

## **Bristol Commission on Race Equality (CORE) Terms of Reference**

### **Introduction/context**

Bristol is a city where racial and ethnic disparities prevail.

*“Ethnic minorities in Bristol experience greater disadvantage than in England and Wales as a whole in education and employment and this is particularly so for Black African people” (Runnymede 2017)*

The lived experience and chances for BME people in Bristol differs significantly and detrimentally from those of white people.

In education, employment, leadership, health, housing, justice and policing BME people experience significant inequalities. For example, Black people are over 6 times more likely to be stopped and searched by the police (Avon and Somerset Police 2016/17). This is an increase on the preceding year.

### **Commission on Race Equality: Vision**

A vision of a city where equality of opportunity for BME people is a reality. Where all are valued and can fulfil their hopes and aspirations in an inclusive, safe and empowering environment. A city that rejects injustice and inequality and works collaboratively to build thriving, strong and cohesive communities.

### **Commitment**

In establishing the Bristol Commission on Race Equality, the Mayor of Bristol acknowledges that Race Equality is a fundamental right and therefore discrimination and disadvantage related to race and ethnicity must be addressed.

### **Objectives**

The objectives of the Race Equality Commission are to;

- Operate at the heart of Bristol's communities and institutions to advance and prioritise race equality to achieve an inclusive, cohesive, thriving and representative city.
- Influence the City, Sub-regional and Regional leaders, particularly in the development of policy and strategy practices and the allocation of resources.
- Uphold the Bristol Race Equality manifesto objectives in holding r public, private or voluntary sector organisations to account through scrutiny and reporting on progress on race equality and the general impact of inequality and discrimination on the BME communities of Bristol.
- Increase the power, representation and influence of BME people in the City and work collaboratively with partners to effect change, where necessary, across the region and sub-region.
- Ensure the effective engagement of BME communities in the life of the City and work collaboratively with partners to ensure the same at a sub-regional and Regional levels.

### **The Commission's remit will include:**

- Developing the existing Manifesto document into an overarching strategic framework which sets out the vision, principles and areas of focus for Bristol. This will be

supported by an action plan and strategic mechanisms such as benchmarking to ensure its delivery.

- Holding public, private and voluntary sectors to account in relation to race equality.
- Engaging with policy and strategy developers to inform processes to ensure that race equality is embedded into planning, delivery and outcomes.
- Engaging with organisations and institutions (whatever their geographical coverage) whose operations impact directly on the BME communities of Bristol.
- Engaging with all of Bristol's BME communities to ensure that they inform, influence and participate in the work of the Commission.
- Providing independent scrutiny, including through collaboration with, for example, the Bristol Manifesto for Race Equality Leaders Group and Race Equality in Education Group.
- Supporting the development and recruitment of suitable BME individuals onto Boards and other positions of power and influence.
- Supporting the actions and outcomes from the work of the Race Equality Network.

## Partnership

The Race Equality Commission will work in partnership with Bristol BME Voice and BME networks (including staff networks) to:

- Identify the key issues for BAME people in Bristol
- Establish task groups from BME Voice and BME Networks to produce in-depth reports with evidence and recommendations on particular Race equality issues. These will be reported to the Commission and agreed recommendations will form part of the action plan.
- Develop the Bristol Race Equality Strategy which will be the mechanism by which the City demonstrates its progress on advancing race equality.
- Support and contribute to the Bristol Equality Charter

**Membership** The Commission on Race Equality will have no more than twelve members and will consist of;

- The Mayor of Bristol or a duly appointed representative of the Mayor's Office
- **Voting members:** selected through a structured recruitment and selection process.
- **Co-opted (non-voting) members:** nominated or invited to work with CORE and selected by agreement of Commissioners via majority vote, on the basis of skills, knowledge, expertise and representation. The length of time an organisation is co-opted onto the commission will be limited to and dependant on the needs of the commission in relation to its overall objectives.

## Quorum

Commission will be quorate at 50%+1 of the total voting members

## Organisational aspects

The Commission will meet a minimum of every 2 months.

The Commission will form and manage the following Task Groups which will meet when necessary to ensure progress in line with the vision, aims and objectives;

1. Employment and Economic Inclusion
2. Leadership & Representation
3. Health and Wellbeing
4. Criminal Justice and Hate Crime
5. Homes and Communities
6. Education and Skills

Bristol City Council will provide administration and organisational support.