXIST IN & NAVIGATE THE TV & FILM INDUSTRY AS A BLACK PERSON.' and 'THURSDAY 29TH APRIL 7.30-9.30PM'. The photos have '17' and '17A' on the left and right sides, and 'PREMIUM 400' on the right side of the right photo.

**OUT THE BOX**

# BLACK AT WORK V

IVY KAYIMA

SHEILA NORTLEY

PREMIUM 400

**HOW TO EXIST IN & NAVIGATE THE TV & FILM INDUSTRY AS A BLACK PERSON.**

THURSDAY 29TH APRIL  
7.30-9.30PM

BLACK AT WORK VI

MAY 2021



**OUT THE BOX**

# BLACK AT WORK VI

**ON AIR** WITH REMEL LONDON  
HOSTED BY IVY KAYIMA

HOW TO EXIST IN & NAVIGATE THE BROADCASTING INDUSTRY AS A BLACK PERSON.  
TUESDAY 25TH MAY  
7.00-9.00PM

We chatted with TV host and broadcaster [Remel London](#) about being Black in broadcasting.

Topics:

- Representation in Media, Journalism and TV.
- Creating a lane for yourself in order to have a successful career.
- Black women in Radio and mainstream media.
- Creating opportunities for young industry creatives.

## BLACK AT WORK VII

# NOVEMBER 2021

For our first ever in-person Black at Work, we gathered at M&C Saatchi, Golden Square to discuss all things being Black in the marketing industry with [Charlotte Williams](#) and [Omari Edwards](#). In partnership with Mentor Black Business.

### Topics

- How you can speak up and advocate for change in predominantly white spaces
- Making an impact and creating opportunities
- Conscious inclusion
- How to be an ally
- Mental health

**BLACK** AT WORK VII  
MARKETING EDITION

HOSTED BY:  
**IVY KAYIMÁ**

WITH GUEST SPEAKERS:  
**CHARLOTTE WILLIAMS**  
**OMARI EDWARDS**

11th November 2021  
6:30pm - 9:30pm  
M&C Saatchi London  
36 Golden Square, W1F 9EE

OUT THE BOX

In Partnership with  
**MENTOR BLACK BUSINESS**

**BLACK AT WORK VIII**  
**EDUCATION EDITION**

In partnership with  
**LIS**  
THE LONDON  
INTERDISCIPLINARY  
SCHOOL

**FACILITATED BY IVY KAYIMA**

**WITH GUEST SPEAKERS**

**LYNETTE NABBOSA**

**LIZ PEMBERTON**

**29TH APRIL 2022**  
**THE LONDON INTERDISCIPLINARY SCHOOL**  
**E1 1EW**  
**6:30PM - 9PM**

**OUT THE BOX**

**BLACK AT WORK VIII**  
**APRIL 2022**

In partnership with The London Interdisciplinary School, we gathered again with our special guests [Liz Pemberton](#) (The Black Nursery Manager) and [Lynette Nabbosa](#) (Elimu) to look at how to navigate the world of education as an industry and institution.

### Topics

- Black children and early education
- Representation in higher education
- The Black attainment gap
- The business of education
- Mental Health, work-life balance and authenticity

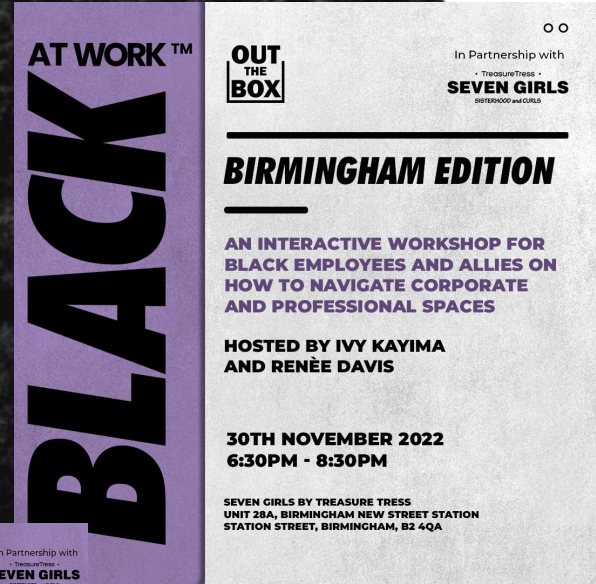
[Watch the full session here](#)

BLACK AT WORK BIRMINGHAM EDITION

# NOVEMBER 2022

An interactive workshop for Black employees and allies on how to navigate corporate and professional spaces.

- First ever Black at Work instalment in Birmingham
- How to deal with microaggressions and racism in the workplace
- How to become a change maker in your industry
- How to advocate for yourself in the workplace
- Dealing with pay disparity



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# **BLACK** AT WORK™

## **FINANCE** **EDITION**

**AN EVENT ON HOW TO ACCESS CAREERS IN  
FINANCE, MANAGE PERSONAL FINANCE,  
AND WEALTH IN THE BLACK COMMUNITY.**

**23RD MARCH 2023  
6.30PM - 9PM**

**LLOYD'S BANKING GROUP  
125 COLMORE ROW  
BIRMINGHAM, B3 3SD**



**OUT  
THE  
BOX**

**BLACK AT WORK FINANCE  
EDITION**

BLACK AT WORK  
OUT THE BOX

**MARCH 2023**

This finance edition is an open event for those who want to join in the discussion surrounding Black personal finance, wealth and the Black community, and accessing careers in finance.

### Topics

- Accessing careers in finance
- Business finance 101
- How to thrive throughout inflation and the recession
- Creating generational wealth
- Financial literacy and personal finance

# TESTIMONIALS

## BLACK AT WORK FEEDBACK

THANK YOU SO MUCH FOR PUTTING ON THESE WEBINARS, I HAVE TAKEN SO MUCH FROM THEM. I'D SPECIFICALLY LIKE TO MENTION THAT YOUR SPEAKER WAS THE REASON I REQUESTED MY PAY RISE IN THE MIDDLE OF A PANDEMIC AND SUCCESSFULLY GOT IT! IF I HADN'T RECEIVED THE ADVICE I DID FROM IVY WHICH HELPED ME TO BECOME EQUIPPED WITH THE TOOLS I NEEDED TO TAKE THE NEXT STEP I WOULD NOT BE WHERE I AM TODAY. SO THANK YOU TO OUTTHEBOX FOR THESE FANTASTIC WEBINARS! LOOKING FORWARD TO MANY MORE!



## BLACK AT WORK II FEEDBACK

“ I am so fueled to take it back to my teams to share, and apply so much of it to my own career and business.

This was absolutely brilliant, thank you! ”



## BLACK AT WORK II FEEDBACK

“ I have learned so much this evening - about developing my career, lifting up others, being a better ally within the workplace, encouraging others to take advantage of training, and raising concerns about recruitment ”



## BLACKATWORK II FEEDBACK

This was an excellent webinar, that really opened my eyes to the relationship between the professional world and being black. All my feedback is positive!

Extremely useful webinar! Guest speakers were open and shared valuable advice. I would certainly recommend to others.

I said the event was what I expected because I had attended the first one, which I described to my friend as: the co-hosts were open, caring and knowledgeable, there was lots of laughter. They shared experiences and the how and why they came to their careers and their approach at work. Felt like being in the living room of a wise and witty relative.

Been great. I've feel assured and re-affirmed each time I've done this and also inspired and I've learnt to new things for me to try.



19.11.2020

## BLACK AT WORK II FEEDBACK

“ Been great. I've feel assured and re-affirmed each time I've done this and also inspired and I've learnt to new things for me to try. ”





 **BRINGING**   
**BLACK AT WORK**  
**TO YOU.**

# How we could work together

- Helping you deliver on your organisational objectives for diversity, equity and inclusion, while aligning with your company values and mission
- Create bespoke training programmes to increase the awareness for allies to understand how to best support Black employees.
- Providing a safe space for your Black employees through events, workshop and drop-ins
- Help you to recruit and retain and elevate Black talent
- Work on amplifying the voices of underrepresented communities in your workplace

# MEET THE TEAM



# WHO ARE WE? MEET IVY KAYIMA

*IVY KAYIMA- MSC in International HR and full CIPD accreditation*

Senior Talent Advisor, University Recruiter- EMEA  
- Diversity and Inclusion specialist

Ivy is fuelled by a passion for equality and social justice and has over seven years of international recruitment, Diversity and Inclusion and HR experience within the public, private, charity and most recently tech sector. Working both nationally and internationally, she has worked for a range of clients with a focus on strengthening their understanding of Diversity and Inclusion and advocating change for minorities in the workplace.

Clients

*Bromley Council, Kaspersky, Spiela-The Phenomenal Woman event, Shoreditch radio, Worth Internet Systems, National Audit Office, Queen Mary university of London, Windsor fellowship, The Bank of England, Cambridge University, Kidron Orphanage-Uganda*

Professional background

Currently, Ivy heads the EMEA University relations programme at Nutanix (a tech software company) and is responsible for intern recruitment and manages the Diversity and Inclusion initiatives within EMEA. She has a hands-on approach to HR, Talent and D&I and has a firm and unwavering belief that employment is crucial for progression within anyone's life and when done so correctly, employment can be used to combat some of the inequalities that minorities face. However, both professionally and personally she has experienced or bared witness to unfortunate events which have highlighted the difficulties minorities face, not only when gaining employment but the barriers they face within employment. Because of this throughout her career, she has worked as a recruiter, trainer, facilitator and Diversity and inclusion specialist. Ivy actively leads Diversity projects for external companies; facilitating workshops, speaking engagements and training. Her work is based on addressing the importance of Diversity and Inclusion specifically within Universities, tech and the workplace.

## Places that I've taught :

**Kaspersky**- Understanding unconscious Bias , **Windsor fellowship**- Junior fellowship programme (based on empowering Black and brown youth), **Aga Khan University** - D&I training, **YouTube** - D&I Training, **Bromley Council** - worked with diverse youth on running campaigns, **Spiela** - D&I facilitation, **Queen Mary University** - assessment centers for Black and brown youth, **Reading University** - D&I training, **Kidron** - D&I training,

## Courses that I run:

D&I training-HR based- what is D&I, Why does it matter, and how can it be effectively implemented in the workplace,  
Anti racism training, Understanding unconscious bias workshop,  
creating a safe space for members from diverse communities.

## Qualifications:

MSC International HR major In D&I Thesis on D&I @ Glasgow Caledonian University

# WHO ARE WE? MEET RENEE DAVIS

Renée Davis is an award-winning journalist and editor, communications manager and founder of Out The Box – a community of 3000+ young creative entrepreneurs, and Black professionals in various fields. Renée has a passion to see young people thrive through events, workshops and online content and practical opportunities. Out The Box has been working with Google Digital Garage to deliver branding, marketing and business workshops, mentoring and certificates to young Black creatives and professionals. Out The Box also helps Black employees in the workplace through its event series Black at Work, and is also the co-creator Phenomenal Woman - a platform designed to celebrate and equip Black women in work, business and life.

Renee also consults on diversity, community building, management and for various orgs of all sizes. She has helped clients such M&C Saatchi Saturday School to reach 3000 people in just over a year, as well as being a part of the development of the widely recognised Mentor Black Business programme which currently has over 1000 participants.

In May 2021, Renée was listed as one of Pitch Fanzine's #PitchList20201, and in July 2021, she was listed as one of UK Black Business Show and HSBC's Black Entrepreneurs to Watch in 2021.

## **Programmes I've created:**

- [Out The Box](#) - an organisation that equips Black Creatives and professionals
- [Phenomenal Woman](#) - a platform and space celebrating and equipping Black British Black Women in business and lifestyle

## **Work/Projects I've consulted on/managed:**

[M&C Saturday School](#) (Community Growth)

[Mentor Black Business](#) (Community Management and Growth)

[Leeds MIT REAP Diverse Business Programme](#)

BLACK AT WORK  
**CONTACT US**

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