

## Meeting Minutes

Meeting:	Date:	Time:	Location:
Commission on Race Equality (CoRE)	15/07/2021	6.00-7.30pm	Virtual
Attendance			
Margaret Simmons-Bird – Interim Chair Marie-Annick Gournet Forward Maisokwadzo Jane Khawaja Zain Shaffi Councillor Asher Craig Fatima Ali Marcus Walters  Angelique Retief (BSWN)			
Apologies / Cc:			
Clayton Planter Maya Mate-Kole Zahra Kosar Jendayi Serwah Euella Jackson Pravanya Pillay Athimalaipet Vaidyanathan Ramanan			

	ITEM	ACTION
1	Welcome and overview from Margaret	
2	<b>Economy (Marcus)</b> Employment: <ul style="list-style-type: none"> <li>- Understanding impact of covid on city so that Core can signpost on our website, etc.</li> <li>- Meeting last week where we spoke to Jane Taylor to help understand what is going on and what gaps core can fill.</li> <li>- Also had a meeting with Andrew Mallin who is happy with our action plan, particularly around engaging the private sector. Data tool that Andrew Mallin has put forward is something we want to align with – the private sector are struggling with drilling down into the data for Black, Asian and minority ethnic groups and we need to tackle the lack of representation and progression of Black, Asian and minority ethnic individuals.</li> </ul>	Chairs of task groups to meet once a month. Initial meeting to discuss overarching strategy – Angelique to arrange  Different task groups to meet periodically for ‘development days’

	<ul style="list-style-type: none"> <li>- Race and the city event in November – will be liaising with the private sector to increased engagement from them on this.</li> <li>- West of England black internship programme – working towards 10,000 interns. Want to expand this into the private sector to non-graduates</li> </ul> <p>Enterprise:</p> <ul style="list-style-type: none"> <li>- Meeting with Ed Rowberry to discuss funding – signposting businesses to funding opportunities.</li> </ul> <p>Other comments:</p> <ul style="list-style-type: none"> <li>- Ensure data is disaggregated – representation is different amongst the different groups. The numbers of black, Asian and minority ethnic individuals also increases as you go down the scale of employment.</li> <li>- We need to be talking about the link between economy and skills and levelling up.</li> <li>- The Race City Gathering is on the 21<sup>st</sup> July and the second half of the event is dedicated to the economy and race.</li> </ul> <p><b>Education (Fatima)</b></p> <ul style="list-style-type: none"> <li>- Recently set up race equality steering group working with leaders in education across the city – chaired by Alison Hurley and Margaret</li> <li>- Had first meeting and discussed terms of reference, intended purpose, vision and structure</li> <li>- The group includes the independent sector as well for the first time</li> <li>- Much of the BCC data on education not helpful as its not disaggregated enough</li> <li>- Going forward core will be holding the new REEG group to account</li> <li>- Prince’s trust coming to Bristol – Margaret doing work with that group</li> <li>- In which categories are our young people disproportionately represented – that is the data we need to take to the group</li> <li>- Much of this work will tie in with the economy group’s work around employability and enterprise</li> <li>- Prince’s Trust talking about having a Bristol enterprise event which will involve KS4 students to engage with enterprise activity</li> </ul> <p><b>Marie-Annick</b></p> <ul style="list-style-type: none"> <li>- Will be attending the Race City Gathering to represent CoRE and feeding back some of the key actions that we have achieved and priorities moving forward.</li> </ul> <p><b>Research Action Coalition for Race Equality (Angelique)</b></p> <ul style="list-style-type: none"> <li>- An initiative between BSWN and UoB looking to</li> </ul>	<p>Education group, Appoint chair and finalise action plan at next sub-group meeting</p> <p>Need to decide the language we are going to use (as opposed to BAME) – Angelique and Jendayi to put something together and bring to group?</p> <p>BSWN is working on a business mapping tool and will update on this at the next CoRE meeting – this will help with signposting</p>
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	<p>democratise knowledge - launched last week</p> <ul style="list-style-type: none"> <li>- Did a project looking at the governments RDA data and found it lacking at a regional and local level.</li> <li>- One of RACE's projects therefore is to look at the local/regional data and make it available (and accessible)</li> <li>- Another project is mapping the race ecosystem in Bristol. It will be an interactive map giving details of the who the organisations working in racial justice are, where they are and what they do.</li> <li>- Working with Maya to map the spaces of influence in criminal justice in the city.</li> <li>- Maya and Kalpna working together to then audit these spaces in terms of representation – while many of these spaces have representation, it is often the same person</li> </ul>	
<p><b>3</b></p>	<p><b>BCC project proposal – Somali teacher recruitment</b></p> <ul style="list-style-type: none"> <li>- From Marvin's meet the mayor events he found that there a lot of adverse experiences of Somali children in the city, particularly in St Jude's</li> <li>- Administration's view is that more Somali teachers need to be recruited</li> <li>- They hope that CoRE can develop a plan to do this and lead on this project for the city</li> </ul> <p>Ahanah (BSWN intern) looking at initiative focusing on Black, Asian and minoritized teacher recruitment, retention and progression in the city.</p>	<p>As a Somali teacher and founder of the Somali Educators Network, Fatima would like to lead on this project with the assistance of Marie-Annick and the Global Majority Teachers network</p>
<p><b>4</b></p>	<p><b>Forward (comms)</b></p> <ul style="list-style-type: none"> <li>- Wrote to the new PCC, WECA mayor and Marvin</li> <li>- We need to be more visible to the community and all strategic partners across the city</li> <li>- Look at opportunities to have face to face meetings with the communities in Bristol (covid-dependant)</li> </ul>	<p>Task groups to nominate a comms lead in each group</p> <p>Monthly Core newsletter/bulletin. – Angelique to work with mina on this. Will need the input of all commissioners</p> <p>Annual report by September – Angelique and task group chairs</p>
<p><b>5</b></p>	<p><b>Independent Chair recruitment process</b></p> <p>Recruitment for the chair will start soon and all are welcome to apply should they wish. Advert for role will be put together soon,</p>	<p>Asher to invite Adeela to the commission to replace Ram who has stepped down.</p>