

Aspire

Enriching careers and fulfilling potential

Aspire is an initiative we have developed to help maximise opportunities for talented black and minority ethnic professionals to enrich their careers and take on roles that fulfil their potential.

Across nearly all sectors, the proportion of black and minority ethnic staff diminishes considerably in proportion to seniority, and is almost nowhere representative of the overall community. A number of factors are believed to contribute to this, ranging from selection bias in appointment panels to specific cultural constraints within top team cultures and to challenges in individual confidence.

It will take a great deal of ongoing effort from very many different parties to reduce these imbalances.

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Imagery from the FBA Futures exhibition of new graduate art



Our scheme has two core components:

- **Career development and support. We provide pro-bono advice on career development, CV and interview preparation and skills assessment as well as broader confidence-building.**

Participants will ideally have some 10-15 years' post-graduation experience, and will be at a key stage for developing many of the behaviours and skills that will lead to high-level leadership. We offer a few hours each year of one-to-one advice and support in CV development, interview preparation and more general careers advice. Participants can come from any sector, although we are most able to provide support for individuals working in the sectors we understand best: education, third sector, cultural, publishing.

- **Informal seminar sessions for BAME professionals with role-models from a broad range of backgrounds.**

Three times per year we invite guest speakers – normally a figure from the BAME community in a board level leadership role – to come and talk in an informal, confidential setting to a group of participants in the programme.

We also help bring people together for mentoring and work-shadowing opportunities.

We would love to have the opportunity to talk to you about our work in this area.

Please get in touch if:

- You are a senior BAME professional and would like to recommend a participant for the programme or would like to come and talk at a seminar;
- You are a BAME professional in your early-mid career and would like potentially to join the programme;
- You are an HR Director or other professional keen to discuss how to improve balance in your organisation.

Contacts

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About Minevra

Minerva is a leadership services and executive search firm founded in 2013. Our partners have over thirty years' experience working with clients on senior level appointments, governance advice and broader strategic projects. Diversity is at the heart of all we do. Since Minerva's inception, nearly 45% of all appointees in processes we have worked on are women. We are keen to ensure that we do all we can to improve the balance of appointments of BAME candidates, and this scheme represents a core part of our effort to achieve this.

All core elements of the Aspire programme are pro-bono. The key objective is to deepen professional experience both for us and participants.

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