

December 2025

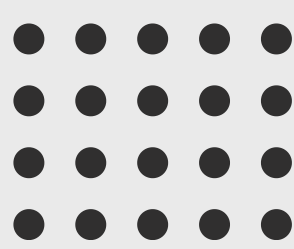
**BC
ON**

Black C-Suite, Owners and Non-Execs

BCON | YEAR IN REVIEW 2025

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A Message to Our BCON Community



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As we close an extraordinary year, we want to extend our heartfelt thanks to everyone who has contributed to the continued growth, purpose, and momentum of BCON (Black C-Suite, Owners, and Non-Execs). Together, we have strengthened a thriving ecosystem of Black senior leaders, founders, executives, and board members who are shaping the future of business, culture, and civic life across the Midlands and beyond.

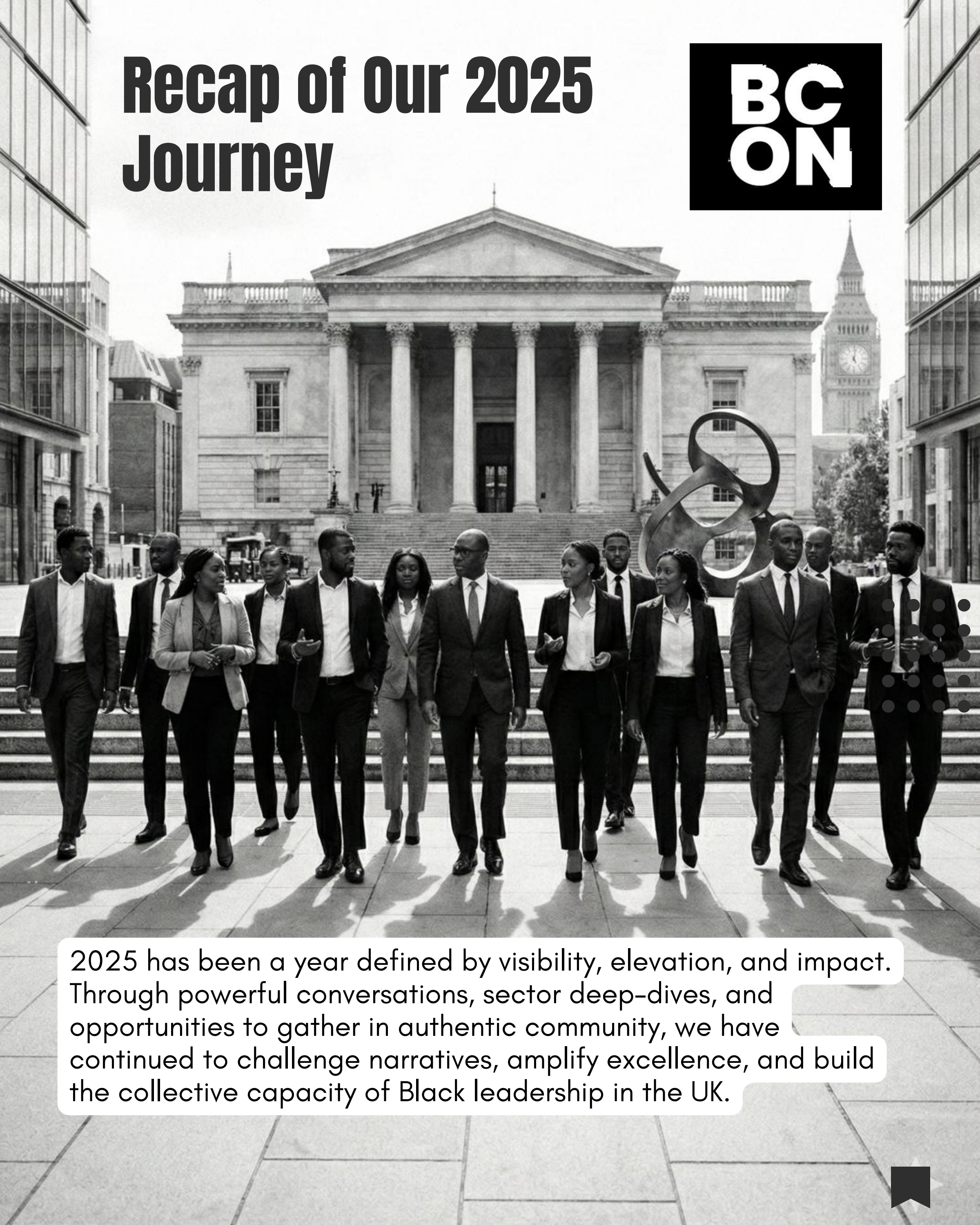
BCON is a community dedicated to increasing the visibility and impact of Black senior leaders across industries. We recognise the ongoing challenges of underrepresentation and we actively work to connect, support, and empower individuals who are influencing the direction of business and governance.

BCON is for members however, across the year we also host dedicated ally events where we invite wider audiences to join specific conversations and help build broader momentum for change.



Recap of Our 2025 Journey

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2025 has been a year defined by visibility, elevation, and impact. Through powerful conversations, sector deep-dives, and opportunities to gather in authentic community, we have continued to challenge narratives, amplify excellence, and build the collective capacity of Black leadership in the UK.



February 2025

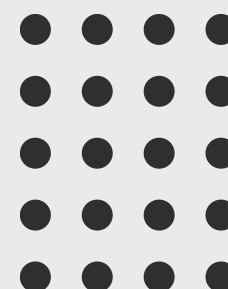


BCON State of the Nation: In Conversation with Dr Derrick Anderson CBE, DL

Trowers & Hamlins, Birmingham

We began the year with a landmark conversation exploring leadership, identity, and influence at the highest levels of public life. Dr Anderson's remarkable career, from transformational leadership at Wolverhampton and Lambeth Councils to his current role representing His Majesty the King, set the tone for a reflective and purpose-driven year.

Participants engaged deeply in the facilitated discussion, The Black Community: State of the Nation, examining our collective progress, the systemic barriers that remain, and the leadership required for the next chapter.



May 2025

Spotlight on Black Men in Leadership

Trowers & Hamlins, Birmingham

Our May gathering created space for honest, respectful dialogue about the lived experience of Black men navigating senior corporate and executive environments. We were joined by Matthew Burton, Industry Director for Business and Professional Services at Barclays Bank; Alex Tross, Partner and Head of Office Agency (Birmingham) at Carter Jonas; Stewart Cumberbatch, Partner at Deloitte; and Jonathan Miller, Chief Client Officer at Partners&, while the room revisited the legacy of 100 Black Men of Birmingham, nearly 30 years on.

It was an evening defined by transparency, solidarity, and a reaffirmation of why BCON exists: to provide a safe, empowering space for senior Black professionals to connect, reflect, and progress.

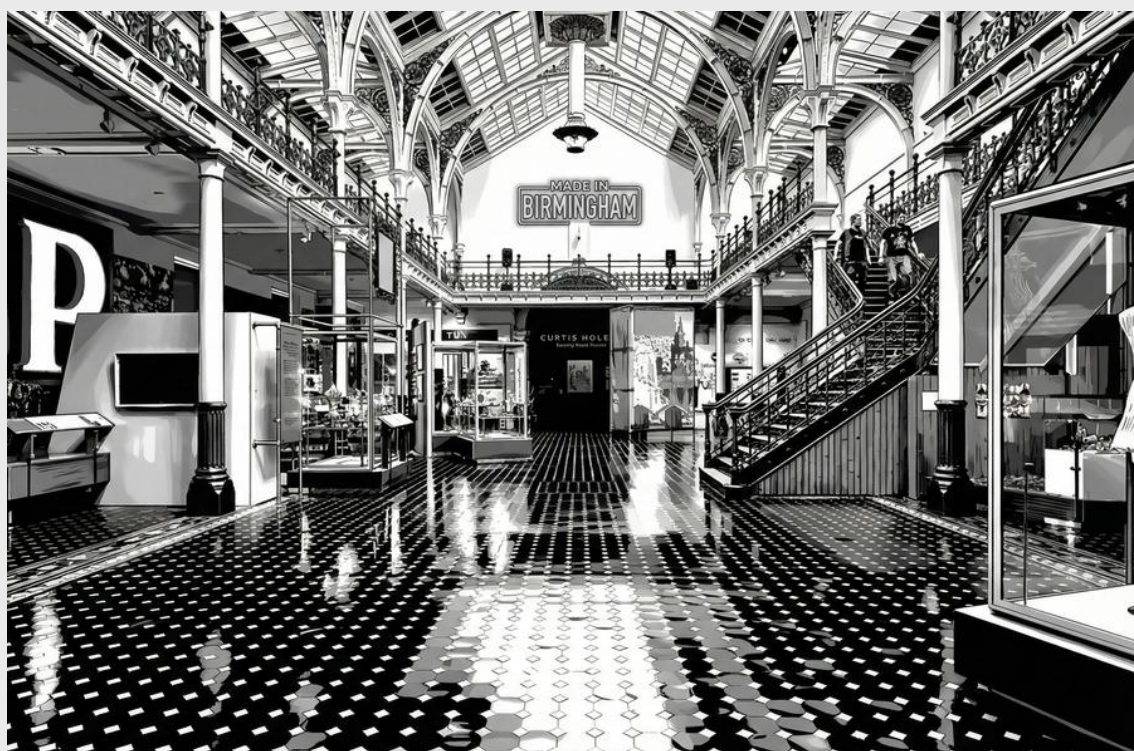


July 2025

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BCON at the Museum: Creative and Cultural Sector Spotlight

Birmingham Museum & Art Gallery



Hosted in the inspiring Birmingham Museum & Art Gallery, our July event celebrated Black excellence across the creative and cultural industries. With insights from Zak Mensah, Co-CEO of Birmingham Museums Trust, who is leading the organisation's digital and inclusive transformation; John Simmit, actor and comedian best known as Dipsy from Teletubbies and a trailblazer in Black British comedy; and Marverine Cole, award-winning journalist and one of only ten Black British women to present national news in the UK, we explored the power of storytelling, representation, and cultural leadership.

This event deepened our appreciation for how the creative sector shapes identity, inspires communities, and influences the wider narrative around Black leadership.



October 2025



BCON and Allies: Scale Up *Trowers & Hamlins, Birmingham*

Our annual BCON and Allies gathering focused on one of the most significant engines of regional prosperity: scaling organisations. We explored why medium-sized firms, though only 0.7% of all UK businesses, make outsized contributions to employment, productivity, and economic growth. The conversation centred on unlocking momentum, overcoming common stall points, and understanding how boards, investors, and policymakers can work collaboratively to support sustainable scaling.

The panel brought together leaders who have lived the scale-up journey across sectors, from education and health to beauty, AI, travel, and property:

Kevin Davis, The Vine Trust Group, CEO of a £100m multi-academy trust employing 1,000 staff and educating 10,000 students, with a legacy of over 10,000 apprenticeships and deep community regeneration work.

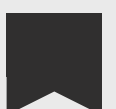
Uko Umotong, UB Healthcare Ltd, founder of a £3m-turnover NHS service provider built in just three years, proving that growth and social impact can scale side by side.

Kameese Davis, Nylah's Naturals, founder of a multi-million-pound beauty brand now stocked in Boots and Superdrug, known for turning down Dragons' Den to scale on her own terms.

Kufa Matiya, FutureMatch, founder of a fast-scaling AI careers platform connecting young talent with employers, backed by significant investment and reshaping early recruitment.

Paul Samuda, Essential Management, from launching the UK's first charter flights to Jamaica to building a £17m hotel booking business, Paul now leads a 1,000-unit property portfolio across global markets.

Together, the panel offered practical insight into what fuels growth, what threatens it, and what it truly takes to scale with strategy, courage, and community.





Looking Ahead to 2026

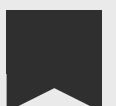
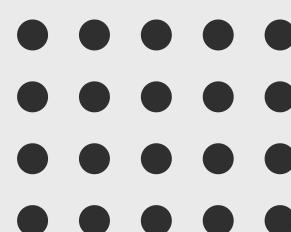
BCON will continue to evolve as a community-powered platform for visibility, connectivity, and strategic leadership development. Crucially, providing a safe, trusted space where Black senior leaders can connect candidly and support one another in what is, at times, a lonely place. Next year, we will build on this strong foundation with a further series of purposeful, sector-specific, and transformational gatherings designed to deepen relationships, spark fresh thinking, and strengthen leadership confidence through shared experience and practical insight.

2026 Event Dates for Your Diary

Wednesday 11th March 2026
Wednesday 17th June 2026
Wednesday 28th October 2026
Wednesday 2nd December 2026

BCON thrives because of the integrity, excellence, and generosity of its members. Thank you for showing up, sharing your expertise, and supporting one another. Thank you for helping us grow a space that reflects who we are and what we are capable of achieving together.

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The background features a grayscale illustration of a city skyline with various skyscrapers. In the foreground, there are stylized portraits of diverse professionals: two men on the left, one holding a rolled-up document, and two women on the right, one holding a tablet. A gavel is also visible in the upper right corner.

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