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# **Tackling Racism, Race Inequality and Disadvantage update**

Overview Select Committee 16<sup>th</sup> September 2021

Lead director/officer: Miranda Cannon, Director of  
Delivery, Communications and Political Governance

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## Useful information

- Ward(s) affected: All
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- Report version number: 0.1

### 1. Summary

In response to the Black Lives Matters protests it was agreed to establish governance arrangements and a programme of work in the form of an action plan around tackling racism, race inequality and disadvantage in Leicester with a particular focus on Black British, Caribbean, African and dual heritage communities. The arrangements include the provision of a regular update to both the Council's Corporate Management Team and to the City Mayor and Executive, as well as updates to Overview Select Committee.

This report provides the first update and covers progress on establishing the governance structures for this work, the development of the programme of work and a summary of some of the key actions to date.

### 2. Recommended actions

OSC are invited to provide feedback on progress to date including any other actions or areas of work they suggest should be considered.

### 3. Background

In January 2021 the City Mayor and Executive approved an approach to the governance and resourcing of work related to tackling racism, race inequality and disadvantage focusing particularly on Black British, Caribbean, African and dual heritage communities in the city. The approach included establishing:

- A corporate internal steering group chaired by the Chief Operating Officer involving both senior officers from across a range of key services along with staff representatives;
- An external steering group of community representatives co-chaired by Councillor Hunter and Councillor Patel;
- Regular progress reporting to the Corporate Management Team and to City Mayor Briefing at least quarterly, and to the Overview Select Committee twice a year, as well as monthly updates at the joint Lead Member briefings for Councillor Hunter and Councillor Patel. All Directors also to ensure that each member of the Executive regularly consider this important area of work via lead member briefings; and
- Recruitment of appropriate resources to support the work including a Race Equality and Engagement Officer to support the above arrangements and to help in driving forward key projects and activities.

A number of possible key themes, activity and lead officers were identified and it was proposed that the initial focus of the internal steering group would be to further develop the proposed themes and ideas into a defined set of actions, key outcomes and measures within a single action plan.

Whilst the focus of the work is particularly on Black British, Caribbean, African and dual heritage communities in the city, it is anticipated that many of the actions will also have a positive impact for other communities in relation to the protected characteristic of race, and may well deliver benefits also in terms of other protected characteristics.

## **4. Detailed report**

### **4.1 Governance structures**

#### **4.1.1 Internal Steering Group**

The internal steering group has been established, first meeting in early March 2021 and has met on a monthly basis since. The group is chaired by Alison Greenhill and has representation at a senior level from across departments including the Strategic Directors for both City Development and Neighbourhoods (CDN) and Social Care and Education (SCE). In addition, staff representatives attend including the chair of the Black Workers Support Group and other self-nominated staff representatives from Social Care and Education, and Corporate Resources and Support/Public Health, which followed a process of staff engagement sessions held within those departments. City Development and Neighbourhoods are due to follow a similar approach. The group also has HR, Communications and Equalities representatives.

To date the group has approved a terms of reference, worked on the development of an action plan, started to give consideration to outcome measures, considered feedback from staff engagement and received a detailed presentation on workforce representation and is now focusing on specific themes within each meeting going forward. There has been very positive engagement and the breadth of senior level representation means there is clear evidence that the issues and actions needed are being considered as part of wider activity and service delivery across departments.

#### **4.1.2 External Steering Group**

The external steering group has been established and a first meeting was held in May where a terms of reference were discussed and an overview of the approach the City Council is taking was outlined including the themes that are the current focus of the work. A list of those on the external steering group is outlined in Appendix A. As might have been expected at an initial meeting there were a mix of views and reactions with some representatives very positive about the areas of focus and keen to contribute, whilst others maintained a healthy degree of scepticism around whether actions and change will actually happen.

At the first meeting there were a number of suggestions put forward regarding the approach to the group and future meetings. Consideration has been given to these and how best to harness the knowledge and experience of members of the group around specific areas of work, as well as making sure engagement is meaningful and productive given the numbers involved.

It is therefore proposed that the Reference Group as a whole group meets 3 to 4 times per year to maintain an overview of progress. However, in addition specific themed sessions will be held in between the main meetings to enable more detailed engagement on specific topics. These themed sessions will consist of a small group discussion led by the relevant Executive Member and Senior Officers for the particular theme with Councillors Hunter and Patel also in attendance, and the Race Equality and Engagement Officer to support. Attendees will be picked based on their knowledge, experience and areas of interest as previously outlined to us, but we will invite others to put names forward if they feel they have a significant contribution that they can make. It is proposed to limit attendees (aside from LCC Councillors and Officers) to no more than 8 to 10 people.

The intention would be to focus in each session on:

- An outline of the challenges and issues we are seeking to address related to that specific theme;
- The work and actions the City Council are doing;
- How progress and impact can be measured; and
- Where they may be opportunities for wider collaboration and engagement.

It is not intended that these become standing groups, the aim would be to capture feedback and also identify specific actions that could be taken, including by external organisations. If it is felt that some further specific discussion and engagement would be helpful, then that can be considered within the session.

Following the initial meeting it is also proposed to look further at the involvement of young people in the reference group.

## **4.2 Resources**

An appointment has been made to a Race Equality and Engagement Officer role and the successful candidate, David Shire took up the post in early August. David is currently engaging with and building up networks with internal and external stakeholders and will be key to further shaping and supporting this work going forward.

## **4.3 Action plan and outcomes framework**

An action plan has been developed informed by the initial themes considered in January and this has been the focus of the Internal Steering Group and will continue to be reviewed and updated as part of the monthly meetings of the group. It is important that the impact of the work is measured and a draft outcomes framework is therefore in development and this is one of the first tasks of the Race Equality and Engagement Officer to work on finalising this framework and collecting the baseline data. The action plan is attached at Appendix B.

## **4.4 Key areas of progress**

This section highlights from the action plan some of the key areas of progress and completed actions within specific themes:

### **4.4.1 Council workforce, culture and practice**

*Lead officers: Miranda Cannon, Director of Delivery, Communications and Political Governance and Craig Picknell, Head of HR*

**4.4.1.1 Staff engagement:** The Social Care and Education (SCE) Department and the Corporate Resources and Support and Public Health (CR&S/PH) departments have held staff engagement sessions on tackling racism, race inequality and disadvantage. The outcomes of these have fed into specific actions reflected in the action plan. From this SCE have set up their own departmental internal stakeholder group to raise and discuss SCE anti-racism priorities, and representatives from this group are part of the corporate steering group to help join up departmental work with wider corporate actions. The CR&S/PH department has shared the summary of their departmental staff sessions and agreed to look at further sessions going forward, as well as inviting staff to put themselves forward as representatives on the corporate steering group. City Development and Neighbourhoods are planning to undertake staff engagement sessions.

**4.4.1.2 Racial harassment/discrimination related employment cases:** A review of specific cases has been undertaken. This identified issues which included inconsistency of management practice more generally and a need to improve on practices around employee references. These issues were familiar as ones where relevant work was already ongoing around embedding our leadership qualities and quality conversations framework, and in terms of leadership development. A further sample of cases will be reviewed in due course.

**4.4.1.3 Workforce representation, inclusive leadership and culture:** Work is ongoing in relation to the action plan developed and implemented around two years ago which seeks to tackle under-representation at a senior level, and actions taken to date include anonymised shortlisting to remove bias, streamlining and simplifying person specifications including minimising essential requirements/qualifications, and simplifying the job application process. The next focus needs to be on addressing possible biases between the shortlisting and appointment stage of the recruitment process alongside a wider programme of embedding inclusive leadership and an inclusive culture. A programme of inclusive leadership courses is also currently being rolled out from September 2021.

The latest workforce profile looking at representation across the different protected characteristics has been produced and discussed with the Steering Group and Corporate Management Team. Overall BAME representation including in the top 5% of earners has continued the year-on-year increasing trend although representation in the more senior grades remains an area where there is continued under-representation. Sessions are being set up to share this data with staff as this is an area where staff are keen to better understand the current profile of our workforce.

Detailed work has been undertaken by Organisational Development to review our overall approach to workforce equalities, diversity and inclusion and a comprehensive plan has been developed which will form one part of a wider refreshed equalities action plan. This includes actions such as the roll out of reverse mentoring for Black staff, further development of our leaders and managers across the Council to ensure inclusive leadership is embedded consistently, and a new corporate healthy workplace survey which includes questions relating to harassment, bullying and discrimination in the workplace and which has recently been undertaken and is now being analysed to inform further actions. Alongside this there are plans to relook at how we work with the existing employee groups and create safe spaces for staff to discuss equalities related concerns such as potential race discrimination in the workplace. An external review has also been

commissioned and recently completed to review our HR policies and procedures in relation to equalities, diversity and inclusion to determine if these support us in having an inclusive culture and approach across the organisation. The findings of this review will be available shortly.

The more detailed workforce equalities plan will be shared in due course as part of the refreshed equalities action plan which is being developed, however work is already well underway on many of the actions.

#### **4.4.2 Crime including Community Safety and Youth Offending**

*Lead officers: John Leach, Director of Environment and Regulatory Services and Daxa Pancholi, Head of Community Safety. Caroline Tote, Director of Children's Social Care and Early Help (in relation to Youth Offending Service)*

**4.4.2.1 Hate crime action plan:** Racially motivated hate crime still makes up the significant proportion of reported hate crimes and the Community Safety Team continue to maintain a priority focus on delivery of the hate crime action plan. A recent consultation has been undertaken with elected members in relation to hate crime, and in light of the findings a reference group is being set up to discuss and create an action plan for improving knowledge around hate crime and where and how the public can access support.

In addition there have been a number of opportunities for engaging with partners to ensure the voice of the BLM campaign is amplified in relation to community safety including supporting the DMU Stephen Lawrence Research Centre (SLRC) 'Stephen Lawrence Legacy' event and supporting the TREC colour of justice conference.

**4.4.2.2 Proportionate enforcement action:** Discussions are underway to incorporate reporting on arrests by racial/ethnic identity into the Safer Leicester Partnership data dashboard from police.

**4.4.2.3 Youth Justice:** A specific action within the operational delivery plan for the Children and Young People's Justice Service (CYPJS) 2020-21 is to ensure there is no unconscious bias towards children and young people from different ethnic backgrounds who are open to the service. To explore this fully a task and finish group was set up to explore if there is any ethnic disproportionality within CYPJS processes and practice affecting young people's experience and outcomes. A range of work was completed (as reflected in the action plan in Appendix B) and which included using the Ethnic Disproportionality Tool with performance data reviewed and amended to reflect a breakdown of ethnicities, overlaid with education, SEND, social care and early help data, benchmarking against the recommendations from the 'Lammy Review of Black, Asian and Minority Ethnic (BAME) representation in the Criminal Justice System (2017)', mapping against good practice identified by the Ministry of Justice report exploring 'Tackling Racial Disparity in the Criminal Justice System' (Feb 2020) and surveys of both young people and staff in relation to their experience and practice of diversity and ethnicity within the Children and Young People's Justice Service.

The full report with recommendations was delivered at the December 2020 Leicester Youth Justice Management Board and partners were asked to consider the recommendations and work in their own partnership settings. A further partnership discussion took place in the March 2021 Board where partners updated the board on recommendations for their service areas. An action plan is in place in the Children and

Young People's Justice Service and is being monitored by the Head of Service and routinely updated at the Youth Justice Management board.

#### **4.4.3 Education**

*Lead officer: Sue Welford, Principal Education Officer*

Discussions have started with the DMU Stephen Lawrence Centre around developing good practice, advice and guidance to share with schools across the city with an initial focus on secondary age pupils and a specific task group has been set up to take forward this work. An initial cohort of schools has been identified for this work.

#### **4.4.4 Social Care**

*Lead officer: Martin Samuels, Strategic Director Social Care and Education*

Following staff engagement sessions held last year, SCE set up an internal stakeholder group which identified priorities for the department which would help strengthen social care service access and provision to Black (and Asian / minority ethnic) people / communities. Representatives from this group also sit on the Corporate Steering Group and there is an ongoing process of capturing the views and ideas of staff across the department and engaging staff in conversations which has included discussions on anti-racism within team meetings. The department is also focusing on using workforce data to identify gaps around workforce representation as well as considering a specific leadership programme to combat the 'glass ceiling'. The department has participated in a pilot of reverse mentoring for Black staff and a second phase of this is now underway with 6 mentors and 7 mentees, and work is also underway to look at shadowing opportunities for Black staff to shadow senior colleagues.

In relation to identifying and addressing potential disproportionality in service take up and delivery, the department is progressing work around use of data on children, families and people who use services and utilising wider data and information gathered for example via quality assurance processes to understand why take up of services by certain demographic groups is poorer. The outcome of this will help to inform future commissioning of services and service access and communication. Work is already underway in social work practice on the way social workers undertake assessments using the strength-based approach and is informing plans around further learning and development for staff both within the department and corporately.

Within Children's Social Care and Early Help work is in progress to engage the views of stakeholders around services for BAME children, young people and families and to use this to develop a plan for service improvements.

Finally, there is also work in social care underway to commission training via the Safeguarding Board for people completing safeguarding reviews, on reflective race analysis within statutory review processes to enhance the learning from these processes.

#### **4.4.5 Public Health and health inequalities**

*Lead officer: Ivan Browne, Director Public Health*

A significant challenge to tackling the inequalities experienced by black people is the provision of data and evidence that specifically captures that experiences and outcomes of black people. All too often data consolidates black people into a generic BAME grouping or in some cases do not capture ethnicity data at all. An important goal for the team is to ensure that the data we have control of or can influence in any way captures this. The larger wellbeing surveys for both children and adults will be at the fore front of this as will the various Joint Strategic Needs Assessment (JSNA) that are produced.

There is long established concern about mental wellbeing and the appropriateness of the local acute mental ill health services within the black community. To better understand and challenge the current service delivery models we are supporting a mental health symposium that is focused on the experiences of black people locally.

We are looking for engagement models with the black community that recognises preferred engagement methods. Working with a black based charity we are piloting a 'healing circle dialogue' with BAME Covid-19 victims and sufferers to help encourage the development and availability of culturally appropriate community support models.

We have produced a number of interim papers that have looked at the disproportionate impact of Covid on the black community and have delivered or been part of a number of webinars that have sought to not only understand the issues but start to develop longer term solutions to tackle some of the more obvious root causes.

We have been working with partner health organisations on developing a clear and cohesive health inequalities agenda that we all have responsibility for and adhere to. There is now an health inequalities frame work that has been developed and shared with the Health and Wellbeing Board and Health and Wellbeing Scrutiny Commission.

#### **4.4.6 History, culture and heritage**

*Lead officers: Mike Dalzell, Director of Tourism, Culture and Inward Investment, Joanna Jones, Head of Arts and Museums and Lee Warner, Head of Neighbourhood Services*

##### **4.4.6.1 Raising awareness of and supporting Windrush Day**

The Council has been successful in achieving an award of £10,000 of funding for a project relating to Windrush Day. This will involve the creation and permanent installation of Windrush interpretation panels at the African Caribbean Centre which are being created with the community using archive material which has been gathered through years of research, community engagement and partnership working with original Windrush generation migrants and their descendants. It is planned to unveil these panels in October 2021 as part of Black History month.

For Windrush Day on 22nd June, Windrush resource packs were provided to a number of participating schools, containing Windrush-themed books and activities which can be used for lessons, research programmes and projects. This supports the national campaign to ensure that Black History is more prominent in the National Curriculum.

##### **4.4.6.2 An inclusive arts, museums and neighbourhoods programme**

There is a continued focused on increasing engagement with and content relating to Black culture and history across our arts and museum exhibitions and engagement programmes with the following already completed:

- Black Presence Explored: work with community organisation Opal22 Arts & local poet 'The Orator' to explore images of Black people in the museum's art and sculpture collections.
- Black Lives Matter Too – an exhibition exploring issues and local responses to Black Lives Matter installed in October 2020 in Highfields Library.
- Installation of Heritage Interpretation Panels relevant to BLM.

Future planned events and exhibitions include:



- Leicester Museum and Art Gallery (LMAG) post Lockdown "New Acquisitions" display of three Black Lives Matter works of art by Black artists which were acquired into the collection in August 2020
- "*Painting Freedom: Tagore, Jamini and Hemen – India's Modernist Rebels*". Exhibition at LMAG 11<sup>th</sup> September to 21<sup>st</sup> November 2021. Exciting artworks rarely seen outside of India, including paintings by Rabindranath Tagore, writer, poet and Nobel Prize-winner.
- "People's Space" created within the new Leicester Stories gallery at LMAG will provide a dedicated display space for exhibiting work created by local Communities reached by the Engagement Team. Second or Third exhibition slot (Sept 2022 onwards) will be programmed for a project around issues related to Black Lives Matter.
- Artist Vishal Joshi to install mural artworks " Hands of Freedom " into public area of LMAG in July 2021. These murals of huge hands in various poses directly respond to issues raised by BLM, fostering understanding between communities and promoting tolerance.
- Casta Way - The Origin of Caste - Collaboration with Opal22 Arts to research and restore the Leicester Museums & Galleries collection of Casta Paintings, they are compelling visual documents that chart out the process of miscegenation among Spaniards, Indians, and Africans in the early 18th century that have shaped the language and terminology in use ever since, works will be culminating with an exhibition in 2023/24

The Museums Service is also working on delivery of the Black Lives Matter National Portfolio Organisation Framework Action Plan 2021.

Within Neighbourhood Services there is an events team now established to work with community partners to develop a programme of events in libraries and community centres as part of Black History Month and focusing on National Libraries Week to celebrate black authors and books. This programme commenced with a World Book Night virtual event on 23 April called "Taking up space - the artist response" featuring four black artists and gifting of 150 copies of a book supplied through WBN charitable trust. There has also been a realignment of the library stock budget to create a specific budget for special collections and displays which celebrate Black authors over and above the standard supply of cultural themed stock and authors which is already mainstreamed.

A programme of touring displays around Leicester Libraries of themed book collections with a focus on black authors is planned to launch in October 2021 celebrate Black History Month.

#### **4.4.7 Jobs and skills**

*Lead officers: Mike Dalzell, Director of Tourism, Culture and Inward Investment, Peter Chandler, Head of Economic Regeneration, Matt Clifton, Smart Cities Programme Manager*

The city council has just submitted a series of project bids to central government as part of the Community Renewal Fund programme. Four of the five bids proposed are targeted in particular at black and other ethnic communities including bids led by Bangladeshi Youth and Cultural Shomiti to support people into employment; the Zinhiya Ganeshpanchan Trust to support women into business and employment; a bid delivered by Twin Training which is about ESOL support for the most vulnerable communities; a city council led bid

focused on support for the textiles sector in the city. The total value of these proposals is £2m.

The Employment Hub is working with employers across the city to support opportunities for black residents to access employment, develop skills and address any barriers. This includes supporting businesses with their recruitment practices and encouraging employers to sign up to the Council's anti-discrimination recruitment policies.

To influence the practice of other businesses and employers across the city, the Employment Hub website includes resources for employers to support their recruitment practices. We are also looking to promote examples of good practise in recruitment, for example with the Police/NHS.

The Graduate Retention programme with the University of Leicester and De Montfort University is also developing best practice toolkits for inclusion on the Employment Hub. This includes working with DMU's Leicester Future Leaders project to offer support for employers with knowledge on how to make their recruitment practices inclusive and supportive of those individuals from Black, Asian and Minority Ethnic backgrounds.

In business workspaces, the LCB Depot is working with several entrepreneur led business networks looking to promote diversity in the creative industries.

Within the Leicester Smart City team, they have a digital inclusion and skills officer working closely with Equalities, Neighbourhood Services and Adult Skills and Learning Services to implement a digital inclusion project called Leicester Connected. The project delivers a functioning pilot loaning scheme for laptops and tablets in local communities to improve access to devices and give people the opportunity to improve their digital skills and confidence. This will also help people access Council services through the internet, such as housing repairs, and ensure nobody is left behind as everyday interactions shift online. Devices for the pilot project have been ordered; internal and external people-facing partner agencies have been invited to refer people into the scheme; and the recruitment for a user support officer is near conclusion.

Also focused on creating jobs and developing skills is the Smart City Challenge project, which provides small grants to groups and organisations who are looking to undertake grassroots innovative activity. The applications are structured to encourage access to funding for small groups who would not normally be able to engage with the Council via traditional procurement but are able to do real impactful work.

As part of The Smart Leicester City Challenge, we are providing grant funding to Identity 2.0 to showcase an exhibition, The Machine is Black, exploring the relationship between Blackness and AI. This is an interactive exhibition inviting Leicester to question the relationship between race and artificial intelligence. Created by Identity 2.0 (Savena Surana and Arda Awais), this exhibition will employ creative tech, fun interactions and accessible language, to ensure that everyone can get involved in this conversation and empower people to explore and protect their digital identity. The exhibition launched on 12 August in the LCB Depot.

#### **4.4.8 Financial and welfare support**

*Lead officer: Nilkesh Patel, Service Improvement Manager, Finance*

Revenues and Benefits are working to further improve recording of demographic data to ensure there is fair and equal access in the provision of financial support to residents. This

has been embedded into the Covid Local Support Grant scheme and Self-isolation Grant Fund management information. Where we asked for demographic data on the above grants the take up was around 97%. Discussions are underway with the supplier of Revenues and Benefits administration system to look at the potential for including demographic data that is captured.

In addition, the service is looking to work with communities and faith leaders across the city to support take up of the financial support available in order to maximise entitlement to welfare benefit and council discretionary funding. This was an approach which was used successfully for the Covid winter and local support grant scheme, working with 11 partners from the voluntary sector and faith groups. It is proposed to build on this as a model for other discretionary support. A meeting has been arranged for 15<sup>th</sup> November 2021 to explore lessons learned and build on the engagement developed.

#### **4.5 Communications**

Some initial work has been done on wider communications which includes information on the Council website at: [Black Lives Matter \(leicester.gov.uk\)](https://leicester.gov.uk) Individual activities and events are supported via communications including recently the Windrush funding award and plans. Over the coming quarter there will be a stronger focus on communications both internally and externally, and the development of a communications plan which can underpin this.

## **6. Financial, legal, equalities, climate emergency and other implications**

### 6.1 Financial implications

Many of the activities outlined in this report will use existing council resources. Additional bids for grant funding, for example the Community Renewal Fund have also been made.

Martin Judson, Head of Finance (ext 37 4101)

### 6.2 Legal implications

There are no direct implications arising from this report. The proposals will enhance our discharge of our Public Sector Equality Duty to (i) eliminate unlawful discrimination; (ii) promote equality of opportunity and (ii) foster good relations.

Kamal Adatia, City Barrister (ext 37 7041)

### 6.3 Equalities implications

When making decisions, the Council must comply with the Public Sector Equality Duty (PSED) (Equality Act 2010) by paying due regard, when carrying out their functions, to the need to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act, to advance equality of opportunity and foster good relations between people who share a 'protected characteristic' and those who do not.

In doing so, the council must consider the possible impact on those who are likely to be affected by the recommendation and their protected characteristics.

Protected Characteristics under the Equality Act 2010 are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The update on the actions listed in this report based on the action plan should lead to positive outcomes for people from across a range of protected characteristics, with particular emphasis on race. The actions will help us to meet our statutory obligations under the Equality Act, and the Public Sector Equality Duty aims as stated above. The action plan will help to address identified issues and progress these as necessary and allow for the actions to be monitored.

Kalvaran Sandhu, Equalities Manager (ext 37 6344)

#### 6.4 Climate Emergency implications

There are no significant climate change implications directly associated with this report. Where relevant, the climate change implications of the projects updated on should be considered as part of their development and operation, including consideration of the unequal impacts of climate change on different groups of people, and how this relates to race inequality within the city.

Aidan Davis, Sustainability Officer (ext 37 2284)

**7. Background information and other papers:**

None

**8. Summary of appendices:**

Appendix A – External reference group representatives

Appendix B – Action plan

## Appendix A – External Reference Group membership

FORMAL LIST OF REPRESENTATIVES - EXTERNAL REFERENCE GROUP		
NAME	ORGANISATION	AREA OF INTEREST
Alphonso Hunter	Community Development Worker	Children & Young People
FR33DOM	The Urban Equest	Sport/Children & Young People
Gerry Burke	Highfield Rangers	Sport
Uzo Iwobi	African Heritage Alliance	Community
Louise Katerega	People Dancing: The Foundation for Community Dance	Dance/Heritage
Robert Lee	Blue Harbour Creative Consultancy	Education/Arts/Culture & Heritage/History
Joe Allen	Alderman	Community
Pawlet Brooks	Serendipity UK	Culture
Patrice Dantzie	Kaine Management Ltd	Community/Children & Young People
Maxine Chambers	Leicester College	Education/Children & Young People
Sherilyn Pereira	Stephen Lawrence Research Centre, De Montfort University	Education
Cheryl Armatrading	Antoin Akpom Achievements Foundation	Culture/Environment/Hate Crime
CLlr Ashiedu Joel	Leicester City Council	
CLlr Deborah Sangster	Leicester City Council	
Kanayo Njideaka	African Network	Community & Culture
Rev Meleta Dixon	Black Church Organisation	Community
Paul Bup	African Network	Health
Donna Jackman	Children's Homes	Children & Young People/Education
Farhiyo Abdi	Women for Change	Children & Young People/Education
Joseph Doku	African Network	Health
Carol Leeming	Dare to Diva	Arts/Culture/Education
Kirit Mistry		
Abdish Tarah	Aqoon	Education
Karl Brown	Coach Basketball Team	Sport
Linda James	Area Probation Officer & Team Leader	Probation/Children & Young People
Albert Blake	Leicester Jamaica Community Service Group	Community
Neelam Verma	Unite the Union East Midlands	Unions
Rohey Jallow	Leicester City Council	
CLlr Sue Hunter	Leicester City Council	
CLlr Rita Patel	Leicester City Council	
Miranda Cannon	Leicester City Council	
Kalvaran Sandhu	Leicester City Council	
Mukesh Barot	Healthwatch Leicester & Leicestershire	Health