

# Race Equality Taskforce Update

## Policy Review and Performance

### Scrutiny Committee

20<sup>th</sup> January 2021



# Cardiff's Race Equality Taskforce: Membership



- The Race Equality Taskforce is comprised of the Chair, Cllr Saeed Ebrahim, and 14 Members.
- Membership of the Taskforce was selected following a public appointment process, which was openly advertised by the Council between 11<sup>th</sup> August 2020- 25<sup>th</sup> September 2020.
- Membership were appointed via assessment against the advertised person specification and were selected to achieve an optimum balance of representation across sector and industry, and have insight and interest in race, ethnicity and human rights.



# Cardiff's Race Equality Taskforce: Public Consultation



- Public consultation was undertaken to determine priority areas for Taskforce consideration.
- A bilingual, online survey was developed, and promoted on the Council's social media channels, through partner organisations, and sent to the Council's Citizen's Panel.
- This consultation was live between 11th August and 10th October 2020. A total of **869 responses** were included in analysis, **40%** of the responses were from Ethnic Minority backgrounds.



# Cardiff's Race Equality Taskforce: Public Consultation



## Areas of Focus:

- **Diversity in the Public Sector:** What more can be done to ensure that the Council's membership and workforce represents the full diversity of the City it serves.
- **Learning and growing up in Cardiff:** The experiences of BAME children and young people in education
- **A Fairer Economy:** Supporting BAME communities to access employment opportunities;
- **Diversity in the public realm:** working closely with the Taskforce recently established by the Welsh Government to audit statues, street and building names to address Wales' connections with the slave trade;
- **Citizen's Voice:** Supporting the civic and democratic involvement of BAME communities through voter registration and participation in the Census 2021.



# Cardiff's Race Equality Taskforce: Public Consultation



## Consultation Findings:

- **Diversity in the Public Sector- 74.9%** of respondents supported this priority, 91% of respondents from ethnic minority backgrounds supported this priority.
- **Learning and growing up in Cardiff- 79.1%** of respondents supported this priority, 88.4% of respondents from ethnic minority backgrounds supported this priority.
- **A Fairer Economy- 75.1%** of respondents supported this priority, 93% of respondents from ethnic minority backgrounds supported this priority.
- **Diversity in the Public Realm- 59.4%** of respondents supported this priority, 78.7% of respondents from ethnic minority backgrounds supported this priority.
- **Citizen's Voice- 84%** of respondents supported this priority, 91.5% of respondents from ethnic minority backgrounds supported this priority



# Cardiff's Race Equality Taskforce: Inaugural Meeting



- The inaugural convening of the Race Equality Taskforce took place on 1<sup>st</sup> December 2020.
- The Council Secretariat provided an introductory presentation on the evidence on race equality in Cardiff, across population, deprivation, employment by ethnic group, employment and gender by ethnic group, education, housing and health.
- The consultation findings were also presented to the Taskforce for consideration.
- Taskforce members were invited to consider and approve priority work streams, based on evidence and consultation findings.



# Cardiff's Race Equality Taskforce: Work Streams



## Council-led work streams:

- a) Employment and Representative Workforce
- b) Education and Young People's Experience of Services
- c) Citizen's Voice



# Cardiff's Race Equality Taskforce: Work Streams



## Proposed Public Service Partner-led Work Streams:

d) Health and Social Care and;

e) Criminal Justice.





# Cardiff's Race Equality Taskforce: Work Streams



## Governance:

- Recommendations for Council-led work streams, (a) Employment and Representative Work Force, (b) Education and Young People's Experience Services and (c) Citizen's Voice will be progressed to Cabinet following approval from the Taskforce.
- It is anticipated that the proposed (d) Health and Social Care and (e) Criminal Justice will progress recommendations via existing partnership structures, pending agreement with relevant organisations and chairs of the relevant governance structure.



# Cardiff's Race Equality Taskforce: Work Streams



## Update for Council-led Streams:

- Membership of the Council-led (a), (b), (c) work streams are in development in consultation with the Taskforce Chair including the appointment of work stream chairs.
- Briefing papers are currently being developed for work streams (a), (b) and (c) will provide an overview of data and relevant research around the priority.
- Work streams produce initial scoping in advance of the next meeting of the Race Equality Taskforce and develop a series of recommendations for the Taskforce's consideration.



# Any Questions?

