

## Appendix 1

### BRIEFING NOTE

#### Equalities & Diversity - 'Better Together'

**Meeting:** Communities Scrutiny Review Board

**Date:** 24<sup>th</sup> January 2022

Report sponsor: Rachel North

Report author: Carl Tring-Willis

- **Purpose of Report**

To provide an overview on equalities and diversity workstreams and strategies that are being codesigned and codelivered within the partnership space in the city, that are aligned with the principles of 'Better Together'.

The report with focus on the Derby Race Equality Hub, Community Talks Programme, Derby Health Inequality Partnership, and include a brief overview of other examples of community led and partnership initiatives Derby City Council is engaged in.

- **Recommendation**

To note the report and provide feedback.

- **Race Equality Hub**

The Race Equality Hub is chaired by Councillor Hardyal Dhindsa and attended by minority community representatives across the city. The Hub meets every two months, and the main purpose of the meeting is to discuss the priorities of the Council. The Hub has a fluid work programme that determines the areas of focus and the work programme is contributed to by Council officers, community members and partner agencies who may wish to gain direction, views, and contributions from minority communities. More recently the Hub have been able to contribute to:

- **Employment Statistics** – a Task and Finish Group has been working alongside Human Resources officers to redesign the report style for our employment data. While this has taken some considerable time and effort, progress is being made and we anticipate completion of this early in the New Year.
- **ONS Census 2021** – Hub members supported the regional representative of the Office for National Statistics in completing the Census 2021 locally by spreading the word of the necessity and offering support in the completing of the census forms within the minority communities across Derby.

- **Black Lives Matter Manifesto** – The Hub has been instrumental in keeping the BLM Derby Manifesto on the Council's radar, leading the city's response to the key themes highlighted in the Manifesto presented to the Council in July 2020. The main themes include employment, health, political representation amongst others.
- **Political representation: OBV** – In response to the BLM Manifesto, an online event open to communities and Black and Minority Ethnic employees was successfully held. Attendees were provided with information on
  - Shadowing Councillors - Operation Black Vote
  - Standing for Election and Registering to Vote
  - Becoming a Councillor and what that means
- **Community Talks Programme**

In identifying and addressing key themes pertinent to our local communities, community round table talk events have been planned and held. The first event in July 2021 focussed on the following themes:

- |                          |                      |
|--------------------------|----------------------|
| • BLM Black Lives Matter | • Police/CJS (Crime) |
| • Business/Employment    | • Politics           |
| • Faith                  | • Youth Voices       |
| • Health                 |                      |

The second subsequent event held in November 2021 focussed on Community Safety, was a successful, well attended event, with quality engagement and feedback for facilitators to follow-up on. The specific themes included:

- |                                    |                      |
|------------------------------------|----------------------|
| • Violence Against Women and Girls | • PREVENT            |
| • Knife Crime                      | • CYP & Exploitation |
| • Stop & Search                    | • Stop Hate UK       |

- **DHIP – Derby Health Inequality Partnership**

This partnership of Public Health, Community Action Derby and local communities focusses on reducing health inequalities here in Derby in response to the COVID-19 Pandemic. Initial meetings have been held since the start of the pandemic with key officers, however this has been broadened to include other Council officers and community representatives.

A pilot research into vaccine hesitancy within the Black African and Black African Caribbean communities was launched in the autumn of 2021. Events were held with various groups including the Derby West Indian Community Association DWICA, Women's groups, Black Health Professionals. Further events are being held to include Hadhari, Men's groups, Young People, and Pastors and Leaders. Public Health will use the anonymised results to help support the relevant communities.

- **Brief overview of other examples of community led and partnership initiatives Derby City Council is supporting;**

- Filipino Independence – support to celebrate and mark the Independence along with the creation of a plaque to be installed.
- DSAP Derby South Asian Partnership – support in marking Asian diversity in the city over the last 75 years. Planning a 2 day event to raise awareness of and have recognised the contribution of the South Asian communities in the city. Video legacy capturing stories, along with a 2 day event to be held in September 2022.
- Faith Forum – supporting the Multi Faith Centre in working with and hearing from Faith communities with our local Black and Minority Ethnic communities.
- Windrush – support in marking and celebrating Windrush with Caribbean elders and their families, including flag raising, gift boxes and bookmarks.
- Jamaica community for 60<sup>th</sup> Anniversary – support in arranging a co-ordinated response to marking 60 years of the Independence of Jamaica in August 2022.