
RACE EQUALITY TASKFORCE UPDATE BRIEFING

Summary

1. To update the PRAP Scrutiny Committee on progress against the Race Equality Taskforce's objectives following Cabinet approval on 16 July 2020, including the appointment of the Race Equality Taskforce membership, public consultation and inaugural meeting of the Taskforce.

Membership

2. It was agreed by Cabinet that the Race Equality Taskforce would comprise of the Chair and up to 14 members.
3. Cllr Saeed Ebrahim was selected as the chair of the Taskforce and the remaining members were to be selected through a public appointment process. The approved Cabinet Paper explains that the membership would be made up of individuals with insight and interest in race, ethnicity and human rights and those selected would have the ability, experience and influence to make changes in their sector, industry or organisations.
4. A public appointment process for Race Equality Taskforce membership was launched on Monday 8th August 2020 and closed on Friday 25th September 2020. 57 applications were received during this period.
5. The membership were appointed via assessment against the advertised person specification and selected to achieve an optimum balance of representation across the following sectors:

Voluntary Sector and Community Organisations	Public Services
Major Employers and Small-to-Medium Sized Enterprises (SMEs)	Culture and the Arts
Education, including Further and Higher Education	Sport
Trade Unions	Children and Young People

6. The following individuals have been appointed as members of the Race Equality Taskforce from 1st December 2020 (1st meeting) until Thursday 5th May 2022 (date of next local government elections in Wales):
 - Asmut Price- Chair of Cardiff Council Black and Asian Minority Ethnic (BAME) Staff Network

- Emma Wools –Deputy Police and Crime Commissioner
- Keithley Wilkinson- Equality Manager, Cardiff & Vale University Health Board
- Catherine Floyd- Locum Consultant in Public Health, Public Health Wales
- Marcus Walters- Solicitor, Burges Salmon
- Anita Naoko Pilgrim- University Lecturer in Race, Gender and History, Open University
- Najma Hashi- Team Support Officer with Future Generations Commissioner’s Office
- Salah Mohamed- Former Chief Executive of the Welsh Refugee Council
- Yaina Samuels- Founder of NuHi Training Social Enterprise
- Daniel Mapatac- Final year student at Cardiff University
- Eshaan Rajesh- Representative of Cardiff Youth Council
- Yusef Jama- Taxi Driver and Unite Branch Secretary
- Cllr Daniel De-Ath- Former Lord Mayor
- Hilary Brown- Chair of Butetown Community Centre

7. A comprehensive Terms of Reference has been developed to support the Taskforce membership in delivering their role and providing recommendations to Cabinet and other public sector partners. (See **Appendix 1**)

Consultation on Taskforce Priorities

8. In addition to the public appointment process, a public consultation was undertaken over the summer of 2020 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.
9. Targeted advertisements were scheduled throughout the consultation period for postcode areas with a high percentage of residents from ethnic minority backgrounds to ensure the consultation findings were representative of the views and experiences of Ethnic Minority groups.
10. This consultation was live between 11th August and 10th October 2020. A total of 869 responses were included in analysis, of which 40% were from Ethnic Minority backgrounds (approximately 17% of Cardiff’s population as a whole are from Ethnic Minority backgrounds according to the latest population estimates).
11. The consultation sought views on five proposed areas of focus, which were selected because they are identified as areas in which a programme of action could have a positive impact on the outcomes of Ethnic Minority residents and communities in Cardiff in both the short and longer term.

They are also areas where both local and national evidence tells us that there is a long way to go to achieve race equality at a UK level.

12. The following proposed priorities were included in the public consultation:

- 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, in alignment with the Welsh Government's recently announced working group focusing on this area;
- 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.
- Something else: An open request for suggestions, answers included: Equality for all, Education/History, Employment/institutional racism/Leadership positions, Health, Better Communication, Improvement of Public Perception, Better Engagement, Police/Justice and Crime concerns, Poverty/Homelessness, Housing, BAME Businesses, and the Elderly.

13. The consultation findings are summarised below:

- 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
- When asked to prioritise areas of focus, Learning and growing up in Cardiff was the most important priority, then A Fairer Economy as second most important priority, then Diversity in the Public Sector, then Citizen's Voice, then Diversity in the Public Realm and lastly 'Something Else'.

Update on the inaugural meeting of the Cardiff Race Equality Taskforce

14. The inaugural convening of the Race Equality Taskforce took place on 1st December 2020. During this meeting, Taskforce members received an introduction to their role. The Council Secretariat provided a presentation on relevant evidence regarding race equality in Cardiff, including data on themes including: 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. The presentation delivered to the Taskforce at the inaugural meeting is available at **Appendix 2**.
15. Taskforce members were invited to discuss and approve priority work streams, drawing upon the evidence presented regarding inequality in the city and the views of residents.
16. A roundtable discussion regarding the Taskforce's priorities identified the following Council-led work streams:
 - a) Employment and Representative Workforce
 - b) Education and Young People
 - c) Citizen's Voice
17. The Taskforce agreed that further discussion with the University Health Board, Public Health Wales and South Wales Police would explore the possibility of creating additional work streams on the themes of:
 - d) Health and Social Care, and;
 - e) Criminal Justice.
18. It was agreed that work stream proposals against the themes (d) Health and Social Care and (e) Criminal Justice would be presented at the next Taskforce meeting along with the appropriate governance mechanism for the progression of recommendations, for the Taskforce's consideration and approval.

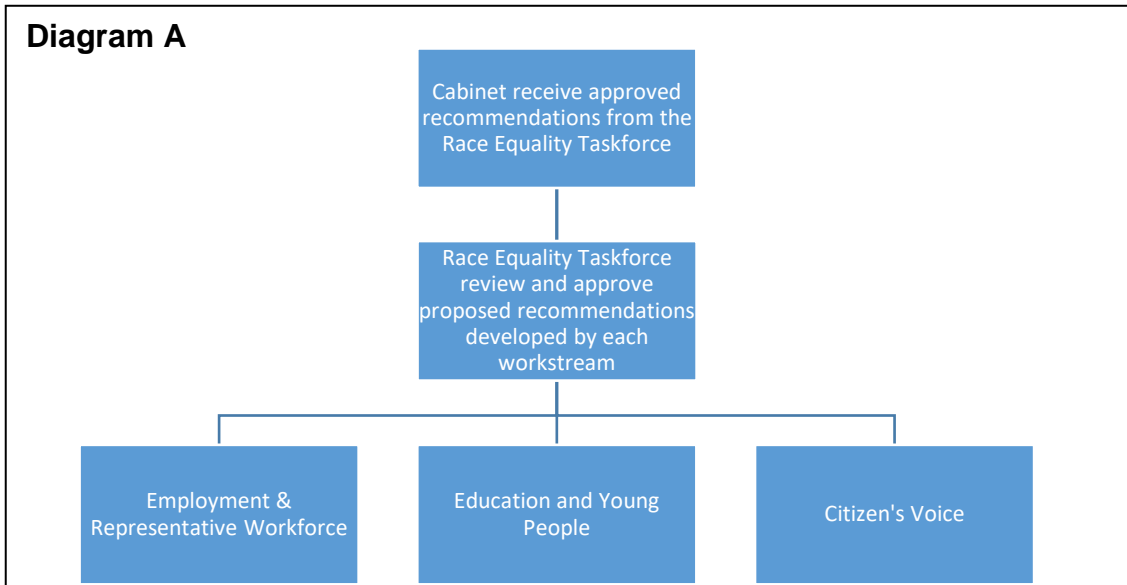
19. Minor amendments to the Terms of Reference were discussed to clarify meeting procedures and these were progressed following approval from the Council's legal team. The final approved Terms of Reference were circulated to Taskforce members via email.
20. Work streams for each of the agreed Council-led priorities:
 - (a) Employment and Representative Work Force
 - (b) Education and Young People, and;
 - (c) Citizen's Voice

will be established and meet in advance of the next convening of the Race Equality Taskforce on 3rd March 2021
21. Each work stream is tasked with coordinating strategic evidence, practice and policy reviews in order to produce a proposal of short, medium and long term recommendations for consideration by the Taskforce and, where approved by the Taskforce membership, progressed for a formal decision to the appropriate decision-making board.
22. Approved Taskforce recommendations across the 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.
23. 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 e.g. Public Services Board, Community Safety Partnership.

Work Stream Development: Update for Streams (a) (b) and (c)

24. Since the first meeting of the Race Equality Taskforce, the identification of membership for the Council-led (a), (b), (c) work streams has begun in consultation with the Race Equality Taskforce Chair.
25. The membership will include representation from Taskforce members with particular expertise in the relevant field, Council officers and other stakeholders from across the public, private and voluntary sector as appropriate for each theme. This approach will enable the Taskforce to benefit from the expertise of credible practitioners who will offer advice and support the identification of substantive and evidence-based recommendations to improve race equality in Cardiff within each stream.
26. Diagram A below illustrates the relationship between work streams (a) (b) and (c) with the Race Equality Taskforce and the Cabinet. Further diagrams will be developed to illustrate the pathway for recommendations from work streams (d) and (e) once confirmed.

Diagram A



27. In consultation with the Taskforce Chair, Chairs and Vice Chairs will be appointed for each work stream.
28. Each work stream will meet to prepare an initial scoping exercise in advance of the next convening of the Race Equality Taskforce on 3rd March 2021. The initial scoping will be presented during this meeting and the Taskforce will have the opportunity to provide their feedback and suggest further ideas for development within each theme.
29. During 2021 each work stream will each produce a comprehensive proposal detailing their recommendations, which will be progressed through to the Taskforce for their consideration and then taken to the appropriate decision-making board.
30. Briefing papers for each work stream theme are being developed to share with the membership of each work stream to aid them in the completion of scoping and proposal development. The briefings will provide an overview of data and relevant research for each theme. Work streams will develop their scoping exercise into a series of proposed recommendations for action, using the template provided at **Appendix 3**. Work streams will be encouraged to investigate and propose evidence-led short, medium and long term actions for consideration by the Taskforce.