

Appendix 1 – **Background to why and how the Commission was set up**

The Race Equality Commission was set up in late 2020 by [Ealing Council](#) though it is independent of the Council. This was in direct response to issues raised by the Black Lives Matter movement after the murder of George Floyd in May 2020 by a police officer in Minneapolis. The Commission Chair, Lord Simon Woolley, was appointed for his expertise and long track record in campaigning against racism as founder and Director of Operation Black Vote, and as a cross-bench member of the House of Lords. The vice-chair is an Ealing councillor, Joanna Camadoo-Rothwell, who acts as the link between the Commission and councillors and council officers.

We recruited commissioners through an open call for expressions of interest, which were considered by a panel that included representation from the council, trades unions, and the voluntary sector. The panel ensured that the Commission was balanced in terms of skills and experience, age and gender, and that it was broadly representative of the diverse population of Ealing.

The commissioners are all people who live in Ealing, or with an Ealing connection, who are knowledgeable about race equality issues and are passionate about making a difference. It was important for the Commission's independence that the commissioners should be appointed to the Commission as individuals rather than representing specific groups.

The Commission was given themes to focus on: education and learning, income and employment, crime and justice, participation, decision-making and leadership, health and housing.

Race Equality Commission

Terms of reference

1. Purpose of the Commission

The Commission was established through a decision of Ealing's Cabinet in September 2020. The Council decision in setting up the Commission was to focus on race equality, to learn from issues that are being raised locally, by the Black Lives Matter movement more widely, and the health inequalities that have been experienced during the Covid-19 crisis. The Commission is independent of the Council and has set its own terms of reference. This is an opportunity to listen properly to the people who live in Ealing about how they experience inequality, and to encourage organisations and individuals to think differently about to respond to what we hear.

It was agreed that the Commission will be composed of appointed individual Commissioners, led by an independent Chair, who is Lord Simon Woolley. The vice-chair is Councillor Joanna Camadoo-Rothwell, Cabinet Member for Community Safety and Inclusion.

The Commission will engage with local people and consider what it hears, along with other evidence, to provide a strategic assessment of the nature and impact of race inequality in Ealing and to make recommendations for tackling this locally. The Commission will produce its final report in the summer of 2021 [*subsequently amended to January 2022*].

2. Scope of the Commission

As part of the Cabinet decision that established the Commission, three key questions were proposed:

1. How are structural inequalities impacting on outcomes?
2. How can race inequality be addressed in Ealing and prevented in the future?
3. To what extent is the history of our built environment perpetuating inequality? This will include reference to Ealing's review of the public realm and will respond to the Mayor of London's call to review public realm and improve diversity across public space.

And five themes were suggested to structure the work:

- education and learning
- income and employment
- crime and justice
- participation, decision-making and leadership
- health and housing.

There will be an open-minded and flexible approach in defining priorities. As engagement with communities progresses, different priorities may emerge and be more heavily weighted.

Issues related to arts, culture and media will be considered as part of other themes, particularly education and participation.

The Commission will consider issues related to the promotion of community cohesion alongside issues related to racial inequality.

The recommendations will be addressed to the wide range of stakeholders in Ealing who can tackle race inequality, for example, the local business community, the health service, Ealing Council, civil society, national government, local schools and colleges. The Commission will seek to ensure that the recommendations put forward are directly actionable locally.

3. Roles

3.1 The role of the Chair is to

- Lead on agreeing the scope of the Commission and its terms of reference

- Advise and steer Commissioners and Council officers on lines of enquiry and research to be undertaken
- Represent the Commission in the publicity for its work, providing a steer on the approach to communication and engagement
- Take part in other events, where possible, such as evidence gathering sessions, all of which are likely to be virtual meetings
- Chair the formal meetings of the Commission, also virtual, expected to be monthly between January and September 2021 *[changed from May 2021]*
- Lead the Commission in coming to a consensus around a set of findings and recommendations to be presented to Cabinet in the form of an interim set of findings in May, and a final report with recommendations in January 2022 *[changed from November 2021]*.

3.2 The **role of the vice-chair** is to facilitate the work of the Commission by providing a link to the Council, i.e., to:

- Ensure that the Commission is established in line with the Cabinet decision of September 2020, that Commissioners are recruited, and that a Chair is appointed who will lead the work of the Commission from the date of their appointment
- Stand in for the Chair if he is unable to attend one of the formal meetings in order to chair the meeting, but not in any decision-making capacity.
- Support the Council's elected members to contribute to the work of the Commission, both with their own knowledge and expertise, and in their role as community leaders, leading on engagement with the people of Ealing
- Oversee the allocation of Council resources to the work of the Commission, including officer time
- Contribute knowledge and expertise to the Commission's work as a Commissioner
- Ensure that the Commission's reports are programmed to be considered as part of the Council's formal decision-making process.
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3.3 The **Commissioners** have been appointed on the basis that they

- live in Ealing, or have a strong Ealing connection
- are knowledgeable about race equality issues
- have analytical skills to carry out investigations
- have an open and enquiring mind
- are passionate about making a difference.

The **role of Commissioners** is to bring their expertise across the range of issues, by contributing to formal meetings, getting involved in fact-finding and engagement activity, and evidence gathering sessions.

4. Support for the Commission

The Council's Community Engagement Team (of 3), and the Assistant Director – Communities, will provide support to the Commission.

A small budget is available to the Commission, which could be used to fund research and engagement activity, and administrative support for the Chair and Commissioners.