

Bristol Festival
of Ideas / Future
City



BRISTOL
ONE CITY



RACE & THE CITY

TACKLING RACE INEQUALITY

FRIDAY 18TH OCTOBER 2019

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KEY EVENT INFORMATION

WIFI ACCESS AT CITY HALL

USERNAME: guest

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CONFERENCE HASHTAG

To tweet about the conference, please use **#letstalkrace**

DOWNLOADABLE CONTENT

Visit our website at: **www.Bristolonecity.com/events/race-and-the-city**

To download all speaker presentations, which will be available within two working days of the event.

PRAYER ROOM AT THE CONFERENCE

A Prayer Room is available for delegates throughout the day. This room is located close to the Main Conference Hall in room **1P 09**.

Please speak to a volunteer should you need directions.

MARKET STALLS ON DISPLAY AT THE CONFERENCE

A range of organisations and departments have set up Market Stalls at today's conference and we encourage all delegates to visit these stalls during the allocated refreshment breaks and lunch break during the day.

All stalls are located close to the Main Conference Hall in the **Lord Mayor's Reception Room** so please visit in order to network and to view the work being showcased. Please speak to a volunteer should you need directions.

EQUALITIES MONITORING AND EVALUATION

Within each delegate pack are Equalities Monitoring and Evaluation forms. To help provide feedback to the event organisers it would be much appreciated if you could take a moment to complete both forms and leave them on your table or hand them in to a volunteer at the end of the Conference. Many thanks for your support.

WELCOME



WELCOME FROM THE CHAIR, BARONESS RUBY MCGREGOR-SMITH CBE

Delegates and friends, it is an honour to be chairing such a timely gathering of experts, activists and stakeholders to discuss how we can better address racial inequality in the UK.

Personally, having spent over ten years working in this city I can think of no better location than Bristol to showcase the best of what can be achieved when it comes to tackling these issues.

Few cities can rival Bristol when it comes to embracing diversity as an asset to be celebrated, whose benefits are enjoyed by the whole community. I hope today will be as much about recognising this as acknowledging the challenges that lie ahead. And as we will hear through today's discussion, the challenges remain considerable...

As a member of the Race Disparity Audit (RDA) Advisory Group I am regularly reminded of the scale of the barriers to equality for ethnic minorities. The data provided by the Audit points at persistent gaps in the provision of education, employment and healthcare between ethnic minorities and their white counterparts. In some cases these are widening further and action to arrest this is paramount.

However, I am pleased to say through the focus on these issues provided by the RDA steps are being taken to tackle these and other disparities at the national level. And what's more, the framework of data-driven policy is being replicated at a local level right here in Bristol, a reminder of the unique power of data to drive real change across sectors and communities.

It is my hope that other cities will be inspired by Bristol's example to conduct their own Audits so they too can reap the rewards of the RDA model. Today is about learning from each other, about what works, and what needs to be done to fight racial inequality at all levels.

I look forward to hearing from you all.



WELCOME FROM THE MAYOR OF BRISTOL, MARVIN REES.

Bristol's people are our greatest assets. Together, they represent 187 countries of birth, 91 languages and 45 religions. Their range of skills and experience make our city a national hub for music, art, food and culture.

As we celebrate the benefits of our diversity, however, we have to face up to an uncomfortable truth. Today, as for much of our city's history, ethnic minorities have far worse life outcomes than their white British counterparts.

Tackling inequalities like this is the reason I wanted to become Mayor of Bristol. Since taking office it has been the primary focus of my administration, and the vision to create a city where everyone can share in its success is at the heart of our One City Approach.

We have established the Stepping Up programme to support future leaders from minority backgrounds; developed inclusive training and staff-led groups for Bristol City Council employees; launched a city-wide Equalities Charter; ran recruitment drives to find more BME magistrates, judges and teachers and pioneered innovative uses of data to understand the challenges we face. You will find out more about some of these initiatives throughout today.

Today's event marks an important step in our efforts to combat racial inequality in Bristol and beyond. By gathering the UK's race equality experts in one room, I hope we can sharpen our thinking, forge productive relationships and leave with concrete ideas that will make tangible change.

MORNING AGENDA

09:00 - 09:35

ARRIVAL & REGISTRATION

09:35 - 09:45

BARONESS RUBY MCGREGOR-SMITH CBE

A welcome from the Chair

09:45 - 10:00

MAYOR MARVIN REES

Welcome to Bristol

10:00 - 10:25

SIR SIMON WOOLLEY

Race and the City - From Demonstrations to Data

10:25 - 10:45

HHJ PETER BLAIR QC

Expect equality; earn respect - aspirations for the Criminal Justice System

10:45 - 11:10

**CHIEF CONSTABLE ANDY MARSH &
CHIEF CROWN PROSECUTOR, VICTORIA COOK**

More fine words

11:10 - 11:25

**REFRESHMENTS & NETWORKING / MARKET STALL
AREA IN THE LORD MAYOR'S RECEPTION ROOM**

11:25 - 11:45

MARCUS BELL, RACE DISPARITY UNIT

Driving positive change using data -
The Race Disparity Unit's innovative approach

11:45 - 12:05

SADO JIRDE

Reimagining race equality - Catalysing change

12:05 - 12:10

BARONESS RUBY MCGREGOR-SMITH CBE

Chair's remarks

12:10 - 12:15

Delegates to head to Breakout Session 1

12:15 - 12:45

BREAKOUT SESSION 1

Chosen at registration

AFTERNOON AGENDA

12:45 - 13:45 **LUNCH & NETWORKING / MARKET STALL AREA
IN THE LORD MAYOR'S RECEPTION ROOM**

13:45 - 14:15 **BREAKOUT SESSION 2**
Chosen at registration

14:15 - 14:20 **RETURN TO CONFERENCE HALL**

14:20 - 14:30 **BARONESS RUBY MCGREGOR-SMITH CBE**
Chair's remarks

14:30 - 14:50 **DEPUTY MAYOR OF BRISTOL, ASHER CRAIG**
A One Clty approach to tackling race inequality

14:50 - 15:10 **TRACIE JOLLIFF**
Advancing race equality through leadership

15:10 - 15:35 **THE VOICE OF YOUNG PEOPLE FEATURING:**

- A Performance from 'Philosophy of Mo' – Beyond Race
- Q & A session with Bristol's Youth Mayor's Siena Jackson-Wolfe & Mohamed Aidid alongside Mohamed Ali, hosted by Baroness McGregor-Smith

15:35 - 15:55 **RDA ADVISORY GROUP AWARD FOR
OUTSTANDING CONTRIBUTION TO EQUALITIES**
Presented to Paul Stephenson OBE by
Sir Simon Woolley

15:55 - 16:00 **BARONESS RUBY MCGREGOR-SMITH CBE**
Chair's closing remarks

BREAKOUT SESSION

BREAKOUT SESSION 1: 12:15 - 12:45

- A) ETHNICITY, FACTS & FIGURES - DATA, CHALLENGES AND OPPORTUNITIES**
 - Vasileios Antonopoulos & Richard Laux from the Race Disparity Unit
 - Conference Hall

 - B) WORKING TOGETHER - BRISTOL EQUALITY NETWORK & CHARTER**
 - The Bristol Equalities Network
 - The Library

 - C) THE ONLY COMMISSION ON RACE EQUALITY IN THE UK**
 - Commission On Race Equality (CORE)
 - Writing Room

 - D) CONNECTING THE DOTS**
 - Poku Osei, CEO of Babbasa
 - 1P 05
-

BREAKOUT SESSION 2: 13:45 - 14:15

- A) IMPROVING EQUALITIES OUTCOMES THROUGH BETTER PRACTICES**
 - Dr Habib Naqvi MBE
 - Conference Hall

- B) THE IMPORTANCE OF TRANSPARENCY - LAUNCH OF BRISTOL'S RACE EQUALITY DATA PRODUCT 2019**
 - Cllr Asher Craig & Andrew Mallin
 - The Library

- C) TACKLING BRISTOL'S LEADERSHIP CHALLENGE**
 - Stepping Up
 - The Writing Room

- D) THE ONE CITY PLAN - A MULTI-SECTOR CITY-WIDE APPROACH TO TACKLING KEY CHALLENGES**
 - The One City Office
 - 1P 05

KEYNOTE SPEAKERS

SIR SIMON WOOLLEY



Sir Simon Woolley is the founder and director of Operation Black Vote and Chair of the Government's Race Disparity Unit. He is a former Commissioner

for the Equality and Human Rights Commission, and sits on the childrens' commission panel looking at excluded children.

BARONESS RUBY MCGREGOR-SMITH CBE



Baroness Ruby McGregor-Smith CBE joined the House of Lords in 2015. In 2016, she began work on a review of issues faced by businesses in

developing BME talent. Her report 'Race in the Workplace: The Baroness McGregor-Smith review' was published in February 2017.

MARVIN REES



Marvin was elected Mayor of Bristol in 2016. Since then, he has developed the One City Plan, bringing together influential stakeholders to tackle

city-wide problems. Prior to becoming Mayor, Marvin worked in public health and journalism, and was selected for the Yale World Fellows programme.

ANDY MARSH



Andy has been the Chief Constable of Avon & Somerset Police since February 2016. During this time he has pioneered data-driven approaches

to policing, and in 2018 he was awarded the Queen's Police Medal.

TRACIE JOLLIFF



Tracie is Director of Inclusion at the NHS Leadership Academy, where she has developed the 'building leadership for Inclusion strategy'.

She's also an experienced executive coach and has lectured on leadership and inclusion nationally, working with various actors to address these themes across the public sector.

SADO JIRDE



Sado has been the Director of Black South-West Network since 2012. During this time she has tirelessly raised the profile of race inequality

nationally, regionally and locally in Bristol. Sado has also led the conversation around inclusive growth and the role social investment could play in addressing economic inequality in Bristol.

KEYNOTE SPEAKERS

CLLR ASHER CRAIG



With over 30 years' experience as a community activist, leader, management consultant and now politician Asher has championed the needs of the voiceless, with emphasis on the social-economic development of BME and under-represented communities. She has led major local and national partnerships and organisations in the fields of employment & training, education & skills, recruitment and advocacy across sectors. Asher was elected as Labour Councillor for St George West in May 2016 and is now the Deputy Mayor and Cabinet lead for Communities, Public Health and Equalities.

MARCUS BELL



Marcus Bell is a senior civil servant in the Cabinet Office involved in setting up a new Government Equalities Hub, including the Race Disparity Audit, a cross-Government project looking at how ethnicity affects outcomes across the public services and a new Disability Unit focused on improving the Government's support for disabled people.

MOHAMED ALI



Mohamed is an inspiring entrepreneur, philosopher and poet, currently reading mathematics at the University of York. It is experience of growing up in war torn Somalia that drives his desire to have a positive impact on the world by sharing his story and ideas through spoken word.

VICTORIA COOK



Victoria was a criminal defence advocate before joining the CPS as a Senior Crown Prosecutor. She was promoted to District Crown Prosecutor in 2007 and in 2010 she became Chief Crown Prosecutor for Gloucestershire. In 2011, Victoria was appointed Deputy Chief Crown Prosecutor for the South West. She then became Chief Crown Prosecutor in December 2018.

HHJ JUDGE BLAIR QC



Peter Blair is responsible for Bristol's 10 Crown Courts and has a leadership role for all the judiciary in Bristol, Somerset and Gloucestershire. He is a member of the Local Criminal Justice Board's sub-committee which is examining the areas of the Criminal Justice System that should address racial discrimination, with a view to strengthen trust and support for the rule of law across our diverse communities.

RICHARD LAUX



Richard is the Deputy Director for Data and Analysis at the Race Disparity Unit, as well as the Cabinet Office's Chief Statistician. He oversees data on the ethnicity, facts and figures website, which highlights the different experiences of people from a variety of ethnic backgrounds. Richard also works to improve the quality of data about ethnicity, including driving work to harmonise official statistics and other public sector data about ethnicity.

BREAKOUT SESSIONS

THE ONE CITY OFFICE



The One City Approach brings together a range of public, private, voluntary and third sector partners within Bristol. They share an aim to make Bristol a

fair, healthy and sustainable city. The One City Office is responsible for convening everyone who wants to be involved in this approach, as well as managing the production of future versions of the One City Plan.

BRISTOL EQUALITY CHARTER



Bristol Equality Charter is a unique collective agreement to promote equality, diversity and inclusion in Bristol.

The charter was co-produced in 2018 by several private, public and voluntary sector organisations. The development of the charter has led to the creation of a new Bristol Equality Network. This is a group of individuals who are responsible for equalities within their organisations.

COMMISSION ON RACE EQUALITY



There will be an opportunity to meet the Commissioners who will provide an introduction to the creation of the UK's first commission on race equality and an

overview of the organisations key initiatives, including driving recruitment of BAME teachers and magistrates and providing a platform for members of the community to discuss their concerns and be part of finding solutions.

POKU OSEI



Poku is passionate about equal opportunity and inclusion. He is the founder and CEO of Babbasa - an award winning social mobility enterprise, which helps

young people to pursue their ambitions. He is also the co-founder of The Black Professionals Network.

DR HABIB NAQVI MBE



Habib is the Deputy Director of the NHS Workforce Race Equality Standard at NHS England. Before joining NHS England, Habib led on the development

of national equality and diversity policy at the Department of Health and Social Care. Habib also reverse mentors the CEO of NHS England, Simon Stevens, and was awarded an MBE in 2019 for services to equality and diversity in the NHS.

STEPPING UP



A region wide diversity Leadership talent pipeline to change the landscape of diversity across all sectors in the City. Winner of the PPMA, South West Excellence in Diversity

and Mentoring award. Delivering impressive impact in terms of skill development and career movement. The workshop will share the model, external evaluation and employer engagement methodology across the public and commercial sector. A Stepping Up participant will share their journey with workshop delegates.

BREAKOUT SESSIONS

BRISTOL'S RACE EQUALITY STRATEGIC LEADERS GROUP - DATA PRODUCT 2019, CLLR ASHER CRAIG & ANDREW MALLIN



Bristol's Race Equality Strategic Leaders group won the 2018 GED Transparency award for their work in researching and publicising the ethnicity statistics of the city's major employers. The group built on this success by reaching out to wider sectors to produce the city's first ever race data picture. This work focuses on pay disparity, sickness levels and grievances across the city as well as highlighting the ethnic make-up of each public body. As well as being a first for Bristol, this type of city wide look at the ethnic diversity of public sector organisations is also believed to be a first in the UK.

SUMMER NISAR



Summer is Deputy Director for Strategy, Policy & Engagement in the Race Disparity Unit. For the last two decades she has focused on improving

policies to address social inequality, criminal justice and racial disparity in public services. Before joining the Race Disparity Unit, Summer led strategy and communications at the Youth Justice Board for England and Wales.

VASILEIOS ANTONOPOULOS



Vasileios oversees the Race Disparity Unit analysis briefings to contribute towards the policy agenda. He works across whitehall to identify the largest

ethnic disparities, conducting cross-cutting analysis and collaborating with departmental analysts to delve into the difference between ethnicities. Previously, he has provided research for Development Initiatives and worked at the Office for National Statistics.

JAGS PARBHA



Jags is Head of Digital in the Race Disparity Unit, leading on developing open data platform and working closely alongside policy and data analysts. A

digital head with two decades of global experience, Jags has managed several teams and launched numerous digital products driving multi-platform strategy and business transformation.

RDA Advisory Group
Outstanding Contribution to Equalities Award
PAUL STEPHENSON OBE



Paul Stephenson OBE is a community worker, activist and pioneering campaigner for civil rights for the British African-Caribbean community.

In 1963, he led the victorious boycott against racist bus company bosses, a landmark moment paving the way for Britain's race laws.

In 1972, Paul and Muhammad Ali set up MASDA to encourage black children to take up sports that were not usually available to them.

Paul has received many awards including an award from the United Nations marking his contribution to an international campaign against apartheid and the Pride of Britain Life Time Achievement Award in 2017.

Rob Mitchell will be speaking on Paul's behalf.

Many thanks to all our presenters, volunteers and delegates for your input and a special thank you to our Event Sponsors

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