

# Black, Asian and Minority Ethnic Inequalities Commission: Action Plan

Overview & Scrutiny Committee Feb 2022



# Introduction



## Timeline

<b>June 2020- December 2020</b>	Launch Black, Asian & Minority Ethnic Inequalities Commission & Hold Evidence Collecting Sessions
<b>January 2021- February 2021</b>	Consult on findings and recommendations
<b>March 2021</b>	Launch findings & recommendations
<b>April 2021</b>	Set-up Tower Hamlets Race Equality Network
<b>May 2021</b>	<a href="#">Launch Tower Hamlets Anti-Racist Pledge</a>
<b>May 2021- October 2021</b>	Action plan development
<b>October 2021</b>	<a href="#">Cabinet agrees action plan</a>



# Tower Hamlets Anti-Racist Pledge



- Continue to publish ethnicity pay gap data and improve the way it is communicated to staff and residents
- Undertake a detailed analysis of ethnicity pay data to understand why the gaps exist, the areas where it is most prominent and how the council can close the gap (this will help inform subsequent commitments and interventions)
- Improve the way the council collates and monitors equality data to better inform decision making and improve access to services
- Ensure all equality impact assessments consider the impact on the borough's Black, Asian and Minority Ethnic communities
- Ensure all communities are represented in consultations and co-design of services.
- Monitor the top 5% of earners who are from a Black, Asian and minority ethnic background as a Strategic Plan indicator. (We have set an in-year target to increase this by 2% by 2022)
- Include a requirement for organisations to sign up to the pledge for all organisations awarded a contract by the council
- Communicate the commitments internally and externally to ensure all staff and residents are aware of, and support, the delivery of the council's pledge commitments.
- Work with London councils on the tackling racial equality in London Programme
- As system leaders, work with our partners to drive this agenda to ensure collectively, we can make a measured difference and reduce race inequalities.



# Key actions



- Black, Asian and Minority Ethnic Community network
- Anti-racist curriculum project with 20 schools in the borough.
- Support Black, Asian and Minority Ethnic residents to influence decision making and into leadership positions
- Heath: culturally appropriate communications and engagement

