

### **Minimum community cohesion and inclusion events offer**

Table 1 proposes the community cohesion and inclusion events that the council will commit to organising annually. The list includes both internal and external events and has been shaped by considering:

- The corporate resource available to organise these events
- Brent's demography
- Community cohesion and inclusion events that are recognised nationally
- Insights around historic attendance and impact of previous community cohesion and inclusion events

The list does not include any religious or faith events. If the council chose to organise religious and faith events, it is only right that a range of occasions across Brent's largest religious groups are marked; however, the existing officer capacity is not able to meet this demand. That said, such occasions can be supported through the council's community cohesion and inclusion events support offer, including the new grant funding pot, and will be marked through our communications channels.

In practice, those external facing occasions captured on the list will comprise of at least one large high quality event. There may be supplementary activity for these occasions, but this will be led through wider council and/or community resource.

To monitor the impact and the proposed events an evaluation mechanism will be established. The evaluation will measure the number of attendees, attendee feedback and make an assessment around impact based on the desired outcomes of a given event.

This is not an exhaustive list of every community cohesion and inclusion event that will be organised through the year – for example the Mayor's Office delivers a series of civic events that contribute to community cohesion and inclusion - rather this list seeks to provide clarity around what we commit to organising every year. There will be events that have not been captured in this list that may be organised on an ad hoc basis. Table 2 provides a more extensive list of community cohesion and inclusion events that the organisation may support or recognise in other ways, beyond the minimum offer.

The events that have been organised corporately in the last two years but not on the list are:

- Stephen Lawrence Day - was organised as a one-off to mark the 30<sup>th</sup> anniversary.
- Windrush Day – we commissioned the organising for the latest events in 2023, c.500 residents attended across several events. We are now organising Black History Month, therefore organising an additional event centred around the Black community may be considered disproportionate.
- Remembering Srebrenica – latest event was organised in 2023 and was attended by c.60 attendees. The council has a recognised history of holding this event annually. Compared to other events proposed on the list, the event has low attendance and requires high resource to organise.
- Ramadan Awareness and Community Iftar – this is a religious event and therefore not in scope for the minimum offer.

**Table 1 – proposed lists of events**

Month	Event	Lead(s)	Primary audience: External/Internal	Commentary
January	Holocaust Memorial Day	Corporate EDI Team and Community Engagement Team	External	<p>Significant commemorative day, although there is a religious angle this event is frame around condemning and remember those effected by genocide.</p> <p>This is an event that we have marked historically, year on year. The previous two events have been attended by c.100+ people.</p>
February	Race Equality Week	Corporate EDI Team and HR EDI Team	Internal only	<p>Aligns with the council's EDI Strategy, Anti-Racism Action Plan and ambitions around the workforce.</p> <p>This is comprised of a series of events and activities throughout the week.</p>
June	Refugee Week	Migration Team	External	<p>Aligns with our ambitions to become a Borough of Sanctuary.</p> <p>We currently do not have historical data on attendance, but Refugee Week events have grown over the years. The most recent event was very well attended, including attendees from many different nationalities, from asylum seekers from Colombia, Eritrea, Iran, and many other countries, to Ukrainians and Afghans here under funded government schemes.</p> <p>The total number of refugees in Brent is unknown but we do know:</p> <ul style="list-style-type: none"> <li>• over 600 Ukrainian guests under the Homes for Ukraine scheme</li> <li>• 123 Afghan Nationals under Afghan Relocation and Assistance Policy, or Afghan Citizens Resettlement scheme</li> <li>• There are around 915 asylum seekers living in hotels, and more in dispersed accommodation and in their own accommodation. Around 500 of these asylum seekers become refugees each year.</li> </ul>

<b>July</b>	<b>Disability Pride Month</b>	Corporate EDI Team and Community Engagement Team with Diverse Ability	External	<p>The first event in recent years for this occasion was held in December 2024 and was attended by c.70 people. We believe the event was a real success, having been attended by a range of people who took away learning, were engaged and received support on the day. This is a model will can build from for future years and is an event that focuses less on ethnicity and culture, when compared to other events on this list.</p> <p>It's difficult to quantify the number of disabled people in borough using available data.</p>
<b>September</b>	<b>National Inclusion Week</b>	Corporate EDI Team and HR EDI Team	Internal only	<p>Aligns with the council's EDI Strategy and ambitions around the workforce.</p> <p>This is comprised of a series of events and activities throughout the week.</p>
<b>October</b>	<b>Black History Month</b>	Corporate EDI Team and Community Engagement Team with the Race Equity Network [new network that is being established]	External	<p>This aligns with our commitments around the Black Community Action Plan and Race Equality.</p> <p>18% of Brent's population are from Black/Black British groups, the 10th highest percentage of Black residents across England &amp; Wales.</p> <p>Previous event had c.200 attendees.</p>
<b>November</b>	<b>Islamophobia Awareness Month</b>	Corporate EDI Team and Community Engagement Team	External	<p>Although there is a religious angle this event is frame around challenging hate crime. We also believe there is an under-reporting of Islamophobia in Brent.</p> <p>The previous two events achieved c.50-80 attendees, respectively.</p> <p>21% of Brent residents are Muslim, the 15<sup>th</sup> highest rate across England &amp; Wales.</p>

**Table 2 – other key community cohesion and inclusion events that are, or have been, supported in different ways (not an exhaustive list)**

Month	Event	Previous council activity
<b>January</b>	Tamil Heritage Month	Asian Staff Group session(s) Library Team event and stock promotion
	Lunar New Year	Asian Staff Group session(s)
<b>February</b>	LGBTQ+ History Month	Library Team event and stock promotion LGBTQ+ Staff Network session(s)
	Ukrainian Independence Day	Migration Team led event
<b>March</b>	Ramadan and Eid al Fitr	Community Iftar in collaboration with community groups
	International Women's Day	Gender Equality Staff Network session(s)
<b>April</b>	Stephen Lawrence Day	Libraries awareness campaign and stock promotion
	Mental Health Awareness Week	Brent Health Matters session(s)
<b>June</b>	Carers Week	Brent Health Matters session(s) Adult Social Care Department led session(s)
	Men's Health Week	Brent Health Matters session(s)
	Refugee Week	Library Team event and stock promotion Migration Team led event
	Learning Disability Week	Brent Health Matters session(s)

	Windrush Day	Community Engagement Team led event
	LGBTQ+ Pride Month	LGBTQ+ Staff Network session(s)
<b>July</b>	Remembering Srebrenica	EDI Team led event
<b>July/August</b>	South Asian Heritage Month	Asian Staff Group session(s) Libraries Team event and stock promotion
<b>September</b>	Brazilian Day	Community Engagement team led event
<b>October</b>	World Mental Health Day	Brent Health Matters session(s)
	National Care Leavers Week	Children and Young People Department led session(s)
<b>November</b>	Diwali	Asian Staff Group session(s)
	Carers Rights Day	Adult Social Care Department led session(s)
	Adults Safeguarding Week	Strategic Partnership team session via the Brent Safeguarding Adults Board
<b>November/December</b>	White Ribbon Day and 16 Days of Activism against Gender-Based Violence	Community Safety team led event
<b>December</b>	Hannukah/Chanukah	Supported the local community to set up menorahs