



Ethnic Minority Advisory Group Meeting
Wednesday 10th June 2009
10 am – 12 noon
Marlborough Room, Jolly Hotel St Ermin's, Caxton Street, London,
SW1H 0QW

Confirmed attendance:

Iqbal Wahhab (Chair) (IW)	EMAG Chair
Jeremy Crook (Deputy Chair) (JC)	BTEG
Rokhsana Fiaz (RF)	The Change Institute
Zohra Moosa (ZM)	The Fawcett Society
Tanzeem Ahmed (TA)	Olmec
Helen Wollaston (HW)	Freelance Consultant
Tunde Banjoko (TB)	LEAP
Tim Campbell (TC)	The Bright Ideas Trust
Rev Janet Murray (JM)	Community Family Challengers
Dr Husna Ahmad (HA)	Faith Regen
Sandra Kerr (SK)	Race for Opportunity
Alan Christie (AC)	EHRC
Chris Robinson (CR)	The Mayor's Fund
Lorraine Martins (LM)	London 2012
Nahid Majid (NM)	AICD
Janet Hill (JH)	AICD
Martin Betts (MB)	AICD
Darren Woolfenden (DW)	AICD
Jessica Hodgson (JH)	AICD
Lorna Fraser (LF)	AICD

Apologies:

Hugh Harris	London First
Bela Arora	Higher Education Academy
Prof. Anthony Heath	Oxford University
Cecil Edey	Manchester Enterprises

Absent:

Shaynul Khan	London Muslim Centre
Wilf Sullivan	TUC
Colette Cork-Hurst	UNITE

Item 1: Welcome and Introductions and Declarations of Interest

- IW welcomed members. There were no declarations of interest.
- IW informed the group that Jonathan Baldrey had resigned. He thanked Jonathan for his work in his time as a member.
- JH introduced herself as the Director for the new Disadvantaged Groups division, which will be formed on 6th July.

Item 2: Minutes of the Last Meeting

- All action points had been completed. The minutes were cleared.

Item 3: Presentation on the Mayor's Fund

- Chris Robinson gave a presentation on the Mayor's Fund. The fund is primarily being used to tackle child poverty, and as ethnic minorities form a large proportion of children in poverty they will also benefit from the fund.
- In the ensuing discussion members raised the issue of ensuring projects are developed in conjunction with ethnic minority organisations. CR confirmed that they are already doing this and will continue to do so.
- TA asked about the length of the funding – what happens after the three years are over. CR explained that, if there is evidence that the project is delivering results, they will work with the project to find alternative funds or continue to fund it themselves as long-term funding security is needed to tackle the issues.

Item 4: Update on Task Force work programme

- Darren Woolfenden explained that there have been ministerial changes and that we will be meeting Jim Knight soon to discuss the main challenges of the ethnic minority employment agenda and the Task Force work programme.
- We will be recommending that Jim Knight takes on the work programme agreed with his predecessor, which is for Task Force meetings to focus on the work which the project groups produce. A separate officials' group for those departments with responsibility for implementing the recommendations made in the Business Commission Report has been formed, freeing up time at Task Force to tackle other issues.
- IW expressed concern that the frequent ministerial changes caused a lack of continuity at Task Force. He will raise this and explore options to improve continuity with officials.

Item 5: Reports from Project Group Chairs

Procurement

- Tunde Banjoko reported progress on the Procurement Group, who have almost completed their report.
- Recommendations include defining what "equality of opportunity" means for departments and then producing an action plan detailing how they will go about achieving it through procurement; asking OGC to revise guidance; and all departments having an Inclusion and Diversity Manager as part of the procurement team.

Employer Engagement

- Sandra Kerr explained that the group have come up with ideas for a campaign with five easy-to-implement and cheap points for progress. These will include:
 - Know Yourself – Ernst and Young are developing a short online bias test for us
 - Get to know your colleagues – reciprocal mentoring without calling it that
 - Get to know your workforce – encouraging companies to monitor diversity
 - Know why it matters – the business case for diversity
 - Know what to do – having fair and open recruitment; networking for managers etc.

Area Initiatives

- Jeremy Crook and Rokhsana Fiaz fed back the group's work on the Olympics. They have produced a project proposal which involves working with the Five Host Boroughs on their Multi Area Agreement to assist them in evaluating it as there is currently no evaluation framework for ethnicity. They would also like to do a mapping exercise to provide greater understanding of ethnic minority communities in the Host Boroughs.

Item 6: The Employment of Ethnic Minority Women

- Zohra Moosa and Helen Wollaston gave a presentation and led a discussion on the employment of ethnic minority women.
- There was a discussion about a view that ethnic minority women can be easier to help into employment because they are not dependent on benefits, but the consensus amongst members was that there was a need to avoid making generalisations.
- HW informed the group that CLG's Muslim's Women's Advisory Group is setting up a pool of Muslim women to mentor girls in secondary schools. Anyone interested in getting involved should get in touch with Helen Wollaston.
- AC suggested there was a need to look at the apprenticeships system as awareness of opportunities is not high enough, especially amongst women. JC explained that there is an apprenticeship task force which is chaired by David Lammy.

AP1: JC to circulate information about Apprenticeship Task Force

- There was a discussion about how we take this agenda forward. As both HW and ZM will be leaving EMAG shortly, it was suggested that EMAG working groups to consider their options for incorporating a gender component to their work, and EMAG to review this agenda as part of its ongoing work programme

AP2: EMAG working groups to consider their options for incorporating a gender component to their work, and EMAG to review this agenda as part of its ongoing work programme

Item 7: Presentation on London 2012

- Loraine Martins gave a presentation highlighting how the ODA are engaging ethnic minorities in the employment and business opportunities surrounding the Olympics. They are actively encouraging contractors to engage with new suppliers through the CompeteFor service.
- LM explained that this quarter the proportion of ethnic minorities employed on the site fell below the benchmark for the first time. Work is ongoing to assess why this is and to address the issue.
- TA asked whether ethnic minority employment agencies are involved in the brokerage system, for example do they see the jobs during the first 48 hours? LM is keen to work with such organisations and asked any EMAG members who are providers or who have contacts who are to get in touch.

AP3: Secretariat to send details of EMAG members to LM

Item 8: AOB

- Tim Campbell is doing a session at the Civil Service Live conference and would like to talk about the ethnic minority employment agenda. Any EMAG members with suggestions for what he should include in his session should get in touch with Tim and copy in the Secretariat
- The next EMAG meeting will be on Thursday 10th September from 10am-12noon.

AP4: Members to send suggestions for inclusion in Civil Service Live to TC

Summary of Action Points:

	Action Point	Responsibility	Status
1	JC to circulate information about Apprenticeship Task Force	Jeremy Crook	
2	EMAG working groups to consider their options for incorporating a gender component to their work, and EMAG to review this agenda as part of its ongoing work programme	Project Group Chairs	
3	Secretariat to send details of EMAG member to LM	Secretariat	Cleared
4	Members to send suggestions for inclusion in Civil Service Live to TC	All Members	