

## **BLACK & MINORITY ETHNIC CITIZENS' JURY – SUMMARY OF ACTION PLAN**

The Action Plan is based around the Report Recommendations with regard to the following themes:

- Theme 1 Understanding and awareness of race equality and diversity
- Theme 2 Issues of communication and information
- Theme 3 Access to services
- Theme 4 Community cohesion & racist crime
- Theme 5 Employment
- Theme 6 Active Citizenship: Empowerment, inclusion and participation

<b>Area/Issue</b>	<b>Summary of Actions</b>
Asylum Seekers	Specific actions with regard to asylum seekers and refugees: <ul style="list-style-type: none"> <li>▪ Increased awareness of the asylum system and of the living experiences of asylum seekers.</li> <li>▪ The formation of a multi-agency partnership and positive action measures re education.</li> <li>▪ Empowerment opportunities for asylum seekers/refugees and measures to increase social interaction.</li> </ul>
Awareness & Information	General and specific awareness measures, including information events, seminars and workshops, the promotion of national awareness campaigns and the circulation of information on specific communities, issues and events (e.g. Holocaust Memorial Day, Bicentenary of the Abolition of the Slave Trade).
Business	Exploring relevant initiatives with the business sector, including the use of businesses as 'cultural windows' to promote ethnic and cultural diversity.
Citizens Jury Monitoring Group	The formation of a Monitoring/Scrutiny Group comprising Citizens' Jury members and other members and representatives from BME communities and groups. The Group would act in a guiding and advisory capacity as well as having the role of challenging and monitoring race equality progress and input into the workings of the Local Area Agreement and Leicestershire Together.
Communication	Measures involving: <ul style="list-style-type: none"> <li>▪ Increasing the extent of translation and interpretation services (including wider use of Language Line).</li> <li>▪ Greater interaction and spoken communication between service providers and members of BME communities.</li> <li>▪ Opportunities to increase the extent of information in community languages.</li> </ul>
Community Cohesion	The formation of a county-wide multi-agency group to focus on community cohesion and co-ordinate joint activities. In addition, a more pro-active approach looking at measures to prepare existing local residents and new immigrants for demographic changes at neighbourhood and wider levels.
Community Safety	A focus on promoting the need to report and address racially-motivated crime, by working with relevant groups and organisations on a local and national basis (e.g. Crimestoppers). In addition, the need to focus on specific action including addressing racist attitudes and practices towards Gypsy/Travellers, members of the Muslim community and asylum seekers/refugees, and the need to educate particularly vulnerable groups on the nature of crime.
Consultation	A recognition that a process of continual consultation needs to take place, both with respect to specific issues, communities and groups and where service-take up is noticeably low. A co-ordinated approach to instigate a variety of consultative measures to address gaps. In addition, measures to facilitate and increase dialogue between policy makers, service providers and local people, and direct community involvement (e.g. membership on local panels, networks and

Education	<p>Measures involving:</p> <ul style="list-style-type: none"> <li>▪ Whole-organisation approaches – schools, Further Education and University sector.</li> <li>▪ Targeted positive action initiatives in relation to areas where there is a statistical under representation of people from particular ethnic groupings within certain job sectors.</li> <li>▪ Promotion and increased access to ESOL (English for Speakers of Other Languages) courses.</li> <li>▪ Specific Further Education courses tailored to particular BME communities and also in relation to Britain and Citizenship for new migrants.</li> <li>▪ School exchange relationships between City and County.</li> </ul>
Employment	An emphasis on Information and Monitoring procedures and thoroughness, and an awareness of stereotyping and employment practices. Direct action to include a focus on preparatory skills (interview techniques, job applications etc), targeted recruitment initiatives and work area awareness, and Employee Development measures (mentoring, shadowing, fast-tracking initiatives).
Empowerment	In addition to facilitating dialogue, consultation and direct community involvement mentioned previously (all of which have the potential to significantly increase power opportunities for marginalised groupings), a focus on political empowerment to include working with Operation Black Vote and increasing the number of registered eligible voters.
Funding	Collaborative work with regional and national bodies to increase access to funding. Specific work in assisting with funding applications from BME community groups etc.
General	Actions, guidance and good practice examples for all service providers and organisations to be included in a 'General Guide'. Leicestershire Together partners to sign up to a 'Citizens' Jury Charter for Leicestershire' that includes specific aims, objectives and approaches.
Guides	<p>Information guides to be produced on the following areas (in addition to 'General Guide' and 'Citizens' Jury Charter':</p> <ul style="list-style-type: none"> <li>▪ Addressing Stereotypes and Myths.</li> <li>▪ Discrimination</li> <li>▪ Communication</li> <li>▪ Employment</li> <li>▪ The Health Service for New Arrivals</li> <li>▪ A Directory of Services</li> <li>▪ CD/DVD/booklet on the living experiences of BME community members, including targeted role models</li> </ul>
Gypsy Traveller	<p>Specific actions with regard to Gypsy Travellers, including:</p> <ul style="list-style-type: none"> <li>▪ The formation of a multi-agency partnership of those agencies that provide services to the Gypsy Traveller community. Such a body's remit to include focusing on planning in a pro-active preparatory way, and a means of opening up further access to service opportunities for Gypsy Travellers.</li> <li>▪ Educational measures to include outside-of-school facilities and actions.</li> </ul>
Health	Measures to include an emphasis on outreach work, the involvement of community members on particular panels (e.g. PALS, PPI Forums etc) and the production of a user-friendly guide for new arrivals (asylum seeker, economic migrants etc).
Local Authorities	Identified responsibilities for Local Authorities within the areas included in the Action Plan. In addition, exploring the possibility of Members, senior managers and professional staff from the County undertaking 'job swaps' with relevant counterparts from the City as a means of gaining first hand experience and awareness.
Media	Media organisations have a key role in promoting a better and accurate awareness of relevant issues and also increasing cultural understanding. Specific action to include a focus on working remits and the involvement of BME representatives in reporting and education, as well as facilitating regular dialogue.

New Migrants	Focused work on new migrants (including economic migrants) to identify needs, issues, circumstances and aspirations, through the use of informal gatherings, outreach work and information schemes.
Research	Identified areas for further research to include spoken and written languages and economic migration.
Rural	Positive action with respect to increasing access opportunities for BME communities to green spaces and rural locations.
Sports & Leisure	Using sports and other leisure opportunities/personnel (role models, high profile personalities) to highlight discrimination and cultural awareness, and increase opportunities for community cohesion and interaction, e.g. a full programme of activities to be based around the 2012 Olympic Games.
Training	Identified training needs and actions for service providers in general (all employees etc) and for Leicestershire Together Board members, policy makers and senior managers/officers in particular. Areas for training to include broad race equality and diversity, but also specific areas such as asylum awareness, organisational change, diversity management etc.
Transport	In addition to ensuring general information is accessible to BME communities, a focus on the provision of 'cultural gateways' at major terminals to promote the ethnic and cultural diversity of Leicester and Leicestershire.
Voluntary Sector	Increased awareness and access to volunteering opportunities for members of the community in general, but particularly for new migrants and asylum seekers.