

## Brent Black Community Action Plan

### Summary of delivery so far

Action	Evidence/Impact
<p>Reopen NCIL immediately for applications for communities adversely effected by inequalities.</p>	<ul style="list-style-type: none"> <li>• In total, 64 bids were received</li> <li>• £2M was awarded across 23 projects</li> <li>• Funding will support projects around youth engagement, employment, culture and health improvement</li> </ul> <p>We are unable to ring fence the NCIL grant for addressing inequalities as the grant is based on Infrastructure and the CIL regulations, but will ensure the right support is in place for organisations.</p>
<p>Convene a temporary community reference group to assist with the production and peer review of this action plan.</p>	<p>The reference group has agreed to meet bi-monthly to ensure they hold the council to account. The council welcomes other members of the community who would like to be involved.</p>
<p>Convene a summer or autumn summit to convene a broader network of community leaders to review actions by the Council and continue the conversation.</p>	<p>The Autumn summit was held on 8th December 2020, 274 guests streamed the event. Recording of the event can be found here: <a href="https://brent.public-i.tv/core/portal/webcast_interactive/532092">https://brent.public-i.tv/core/portal/webcast_interactive/532092</a></p> <p>The event was used as a platform to launch a consultation page for the community. Feedback will be reviewed and embedded into the delivery of the action plan where appropriate.</p>
<p>Staff networks should continue to be supported with coaching and mentoring. The Council should also set up a Black Staff Forum with a separate budget for events and training.</p>	<p>The Black Staff Forum first met on 3rd July 2020. Feedback from attendees has highlighted the positive impact of having this forum in place as a safe space for Black staff members.</p> <p>The forum continues to meet bi-weekly and have fed into developing a mutual mentoring scheme for the council.</p>

<p>The Council should commission the Local Government Association, or other appropriate organisation, to carry out an independent review of its approach to delivering workforce equality, diversity and inclusion. The review should also take into account key findings and recommendations of previous work done in this area in the relatively recent past including the Pavey Review (2015) and the Business In The Community focus group report on the experience of BAME employees at Brent Council (2019).</p>	<p>The commission was established in October 2020 and took place during Friday 22<sup>nd</sup> - Wednesday 27<sup>th</sup> January. A series of interviews and workshops took place to understand the council's commitment to equality, diversity and inclusion for black communities</p> <p>The recommendations are currently being incorporated into a delivery plan.</p>
<p>Run a series of 'Let's Talk About Race' webinars to enable staff at all levels to engage in open and frank discussions about lived experience in relation to race, racism and remedies for racial inequality.</p>	<p>Let's Talk About Race sessions delivered to senior managers in October and is now in place for middle managers. Sessions took place between November 2020 and January 2021.</p> <p>HR will review feedback from delegates once sessions complete and consider extending further across the council and review content, as appropriate.</p>