



Ethnic Minority Advisory Group Meeting
Wednesday, 3rd December 2008
10am – 12noon
Jolly Hotel St Ermin's, Caxton St, London, SW1H 0QW

Minutes

Attendance:

Name	Organisation
Iqbal Wahhab (Chair) (IW)	Roast Restaurant
Hugh Harris (HH)	London First
Jonathan Baldrey (JB)	Talent
Tunde Banjoko (TB)	LEAP
Helen Wollaston (HW)	Freelance Consultant
Zohra Moosa (ZM)	The Fawcett Society
Tim Campbell (TC)	The Bright Ideas Trust
Colette Cork-Hurst (CC-H)	UNITE – T&G
Rokhsana Fiaz (RF)	Change Institute
Jeremy Crook (JC)	BTEG
Mike Gillespie (MG)	Home Office
Richard Walker (RW)	Home Office
Simon Wood (SWood)	DWP Economic Impact Unit
Sharon White (SWhite)	DWP Welfare to Work Director
Mark Turner (MT)	DWP
Christine Wright (CW)	DWP
Carol O'Callaghan (CO)	DWP
Jessica Hodgson (JH)	DWP
Lorna Fraser (LF)	DWP

Apologies:

Prof. Anthony Heath	Oxford University
Alan Christie	EHRC
Sandra Kerr	Race for Opportunity
Wilf Sullivan	TUC
Tanzeem Ahmed	Olmec
Dr Husna Ahmed	Faith Regen
Cecil Edey	Manchester Enterprises
Janet Murray	Community Family Challenges Project
Adeeba Malik	QED
Symon Sentain	Waltham Forest Olympics Programme

Absent

Dr Bela Arora	Higher Education Academy
Jagdip Jagpal	The Carbon Trust
Sylvie Koestle	EM Foundation

Item 1: Welcome and Introductions

IW was delayed getting to the meeting, so JB opened.

Item 2: Minutes of last meeting

- Everyone was content to sign off the minutes.
- Action Points – APs 2-5 have been cleared. LF is following up AP1.
- AP6 – JC has not circulated proposal. JC would like to hold an awareness raising event in June. The group agreed.

AP1: JC to circulate event proposal before next meeting.

- IW arrived and took over as chair of the meeting.
- IW referred to the information provided by Sharon Foster-King following her presentation at the last meeting. IW would like to see a national kite mark and is proposing the Diversity Works for London Gold Standard be scaled up to a national level.
- Information is available on www.diversityworksforlondon.com – must register to access the information.

AP2: Members to look at Diversity Works Gold Standard and send views to IW

AP3: IW to include discussion of kite mark in his report at the Task Force meeting

Item 3: Reports from Project Group Chairs

- IW gave a report from the London 2012 Group, outlining the group's project idea
- Questions were raised over the future of the City Strategy Group.
- After discussion it was decided to merge the CS and London 2012 groups to create a new "Area Initiatives Group". JB will chair the group, with JC leading on the London 2012 strand. The 2012 Olympics will be included in the agenda of all meetings to ensure it remains a priority area.
- LF reported on the Employer Engagement Group in Adeeba Malik's absence. The group have not met since Adeeba took over as chair, due to unforeseen circumstances. The group is planning to meet in January.
- TB reported on the Procurement Group. The group met last month – it was a productive meeting and the group has decided on their project. They will be producing a best practice contract model outlining how procurement can best be used to improve ethnic minority employment.
- It was agreed that all project groups should have a deputy chair to take over if too many dates clashed.

AP4: LF to send details of London 2012 and the former City Strategy group members to JB.

AP5: LF to schedule meetings for the Area Initiatives Group.

Item 4: Houghton Review of Worklessness

- Due to late start, IW postponed this item till the end of the meeting.

Item 5: The Home Office's PREVENT Strategy

- MG from the Home Office gave a presentation outlining the PREVENT Strategy.
- Vernon Coaker, Home Office minister, has been invited to join the Task Force.
- MG was keen to hear EMAG's opinion on their strategy.
- IW asked about a causal link between poverty and vulnerability to radicalisation – the HO explained that there is little evidence of a direct causal link and it is too simple to assume that eradicating poverty will eradicate terrorism, but there was general agreement amongst members that deprivation plays a role in vulnerability for radicalisation.
- RF asked about the whole community approach and expressed concern that it creates a “them and us” culture. She sits on CLG's Muslim Women's Group and expressed concern over HO research and that the HO does not have enough understanding of Muslim communities.
- IW talked briefly about the mentoring work he is involved in with young Muslims through Mosaic
- NM raised the possible links between PREVENT funding and WNF and confirmed that DWP is working with the HO and CLG on this.
- MG thanked EMAG for their input. All comments will be taken on board. There is a clear link between community cohesion and the PREVENT agenda, however PREVENT does require a specialised response.

AP6: RF to provide comments on HO research to MG

Item 6: The effect of the economic downturn on ethnic minorities

- SWood from DWP's Economic Impact Unit gave an impact on the effects of the economic downturn on employment in general.
- MT gave a presentation on what we know about the effects of previous recessions on ethnic minorities.
- TB asked for data on the time on benefits for ethnic minorities and the unemployment figures for ethnic minorities in London and West Midlands.
- SW explained that it is difficult to break on- and off-flow rates down, but will try.
- MT suggested that the Secretariat should produce a quarterly data sheet for the group. The group agreed.

AP7: LF to provide data on on- and off-flow rates for ethnic minorities if possible

AP8: LF to produce a template of data which will be made available to EMAG quarterly

- JB asked why, when history shows us that ethnic minorities suffered disproportionately in previous recessions, DWP has taken away specific EMO funding at this time.
- SWhite replied that DWP's strategy is to use mainstream initiatives with specific ethnic minority targets. There are targets for 13 of the City Strategy Pathfinders and she is pushing for more targets.

Item 7: Presentation on the White Paper and its implications for the ethnic minority employment agenda

- Sharon White, DWP's Welfare to Work Director, gave a presentation on the current welfare reforms and their implications for ethnic minorities.
- TB asked why the less than equal outcomes of some JCP customers is not a mainstream issue and why procurement isn't used to tackle the issue? The ethnic minority agenda should be made more explicit.
- SWhite explained that DWP are keen to develop measurements to support improvement in ethnic minority outcomes through all delivery channels, e.g. WNF, JCP, City Strategy.
- RF asked for clarification on what the Conditionality Review means for the reforms.
- SWhite explained that it was an independent review which the government welcomed and will respond to, but Equality Impact Assessments will take place before suggestions are incorporated into policy.
- JC expressed concern that the PSA to reduce the gap is vague and asked if LAAs have specific targets to support ethnic minority employment.

AP9: Secretariat to provide information on investigate LA targets/PSAs and indicators

- HW welcomed the personalised service being introduced from the point of view of ethnic minority women, but expressed concern that it might slow the process down.
- SWhite explained that we recognise the issues for ethnic minority women and expect WNF delivered services and programmes to focus on inactive women.

Item 8: AOB

- IW returned to the Houghton Review. He is involved, but is experiencing problems keeping ethnic minority targets in the review. He wants EMAG to take part through the consultation and offer comments on the review. JB and JC have already agreed to get involved.

AP10: All members to send comments on the review to IW by the end of next week

- RF has heard of a proposal about the employment of Muslim women in social enterprises led by Lord Bhatia. NM confirmed that she had seen the proposal but that it probably rested more with BERR (enterprise) or GEO (Women).
- IW agreed he should be invited to the next EMAG.

AP11: LF to invite Lord Bhatia to next meeting

- JB suggested that all meetings be agreed for the following year to allow people to manage their diaries to accommodate them. MT agreed.

AP12: LF to canvas and set dates for EMAG and the three project groups.

Summary of Action Points:

	Action Point	Responsibility	Status
1	JC to circulate event proposal before next meeting	JC	
2	Members to look at Diversity Works Gold Standard and send views to IW	All Members	
3	IW to include discussion of kite mark in his report at the Task Force meeting	IW	
4	LF to send details of London 2012 and the former City Strategy group members to JB.	LF	
5	LF to schedule meetings for the Area Initiatives Group.	LF	
6	RF to provide comments on HO research to MG	RF	
7	LF to liaise with AICD analysts to provide data on on- and off-flow rates for ethnic minorities if possible	LF	
8	LF to liaise with AICD analysts to produce a template of data which will be made available to EMAG quarterly	LF	
9	Ethnic Minority Employment Team to investigate LA targets/PSAs	EMET	
10	All members to send comments on the review to IW by the end of next week	All Members	
11	LF to invite Lord Bhatia to next meeting	LF	
12	LF to canvas and set dates for EMAG and the three project groups.	LF	