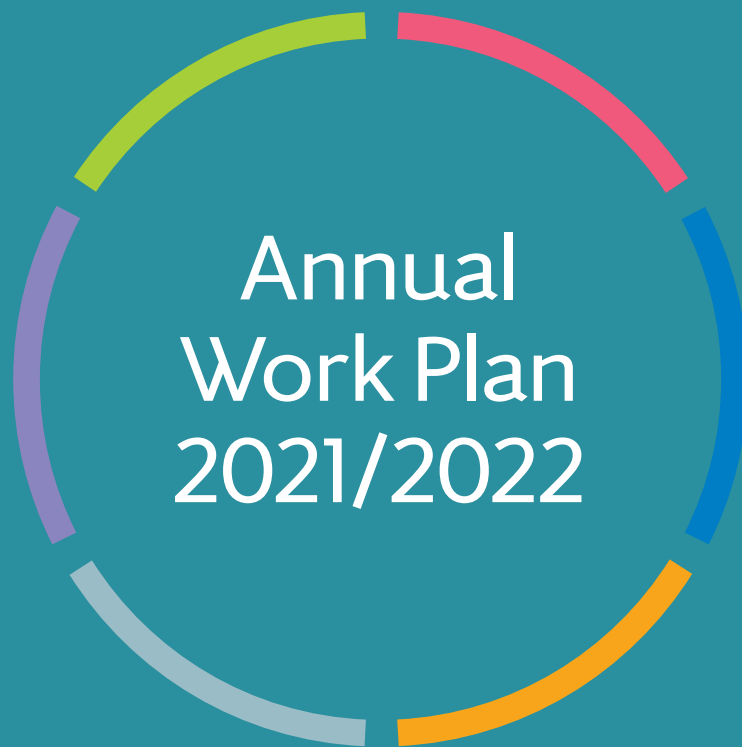


# Bristol's Race Equality Strategic Leaders' Group



# Key priorities for the Race Equality Strategic Leaders' Group for 2021/2022

**During the March 2021 meeting of the group we confirmed the following key areas and themes to be our priority focus for the 2021 / 2022 financial year, whilst recognising that (as has been the case this year) we will also ensure flexibility in enabling response and support to any key urgent matters arising.**

Having received suggestions from a range of group members and wider sector partners, the currently agreed priorities for focus during the coming year are as follows (more detail on each of these points will be available on our website):

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## 1. Transparency: Delivery of Bristol's Race Data product for 2021 (v3)

This 3rd iteration of our award winning city-wide race data product will help to influence our latest group action plans to tackle the most critical matters arising. We will also track progress since production of versions 1 and 2 of the product and will be including key new data sets on board and executive level ethnicity from all our organisations to produce an even more comprehensive picture of Bristol's public sector.

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## 2. Connecting and engaging the City through a One City Approach: Including Race and the City 2

### Delivering an annual programme of race equality events for the whole city

During this year head we are strongly committed to driving collaborative work across the city with many stakeholders building on some of the positive steps forward we took in 2020/2021. We will endeavour to progress this aspiration through a range of major projects including:

- **Delivery of a comprehensive annual programme of race equality engagement events and conference aimed at the whole city, covering a range of key priority themes.** These will be events open for all to attend (see additional detail on the proposed themes above in this year's progress updates).
- **Leading on the delivery of our 2nd Race Equality Gathering** - to be held in the Summer time, with invitations to be sent to networks and groups throughout all sectors and levels of our city.
- **Development of our wider city stakeholder engagement and reference group.**

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## 3. Development of our communications/online presence

Throughout this year the group will further develop and expand the delivery and reach of the newly launched RESLG regular bulletins to ensure we cascade key outputs and messages from the group widely, not only reaching throughout all our partner agencies but beyond. We will aim is to ensure wider city stakeholders receive regular progress updates to enable future collaboration with other groups on certain pieces of work as well as significantly helping to raise awareness of the work of the group.

We will continue to upkeep and maintain a current and fit for purpose web-based profile for the group where all the very latest information as well as access to all the group's publications (such as the Race Data Products, Annual Reports) will be available for all stakeholders and interested parties.

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## 4. Race Equality and COVID-19 Response

We have agreed the adoption of a key recommendation within Bristol's Rapid Review of the Impact of COVID-19 on Black, Asian and Minority Ethnic Groups within the city. We will adopt and lead on the public sector delivery on this key area within Bristol's COVID-19 Race Equality Action plan.

The specific area of focus here will be around Black, Asian and Minority Ethnic representation in staff and leadership in the city and the commitment is to work to ensure there is "good representation of Black, Asian and Minority Ethnic communities in staff and leadership, and regular equity audits".

We have committed to collecting this data from all our partners and then transparently presenting it to provide clarity on the current situation in our sector at these levels, with an action plan to then be devised to help drive change, which will be supported by specialist Board diversity groups.

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## 5. Recruitment: Co-ordinated City-wide Recruitment events as part of ongoing targeted campaign

We will further develop the current city-wide 'Bristol is Hiring' campaign with high profile and large scale recruitment events jointly delivered by our partners to promote employment opportunities for Black, Asian and Minority Ethnic individuals as part of our ongoing positive action initiative.

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## 6. Action focused: Ensuring the delivery of the Race Data Product Action Plans

We will utilise the findings of version 3 of our race data product to help set our action plans to drive further in year initiatives through both the Strategic Leaders' Group and HR Leaders' Group, with the aims all targeted towards driving up performance in relation to race equality throughout all our organisations.

These action plans will be shared widely and will ensure measurable targets are in place for both groups to ensure transparency. Progress against these action plans will be reported to the Strategic Leaders' Group on a 6 monthly basis.

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## 7. Engaging with wider city stakeholders and key new initiatives and developments

There are a range of key wider city race equality groups, projects and strategic bodies that we will ensure we are aligned to during this coming year to ensure further joined up approaches on a city-wide level to tackle race inequality. Some of these key areas of focus for the year, identified at this stage are as follows:

- Working towards aligning our work further with our race equality partners. To achieve this we will continue to schedule time at each RESLG meeting to hear from other key race equality partner groups to ensure we are fully up to date with their latest developments. These groups will include:

Lammy Review Group	Commission on Race Equality
COVID-19 Race Equality Steering Group	Bristol's Race Equality HR Leaders' Group

- Formally establishing our wider city stakeholder reference group.
- Working to develop our processes in alignment with the One City Approach and Plan.
- Working on developing the production of Bristol's 'race eco-system', which will be an attempt to info-graphically display the range and makeup of Bristol's race equality groups and networks and their interconnections across the city.
- Being engaged at an early stage in the development of the Bristol's Research Action Coalition for Race Equality (RACE). The aim of this network will be to offer unique insights into opportunities to translate existing and new research evidence into targeted policy towards the elimination of race inequality in the region. It will also establish a significant collaborative network. Our group work and products such as our race data product will be a key element of this approach and the sharing of wider city research and policy could bring about significant benefits for the group and our many wider partners.

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## 8. Engagement with our wider sectors: Voluntary, Community and Social Enterprise (VCSE) sector progression

Following positive engagement in early 2021 with the VCSE work has been agreed to progress the future engagement of the sector in future specific projects delivered by our group.

A recent VCSE Sector Leaders' Group presentation resulted in the leaders expressing a positive response to the opportunity of helping to lead the sector towards future engagement with our race equality HR data product. An initial agreement in principle has been formally reached to explore this further throughout 2021/2022 so the sector are fully aware of the learnings and experiences of the public sector to date as well as being enabled to work towards producing transparent data returns to help produce an even more complete city-wide race equality data picture moving forward.

You can access and download copies of our various reports, data products and other outputs at our new online home (details below).

For any queries regarding this document or the work of Bristol's Race Equality Strategic Leaders' Group please visit our website at:

**<https://www.bristoloncity.com/race-equality-strategic-leaders-group/>**

Or you can contact the group at either of the following e-mail addresses:

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