



**Ethnic Minority Advisory Group Meeting**  
**Wednesday, 18<sup>th</sup> March 2009**  
**10am-12 noon**  
**Room 2.29/2.30, Caxton House, Tothill Street, London, SW1H 9NA**

**Minutes**

**Attendance:**

Iqbal Wahhab (Chair) (IW)	Roast Restaurant
Hugh Harris (HH)	London First
Dr Husna Ahmad (HA)	Faith Regen
Zohra Moosa (ZM)	Fawcett Society
Sandra Kerr (SK)	Race for Opportunity
Tunde Banjoko (TB)	LEAP
Shaynul Khan (SK)	London Muslim Centre
Colette Cork-Hurst (CC-H)	UNITE
Alan Christie (AC)	EHRC
Prof. Anthony Heath (AH)	Oxford University
Jeremy Crook (JC)	BTEG
Jonathan Baldrey (JB)	Talent
Nahid Majid (NM)	AICD
Martin Hill (MH)	AICD
Martin Betts (MB)	AICD
Darren Woolfenden (DW)	AICD
Jessica Hodgson (JH)	AICD
Christine Wright (CW)	AICD
Jenni Martin (JM)	AICD
Lorna Fraser (LF)	AICD

**Apologies:**

Helen Wollaston	Freelance Consultant
Dr Bela Arora	Higher Education Academy
Janet Murray	Community Family Challengers
Tanzeem Ahmed	Olmec
Rokhsana Fiaz	Change Institute
Cecil Edey	Manchester Enterprises

**Absent:**

Symon Sentain	Waltham Forest Olympics Programme
Wilf Sullivan	TUC
Jagdip Jagpal	The Carbon Trust
Tim Campbell	The Bright Ideas Trust
Dr Christina Julios	Ethnic Minority Foundation

## **Item 1: Welcome, introductions, minutes of last meeting & declarations of interest**

- IW welcomed members
- IW gave updates on some of the action points from the last meeting:
  - AP1 – regarding an event for EMAG – JC would like to meet with the Secretariat to discuss options
  - AP2 – regarding the LDA's Kite Mark – AC confirmed that the EHRC are working with GEO on proposals regarding a national kite mark
  - AP6 – regarding PREVENT. IW has since met Mike Gillespie from the Home Office. JH confirmed that thanks to EMAG's support on the matter, DWP is now more involved in the PREVENT agenda.
  - AP10 – Houghton Review – no responses were submitted.
- IW asked for declarations of interest. None were made.
- IW set out his vision for taking forward the work of EMAG. He would like EMAG to have objectives and key performance indicators so that progress can more easily be measured. After a discussion about progress made on closing the gap by EMAG and the Task Force, it was decided that IW would write to the Task Force setting out the issues which EMAG thinks should be priorities for the Task Force.

### ***AP1: IW to write to the Task Force on behalf of EMAG***

## **Item 2: Progress update from Project Group Chairs**

### **Area Initiatives Group**

- JB reported progress on the Area Initiatives Group. The group will look at the use of Working Neighbourhood Fund on increasing ethnic minority employment.
- JC reported on the Area Initiatives Group's Olympics strand. The group will have a half-day meeting on Friday 20<sup>th</sup> March to decide on its project.
- AC suggested the group might like to look at the ODA's targets.
- SK is due to attend an ODA meeting and will circulate feedback to EMAG.

### ***AP2: SK to circulate feedback on ODA meeting to EMAG***

### **Employer Engagement Group**

- SK reported progress on the Employer Engagement Group. The group will look at the public and private sectors, focussing on monitoring, leadership behaviour and recruitment agencies.
- JC informed the group that Norway have brought in new legislation on discrimination.

### ***AP3: JC to circulate information on Norway's new legislation***

- CC-H told that group that the trade unions are calling for mandatory diversity monitoring
- MB explained that one of the Houghton Review recommendations was that all local authorities should have a worklessness assessment and that

all WNF areas should have to produce a Work and Skills Plan. Should the recommendation be accepted DWP would be putting together the template and could ensure that questions relating to ethnic minority employment are included.

- AH asked about the requirements on the public sector to publish diversity data and suggested using a Freedom of Information request to obtain the data.
- SK confirmed that all government departments are required to publish data on workforce diversity and do so in their annual reports.

***AP4: LF to circulate information on DWP workforce diversity***

**Procurement Group**

- TB reported progress on the Procurement Group. The group has been looking at OGC guidance and the FND contracts. They plan to do a case study of FND.
- SK suggested looking at TfL as they have very impressive procurement processes.

***AP5: SK to provide contact details for TfL***

- AC confirmed that it was possible that there might a specific procurement duty in the Equality Bill and that it should make the duty stronger.

**Item 3: Performance and Policy Update**

- MH gave a performance update and NM gave a policy update.
- Questions asked included:
  - How many years it will take to close the gap if current progress is maintained?
  - What was said in the Secretary of State's announcement regarding joint working with EHRC on the impact of the recession on disadvantaged groups?
  - Whether the How-to Guide had been circulated to CSPs?
- The closure of POEM was discussed. JH confirmed that ongoing work is looking at outreach programmes, but we also need to ensure that mainstream programmes deliver for ethnic minorities
- HA and TB asked what is being done to assist ethnic minority-owned small businesses. It was explained that this falls under the remit of BERR's Ethnic Minority Business Task Force, co-chaired by James Caan
- Questions were raised about the Business Commission recommendations. It was confirmed that the Task Force were overseeing the implementation of recommendations accepted by government and that they would be reporting progress to the Chancellor in December.

***AP6: LF to ask analysts whether we can gauge how many years it would take to close the gap given current rates of progress***

***AP 7: LF to circulate details of the Secretary of State's announcement regarding joint working with EHRC***

**AP 8: LF to circulate the How-to Guides to CSPs**

**AP9: LF to circulate Business Commission Recommendations**

**Item 4: The Employment of Ethnic Minority Women**

- ZM asked if she could give the presentation at the next meeting when HW would be able to attend as well. IW agreed.

**Item 5: Right to Bid**

- This item was skipped due to lack of time. CW was due to inform members of how they could bid for Welfare to Work provision. Any members who are interested can contact CW directly.

**Item 6: AOB**

- JB is holding a free event on 13<sup>th</sup> April about getting young black men into work. EMAG members are invited. An invitation will be circulated.

**Summary of Action Points:**

	<b>Action Point</b>	<b>Responsibility</b>	<b>Status</b>
1	IW to write to the Task Force on behalf of EMAG	Iqbal Wahhab	Cleared
2	SK to circulate feedback on ODA meeting to EMAG	Sandra Kerr	Cleared
3	JC to circulate information on Norway	Jeremy Crook	Cleared
4	LF to circulate information on DWP workforce diversity	Lorna Fraser	Cleared
5	SK to provide contact details for TfL	Sandra Kerr	Cleared
6	LF to ask analysts whether we can gauge how many years it would take to close the gap given current rates of progress	Lorna Fraser	Cleared
7	LF to circulate details of the Secretary of State's announcement regarding joint working with EHRC	Lorna Fraser	Cleared
8	LF to circulate the How-to Guides to CSPs	Lorna Fraser	Cleared
9	LF to circulate Business Commission Recommendations	Lorna Fraser	Cleared