BCS Member Group Chair's Report

Member Group Name:	EMBRACE
Year:	2021
Report Completed By:	Nzube Ufodike & Charlie Fadden

Group Chair:	Nzube Ufodike
Group Treasurer:	David Lewis
Group Secretary:	Daniel Ekiyoyo
Group Inclusion Officer:	Wilfrid Obeng
Other Committee Members:	Charlie Fadden (Vice-Chair) Kamal Lakhpuri (Industry Liaison) Obi Ossai (YPG Representative / Early Careers Advocate) Joel Baynes (Sustainability Lead) Amechi Ogbuefi (Projects Delivery Officer) Prasad Amirthasagaran

The Chair's Report is a vital communication tool for the BCS Community Team to understand and support your activity as a group. The Programme, Practice, and Policy (PPP) Committee will review your submitted report, and suitable action points fed into the Community Board for strategic planning. As one of the critical communication points with our members, your completion of this report supports not only your group but ongoing support and development of other member groups and the BCS itself

Successes

Please list the top three successes the group has achieved in the past year.

Success	Additional Comments
1. Team formation, established our shared mission, vision and core responsibilities	Recruited 10 committee members with assigned roles, and another 5 supporters
2. Partnership with Coding Black Females	Committee members joined several sessions to mentor CBF cohorts
3. Organised and hosted a diverse range of webinars	Webinar: Personalising the eLearning experience 25 November, 5:00pm Webinar: BCS EMBRACE gaming event - How gaming has become the most diverse audience 28 July, 6:00pm Webinar: Fintech 2.0: The Incumbents Strike Back 22 April, 6:00pm Webinar: Accelerating diversity in technology 26 March, 6:00pm

Plans

Please list the top three activities the group is planning for next year.

Planned Activity	Additional Comments
1. Launch EMBRACE New Talent bursary programme	Support young people between the ages of 16 - 25 to gain access to the Digital IT industry by supporting with funding relevant softwares and training/education as well as access to mentors. We also foresee membership to the BCS membership will further support the journey of this young people's access to the Digital IT industry. Providing a new generation of industry participants and thinking.
2. Raise capital to fund impactful initiatives	Aim for 100K GBP to fund the delivery of community focussed initiatives including the flagship EMBRACE New Talent programme and the wider EMBRACE budget.
3. Increase visibility of the group, as well as each committee volunteer	Write and publish more articles on diversity for BCS website and ITNOW; syndicate articles on national and international publications; speak on high profile panels.
4. [**STRETCH OBJECTIVE**] Partnerships to secure placements for trained candidates	Agree with 25 organisations that can provide access to work programmes. This will allow our students to access the digital IT world of Works.
5. [**STRETCH OBJECTIVE**] Initiate a programme that enables diversity in senior management and executives	Research, then define and design a programme that supports diversity and inclusion into top IT management and executives roles. We foresee support with mindset change campaigns and education for both individuals and industry as a whole. This will also support the access campaign for diverse young people as they will be able to identify with senior management.

Impediments

Please list and describe the top three impediments stopping you from succeeding in your group's ambition and support the BCS vision of "Making IT Good for Society."

Impediment	Description
1. Budget	There are challenges with defining, designing, implementing and measuring programmes; additional resource would help speed up these items

...keting support	We believe implementation is half the journey, the other half is for us to communicate the success to develop awareness, momentum and ongoing support. We need support with marketing campaigns and access to skilled marketing professionals.
3. Admin support	EMBRACE is working on implementing programmes to impact the community. For the initiatives to succeed the back office administration is also key. Given EMBRACE is a voluntary membership group we could struggle with handling admin and compliance requirements.

Additional Facts and Figures

Please provide any facts and figures you think would be useful to the Community Team for further analysis and future activity planning.

Further Comments

If you have any further comments you wish to provide the Community Team; please give them below.

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Nominations for Awards and Recognition

It is important that the BCS recognise deserving voluntary service. If you are aware of someone who warrants one of these awards, then please nominate them. It is easy to nominate someone, but, if you are unsure about completing the form, the Community team and your liaison in the Programme, Practice and Policy Committee can help. Please email groups@bcs.uk.

There are three levels of Recognition of Appreciation award:
- Certificate of Appreciation – going beyond the normal expectations of a single voluntary role by directly contributing to significant involvements, achievements or benefits to BCS.
- Meritorious Certificate – going beyond the normal expectations of two or more voluntary roles in different areas of BCS by directly contributing to tangible involvements, achievements or benefits to BCS.
- John Ivinson Award – significantly furthering the BCS's strategic aims and mission on a wide scope of BCS's areas of endeavour by directly contributing significant achievements and benefits to BCS. Typically, the BCS will present this prestigious award to 1-3 volunteers per year.

There are long-service awards for 5, 10, 25, and 30 years of contribution to the BCS.

Volunteer Recognition

Please complete the table below and indicate if you wish to nominate a member of your team for an award of recognition. A member of the Community Team will get in touch to help you complete the process.

Group/Branch Member	Years of BCS Volunteering	Nomination
Charlie Fadden	2	Certificate of Appreciation
Joel Baynes	2	Certificate of Appreciation

Honorary Fellowship

Nominees will have made an outstanding contribution to the charitable objectives of the BCS over an extended period.

The BCS award Honorary Fellowship under Byelaw 8 of the BCS's Royal Charter and Trustee Board Regulation 1.3 specifies that the BCS award may also make the award to non-members who may not be eligible for any other class of membership.

Community Board and Trustee Board will consider a candidate for Honorary Fellowship against the following criteria:
- At any time, both the contribution to BCS's work and the stature of the individual nominated should be commensurate with the standards set by previous recipients. There is no overall limit to the number of Honorary Fellows although it is unlikely that there will be more than two Honorary Fellows elected in any one year.
- To be elected, the nomination must be on the Trustee Board Agenda, and at least 3/4 of those present must resolve in favour.

...re aware of a nominee for Honorary Fellowship; please add their details below and a member of the Community Team will raise this at the next appropriate meeting of the Community Board.