BLACK INCLUSION WEEK

TOGETHER FOR A BETTER TOMORROW



IMPACT REPORT 2026

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EXECUTIVE SUMMARY
FROM AGGIE YEMURAI MATUMA

Welcome to our 2026 Impact Report, an exciting opportunity to celebrate how far we've come over the years since our inception in 2021.

From humble beginnings, Black Inclusion Week has grown into a national movement and an annual global event series dedicated to highlighting the critical importance of Black inclusion, serving as a powerful platform to advance meaningful change, fostering true equality and equity for people of African and Caribbean descent. Black Inclusion Week shines a light on the rich achievements, diverse voices, and lived experiences of Black people in the UK. Through inspiring events, bold conversations, and real action, BIW drives awareness, advocacy, and structural inclusion.

Society has come a long way but progress is fragile. In the last couple of years, we have also witnessed a regression on visible commitments to diversity, equity and inclusion and a growing intolerance of towards us. We must never forget the ongoing challenges and systemic barriers faced by Black communities worldwide. There is a genuine desire among many to understand, learn, and actively contribute to meaningful change. Sustained focus and commitment are essential to build momentum and achieve lasting, impactful transformation.

Whether you're an individual, a business, or a community leader – everyone has a role to play. Black Inclusion Week strives to help you play your part to the best of your ability by equipping you with the knowledge, insights and practical tools to be the change that we wish to see.

We warmly invite you to join us and act together for a better world!



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OUR MISSION

Our three core focus areas:

EDUCATION & AWARENESS

Our annual online and in-person events spotlight a range of inspirational and highly accomplished speakers who share their wisdom and expertise to increase understanding of the lived experiences of Black people in the workplace and beyond.

INCLUSIVE COMMUNITIES

The critical education sessions featured in our events come with industry-leading tips and advice to assist companies and allies in creating Black inclusion practices and initiatives that deliver real outcomes benefitting both people and profit.

REACH & VISIBILITY

Augmenting our annual reach and impact enables more businesses and their people to learn, grow and participate in our events, creating a community of changemakers and allies who are collectively committed to making positive change happen.

These are delivered through:

- An annual portfolio of virtual and physical events on a broad range of topics
- Sponsor and partner organisations supporting and amplifying our shared goals
- Work experience offering the next generations valuable insights into workplaces
- Celebrating 'My Black Hero' through social media campaigns
- A wide range of downloadable online resources

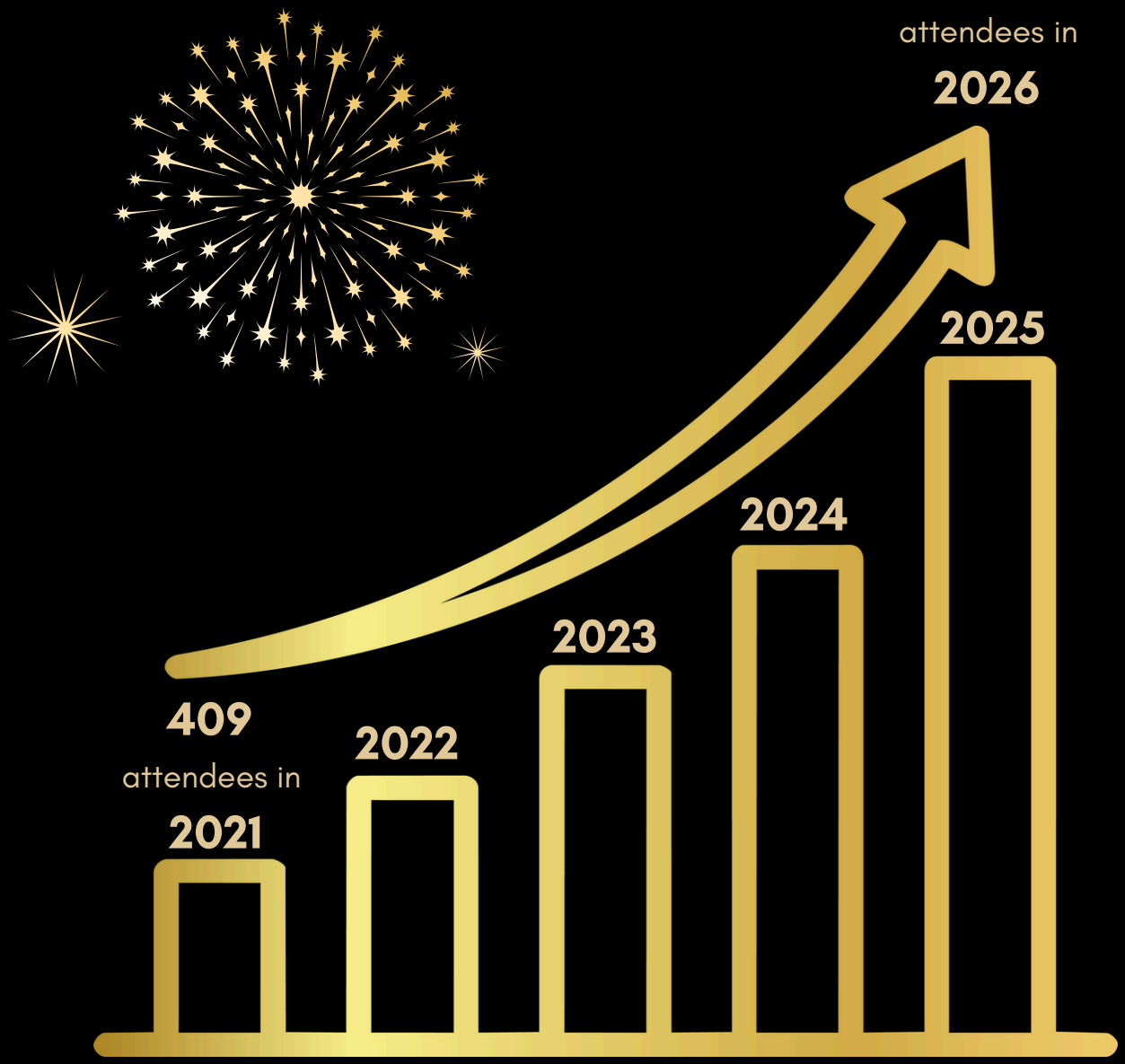






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ANNUAL GROWTH



Number of BIW event attendees

Our attendee figures show a consistent, strong and growing interest in our events. Participants range in age from teenagers seeking their first opportunities in the world of work to seasoned and retired professionals giving back to the community.

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BLACK INCLUSION WEEK 2026 IMPACT

Our 2026 sponsors enabled us to deliver our biggest and best year yet!

AutoTrader · Browne Jacobson · Wickes · Inclusive Employers · News UK · MONY GROUP · HSBC · MAHOGANY Inclusion Partners

2026 theme : DRIVING IMPACT WITH PURPOSE, DELIVERING REAL OUTCOMES

- **17 events in 7 days - virtual and live**
- **2523 attendees across the week**
- **More than 50 star speakers**
- **4 events completely sold out**
- **Attendees from 28 countries**
- **35 students at World of work day**









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BLACK INCLUSION WEEK 2026 IMPACT

DRIVING IMPACT WITH PURPOSE, DELIVERING REAL OUTCOMES

From our post event survey responses:

98.9% ranked our events 4/5 or above

92.5% said they learnt something new from BIW

91.2% would highly recommend BIW to colleagues or friends

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PARTNER & COMMUNITY ENDORSEMENTS

A small selection of testimonials from our partners, speakers and attendees...

"I've had the pleasure of being a speaker and facilitator for Black Inclusion Week for the past three years. It's been a fantastic opportunity to meet inspiring people, share experiences and have meaningful conversations about creating greater opportunities for Black talent.

This year, I spoke at the final event about the Black Talent Awards and the importance of recognising your value and backing yourself. What was particularly rewarding was seeing that conversation turn into action, with several nominations for the Awards following the event, and at least one of those individuals now becoming a finalist.

For me, that's the real impact of Black Inclusion Week: creating conversations that inspire people to take action and open doors to new opportunities. I'm proud to have played a small part in that and look forward to continuing to support the programme."

Denise Myers - Director, Evenfields Careers

"Black Inclusion Week is a great opportunity to join the collective action of organisations in shaping the future of our world. Auto Trader has been involved since the first ever Black Inclusion and we have learnt from, been inspired by, andconnected with brilliant people striving to make a difference."

Christos Tsaprounis
People and Culture Director - Auto Trader

"This was so healing, I felt validated, like I was in a therapy session. Thank you so much!"

BIW 2026 attendee

"I've been to BIW events for the last 3 years. Everytime, I come away with wonderful new connections, fresh nuggets of knowledge and a renewed determination to be the best ally I can be to the Black people in my life - at home, at work and in society."

Isabella Mascarenhas -
CEO, The IM-pact Kinship

"I learned about new inspirational black people. I looked up and read about some of the people mentioned and reached out to the panel on LinkedIn to connect. The right tribe makes a huge difference so connecting with people of similar mindset, values and beliefs but different perspectives and backgrounds enriches the network."

BIW 2026 attendee

"This session reinforced the importance of moving beyond statements of intent towards measurable action creating meaningful and lasting cultural change. Hearing accountability, psychological safety, and collective responsibility strengthened my belief that inclusion must be embedded into everyday leadership rather than placed solely on networks or individuals to carry the responsibility."

BIW 2026 attendee



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THE FUTURE OF BLACK INCLUSION WEEK

Add to our resource provisions for schools and offer more Next Gen Work Experience and Insight Day opportunities for Black youth

Grow our reach and impact through more events with greater attendee numbers

Collaborate with new partner companies to swell the movement across workplaces

Expand into new countries to attract more international participants

Engage more ethnicity networks in our events and activities for their professional growth







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BE A PART OF IT!

Fancy getting involved? There are a range of ways to get involved...

Become a Black Inclusion Week sponsor!
Request our sponsorship pack and meet with us

Host an event during Black Inclusion Week. Let us support your vision with our helpful event guides

Host a work experience day at your office to provide insights into the world of work to our youth

Amplify the message, participate in our social media 'My Black Hero' campaign

Connect your ethnicity networks with Black Inclusion Week so they can participate and benefit

CONTACT US AT
www.blackinclusionweek.org