

Black Voluntary Sector Network Wales

Annual Report 2008-2009



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Background History

BVSNW was formed as a direct result of the continual search by Black and Minority Ethnic (BME) groups and communities for a solution to the prejudice, discrimination and racism they experienced.

These communities expressed their concerns about the failure of local, regional and national bodies to represent their needs and interests. Concern also centered around being marginalised and having no input into local and national agendas.

In 1993 as a direct response to these concerns, the Black Voluntary Sector Working Groups (BVSWG) was set up. Its remit was to work towards the development of a Black Voluntary Sector Strategy. After further consultations with community groups and individuals, Wales Council for Voluntary Action, The Welsh Office and Councils for Voluntary Services, BVSNW was officially constituted and launched in 1997.

Our Strategic Objectives:

Raising awareness of the needs of the Black Voluntary Sector and BME communities.

Building the capacity of the Black Voluntary Sector.

Represent, support and campaign on behalf of BME voluntary organisations, community groups, volunteers and communities in Wales.

To play a strategic role to incorporate the needs of BME communities within policy and strategy.

Our work is based on:

Responding to local needs across Wales.

Local and national strategies for development and regeneration.

Effective communication and links with local people, groups and agencies.

Partnerships with other groups and agencies wherever possible.

The principles of equal opportunity and promotion the value of diversity .

Cost efficiency.

Consultation to enable effective representation.

Creating effective and meaningful networks.

BVSNW aims to engage with organisations in the 'Black Voluntary Sector' and work in collaboration with other agencies to enhance and promote cultural diversity across Wales.

As part of BVSNW's strategic objectives, we offer tailored made training and consultancy to meet the needs of individual organisations and departments whether in the voluntary, private or public sectors.

We offer:

Cultural diversity and race equality training.

Consultancy on engagement and participation of BME communities.

Tailor made packages for individual organisations on issues regarding race equality and diversity.

Capacity building, training, project development and action planning and governance for BME groups.

Consultancy support for research and mapping exercises relating to BME communities in Wales.

BVSNW has grown into an important resource for organisations and individuals across Wales and in particular for the BME population.



Black Voluntary Sector Network Wales
Rhywydwaith Sector Gwirfoddol i Bobl Croenddu Cymru.

Chair's Report

I am pleased to present BVSNW's Annual Report for 2008-2009, I trust and hope that you will find the Annual Report informative and interesting.

I would like to extend thanks to a) the Trustees of BVSNW's Management Committee who have provided their time and support to the organization, b) the staff team for their dedication and commitment throughout the last year and c) the volunteers who have worked tirelessly with their continued support of BVSNW and our events and activities.

During the reported period, BVSNW saw several changes of personnel.

Liliane Jammaers, Manjit Mahil and Andree Morgan-Andrews moved on to pursue their careers and dreams and we wish them all the best.

On the other hand we were joined by five new, enthusiastic, talented and committed individuals. Michael Flynn as our new Communication & Participation Officer, Hanna Miyir as our Youth Development Officer, Jolanda Tenggara as our new Finance Officer, Patricia Barrera as our Gypsy and Travellers Participation Officer and Arafa Mustafa as our Communities First Ethnic Minority Communities Female Development Officer

During the year, these staff and members of BVSNW were very busy with a lot of exciting and interesting initiatives and events that took place within the equalities sector:

We presented a successful Diversity Awards celebration in October 2008 and then held the biggest celebration of Black History Month in Wales in November 2008 which attracted over 1100 participants.

We hosted the Community Cohesion Team for the lower super output areas in Cardiff, working closely in partnership with the Cardiff Communities First, Ethnic Minority Communities Team.

The BME Youth Link Up programme completed its second year, with some of the young people involved moving into full time employment and further education (in particular Hanna Miyir who took up the post of our Female Youth Development Officer.

The Arts Development Project again grew rapidly and was enhanced by the appointment of Leanne Rahman as the new part-time BME Women's Arts Development Officer. Our communications network expanded greatly to meet the ever increasing need for our services and support throughout Wales.

Sadly the Communities First Support Network partnership of 8 national organisations came to an end on 31st December 2008. From BVSNW's perspective it's eight years were a huge success and we continue to maintain our links with all the members and look forward to future projects.

The SIGNPOST Project, which took place over this period, sadly come to an end. The project was a great hit with the people involved throughout Wales.

As we are all aware, we are living through difficult times given the present national and global financial climate. The staff and board are working very hard to ensure that funding will continue and that BVSNW will be able to deliver a high quality services to our members and partners.

Last, but not least on behalf of the board and the staff team, we would like to thank all our funders, partners and sponsors for their continued support.

Perminderjit Mudher - Chair

BVSNW Core Work

Groups, Capacity Building and Consultancy

2008/9 continued to be a very busy one for our core team, BVSNW continued to provide a high level of service to our existing network of voluntary and community groups and also attracted quite a few new additions to our client list. We continued to provide them with our on-going support, including business planning, help with funding applications, legal structures, conflict resolution and general capacity building assistance.

The demand for our services grew with our increased visibility and new areas of emerging work stretched our resources to the limit. However, we still managed to provide our high level of service and support to our stakeholders.

We continued to engage with and support the Chinese Community in Wales by helping them to raise the funds and jointly facilitate the celebrations for Chinese New Year 2009. We also engaged with and publicised the work of the North Wales Chinese Women's Society in Bangor. We also provided support to several diverse projects in Cardiff facilitated by the Somali and Afro-Caribbean communities.

To keep our staff up to date with current and relevant issues affecting the sector, BVSNW took an active part in seminars, training and workshops facilitated by relevant bodies and organisations such as the Charity Commission, Wales Assembly Government, Wales Council for Voluntary Action, South Wales Police, the Crown Prosecution Service and other agencies including funding bodies.

We again worked in partnership with a number of CVC's and Communities First Partnerships to more effectively respond to the needs of specific communities across Wales.

In Holyhead, Anglesey we facilitated consultation and gave advice to the Communities First Partnership and local citizens Advice bureau on engaging with their diverse communities.

We also consulted with the Black Environmental Network in Llanberis and with Bangor University to encourage joint working.

We worked closely with Cardiff Council and the Arts Council of Wales on several major culturally diverse events such as the celebrations for Black History Month and the Diversity Awards 2008.

We worked with the South Wales Police by hosting a series of community placements for their young trainee officers, and also helped them facilitate their Equality Impact Assessment training. We also advised the Crown Prosecution Service on its Equality Guidelines.

Our team continued to work closely with the Welsh Assemble Government and Local Authority departments to find positive solutions to the issues facing the Gypsy and Traveller Community in Wales. From our perspective this continues to be one of the widest gaps in service provision from the voluntary and statutory sectors, we have attended several meetings and advocated on their behalf.

Through continuing to attend our major network meetings we have contributed to the discussion and helped in the development of several governmental policies and service provisions, such as advising on how the voluntary sector can help shape and benefit the new structure of the National Health Service in Wales.

Due to our positive relationship with Voluntary Action Cardiff, we also hosted the Community Cohesion Team for LSOA (lower super output areas) Communities First areas in Cardiff, working closely in partnership with the Cardiff Communities First, Ethnic Minority Communities Team.

The Artists Development Project (Funder by the Arts Council of Wales) continued to grow and was greatly enhanced by the appointment of our BME Women's Arts Development Officer

Representation & Participation

BVSNW continued to work jointly with the WCVA to ensure that the views and issues faced by the BME sector were represented at

ministerial level. By working with our members and mentoring representatives from the community, we continued to ensure meaningful and fair representation of their needs. We continued to represent the sector on the following portfolios:

Children and Young People/Education, Health & Social Care, Heritage, Equalities and Human Rights, Third Sector Partnership Council, Finance and Local Government, Social Justice and Regeneration

By contributing to these, BVSNW staff and members were again able to gather and highlight the views and issues affecting the BME sector.

Information was fed back to our membership and the BME communities through:

- Regular regional meetings
- Regular e-bulletins (twice monthly)
- Our web site
- Our Annual general meeting and Annual Report
- Meetings with groups and communities and one to one meetings
- Regular network (issue based) meetings

Most important of all we endeavored to attend community meetings to meet our members and gathered their views.

BVSNW used several different models of participation to engage and gather the views of our members and communities, some of which are amongst the most isolated and disadvantaged communities in Wales, some living in rural areas with little support or contact with other third sector organisations. We worked directly with several BME groups including Gypsy, Roma & Travellers, Asylum Seekers and Refugees, BME young people and migrant workers.

Information and Communication

BVSNW produced their re-designed newsletter in February 2009. It was a 32 page bi-lingual publication aimed at offering more accessibility and appeal to organisations throughout Wales.

The newsletter was circulated to 114 member organisations, a further 312 voluntary and statutory organisations and the rest through service providers.

Our bi-monthly e-bulletin circulation grew and now reaches 1,862 destinations throughout Wales.

Several statutory organisations and voluntary organisations regularly advertised posts within our e-bulletins: South Wales Police, South Wales Fire Service, BBC, Voluntary Action Cardiff, BAWSO, Mencap Cymru, ACW to name but a few.

We developed and used modern technology when appropriate for our communications, but have been very conscious and aware that a considerable number of our members and people we endeavour to represent have limitations in their access to it, are illiterate or English is their second language.

Our communication channels included the following:

Our website, regular seminars, outreach and one to ones, networking with local communities, attending events, conferences, AGM's of our members, regular contact with Communities First Coordinators and Partnerships, networking with local CVC's, carrying out consultations on behalf of a variety of public service organisations.

Our arranged meetings took a different shape according to the group's needs. The meetings with young people took place in a variety of venues and involved a relevant activity, for example showing a film or a discussion relevant to their lives. Meeting with agencies delivering services were held regionally over the year.

We ensured that all our publication communications were developed, designed and delivered to the highest level

BVSNW have become noticeably more visible this year, which has led to even more urgency in our quest to seek additional funding to meet an increasing amount of service requests.

Diversity Awards Wales

Friday 31st October saw BVSNW organise and host the Diversity Awards Wales 2008 event at Cardiff County Hall.



The event provided a platform to showcase the vast and valued contribution to diversity and race equality that organisations, community groups and individuals had made throughout Wales during 2007/8.

Over 260 people attended this gala event reflecting and representing the rich diversity of communities throughout Wales.

Guests were treated to an evening of fine food, entertainment, awards and individual accolades. The compere for the evening, Linda Mitchell (former Head of Diversity for the BBC), ensured that the evening was facilitated through a mixture of humour, entertainment and seriousness.



Key note speakers included: Dr Brian Gibbons AM, Minister for Social Justice and Local Government, Cllr. Judith Woodman, Deputy Leader of Cardiff Council and Ex World Champion Boxer, Steve Robinson who all shared their thoughts on the importance of the equalities agenda's message and also on the importance of recognising, rewarding and communicating good practice on the deliverance of services that recognise race equality.



The entertainment showcased the cultural diversity of Wales with performances of Jazz, African Drumming, Bhangra, Chinese folk song and Mongolian dance.

The event was funded by The Arts Council of Wales and Cardiff Council and had the support of many kind sponsors.

This event continues to be an important way of recognising and awarding individuals and organisations who's activities, projects or programmes championing the cause of Diversity in the field of Race Equality.



We would like to thank all nominees, winners, runners up, contributors and funders

BLACK HISTORY MONTH WALES/CYMRU

Black History Month 2008

Black History Month (BHM) 2008 proved a milestone historic event with simultaneous workshops held across Wales for the first time ever. The activities involved children, teenagers and adults participating in arts, crafts, gospel, rap, creative murals, family trees, percussion and mask making.

The All-Wales BHM 2008 programme was funded by The Arts Council for Wales and Cardiff Council with the additional support of various sponsors and was shaped and managed by a multi-agency partnership.

All the BHM activities came together and were highlighted as part of the BHM event that was held in Cardiff on the 1st of November 2008 at Channel View leisure centre.

The event was a huge success, with over 1,100 people from a diverse range of backgrounds and ages in attendance, in particular we saw representatives from across Wales.

The event was staffed by over 50 volunteers and members of BVSNW and the project panel. The venue was transformed into an interactive cultural experience and was officially opened with a traditional parade of African drummers and dancers.

The participants weaved their way through a packed main hall that was filled with information stalls, colourful goods, displays and presentations.

Keynote speakers on the day included: Leanne Wood AM, Councillor Judith Woodman – Deputy leader Cardiff Council, David Alston – Art Director of the Arts Council of Wales and Nigel Walker – Head of Change and Internal Communications at the BBC.

Throughout the day participants were engaged in a variety of activities: Children spent hours outside on the giant inflatable assault course provided by the Army, parents and young people enjoyed films and black history workshops, mask making, exhibitions, African drumming sessions, Caribbean food, dance workshops and in particular the black history quiz. A marked favourite of the day were the Capoeira workshops. In addition, motivational sessions for young people were held with local hero and former champion boxer Steve Robinson and Vaughan Gething – president of Wales TUC.

After an amazing day of learning, sharing and entertainment, the event was brought to a close by Jane Hutt AM (Minister for Children, Education, Lifelong Learning and Skills) who summed up the importance of what we had achieved over the month.



BME Artists Development Project

BVSNW, funded by the Arts Council of Wales (ACW), continued to enhance and deliver the 'BME Artists Development Project', this initiative works with and supports, Black and Minority Ethnic (BME) artists from across Wales.

It aims to increase the number of artists from Black and Minority Ethnic (BME) backgrounds working professionally in the arts in Wales.

This financial year has seen huge interest from BME artists and development work has taken place throughout the following activities:

Arts Seminars

In December 2008 we facilitated the first 'Regional Black and Minority Ethnic (BME) Artist Seminar', which took place in South Wales at the Gate Arts Centre in Roath, Cardiff. Organised by our Arts Development team, the event, the first of two regional seminars (the second taking place in Carmarthen Library in March), invited artists from BME communities, industry professionals, regional arts development officers and mainstream agencies with the intention of creating a unique opportunity for dialogue and exchange between people involved in the industry who rarely had the chance to meet in the same place at the same time.

BME community based professional artists received first hand information on the services, training, opportunities and support that was available to all artists in Wales.

The seminar was attended by 40 delegates who participated in a diverse programme of talks, presentations and performances from artists currently signed up to the BME Artist Database.

BME artists used this opportunity to meet and engage with a number of service providers ranging from the Arts Council of Wales, g39, Academi, Community Dance Wales and the Film Agency for Wales.

BME artists and service providers were engaged in participatory workshops that were themed under the database categories – Music and Dance, Literature, Performance Arts, Visual Arts and Multi-media.

The seminars were hugely successful and preparations were started to hold them in Carmarthenshire, Hay-on-Wye and North Wales during 2009/10.

In addition to the above, a number of artists were employed to provide workshops, performances and presentations across Cardiff, Swansea, Newport, Tenby, Bridgend and Powys.

A further 27 opportunities were promoted through the project and a number of community arts development organisations have been supported including; Chinese Community Services, Mayreau, Griots, Love Africa, Somali Band Wales and Voice of the Congo. In addition 50 opportunities were made available for Database artists through the Black History Month 2008 Event.

In 2009-10, the project aims to enhance it's activities through partnership working and the development of their 3-year business plan.



Gypsies & Travellers

BVSNW has worked hard towards establishing effective communication networks and enabling representation of the Gypsy and Traveller community in different social arenas within Wales. In light of the fact that Gypsy-Traveller communities were highlighted amongst the top three most discriminated against groups in Wales by the Equality and Human Rights Commission, BVSNW responded by improving its work and engagement with this community.

Current and past work with Gypsy-Travellers Communities:

Over the past two years BVSNW's work with Gypsy and Travellers communities across Wales has increased. By working in partnership with the Welsh Assembly Government, BVSNW delivered services and several consultation events across Wales on issues of relevance for this community.

The most salient pieces of work with this community were:

Consultation events regarding the Housing Regeneration Act 2008:

This piece of work was commissioned by the Inclusion Unit of the Welsh Assembly Government and was carried out in five sites across Wales. In order to communicate the implications of the act, BVSNW devised an easy read booklet that was aimed at those members of the community with low literacy levels.

Parallel to the consultation events, a scoping exercise was done with female members of the community. This scoping exercise was carried out in North, Mid and South Wales. The exercise shed light on three main areas: There was a general interest in establishing a Welsh Gypsy-Travellers women's group. There was a general lack of confidence within the female members of the community, and this

was identified as a main barrier to their active involvement in public life and finally, there was a great need for building the capacity of young females in the community.

We also facilitated consultation events with regards to the Site Design and Site Management documents in different sites across Wales (West, Mid, North East and North West Wales) where Gypsy-Travellers residents had the opportunity to express their opinions and preferences about the two documents.



Representation of Gypsy and Travellers delegates was secured in: Local Authority Working Task Groups (South Powys), North Wales Gypsy Traveller Accommodation Assessment Steering Group (Llandygai site in Bangor), and attendance at the Gypsies, Roma and Travellers Conference held in Newport, in March 12th 2009.

Working with the Gypsy and Traveller community has increased our portfolio of work as it relates to representing the needs of and support for marginalised groups.

BVSNW are taking into consideration the emerging and increased need in support for Gypsy and Traveller Communities and are proactively engaging in dialogue with the Welsh Assembly Government - Gypsy and Traveller Unit to explore funding to consolidate and continue our work in 2009-10.

BVSNW in partnership with several other organisations, hosted the celebrations for Gypsy, Roma and Traveller History Month in Cardiff in June 2009

Chinese New Year 2009

BVSNW supported and worked with a local Chinese organisation in presenting the Chinese New Year Celebration at the Wales Millennium Centre, Cardiff in January 2009. The event was attended by over 2000 people from throughout South Wales.

The event showcased Chinese Folk Custom Arts, which combined workshops, displays, parades, exhibitions and stage performances that all took place over a four hour period. The stage performances represented a comprehensive pattern of Chinese music, opera, and dancing. With 5000 years of history to celebrate, the importance of this event was fully celebrated and appreciated by the local community and beyond.

Our involvement continued, and with the support of the Multicultural Development Consultancy(MDC) we set about planning to expand the event for 2010.



The BME Women's Film Club

Hosted by BVSNW with funding from The Arts Council of Wales.

The BME Women's Film Club, which has its roots in the Wales One World Film Festival, provided regular showings and offered BME women the opportunity to watch contemporary films from their own cultures as well as films from other cultures that they may not normally have access to. It also provided the women with an opportunity to come together, meet and socialise in a safe and culturally friendly environment.

Community Cohesion

The Black Voluntary Sector Network Wales hosted the Voluntary Action Cardiff LSOA (Lower Super Output Area) community cohesion project. The project consisted of two ethnic minority's community's development officers who had gender specific role. The Development officers were members of the Communities 1st team at VAC and were based at BVSNW.

The Aim of the EMC development officers was to understand the issues concerning and affecting ethnic minority communities and to promote community cohesion by forming stronger links with the communities in South Grangetown, Plasnewydd and Rumney, establishing key priorities and initiating a programme of capacity building.

A key phase of the community cohesion project was to undertake a mapping exercise that mapped ethnic minority families, individuals and service providers. This was done through door to door knocking, local events such as 'A Taste of the Caribbean' and 'A night of Bollywood and Banghra', they also worked with organisations and service providers in the three areas.

BVSNW believe that community cohesion has a vital role in community development and is important to all people of Cardiff. All work needs to be community led and supported by Local authorities and service providers for it to exist and prosper.

CyMAL Consultation events

Black Voluntary Sector Network Wales and CyMAL: Museums Archives and Libraries held a series of four consultation events across Wales to seek the views of BME individuals in relation to CyMAL's online collection and digital resource of people's history and heritage in Wales.

The events set out to answer the question: How museums in Wales can improve their services to attract users who don't normally visit museums or don't see them as relevant?

The events were held in Cardiff, Hay-on-Wye, Carmarthen and Caernarfon.

The information gathered during these events, and with further input from BVSNW in regards to equality and accessibility issues, was fed into the newly created (WAG) Museum Strategy for Wales 2010-2013 document.



BME Youth Link-up Programme

The BME Youth Link-Up Programme is a partnership between the Black Voluntary Sector Network Wales, Cardiff Black Youth Network and the Cardiff Young People's Partnership and it aims to bridge the gap and work as a catalyst between BME young people aged 11 - 25 and decision makers, public bodies and service providers. The Programme aims to encourage dialogue and consultation to influence strategies and policies.



Programme of Activities and Events:

Prince Trust Workshops:

The Black Voluntary Sector Network Wales (BVSNW) was commissioned by the Princes Trust Cymru to engage BME young people, young women and Refugee and Asylum Seekers in consultation. The purpose was to explore, identify and discuss the following with the target group:

Their needs and aspirations as young people, their knowledge of the Princes Trust Cymru and their mainstream programmes, perceived barriers to participation, exploring opportunities available to engage in activities and their ideas and priorities for community projects and activities.

The consultation work was planned, designed and delivered by Sania Munir and Patricia Barrera, in-house participation consultants working on behalf of BVSNW.

Eid ul Adha 'Family Event':

In December of 2008, the BME Link-up Programme provided the Pavillion Outreach Project (POP) with support in developing and planning an Eid Al-Adha (this is the celebration that takes place after the annual pilgrimage to Mecca, Saudi Arabia) Family Day. This took place on Saturday 20th December at the Butetown Youth Pavilion, Cardiff.

The event was a great success and was attended by over 300 people (40% of them being BME young people) and was staffed by a team of youth volunteers from the Somali, Yemeni and Afro-Caribbean communities of Cardiff.

Young People's Film Club:

The Young People's Film Club was initiated to:

- Create a space for different groups of young people to come together
- Engage young people in film and the media
- Explore the issues and experiences within the film
- Discuss ideas for solutions and activities



The project aimed to empower BME young people (14yrs-25yrs) to voice their opinion on the different issues affecting them (and young people in general) in Cardiff, through the medium of film. It was a pilot project that screened 3 different films on various issues that were shown at the 'Butetown History and Arts Centre'. Each of the films was followed by a discussion held during an interactive workshop to gather feedback on what the young people felt about the issues raised in the film. The films shown were: 'Adulthood', 'Hidden Lives' and 'Muslim 1st – British 2nd'

The Film Project was very popular, attracting over 50 young people to the viewings.

Asylum Seeker and refugee workshops:

A series of workshops were organised by the Link-up Core group (Dec – March 09) to engage with Young Asylum Seekers and Refugees living in Wales. The core group met with a number of agencies and organisation that work with these particular groups to identify the issues faced in accessing the services available to them in Cardiff.

Some of organisations that BME link-up worked with included:

Welsh Refugee Council, SOVA Cymru, The Parade – Cardiff , The Buzz Information Shop and The African Youth Association

The workshops engaged over 25 young people from different countries and ethnicities including Eritrean, Ethiopian, Sudanese, Somali, Congolese and Zimbabwean. The workshops were facilitated by 3 main Core Group members – Najiba Arabzai, Faiza Mohammed and Amal Omar. The workshops explored the perceptions and experiences of accessing mainstream services and of general life in Cardiff.



Diverse-City Multimedia Project:

The Diverse-City Multimedia project has proven to be a huge success. This piece of work was planned to identify young people currently accessing services within the city. It is a multi-media project where the young people received training in all aspects of multi-media skills. In partnership with local multi-media company “Widelode” BVSNW provided the training and the constant support to the young people involved. We targeted youth centres and our network contacts to recruit and engage 7 BME young people as trainees and producers of a short documentary. The project is on-going and filming is currently taking place at the National Museum of Wales. (Oscars here we come)



SUMMARY OF ACCOUNTS

SUMMARY BALANCE SHEET AT 31 MARCH

		Movement	2009	2008
Assets	Equipment, fixtures & fittings		15879	14395
	Stock of consumables		250	250
	Amounts owed to company		34706	35019
	Costs paid relating to following year		2535	1195
	Cash & bank balances		118676	145758
			-----	-----
			172046	196617
			-----	-----
Liabilities	Costs owed by company		-18627	-15309
	Funding administered on behalf		-10383	-10655
			-----	-----
			-29010	-25964
			-----	-----
Net assets		-27617	143036	170653
			-----	-----
			-----	-----
Represented by:				
Reserves	Unrestricted - general		126029	126758
	Restricted - specific		17007	42221
	Restricted - miscellaneous		0	1674
			-----	-----
			143036	170653
			-----	-----

* A full copy of the accounts are available on request and can be found on the 'England and Wales Charities Register' on the Charity Commission web site.

BVSNW Staff Team:

Maria Constanza Mesa
Andree Morgan-Andrews
Michael Flynn
Jolanda Tenggara
Floribeth Soto
Nathan Evans
Gareth Hicks
Hanna Miyir
Nicky Delgado
Leanne Rahman

Acting Director
Community Development Officer
Participation & Communication & Officer
Admin & Finance Officer
Reception & Admin Assistant
Operations Manager
Youth Development Officer
Youth Development Officer
Arts Development Officer
Arts Development Officer

BVSNW Board of Trustees:

Perminderjit Mudher (Chair)
Vina Patel (Vice Chair)
Bethan Wyn Jones (Treasurer)
Constance Nzeneu (Secretary)
Harris Nyatsanza
Abdi Karim
Alawi Guled
Anna Nicholl
Tahmina Khan
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“Promoting Equality in a Diverse Wales”

Black Voluntary Sector Network Wales



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Black Voluntary Sector Network Wales
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