



www.towerhamlets.gov.uk/raceinequalitiescommission

Tower Hamlets Black, Asian & Minority Ethnic Inequalities Commission



Drivers



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- George Floyd & BLM Movement
- Covid-19 Impact on BAME Communities
- Partnership priority to address inequalities
- Impact on community cohesion
- Drive improvement through lived experience of local people



Introduction



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The Tower Hamlets Black, Asian and Minority Ethnic Commission was set up to:

- Understand how the lived experience and chances for Black, Asian and Minority Ethnic people in the borough differ significantly and detrimentally from those of White people.
- Lead by example and work with partners to deliver actions which tackle systemic discrimination and disadvantage with the outcome of ensuring Black, Asian and Minority Ethnic people feel valued and empowered to fulfil their potential.



Areas of Focus

- Community Leadership
- Health
- Education
- Employment



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Commission Activity

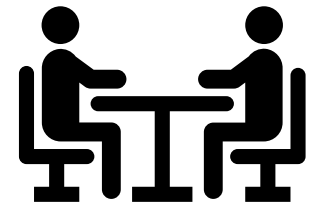


Received **71** responses to our call for evidence

Held **4** formal Commission meetings; Community Leadership, Health, Education, Employment



Engaged **27** key witnesses



Captured **87** lived experiences through **6** focus groups with school governors, BAME women, teachers, patients, public & private sector employees and young people.

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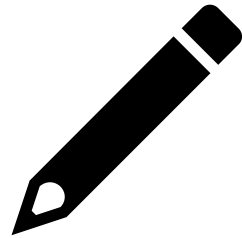
General Findings



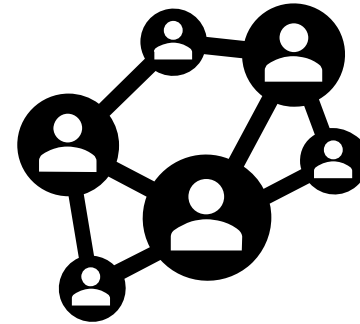
- There are lots of good practice and areas where we have made significant progress - need build on these and share the learning
- Clear commitment to address race inequalities, the Commission noted change has not come quick enough and nor has it been radical;
- Much of the feedback from residents and employees suggests racism is a key barrier preventing access to services and progression in life and employment.
- Many witnesses commented that they do not like the term BAME. Across all our areas of focus we need to recognise the nuances and uniqueness of each community and tailor our provision around their needs
- Many Black, Asian and Minority Ethnic residents do not have access to the same social capital as their white or more affluent peers
- Lack of representation at all levels in society and in organisations is a critical barrier



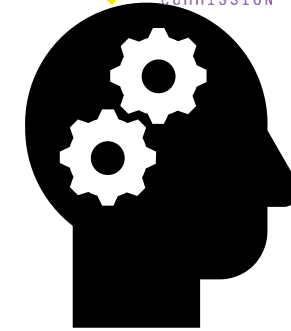
General Recommendations



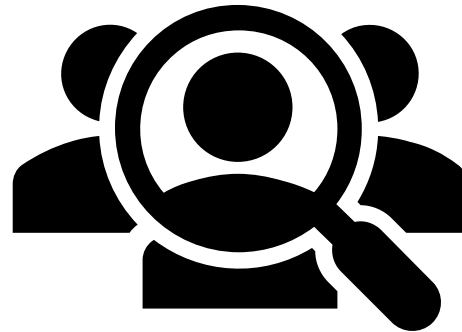
Race Equality Pledge



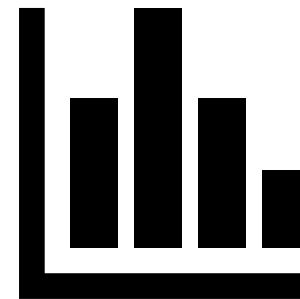
Network



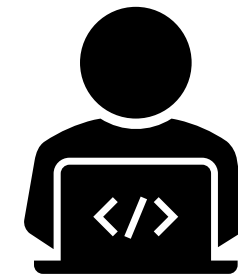
Influence



Targets



Data



Digital Inclusion

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Community Leadership



Focus on Boards/ groups where people can represent the voice of their communities. Transition from leading at community level to be the voice of the community and challenges with this and support available.

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- Identify the barriers to becoming community leaders and how they can be tackled.
- Engage with local organisations, exploring how they are creating leadership opportunities and how they can be supported to deliver more.
- Address the issue of a minority within the minority, with a focus on women, young people and smaller Black, Asian and Minority Ethnic groups.



Community Leadership Findings

- Lack of time, skills deficit, and poverty highlighted as key barriers
- Need to ensure the infrastructure in place to support them to engage in their community
- School Governors feel like their involvement is tokenistic and feel disempowered.
- Community leadership needs investment and there needs to be a systemic plan on how this can be resourced.

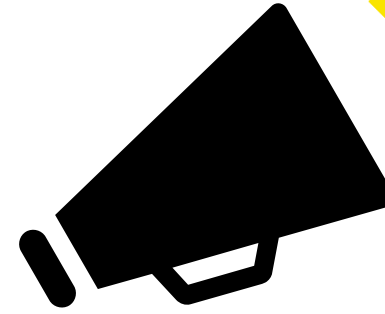


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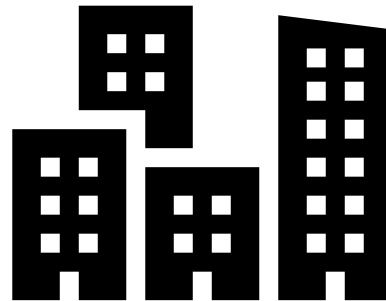
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Training, Development and Peer
Support



Awareness Raising



Organisation Culture



Role Models & Allies

Community Leadership Recommendations



Discussion Questions



- Is there anything missing?
- Are the things you feel we should prioritise?
- How do we ensure these are sustainable?
- How can organisations support to take forward the work of the Commission?

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