

Leicester and Leicestershire's

# The Race Equality Centre

## 50<sup>th</sup> Anniversary

### Programme

- 6.30pm Registration and Refreshments
- 6.40pm Welcome and Introduction
- 6.50pm Right Reverend Martyn Snow, Bishop of Leicester
- 7.10pm Presentation of Awards
- 8.05pm Concluding Remarks - Clive Lloyd CBE
- Close and Buffet Diner

## Speakers



### **Right Reverend Martyn Snow, Bishop of Leicester**

Martyn James Snow is a British Anglican Bishop. Since 2016, he has been the Bishop of Leicester. The Right Reverend Martyn Snow, studied at Sheffield University and then trained for the ministry at Wycliffe Hall, Oxford. He served his first curacy at Brinsworth with Catcliffe and Treeton in the diocese of Sheffield from 1995 to 1997. He worked for the Church Mission Society in Guinea, West Africa from 1998 to 2001.

From 2001 to 2010 he was vicar at Christ Church, Pitsmoor, in the diocese of Sheffield. From 2007 to 2010 he was also Area Dean of Ecclesfield. From 2010 to 2013 he was Archdeacon of Sheffield and Rotherham. In 2013 he became Suffragan Bishop of Tewkesbury until 2016.



### **Mr Clive Hubert Lloyd, CBE**

Clive Lloyd, CBE, has made pre-eminent contributions to the area of international test cricket during the period 1966-1984. He is widely acknowledged for his outstanding success as captain of the West Indies Test Team from 1974-1985.

Mr Lloyd was the first West Indian player to earn one hundred international caps. He has scored over seven thousand five hundred runs at the Test Level with an average of 46.67. He has hit seventy-seven sixes in his Test career - the sixth highest number of any player. Mr Lloyd contribution to the cricket is best reflected in the high esteem in which he is held by his peers. He is generally accepted as being one of the West Indies and the world's finest batsmen. His longevity as the West Indies captain is as indication of his authority, inspiration and great leadership qualities.

Since his retirement from test cricket Mr Lloyd has continued to contribute at the highest levels to the development and management of the sport. During the 1990's he was manager of the West Indies Test Team and was a Match Referee for the International Cricket Council (ICC) from 2001-2006. Mr Lloyd is currently Chairman of the ICC Selection Panel for Cricketer of the Year, and Test Player of the Year. He is also chairman of the ICC Cricket Committee.

## Race Equality Achievement Awards



**Eric Hudson**

Eric was an executive member of TREC. He is also a founder member of the Jamaica Community Service Group and was its chair until September 2017 (this being its 47<sup>th</sup> year). During his time with TREC, Eric was systematic in arranging two conferences for Social Services with the full support of the then Director, to enable the County Council to hear for the first time what black and Asian elders thought of the facilities being provided for them. This led to real change in the appropriateness of some of the services, and the development of an advocacy project AAKASH, a pioneer in its field. Through Eric's leadership, the Jamaica Community Service Group created the West Indian Senior Citizens Project (the only one of its kind in Leicester), delivering a range of services which enables African Caribbean elders to improve their quality of life. Alongside this, in securing assistance to the economic well-being of the Caribbean community, Eric was also instrumental in the creation of, and is still involved in, Leicester Caribbean Credit Union.

**Award sponsored by:**

**University Hospitals Leicester NHS Trust**



**Priya Thamotheram**

Priya is an ardent supporter of TREC and is an executive member. During his time at TREC he recalls the setting up of Refugees Asylum Seekers Advice Project (RASAP) a flagship programme, and its subsequent positioning of TREC as the major and most valued service by refugees and new arrivals. He brings his experience and knowledge to the discussions and recommendations of the organisation, having spent 40 years working in the lifelong learning and community development service. He is Chair of Leicester Civil Rights Movement, a member of the CLG's former Racial Equality Advisory Group, as well as being actively involved in a number of local and regional partnerships and networks. His involvement and contribution as an active Locality Board member (a national organisation), has enabled him to share and articulate the concerns of those third sector agencies that do not have ready access to the levers of power, and especially those from poor (racial minority) communities.

**Award sponsored by:**

**The University of Leicester**





**Avtar Singh**

Avtar was a past executive member of The REC during its early years (1967), returning to the board recently. During this time Avtar has worked tirelessly to attack and address race discrimination and racial harassment in various roles, such as: founder member of Interracial Solidarity Campaign – 1965 on behalf of Indian Workers Association (local/ national); membership of Unity Against Racism; Campaign Against Racist Laws (CARL) (locally/nationally); and, trainer to public sector and trade unions. Avtar has also been an officer of the Commission for Racial Equality and the then Leicester Racial Equality Council respectively. Avtar has worked across the East Midlands in a Race Equality Officer's capacity, and continues to advocate for anti-racist solutions locally, nationally and internationally both physically and through his articles.

***Award sponsored by:***

***The Race Equality Centre***



**Mohinder Farma**

Mohinder was an Executive member of TREC in 1967. Mohinder brought his experience of numerous campaigns to the organisation, to include: Inter-racial Solidarity Campaign; Unity Against Racism; Indian Workers Association; founder member of Interracial Solidarity Campaign Leicester; Campaign against all Racist Laws (locally/nationally); Member of Unity against B.N.P; and, Campaign against Racist Attitudes and Racist Organisations.

***Award sponsored by:***

***The University of Loughborough***





**Jean Williams MBE**

Jean was an executive member of TREC and has remained the Chair of St Matthews Tenants Association for a number of years. Prior to TREC board membership Jean, in recognising that tackling racial harassment on the estate with limited resources was a problem, became the central figure in a partnership arrangement with TREC to creating the Mary Seacole (Racial Harassment) Project. This innovative community development initiative on the estate was a first of its kind in the city, which brought together all stakeholders to work collectively on addressing the concerns identified through research and monitoring.

***Award Sponsored by:***

***The Police and Crime Commissioner's Office***



**POLICE & CRIME  
COMMISSIONER  
for Leicestershire**

Prevention | Partnership | Protection



**Dr Arthur Rowe**

Arthur Rowe was an Independent Biotechnology Professional. He has recently retired his Professorship at the University of Nottingham. Arthur was a member of the Leicester Inter-Union Race Relations Group wearing his regional education officer's hat, on behalf of the Manufacturing Science and Finance Trade Union. He graduated to The Race Equality Centre as an executive member representing the MSF. Soon after he served as its Treasurer, a role he kept for a significant number of years. During this time Arthur facilitated and/or delivered training for the staff and executive board in areas which included project management, financial accountability and strategic development.

***Award Sponsored by:***

***Rainbows Hospice for Children and Young People***





**David Purdey**

Following the early battles in the East Midlands to include the Imperial Typewriter strike of 1974, David's connection with the city grew. David later came to Leicester in 1984 to help out the earlier Leicester Community Relations Council which had run into some difficulty. At the time, the racial minority communities in Leicester were involved in a fight for recognition and representation and, as he had worked on similar issues in Nottingham, he became involved in this local struggle. Working with a small group of people, who were also committed to setting up an anti-racism agency, it was possible to gain sufficient local support, particularly from local councillors and the Commission for Racial Equality, to establish the Racial Equality Council.

One of the characteristics of the work under his guidance which continues today is a clear anti-racist and secular approach, refusing to allow religion and language to divide TREC. It was also based on a commitment to partnership, recognising that without partners, real change is not possible. Because of limited resources back then TREC had to be strategic and were regrettably not able to provide the direct support to victims of racial discrimination which is what it would have wished to do.

**Award sponsored by:**

***De Montfort University Leicester***



**Canon Irving Richards**

Canon Richards has been a member of TREC for many years prior to joining its executive board. Canon Richards has served on numerous community organisations pursuing a range of social/economic issues such as being the Chairman of the Caribbean Community Enterprise. He serves as the Vice Chair of the Leicester Caribbean Cricket Club, Chairman of the Antigua and Barbuda Association (Leicester), Chairman of the Moat Road Residents Association, Council member of the Royal Commonwealth Ex-services League (representing ex-service men and women in Antigua and Barbuda). Canon Richards is 'Priest in Charge' of St. Stephens Anglican Church Leicester. He is an Alumni of the College of the Resurrection, Murfield, Yorkshire and, De Montfort University, Leicester. In bringing this wealth of experience to TREC, the Canon is of the view that TREC will be extinct within the next fifty (50) years but hopefully much sooner, because it would have achieved its primary objective of a fair, just and equal society where race ceases to be a barrier to progress...attainment and a sense of belonging. Until then the he believes the struggle continues.....

**Award sponsored by:**

***The Bishop of Leicester***



## **About the Race Equality Centre**

The Race Equality Centre in Leicester & Leicestershire has been in existence in the city since 1967. In all that time it has been known by various names which have described its work, such as the Leicester Council for Community Relations, Leicester Council for Racial Justice, Leicester & Leicestershire Race Equality Council and now as The Race Equality Centre. Initially it was funded by the Race Relations Board established through the Race Relations Act of 1965. It was later funded by the Commission for Racial Equality (established through the Race Relations Act 1976) and the two local authorities initially, Leicester City Council and Leicestershire County Council.

The organisation became a company limited by guarantee in 1995 and then a registered charity in 1996. Since 2006 the organisation has operated under the name of The Race Equality Centre (TREC).

### **Vision Statement:**

‘The vision of TREC is for a racially just, fair and equitable society.’

### **Mission:**

- Challenge racial discrimination
- Promote the benefits of a racially just society
- Empower individuals and communities affected by racial disadvantage

### **Charitable Objectives:**

- To work towards the elimination of racial discrimination;
- To promote equality of opportunity and good relations between persons of different racial groups; and,
- To advance education and relieve poverty amongst immigrants and refugees particularly by the provision of legal and other advice services.

In achieving these objectives we deliver services to individuals, organisations and communities through the following:

### **Advice & Support to Individuals**

- Job Club – Individuals from newly arrived communities are developed to become employment ready which includes access to officers and trained volunteers who help them with job searches, applying for jobs, digital skills, English language and, the job-ready skills they need to survive, reducing the risk of poverty, destitution and social exclusion.

- New Arrivals and Refugee Integration Resettlement Service – Advice and support is provided to those who are newly arrived in the UK and Leicester to access essential support services to meet basic living needs.
- Race Discrimination Casework - Individuals receive preliminary advice and assistance in addressing race discrimination in employment, and the provision of goods and services.
- Race Discrimination Casework (education) - Individuals receive preliminary advice and assistance in addressing race discriminatory outcomes in school and education facilities.

### **Advice and Support to Communities**

- The Racial Minority Voluntary and Community Sector (VCS) Assembly - facilitates opportunities for Racial Minority community and voluntary organisations to articulate the concerns and needs of Leicester’s Racial Minority Communities. The main purpose of the Assembly is to collectively increase the voice and influence of Racial Minority communities and ensure these communities are treated fairly and equally in the delivery of services, the distribution of resources, policy design and in decision making.
- Leicester Civil Rights Movement – TREC facilitate/host meetings championing rights for new arrivals and challenging racial injustice.
- Research & Public Education - The Race Equality Centre works with all communities to encourage campaigns on specific local, regional and national race equality and race relations issues. Activities include working with the media on campaigns against extremist political activities and working with public bodies and service users to enhance consultation in line with the statutory Equality Duties on race and, showcasing good practice in the implementation of the statutory duties.

### **Advice and support to organisations**

- Policy Development - TREC encourages the implementation of policies and procedures designed to eliminate racial discrimination and promote equality of opportunity in the public, private and voluntary sector. TREC’s role in assisting the development of public sector policies include encouraging those organisations to engage in participation exercises that are real, meaningful and 'fit for purpose':
  - New Arrivals Multi Agency Forum  
Providing the environment to share and explore issues of concern culminating in addressing inadequacies, as appropriate.
  - Stop Search  
Development of systematic approaches to reducing the

disproportionate rates of use of stop and search powers by the police with different racial groups.

- Equality Duties  
Development of priority objectives in compliance with the equality duties of public authorities.
- Voluntary Sector  
Work with voluntary sector organisations to consider the race equality impact of the services they provide.
- on Boards and Panels  
Membership of Boards and funding panels (including Chairing) with specific intention.

### Some Key Achievements

- ❖ The Black Prisoner Support Project was able to implement national policy changes in the way prisons contract prison shops and canteens. As of 1999, anyone wishing to take on a prison shop contract must prove they can cater for black prisoners in terms of hair/skin/care/food. The Black Prisoner Support Project was the first project to work in a prison on a Race Relations Review audit
- ❖ Young, Gifted and Equal – Race Equality Standards for Schools publication, first and second editions. This publication was produced as a result of the partnership TREC established with the Leicester City Council's Education Department. The document provided guidance and indicators of effective race equality practice within primary and secondary schools, covering all aspects of school functioning from admission and staff recruitment to curriculum content and student attainment.
- ❖ The Refugee and Asylum Seekers Advice Project (RASAP) – RASAP was a casework service for refugees in need of assistance with integration into Leicester's local communities. It provided advice and support with benefit applications and rehousing following the end of NASS (National Asylum Support Service) support, once a decision on an asylum application has been made. The project was the first of its kind in the UK when it commenced in 2001 and subsequently received Home Office acclaim and recognition as model of good practice.
- ❖ I Ain't Racist But – A toolkit developed with and to be used by youth workers and young people to address racist incidents. It gained national recognition and received the Race Action Net (RAN) award. This toolkit was a bi-product of our Racial Harassment Intervention and Support Service. RHSS activities led to an Reward Grant to the city of £625,000

- ❖ Together We Won The War - A heritage project acknowledging the contributions of individuals (targeting Africa, Asia and the Caribbean), who were recruited into the British armed forces during World War 1 and the different roles they played in the war, including the battles that were fought where these individuals were in significant numbers.
- ❖ Catalyst Mentoring Project - A tri-partite mentoring programme. A partnership with the Youth Offending Service to harness the skills and abilities of registered racial minority offenders to engage with a peer mentor and a business/education mentor at the same time.
- ❖ Sherpa Project - A European funded project, which established a partnership of 6 organisations across Europe. The Netherlands (3), Finland (1), Spain (1), Latvia (1). The project assisted the integration of migrant and vulnerable communities (e.g. ex-offenders) into host society through education, development programmes and good practice models (i.e. mentoring).
- ❖ Leicester Racial Equality and Sports - The completion of an independent study into racial minority community's participation in sports and physical activities led to the development of the Leicester Racial Equality & Sports Team to address race discrimination in sports across Leicester and Leicestershire. The programme included dedicated work with women and girls, e.g. the Arriva Bus Campaign, 'We Play Too...'
- ❖ Established Leicestershire Police 'Policy Advisory Group on Race Issues' (PAGRI); and, Leicester city based racist incident monitoring panel.
- ❖ Supported the establishment of the Stop and Search Reference Group – a community reference group to hold Leicestershire Police to account in the reduction of the disproportionate rates of the use of stop and search powers against people from different racial groups.

## Current Quality Marks include:



Office of the Immigration Services Commissioner



Advice Quality Mark



PQASSO



Gold Equality Standard

## The Future:

Following a recent organisation review (September 2017), TREC will in accordance with the recommendations, concentrate on a number of areas to assist the organisation to further strengthen and grow.

These are:

- The development and implementation of a five year strategic plan.
- The extension and implementation of its three year business plan.
- The development and implementation of a senior management team to exploit organisational growth opportunities.
- The development and phasing in of a 'continuity plan'.
- The development and provision of charged-for products and services.

**“We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their colour.”**

**Maya Angelou**