

Minutes of the Equalities Forum meeting Thursday 22 October 2020 12noon – 2pm via Zoom

Present: Penny Wangari-Jones (PWJ) (Co-chair), Mark Nicholson (MN) (Co-chair), Muppett (CNet), Lynne Carter (LC), Maryam Anser (MA) (Incommunities), Asif Hussain (AH) (Bradnet), Jenny Scott (JS), Dorcas Fagborum (DF) (Peacemaker International), Ranjit Arora (RA), John Samuel (JS), Humma Nizami (HN) (Race Equality Network)
Andrea Allez (Equity Partnership) until 12:30pm

Apologies: Janet Ford, Javed Khan, Abdul Ismail

In attendance: Saima Ashfaq (CNet – minutes),

Item		Action	Who
1.	Welcome and introductions		
2.	Apologies As above		
3.	Minutes of the last meeting and matters arising Deferred.		
4.	Forum Purpose <ul style="list-style-type: none"> To ensure voices from different communities is heard and valued Have key priorities that we look at each year Ensure equality and diversity is at the top of the agenda 		
5.	Impact of COVID-19 on the communities that we support and issues they are facing i.e. <ul style="list-style-type: none"> Awareness & Understanding Hate Crime Black Lives Matters Brexit <p>PWJ explained that some work had begun around a Hate Crime event (the impact of hate crime and support or lack of thereof) back in March before the lockdown but had been postponed due to Covid19. Much has happened over the year with the Black Lives Matter (BLM) protests which have</p>		

Item		Action	Who
	<p>had reverberations around the World and Covid19 disproportionately affecting BAME communities. PWJ asked how everyone to comment on how their organisations have been affected.</p> <ul style="list-style-type: none"> • Racial Justice Network (RJN) – PWJ explained that RJN has had lots of people following its social media since BLM started. RJN has delivered training to 800 people in the space of 3 months as well as pushing forward some campaigns. In terms of Covid RJN have been working with marginalized groups – lockdown has meant more difficulties for these people. People were struggling due to the digital divide, fear of authority, mental wellbeing issues. RJN launched a campaign for this sector of the community which was not considered and were able to raise £3000. With over 1000 items in donations RJN were able to support 580 families in Bradford, Leeds and Halifax by worked with advocates and community leaders. RJN are also conducting a piece of work on Covid-19 resilience of BAME communities with Huddersfield University. • Equity Partnership – AA: One of the main issues for Equity was funding as we were half way through a long term funding application which stopped during Covid. Covid has thrown up smaller pots for which we have been successful. We have found that older lesbian women and gay men have found accessing technology very difficult however we did manage to provide some tablets on loan to some people. Staffing had to be reduced to keep the organisation functioning however we have had a big push online and via social media to keep our presence known. The Centre is now Covid ready for when the groups wish to come in again. We have also reconfigured some funding and appointed a part time Partnership Co-ordinator. We have received some money for suicide and self harm prevention and are also involved in Bradford Council Equality Objectives. • Race Equality Network (REN) – Humma Nizami introduced herself as Project Manager for REN. Working on developing new website and social media platforms. Have funded BAME orgs to pass on information on Covid Prevention Projects and developed some training with Public Health on Covid Prevention. Highlighted the need for more Covid training. Recruiting Capacity Builder to support community orgs with delivery of projects. • Equality Together – MN explained that they are funded through Infrastructure contract. No staff have been furloughed and they have been working on ensuring information from local Authority and Government is available in easy read. Looking at new programmes going forward. • NHS – LC: A new focus is emerging in terms of impact of racism on health from senior managers. The impact Covid-19 has had on BAME communities has been highlighted and led to the West York and Harrogate Review on health of BAME communities. Kim Shutler 		

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	<p>ASG Chair is on the panel and steered the work. There is talk around action being needed and accountability, action plans are being drawn up. Now there is an acknowledgement that health inequalities are not just about poverty but also race and other things. There is a lot of work in the NHS around BAME staff who have been disproportionately impacted by Covid, particularly on strengthening BAME networks.</p> <p>DF expressed concerns around where the information and issues highlighted from this forum go and asked about the process of accountability including for African and black communities.</p> <ul style="list-style-type: none"> • PWJ answered that the issues the forum raises would usually be translated into events e.g. the Anti-Poverty Event previously held, however due to lockdown and Covid we have been unable to plan another event. Equality forum members are also service providers and as such have accountability for their strand of the Equalities agenda • RA added that it is a collective responsibility and probably not this forum that should be held accountable but perhaps the Assembly and the Council • Asif agreed that although there is individual responsibility, the forums enable a collective voice to be communicated through the Assembly at a higher strategic level which has a greater impact. A report back to the forums on how the issues have been raised and outcomes would be good • HN added that REN have funded smaller African Caribbean organisations such as Windrush Generation, 2 T-shirt Gang among others around Covid prevention. Recently also conducted engagement workshops which were delivered by CNet on the infrastructure support needs of BAME communities including specifically for Black African Communities • MN said that the points were valid in terms of accountability. The process for this forum is that it feeds in to the Assembly Steering Group and then up to the Health and Wellbeing Board, this process has seen some success especially around Covid. There are still opportunities to get more involved and we need to make sure that all our communities have good representation • Muppett: We can potentially go ahead with Hate Crime over Zoom once the priorities of the forum have been established <p>Mark mentioned a new project to look at the equality and diversity of organisations in partnership with CNet. Tailor made training will be offered for frontline services. Muppett added that CNet was in the early stages of the project currently conducting a mapping exercise of organisations, looking</p>		

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	at the ethnic make up of staff and board members.		
5.	Future Priorities <ul style="list-style-type: none"> Resources – human / staff resource and digital technology Isolation – some have no extended family, LGBT, single migrant communities etc Access to health and social care becoming exclusive to some individuals due to newer Covid practices i.e. phone service not accessible to people with disabilities, language barriers, no access to phones Impact on those with no recourse to funding i.e. people seeking asylum, destitute, visas, grey economy Hostile environment and exacerbated fear of authorities like council, police, social services means some are suffering in silence Brexit - new laws and changes for EU citizens with wider ramifications i.e. deportations, poverty Economic crisis and what this means to people of Bradford Voice, accountability and processes within the equality forum members and service providers in relation to ASG/Bradford council 		
6.	AOB None		
7.	Future meeting dates TBA Meeting closed 1:40pm		