

Meeting Minutes

Meeting:	Date:	Time:	Location:
Commission on Race Equality (CoRE)	26/05/2021	5:00-6.30	Virtual
Attendance			
Professor Olivette Otele – Independent chair Marie-Annick Gournet Forward Maisokwadzo Jane Khawaja Zain Shaffi Councillor Asher Craig Clayton Planter Fatima Ali Zahra Kosar Marcus Walters Jendayi Serwah Margaret Simmons-Bird Angelique Retief, BSWN			
Apologies / Cc:			
Pravanya Pillay Athimalaipet Vaidyanathan Ramanan			

	ITEM	ACTION
1	Overview from Olivette: <ul style="list-style-type: none"> - Timeframes from task groups needed - Utilise support of BSWN more (particularly around policy support) 	
2	<p>Education (Fatima) Action plan helping to inform the tasks of the new REEG group Been asked to do a piece of work funded by Princes Trust – exclusions, attainment gap, how do we target support from KS1-4: will bring something back to the group at the next meeting.</p> <p>Health and Wellbeing (Euella) Three priorities:</p> <ol style="list-style-type: none"> 1. Influence and interrogate commissioning of H&W services. However, need to be more specific, i.e., How do we measure and review? 2. Promote the use of community centred/led data in decision making as industry standard 3. Empowering the community to access and take advantage of the city's mental health and wellbeing 	Education: Health: Developing actions plans and KPIs Mapping ecology in the city. Comms Task group chairs: Attend other task group meetings to ensure collaboration as there is a lot of cross over.

	<p>services/provision/resources. Had 1st meeting with extended advisory board and heard that these are aligning with national priorities. Next steps are to map the ecology in the city, developing a realistic timeline and looking at other task groups to ensure joined up thinking. Did some visioning sessions.</p> <p>Economy (Marcus) Needs to be a focus on employment, particularly in private sector. Capitalise on momentum of BLM, and social value movements, etc. Had conversation with Aneesa from BCC and Sado who confirmed this. Broke themes into key areas: Unemployment – understanding problem, how covid impacted, what can we be doing to support people in community with regards to employment. Skills gaps - Fair access to particular sectors, involvement in green economy. In terms of employment and enterprise – we want to create a private sector network. Perhaps a recruitment fair. Private sector employer network to share good practice, job opportunities, etc. enterprise element is more around funding. Upcoming meetings with various leaders in the city to drive the action plan forward. Collaboration with other subgroups</p> <p>Criminal Justice (Maya) (Niamh, Sharleen Richardson, Desmond Brown) Priorities Embedding recommendations from Lammy review. Function to help orgs embed those recommendations Representation across the boards: some good representation in some areas but it's the same people in the same places - Need wider community to join. Analysis of commissioning – funding gap analysis Scrutiny of police. Reviewing Avon and Somerset Tender EDI training and community engagement. Focus on awareness of rights and responsibilities for communities Will be mapping Action plan will be ready by next meeting.</p>	
<p>3</p>	<p>Jendayi proposal – community engagement Commission needs to be aware of reparations and community engagement. Community engagement transcends all other task groups to ensure the purpose of core, etc fits in with them. Passing of atonement and reparations motion on March 2nd. Suggesting: Would like to oversee and locate time to focus on the reparations and community engagement more broadly.</p>	

	<p>Work with someone to develop a community engagement action plan to ensure our work is communicated and can be engaged with.</p> <p>Zain: Fully agree with Jendayi. Should we be scheduling a community engagement event?</p> <p>Forward: Stories that influence policy are real stories. We need to remember our constituents.</p> <p>Zahra: Agree with Jendayi. It will expand accountability. Covid has limited engagement, but it is good to focus on this and start early with this process. Take the community with us. Different sub-groups can present plans and get feedback which will ensure trust.</p> <p>Maya: Much of the community's voice would not be heard and we need to look at that. Events are great but we need to be proactive in engagement. How do we infiltrate those spaces for those who would not come into the core space?</p> <p>Euella: Support Jendayi. Reparative justice – in the eyes of the community, there is no difference between us and the government's commission of race equality. By ensuring community engagement we ensure trust and set ourselves apart</p> <p>Fatima: Agree. We need to move past gatekeepers in the community to ensure we reach those who are marginalised in marginalised communities. Each community has own distinct needs.</p> <p>Marcus: Can't engage for the sake of it. When we do engage, there needs to be meaningful things that we have achieved. Could lose people with ineffective engagement.</p> <p>Jendayi: May need to use a range of engagement strategies</p> <p>Olivette: Need a document which outlines this strategy</p>	
<p>4</p>	<p>Forward/Euella (comms)</p> <p>Purpose of core's comms: raise visibility and compliment individual action plans and core as a whole to ensure people know we are covering a range of areas whilst being focused. Needs to:</p> <ul style="list-style-type: none"> - Raise visibility - Interest of community - Reinforce values - Link back to action plans - Highlight best practice - Call out bad practice - Respond to what's happening in community in policy areas. <p>Social media/formal comms/content creation.</p> <p>How do we embed comms into task groups: task groups need to have a comms lead</p> <p>Forward: We have a group who is an authority in the area in which</p>	<p>Kat from BSWN will lead on some of the general comms.</p> <p>Task groups to allocate a comms lead for more targeted comms around specific areas such as CJS, health, education. Angelique will give each lead access to the CoRE twitter account.</p>

	<p>they work. Need to take advantage of that from a policy perspective</p>	
<p>5</p>	<p>Discussion with Mayor Marvin Rees</p> <p>What does success look like for the commission?</p> <p>Education:</p> <p>Margaret: Success for education that we begin to see a very different approach to challenging some of the established patterns of underachievement of black-heritage children in Bristol. Trends have been there for decades. What has been done hasn't helped. Urgency around doing that. Working with director of education skills to set up a group across the city. Ultimately, to close the gaps.</p> <p>Fatima: measurable change, increased accountability and transparency from those who are leading education in the city. Strategic approach to education in the city.</p> <p>Marvin: Ensure that you have a few focused interventions rather than trying to solve everything – you can't boil the ocean.</p> <p>Health:</p> <p>Interrogate the commissioning, i.e. how is money distributed – want to be part of the process of interrogating that. Want to ensure Community-led is at the centre of decision-making as standard instructor practice. Want to ensure we are identifying and supporting people who can sit on on the boards of our hospital trusts and CCG</p> <p>Marvin: Look at particular policy areas in health. Can we build that structure – needs to sit outside mayor's office. Collective leadership outside of Mayor's office.</p> <p>Economy:</p> <p>More black people in senior leadership particularly in private sector.</p> <p>Marvin: Public sector has the policy but doesn't necessarily get the results. Have now started recruiting positions months before we need them. NHS band 7 - snowy peaks</p> <p>Jane: Diversity at the highest levels to ensure money goes into the right places.</p>	