



TAKING ACTION ON RACE INEQUALITY

CONSULTATION FINDINGS

October 2017

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ONE: INTRODUCTION

This report presents findings, conclusions and recommendations from national consultation on a proposal to establish a website for *Taking action on race inequality* (the working name for this initiative).

The Black Training and Enterprise Group (BTEG) and the Coalition of Race Equality Organisations (CORE) are proposing to establish an on-line platform which will enable organisations, communities and individuals to make effective use of the data generated by the Government's Race Disparity Audit. The Government's initial audit of race disparities has been completed and the data is publicly available on the gov.uk website <https://www.ethnicity-facts-figures.service.gov.uk/>.

BTEG has managed a national consultation on how the race equality sector can establish a shared platform to take action on the race inequalities highlighted in the Race Disparity Audit. The consultation programme was jointly funded by Trust for London, Joseph Rowntree Charitable Trust and the Big Lottery Fund and took place from June to October 2017.

A Steering Group is overseeing the consultation process. The Steering Group is made up of CORE members with the consultation funders. A list of Steering Group members is at Annex A.

The consultation has involved the following activities:

- A series of local events to present and discuss the proposal. In most cases these events were hosted by local race equality organisations and facilitated by a Steering Group member. Each local event aimed to attract 15 to 20 participants. Events took place over two hours, with 30 minutes to present the proposal and 90 minutes for discussion. Even participants were asked to complete a questionnaire at the end of the event, to give their views on the proposal.
- An on-line survey, for people unable to take part in the consultation events. The survey questionnaire was the same as that used at the consultation events. The on-line survey link was distributed by Steering Group members to their networks, clients and contacts.

The consultation questionnaire is in Annex B.

This report was prepared by Liz Mackie, BTEG Associate.

TWO: CONSULTATION RESPONDENTS

Table i: Consultation events and respondents

	DATE	LOCATION	HOST ORGANISATION	ATTENDING	FEEDBACK FORMS
1	04/09/17	EAST MIDS: Nottingham	Communities Inc.	12	12
2	13/09/17	WALES: Cardiff	Ethnic Minorities & Youth Support Team	19	19
3	14/09/17	YORKSHIRE: Bradford	Bradford City Council	9	9
4	21/09/17	LONDON: Croydon	Croydon BME Forum	7	5
5	22/09/17	NORTH WEST: Manchester	Manchester BME Network	9	9
6	25/09/17	LONDON	Greater London Authority	11	9
7	28/09/17	SOUTH WEST: Bristol	Black South West Network	36	36
8	28/09/17	NORTH EAST: Sunderland	Sunderland BME Network	17	12
9*	29/09/17	LONDON: Brent	Crisis Brent	50	13
10	03/10/17	SCOTLAND: Glasgow	Coalition for Race Equality and Rights	10	7
11	12/10/17	LONDON: Middlesex University	Council of Somali Organisations	12	12
12	12/10/17	LONDON: Haringey	Selby Trust	50	24
Consultation events TOTAL				242	167
On-line survey					47
All consultation activities TOTAL RESPONDENTS					214

*This was not a full consultation event. The consultation element was added to a workshop on homelessness, poverty and ethnicity hosted by Crisis Brent and co-organised by BTEG.

Table ii: Respondents by sector

	Number	%
Voluntary and community sector	98	46
Individuals	51	24
Public sector	49	23
Private sector	5	2
Race equality organisations	5	2
Other	6	3
TOTAL	214	100

Table iii: Respondents by region

	Number	%
London	82	38
South of England	42	20
North of England	38	18
Wales	21	10
Midlands & East of England	19	9
Scotland	12	6
TOTAL	214	101

Chart i: Respondents reporting that they work with the following groups (% of all respondents)

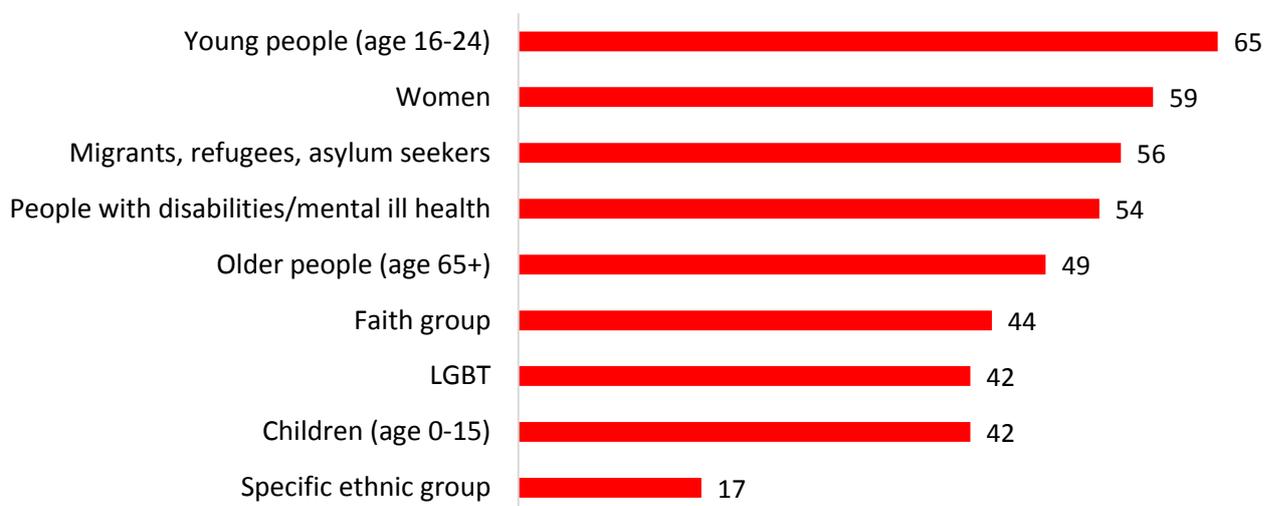
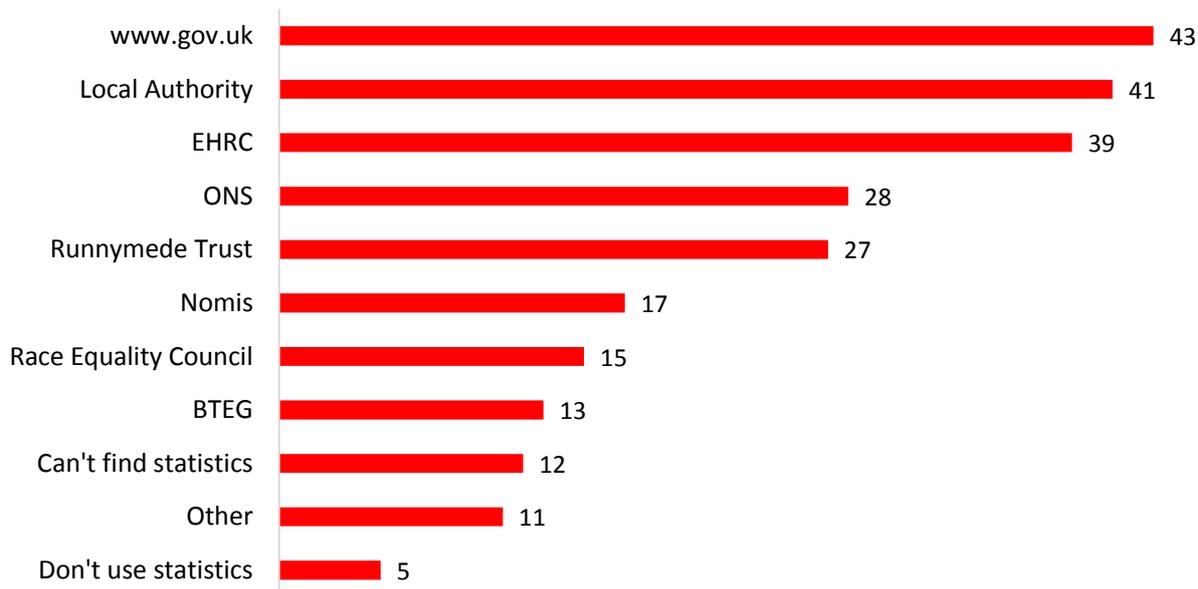


Chart ii: Current sources for data or statistics on race inequality (% of all respondents)



THREE: SUPPORT FOR THE PROPOSAL

3.1 Level of support for the proposal

Consultation event participants and survey respondents were asked to indicate, on a scale of 1 to 5 where 1 = very unlikely and 5 = very likely:

1. How strongly do you agree or disagree with the proposal for a shared website to take action on race inequality?
2. How likely is it that you would **use** the *Taking action on race inequality* website?
3. How likely is it that you would **contribute to** the *Taking action on race inequality* website?

In the following tables:

- n = number of respondents who answered this question
- Mean = the average score (i.e. all scores added together and then divided by n)
- Mode = the score (from 1 to 5) which was selected most frequently.

Table iv: How strongly do you agree with the proposal for a shared website: all responses

Rating		Number	%
5	Strongly agree	107	52
4	Agree	57	27
3	Neither agree nor disagree	39	19
2	Disagree	4	2
1	Strongly disagree	0	0
	TOTAL	207	100

Table v: How strongly agree and how likely to use or contribute: mean and mode

	n	Mean	Mode
How strongly do you agree or disagree with the proposal for a shared website	207	4.29	5
How likely is it that you would use the proposed website?	202	4.24	5
How likely is it that you would contribute to the proposed website?	203	3.59	3

Tables iv and v shows that the majority of respondents strongly agreed or agreed with the proposal, with more people strongly agreeing (i.e. giving a rating of 5) than any other response. The mean average responses are very high which, again, indicates strong support for the proposal. Mean responses by region, sector and respondent type are shown in Annex C.

On average respondents indicated they would be more likely to use the proposed website than to contribute to it. The level of interest in contributing to the website was reasonably high, and this was reflected in discussions and comments where many respondents were keen that the website should be interactive.

3.2 Reasons for supporting or not supporting the proposal

The following tables (Tables vi and vii) combine free text responses from the questionnaires with points raised in event discussions. The numbers in column two are the number of respondents making this point in their questionnaire responses. Points in red are those which featured prominently in the event discussions.

Table vi: Reasons for supporting the proposal

	Number of respondents
SUPPORT THIS PROPOSAL BECAUSE IT WILL...	
Make information and resources more accessible	43
Provide an evidence hub for what works, case studies, best practice, success stories etc	19
Create a focal point/platform/movement for change	17
Improve collaboration to tackle race inequalities	15
Put race equality on the agenda	13
Hold the government and public bodies to account	9
Highlight/explain/challenge racial disparities	8
Identify and implement solutions	7
Engage more individuals/organisations/communities	6
Help local organisations to access funding	6
Enable comparisons and benchmarking	3
Create debate on important issues	3
Inform evidence based policy making	3
Ensure the accuracy of the government data	2
Show progress in tackling racial inequalities	2
SUPPORT THIS PROPOSAL AND WOULD ALSO LIKE IT TO INCLUDE...	
Social media/Youtube/webinars/apps	21
Regular local meetings/networking events/road show	15
Engagement with and support for grassroots organisations	10
Involvement of young people	5
Media campaigns	4
Annual national conference	3
Accessibility for non-IT users	3
Representation from regional/devolved agencies	3
Needs a lot of publicity	2

THE PROPOSED WEBSITE WOULD BE USEFUL, IF	
There is action to back up the data	10
There is local /regional /Scottish/Welsh data as well as UK national data	8
It does not replicate what we already know/reinvent the wheel	3
There is a clearly defined target audience and this audience is fully engaged	2
There is a mechanism for deciding which issues to prioritise	2
It is updated regularly	2
There is more clarity about its intended outcomes	2
It is inclusive of grassroots organisations	2
It is careful about sharing information on sensitive topics e.g. Immigration	2
There is transparency about who owns and controls the website and accountability	1
The analysis is not biased	1
It includes ethnic minority women on the Steering Group	1
There is an academic partner	1

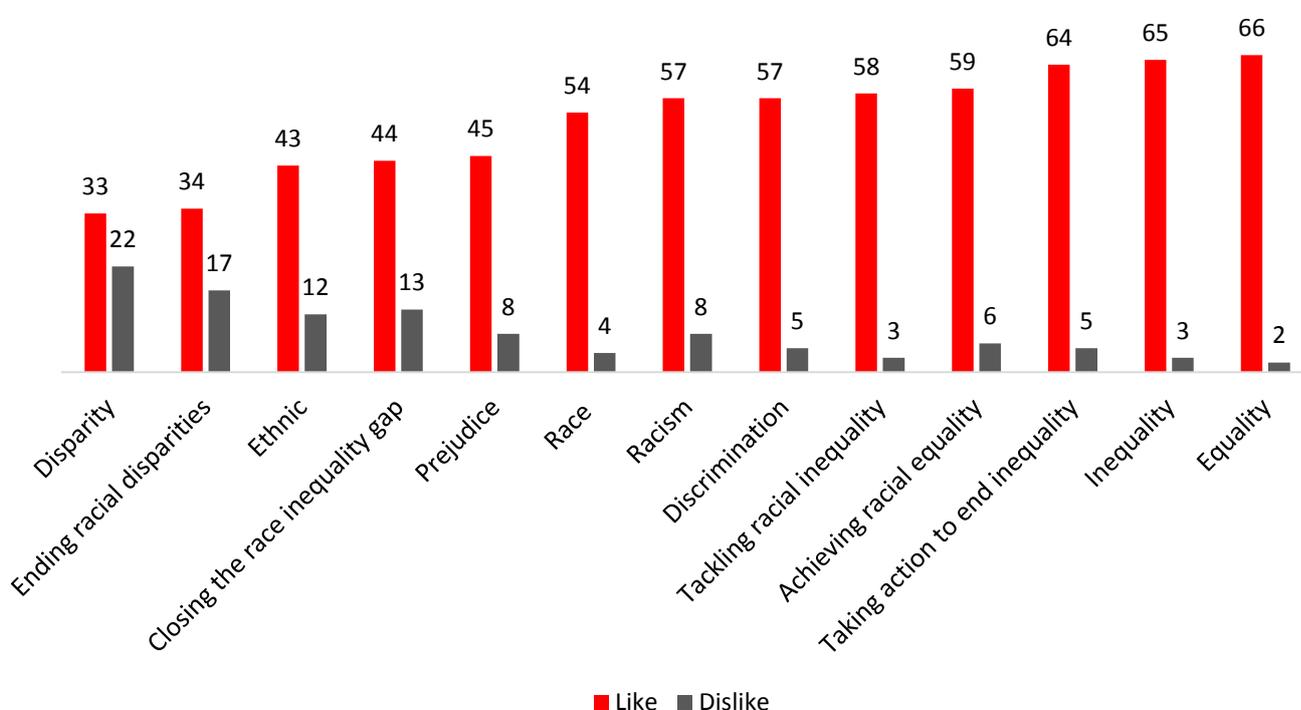
Table vii: Reasons for not supporting the proposal

	Number of respondents
UNCERTAIN ABOUT THIS PROPOSAL BECAUSE ...	
Worry that statistics can be misrepresented	2
Better to have events where people to talk to each other	2
The focus/outcomes are not clear enough	2
This is already covered by existing organisations	1
Danger that the website agenda becomes too large	1
Danger that there is only a focus on race and doesn't acknowledge importance of class	1
Need to take care that some groups are not excluded. Ethnicity is not based on skin colour	1
I don't understand it well enough to say	1
INSTEAD OF THIS PROPOSAL, IT WOULD BE BETTER TO...	
Cabinet Office should set up a task force to lead this	2
The website should be hosted by a university/academics should lead this	2
Educational programmes in schools and universities	1
Create a coalition of willing organisations to shift public opinion on racial inequality	1
Bring back the CRE	1
Focus on workplace culture	1
Engage the people that you are representing by taking the people to see their day to day life	1
A common purpose-style leadership programme for BME young people	1
More action research	1

Grassroots campaigning	1
More radical action	1
DO NOT SUPPORT THIS PROPOSAL BECAUSE...	
A new website will not help this cause	2
It is letting the RDU off having to identify and implement solutions	1
This has all been done before	1

FOUR: TERMINOLOGY

Chart iii: Which words/phrases respondents like/dislike



In addition to the tick box responses shown in Chart iii, three questionnaire respondents requested that the terms BME or BAME should not be used.

FIVE: USING THE PROPOSED WEBSITE

Chart iv: What would you want the website to do? (Tick box responses: % of all consultation respondents)

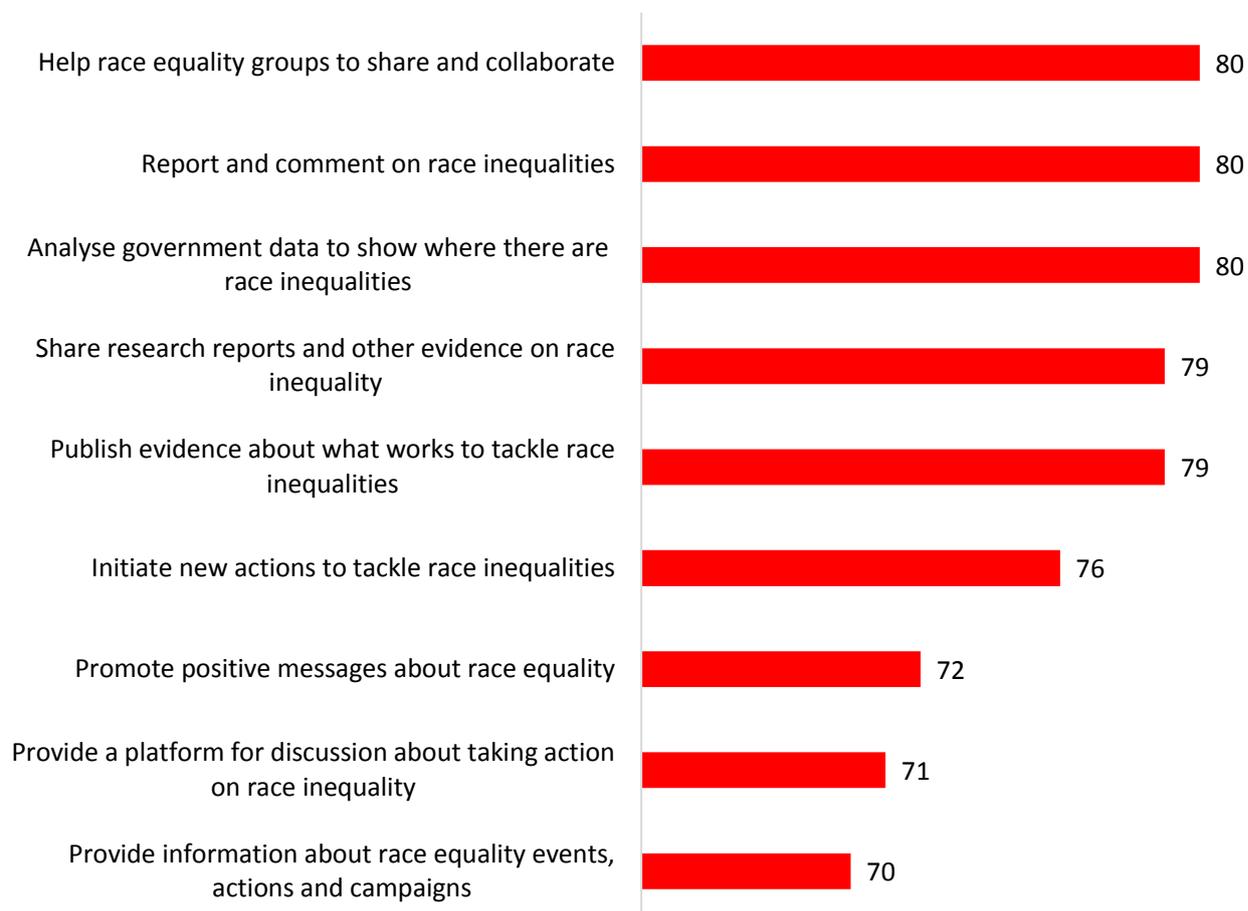


Table viii: What would you like the website to include? (Discussion and free text responses)

<p style="text-align: center;"><u>Provide information</u></p> <ul style="list-style-type: none"> • Case studies • Information about national and local events • Best practice/good practice • What works • Practical information • Demographic data – migration, births, deaths • Depository for relevant academic articles • Resource hub • Community cohesion research • Brexit studies • Highlighting key facts and figures • Policy compendium • Information about policy commitments and strategic equality plans • Promote positive role models • Promote success 	<p style="text-align: center;"><u>Challenge</u></p> <ul style="list-style-type: none"> • Mythbusting • Challenge negative interpretations of data • Unpick misleading tabloid stories • Benchmark public bodies • Hold the government to account on the data they put out there • Monitor the headline statistics from RDU • Highlight gaps in data, policy, action etc 	<p style="text-align: center;"><u>Create debate</u></p> <ul style="list-style-type: none"> • Chat spaces • Blogs • Discussion forums • Networking • Debates on social media • Sharing ideas • Live Q&As
<p style="text-align: center;"><u>Local resources</u></p> <ul style="list-style-type: none"> • A database of local organisations working in this field • Local research • Signposting individuals to where they can go for help. e.g. on school exclusions • News from local organisations 	<p style="text-align: center;"><u>Action</u></p> <ul style="list-style-type: none"> • Give guidance on employment, health, crime etc • Focus on innovative action • Action research 	<p style="text-align: center;"><u>Learning</u></p> <ul style="list-style-type: none"> • Podcasts • Links to on-line learning opportunities • Webinars

SIX: QUESTIONS & ISSUES

These are the main questions asked and key issues raised by respondents in the event discussions and in questionnaire free text responses.

How will the website work?

- Website will need to be constantly updated – this will need a staff team and policy and research officers to drive the work forward
- How will people feed into the website? this could be difficult to manage if there are many people contributing
- Who decides which themes are tackled and what research is published on this website?

Strategic aims

- Need to identify strategic aims
- What will the priorities be? We can't tackle everything at the same time.
- Needs to be a response to initial UK RDA website to highlight disparities and put forward priorities and recommendations.
- Need to identify what improvements we want
- How will we decide what the priorities are?
- Need to demonstrate social impact
- Need to set strategic objectives

Audiences

- Who is the website for?
- Who are we trying to change/influence?
- The website should aim to reach everyone – to spark conversations between the average person in the street

Social media

- Must have social media element to engage users

Resourcing local race equality work

- Local organisations are being squeezed
- There are not enough local groups challenging race inequalities
- Local areas/regions will need resources to contribute to the website

Accessibility

- Not everyone has IT access or wants to use digital platforms
- Website must be accessible and easy to read
- Data interpretations must be clear and easy to understand
- Visual interpretations would be very helpful

Young people

- Essential to get young people involved
- Need to educate and raise awareness among young people about race inequalities

- Young people have low aspirations, getting lower. We need to promote positive stories which inspire young BME people
- Essential that young people are involved in designing the website – needs to be relevant to young people

Direct engagement

- Need to get out into local communities, through conferences, meetings, roadshow events
- This is particularly important for groups/communities outside London
- The website must be backed up with face to face local consultation
- BTEG should hold local dialogues about the data, its local impact and how it can be addressed
- Local learning workshops – not just on-line learning
- There needs to be local consultation and engagement on a continuing basis – this consultation is just a start, it must continue

National, regional, local

- Need to find a balance between local data and national data – local groups will want access to local data – but this may take away from the national picture and could make the website too complex
- The information must be localised to be relevant to local groups
- Current Steering Group is too London-centric
- The information has to be national, regional and local
- Concerns that the website will be overly focused on London
- Needs a NOMIS type interface so users can access data for specific local areas

Devolved nations

- How will devolved policy areas feature? If there is no Scottish/Welsh data on devolved issues (education, housing, health, criminal justice etc) then this will be of limited interest in Scotland/Wales.
- Need specific focus on Scotland/Wales

Quality

- How will quality of the website be ensured?
- There needs to be quality control by academics
- Need to ensure that all data interpretation is credible

Transparency & accountability

- There is no accountability with a website
- At local level there may be perception that the RDU data (and any website which draws on this) is not correct
- There needs to be clarity about who owns the website
- Need to create trust in the website by ensuring that data is interpreted correctly
- In the VCS it is difficult bite the hand that feeds you. This initiative will be constrained by what the funders will allow.

Sustainability

- How long will the website last for?
- What happens at the end of the initial funding?

Concerns about the government website

- Credibility of the government data – who is checking this?
- Will it be connected to the National Police Database?
- Fears that the data could feed more Islamophobia
- Strong concerns about the validity of the government data

SEVEN: CONCLUSIONS

1. There is strong support for the proposed website

More than 200 people gave their views on the proposal, of which around 80% agreed or strongly agreed that this would be a welcome and useful development.

Only four of the 214 people who responded to the consultation questionnaire disagreed with the proposal. Those who disagreed with the proposal believed that a website would not be sufficient to tackle race inequality.

Some alternative suggestions were put forward (see Table vii) but none which were consistently raised in events or in questionnaire responses. A few respondents indicated that they would prefer 'more direct action' but did not elaborate on this.

2. The website must be relevant to local areas

The website needs to be relevant to national and local users. Local organisations will only find this useful if it includes information about their local areas, or information about local activities that are relevant to their local areas (e.g. case studies from similar localities).

This is a particular issue for the devolved nations. There is strong support for the proposal from Scotland and Wales. But the website must cover Scotland and Wales separately from national UK. There may be a good case for establishing separate Steering Groups for Scotland and Wales.

The aim of including all local authority areas is too complex and over-ambitious for the first stage of this website.

3. There must be direct engagement

The website must be accompanied by direct engagement with communities and organisations working on race equality issues.

The consultation events were strongly welcomed, particularly outside London, where individuals/organisations tackling race inequalities feel beleaguered, under-funded and unsupported.

Direct engagement could be in various forms; annual conferences and roadshows were most frequently suggested.

4. The website could have multiple purposes

Consultation respondents identified six main purposes for which they would want to use the proposed website.

The most frequently identified and most strongly supported purpose is to **provide information**; that is, to act as a repository or hub for a wide range of information on race inequality and actions to tackle this, including policy briefings, research reports, evidence of what works, case studies and good practice.

Two other purposes widely supported by respondents could run alongside the information function:

To challenge the Government and other public bodies, for example through benchmarking progress of public bodies on selected race equality indicators;

To create debate, for example through on-line forums and chat spaces. This was seen as particularly useful for individuals and organisations who feel isolated and want more support and ideas for tackling racial inequalities.

Three further purposes were suggested: taking action (e.g. through direct service delivery), providing local information/resources; delivering learning. These received less support and would be more complex to implement, so should NOT be incorporated within the proposed website.

5. There needs to be a process for prioritising race equality issues

There are so many race inequalities. The website cannot cover everything. There needs to be a process for identifying which issues to prioritise and focus on.

The Steering Group could take on this role.

6. There needs to be transparent and representative governance

The Steering Group membership and terms of reference will need reviewing. This review should ensure that the Steering Group membership is balanced between national and local members, and represents the views and interests of young people.

Separate Steering Groups for Scotland and Wales may need to be established.

The Steering Group may need academic representation to help provide quality assurance. Or, a separate quality assurance group may need to be established.

7. Terminology should focus on the positive

Taking action to end inequality received most 'likes', but 'equality' had slightly more likes than 'inequality'.

EIGHT: RECOMMENDATIONS

1. BTEG should proceed with a full proposal to develop a national website to support and link organisations working on race equality.
2. The primary purposes of the website should be to:
 - Provide a repository for information on race equality;
 - Challenge the government and other public bodies to improve race inequalities;
 - Support individuals and organisations working in this field through networking and dialogue.
3. The primary audience for the website should be individuals and organisations tackling the race inequalities demonstrated in the government's race disparity audit, so with a focus on outcomes from public services rather than on, for example, private sector workplaces.
4. Further discussions about the scope and timetable for including Scotland and Wales should take place with race equality organisations in Scotland and Wales, with the Scottish Government and Welsh Assembly and with funders.
5. A Steering Group should be established to manage the national website. The Steering Group should be equally balanced between national and local organisations. Separate Steering Groups for Scotland and Wales may be needed.
6. The Steering Group should include representation from at least one youth group, or should establish a mechanism to ensure that young people are included in discussions and decision making.
7. A quality assurance working group should be established, with representation from universities.
8. The name of the initiative should be **Action for Race Equality**.
9. The website should initially be structured to provide national and regional information and networking/support.
10. The potential for organising the website by local authority area should be explored, after the national/regionally structured website is up and running.
11. The website should be supported by a programme of direct engagement events. These should include an annual Action for Race Equality conference, and a regional roadshow of smaller events which aim to encourage dialogue and action on race equality at regional/local level.

ANNEX A: CONSULTATION STEERING GROUP

- BTEG
- Runnymede Trust
- Voice4Change England
- Friends, Families and Travellers
- Race on the Agenda
- Migrants' Rights Network
- Council of Somali Organisations
- Operation Black Vote
- Black South West Network
- Race Equality Foundation
- Croydon BME Forum

ANNEX B: CONSULTATION QUESTIONNAIRE

Consultation event location		Date	
Name			
Organisation			
Contact e-mail		Mobile	

Which of these best describes the capacity in which you are taking this survey? (please only tick one)

An individual with an interest in race equality	<input type="checkbox"/>	From a private sector organisation	<input type="checkbox"/>
From a public sector organisation	<input type="checkbox"/>	From a voluntary or community organisation	<input type="checkbox"/>
Other (please specify)			

Does your organisation work with or support any of the following groups? (tick all that apply)

Children (age 0 to 15)	<input type="checkbox"/>	Migrants, refugees or asylum seekers	<input type="checkbox"/>
Young people (age 16 to 24)	<input type="checkbox"/>	LGBT	<input type="checkbox"/>
Older people (age 65+)	<input type="checkbox"/>	Faith group	<input type="checkbox"/>
People with disabilities or mental health conditions	<input type="checkbox"/>	Women	<input type="checkbox"/>
Specific ethnic group (please say which)			

How strongly do you agree or disagree with the proposal for a shared website to take action on race inequality? (circle one number)

Strongly disagree

Strongly agree

1

2

3

4

5

Why do you think this website would be useful/not useful?

Where do you go for data or statistics on race inequality? (tick all that apply)

We don't use statistics		Runnymede Trust website	
We can't find statistics		BTEG website	
Local authority website		www.nomis.co.uk	
Equality & Human Rights Commission		www.gov.uk	
Local race equality council		www.ons.gov.uk	
Other (please say where)			

What would you want the *Taking action on race inequality* website to do? (tick all that you want)

Analyse government data to show where there are race inequalities	
Report and comment on race inequalities	
Provide information about race equality events, actions and campaigns	
Help race equality groups to share and collaborate	
Provide a platform for discussion about taking action on race inequality	
Publish evidence about what works to tackle race inequalities	
Promote positive messages about race equality	
Share research reports and other evidence on race inequality	
Initiate new actions to tackle race inequalities	
Any other (please give details)	

In communications about race equalities (generally, not just for the proposed website) which words/phrases do you like or dislike?

	Like	Dislike	Any comments
Race			
Ethnic			
Disparity			
Inequality			
Equality			
Racism			
Prejudice			
Discrimination			
Taking action to end inequality			
Closing the race inequality gap			
Ending racial disparities			
Achieving racial equality			
Tackling racial inequality			
Other suggestions			

How likely is it that you would use the *Taking action on race inequality* website?

As a user or website visitor

Very unlikely Very likely
 1 2 3 4 5

As a contributor

Very unlikely Very likely
 1 2 3 4 5

Do you think there could be better way than the proposed website to encourage and support a shared approach to Taking action on race inequality?

Are you from an organisation which receives funding to carry out race equality work? If you tick YES, please give the name and e-mail address of the person in your organisation who we can ask for more information about this.

Yes		<i>Please give name and e-mail address of person we can contact about this</i>
No		
Not sure		

Thank you for completing this feedback form. All the information you provide will remain confidential.

ANNEX C: ADDITIONAL TABLES

Table ix: Mean responses by region

	How strongly agree	How likely to use	How likely to contribute
Scotland	4.73	4.64	3.45
South England	4.49	4.39	3.80
London	4.25	4.09	3.53
North England	4.19	4.25	3.58
Midlands & East	4.11	4.17	3.89
Wales	3.95	4.35	3.15

Table x: Mean responses by respondent-type

	How strongly agree	How likely to use	How likely to contribute
Public sector	4.34	4.29	3.42
VCS	4.33	4.32	3.76
Individual	4.12	4.15	3.47

Table xi: Mean responses by consultation method

	How strongly agree	How likely to use	How likely to contribute
Event	4.26	4.29	3.66
On-line	4.40	4.07	3.33