



## Meeting Minutes

Meeting	Date	Time	Venue
Commission on Race Equality (CoRE)	16.09.2021	6.00 – 7.30pm	Virtual
<b>Attendance</b>			
Margaret Simmons-Bird – Interim Chair Forward Maisokwadzo Zain Shaffi Councillor Asher Craig Fatima Ali Niamh Byrne Zahra Kosar Marcus Walters Euella Jackson  Mark Shelford Martina Drobna (BSWN)			
<b>Apologies</b>			
Maya Mate-Kole Jane Khawaja Marie-Annick Gournet			

## AGENDA

Item No.	Agenda Item	Lead
1	Welcome from the Interim chair	Margaret Simmons-Bird
2	Task Group Update	Task Group Chairs
3	Discussion with the Police and Crime Commissioner on his plans for diversity and inclusion moving forward	Mark Shelford
4	Reflection: clarify expectations and how we move forward, including consideration of development needs	All
5	AOB	All
6	Concluding remarks	Cllr Asher Craig
7	End of meeting	Margaret Simmons-Bird

	ITEM	ACTIONS
1	<b>Welcome</b>	None.
2	<p><b>Feedback on Task Groups</b></p> <p><b>Education</b></p> <ul style="list-style-type: none"> <li>- Aiming to work collaboratively with the other task groups</li> <li>- Reaching out to existing orgs doing the work operationally, as capacity is a challenge so we are focusing on staying strategic</li> <li>- Aiming to contribute to the Governor event, invitation received from Angelique</li> <li>- Would be useful to have a similar map to CJS and Race Equality ecosystem for Education as well</li> </ul> <p><b>Community Engagement</b></p> <ul style="list-style-type: none"> <li>- Bringing forward engagement around reparations and leadership building as per work in African Connexions</li> <li>- Meet and greet and using social media to inform the community of what CORE is doing</li> <li>- Information sharing and being a conduit to community are key – not happening yet but key to priorities across the task groups</li> </ul> <p><b>Economy</b></p> <ul style="list-style-type: none"> <li>- Need to have proper structures in place with the community to engage with them, as well as looking at impact</li> <li>- Potential of creating a network</li> <li>- Looked at signatories of the Equalities charter to create a network as per task group plan – a meaningful space driven by CORE and working with local organisations to understand operational work being done</li> <li>- Andrew Malin supporting re desegregated data, and engage the network of organisation to examine this data, come up with initiatives for employment in our communities, and providing support for businesses</li> <li>- First meeting to be arranged shortly</li> <li>- Meeting with BSWN re enterprise aspect and impact of Covid, as well as Black Business Directory</li> </ul> <p><b>Health &amp; Wellbeing</b></p> <ul style="list-style-type: none"> <li>- Interogation and influence of commissioning</li> <li>- Encouraging community-led data gathering</li> <li>- Ensuring cover of services for communities and for them to have clear access</li> <li>- Planning to engage with refugee communities as well as other Black and Minoritised communities to consult them about opportunities of how CORE can support and understand their experience accessing health care</li> <li>- Commissioning and applying for funding – how can we make this more accessible</li> </ul>	<p>Marcus to share the list of organisations cross-task groups</p> <p>Angelique to arrange the meeting with BSWN and respond to Marcus</p> <p>Angelique to share information about Make It Work programme with Euella to tie in agenda re commissioning</p>

3	<p><b>Discussion with the Police and Crime Commissioner on his plans for diversity and inclusion moving forward – Mark Shelford</b></p> <ul style="list-style-type: none"> <li>- Reflected first 100 days in office have been successful in connecting with the local organisations and groups</li> <li>- Particularly use of Stop and Search will be scrutinized due to being overused in particular with Black and Minoritised communities</li> <li>- Review of processes related to diversifying recruitment, several roles currently being recruited</li> <li>- Workforce representation is key, currently conducting a survey on the Crime plan</li> <li>- Building trust and confidence in the police with the local communities is a key area being explored – looking at routes via schools to start early, working with refugees on building trust in police</li> <li>- Visiting areas with lowest votes to drive engagement and build a relationship with the local communities and councillors</li> </ul> <p><b>Q&amp;A</b></p> <ul style="list-style-type: none"> <li>- Asher supporting on the Crime &amp; Police panel and led on recruitment of Community liaison officers from the Black and Minoritised communities</li> <li>- Unconscious bias training and its effectiveness in combating lived experience – training and exposure to those who had lived experience is being provided, the OPCC is supportive and building on this momentum</li> <li>- Inclusive Policing working group has been formed and Maya contributes to its direction, looking at training and where the de-escalation training for officers and the unconscious bias training may be lacking to be addressed</li> <li>- Building trust concerning as this has been around for 40 years – not enough trust built, need to build more</li> <li>- What is the point of representation – it will make the police force more effective and efficient</li> <li>- Would kickstarter scheme help, especially to target recruitment of young Black men – this could be effective, happy to explore</li> <li>- Use of diversionary orders, what is the data in Bristol – these are used in Bristol, which Mark is trying to extend and connect with a skills and training programme.</li> <li>- Visibility of the police is only when there is an issues, in a negative context, which impacts perspective of the communities – part of manifesto to expand police presence and engagement with the communities</li> <li>- Dealing with integration of refugees into new communities – working with the local council and other local organisations. Mark ensured that in Bristol we have the capability to provide support, including communication and translation</li> <li>- How do you ensure building trust is done for young people who only have negative experiences – need to</li> </ul>	<p>Mark to report data/statistics around diversionary orders to CORE's CJS group</p>
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	<p>build positive discussion and stay with them on the journey through schooling to support them longitudinally</p> <ul style="list-style-type: none"> <li>- Consultations with communities needs to be a key priority in order to build a bottom up system of feedback</li> <li>- Margaret extended an invitation to Mark to engage with CORE in the future</li> </ul>	
4	<p><b>Reflection: clarify expectations and how we move forward, including consideration of development needs</b></p> <ul style="list-style-type: none"> <li>- Challenging time during pandemic didn't allow the Commissioners to gel, as well as impact of Chair and several commissioners leaving on the group</li> <li>- Skills and expertise on the group is excellent, but it feels we need community time to reflect as a whole group</li> <li>- Have 3 applicants for Chair which Asher will be shortlisting tomorrow</li> <li>- 3 Commissioners also shortlisted, will be interviewed next week, looking to replace those who resigned</li> <li>- Comms strategy needs to be enacted to have regular engagement, Race in the City event needs to be promoted for us to be able to also share our work and that of others</li> <li>- Jendayi suggested nominating Vice-Chair, proposing Margaret for the role – motion approved and Margaret accepted</li> </ul>	<p>Margaret's role to be updated on the list commissioner record and website</p>
5	<p>Close of meeting</p>	