

Institute of Equality & Diversity Practitioners

IEDP Seminar on Race Equality 3rd June 2014 Notes from the Roundtable Discussions

Good Practice

- ◆ Influence the content of training materials so that race is on the agenda and is not substituted by faith.
- ◆ Draw on good practice from the voluntary sector.
- ◆ Make the link between anti-poverty work and racial equality - see Oxfam
- ◆ Hold employers to account and challenge business plans regarding specific measurable outcomes
- ◆ Successful work of Diversity Jobs in improving employment practice and workforce representation.
- ◆ Kent police GRT staff support group
- ◆ Organise race focussed events like this one.
- ◆ Promote the idea that race belongs to us all.

Concerns

- ◆ Cuts to public sector funding, legal aid, judicial reviews
- ◆ Less challenge of bad practice and weak implementation of public sector equality duty
- ◆ Employment statistics not improving in EDI terms - some getting worse
- ◆ Lack of data and monitoring of data
- ◆ Lack of equality impact assessments
- ◆ Superficial understanding of data on social media
- ◆ Academisation of schools which are laws unto themselves
- ◆ Lack of activity on equality across Europe
- ◆ Scapegoating and the use of blame, especially 'Muslims' See Trojan Horse debate

Suggestions for ways forward

- ◆ Build unity and collaboration between different groups around race
- ◆ Bring key groups together to get race equality back on the agenda
- ◆ Make connections across Europe re race issues.
- ◆ Organise European race equality conference in 2016
- ◆ Build contacts with academies and other schools, get involved in activities with children and young people.
- ◆ Ask IEDP members for one thing that would help IEDP develop and move forward.