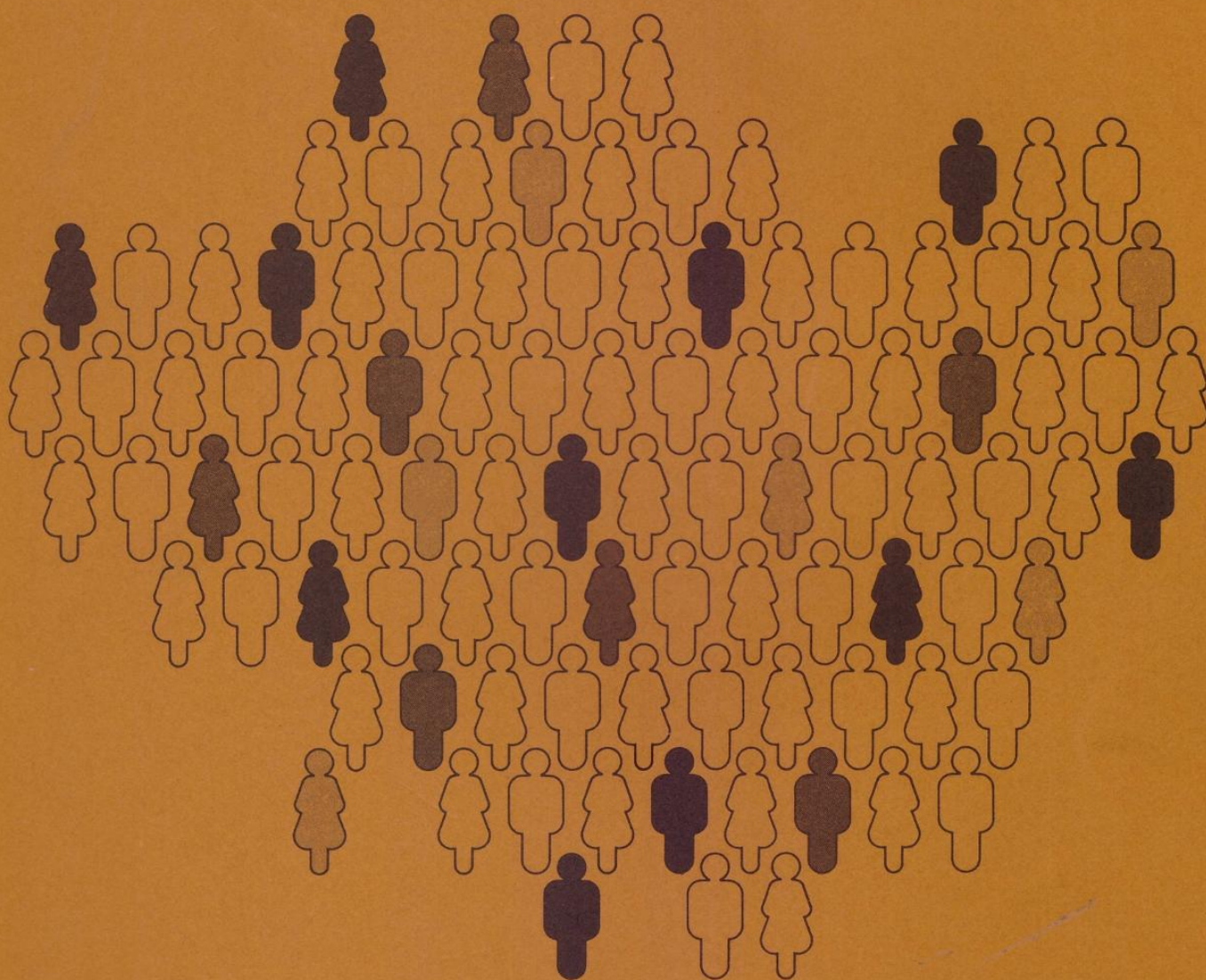


Race Equality and Ethnic Minorities in London

Future Strategy Report 1983-85



Ethnic Minorities in London

Parminder Vir OBE BLACK & ETHNIC ARTS ARCHIVE
GLC
1981-1986
Working for London
archive.parmindervir.com

Introduction

This report is a document on the GLC's future strategy for race equality and ethnic minorities in London drawn up by officers of the Ethnic Minorities Unit at the request of the Chair of the Ethnic Minorities Committee, Ken Livingstone. The document reflects the Council's already declared commitments for developing policies and programmes to meet the special needs of ethnic minorities and provide all racial groups with equality of opportunity. This, when considered alongside the grant-aid strategy for 1983-84, forms the main plank of the Council's definitive goals, objectives and targets for the next two years.

To achieve its implementation will require the resolve of all the relevant Committees of the Council as well as the support of community organisations, ethnic minority groups, other statutory bodies, private employers, the government, and adequate resource allocation. The strategy document was adopted by the Council at its meeting on 14 December 1982 and is the subject of on-going discussions with ethnic minorities in London.

First Published in Great Britain by The Greater London Council,
County Hall, London SE1 7PB

© 1982 The Greater London Council

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted, in any form or by any means, electronic, mechanical, photocopying, recording or otherwise, without the prior permission of the copyright holder.

ISBN 0 7168 1308 4

Designed and produced by the GLC Public Relations Branch
Printed by Yale Press 3/1161/5m/3.83



Background

1 The Council is concerned about the divisive and harmful effects of racism in London, which perpetuate negative attitudes about ethnic minorities, treats them in an inferior way, stirs up racial hatred and denies them equality of opportunity. Through its role as the strategic regional local authority for Greater London, the Council is making a contribution in the fight against racism. The Council is attempting to respond to the special needs of ethnic minorities in London through support for self help and voluntary projects, through the various policies and programmes run by the Council's own committees, and through advocacy work with and on behalf of the ethnic minorities themselves in seeking to extract similar meaningful responses from central government, the rest of local government, the private sector and other voluntary organisations.

2 Co-ordination of the Council's race equality and anti-racist activities is undertaken by the Ethnic Minorities Committee, who are supported by officers in the Ethnic Minorities Unit.

Ethnic Minorities Committee

3 The Committee's central objective is that of tackling institutional and structural racism. To do so fundamentally means changing the way the GLC operates in that it is a large institution that has historically discriminated indirectly in many ways against black people and other ethnic minorities. (A note on the definition of ethnic minorities for the purposes of GLC policies, programmes and activities is appended).

4 To achieve the central objective there are a number of key goals which are specified as:

- (i) Engagement of a workforce that reflects the multi-ethnic community being served.
- (ii) Appointment of black people to decision making positions.
- (iii) According a race equality dimension to all of the policies and programmes of the main committees.
- (iv) Providing a more equitable share of resources for ethnic minorities.
- (v) Providing equal access to GLC facilities and services.
- (vi) Securing a voice for ethnic minorities on all issues affecting them through consultation and liaison programmes.

(vii) Maximising the GLC's influential role in tackling racism in the wider society through public education, publicity, promotions, contracts compliance and grants.

(viii) Raising the ethnic minority communities' awareness, expectations, and aspirations for the achievement of race equality and justice through the GLC's policies, programmes and activities.

(ix) Advocating action at central and local government levels and in the public, private and voluntary sectors to tackle institutional racism, meeting the special needs of ethnic minorities, and providing opportunities for the achievement of race equality.

Policies, Programmes, Issues and Targets

5 The current policies and programmes are part of a continuum of initiatives launched since May 1981 and developed into a projected set of time related targets over a two year period, 1983-85. The Ethnic Minorities Committee take an overview position with regard to the overall responses of the Council to the special needs and race equality concerns of ethnic minorities. However, other relevant committees have explicit responsibilities for the race dimension of their work and these include the Staff, Women's, Industry and Employment, Arts and Recreation, Planning, Housing, Public Services and Fire Brigade, and Police Committees. Already some successes and failures can be identified in evaluating the race equality and ethnic minorities' policies and programmes but evaluation over a longer period is necessary in order to judge the impact. Inevitably, the question of resources for these specific programmes, other social programmes, and nationally directed anti-racist programmes have an important bearing on what can be achieved. Therefore, resource allocations will be a relevant issue throughout this strategy paper for consideration when assessing targets and priorities.

Resources for tackling racial disadvantage

6 Specific race equality programmes have to be resourced. Central government has directed and controlled the flow of resources for such programmes over the past two decades through centrally administered funds such as Section 11 of the Local Government Act 1966, Urban Programme, Inner Area Programmes, ad hoc funds in the Home Office and the Commission for Racial Equality, etc. These have been marginal programmes intended to supplement the main spending programmes of local and central government which in themselves have failed disastrously over those two decades to provide the ethnic minorities with a fair deal.

The present government has resisted the urging of the Home Affairs Committee (1981) and Lord Scarman (in his report on the Brixton disorders, 1981) to coordinate a programme for tackling racial disadvantage. Without this central direction and without the allocation of adequate resources the efforts of local government, however well intentioned and motivated, will fail to make a dent in deep seated racism.

7 The resources question becomes even more crucial when consideration is given to the government's economic policies and its effects on social programmes. Since 1979 over £400 million in Rate Support Grant has been lost by inner city local authorities in favour of those in the shire counties. This has further contributed to the failure of local government to meet the problems of the relatively deprived communities, which include the ethnic minorities, who are, in relative terms, the most deprived. In addition to arguing with central government for a restoration of those lost resources the Council has been making out a justifiable case for additional resources to tackle urban deprivation, poverty, mass unemployment, as well as racial disadvantage. Furthermore the Council has called for a national fund for tackling racial disadvantage which, if provided, would give recognition to the existence of institutionalised racism, allow central, regional and local strategies for combating racial disadvantage to be devised, remove the notion of marginal programmes for race equality and provide sufficient resources to deal with the special needs identified.

8 The crucial point about the strategies being advocated by the Council is that they must involve the ethnic minority communities themselves in their formulation, implementation, evaluation, and monitoring. That is why the Council sees the role of the ethnic minorities in its developing consultations, liaison, and participation programmes as being of the highest priority.

Consultations, liaison, participation

9 Two well attended major day conferences have been held under the auspices of the Ethnic Minorities and the Arts and Recreation Committees. Detailed separate reports are available for both. In addition, some ethnic minority groups became involved, albeit belatedly, in the planning of the first London Assembly. More recently the Women's Committee have organised a day conference on the effects of immigration and nationality on women in London.

10 Consultations, liaison, and participation have also been effected in a two way process of continuing personal contact between ethnic minorities and members and officers of the Council through the attendance at meetings, conferences and seminars in addition to the exchange of information and dealing with issues raised. During October and November 1982 a series of specific consultation meetings were arranged with ethnic minority groups mainly to help shape the grant-aid programme for 1983-84 but also to develop further contacts as part of a developing programme. A separate report on these consultation meetings is available. The future targets include:

(i) Day conference with all ethnic minority organisations on issues raised in previous consultations for follow-up consideration. Also to consider and add further shape to the GLC's developing anti-racist strategy and anti-discrimination programmes.
March 1983

(ii) Borough level consultations with all ethnic minority organisations operating within the respective areas, possibly also involving other appropriate local agencies including local authorities as well as Community Relations Councils.
Throughout 1983-84

(iii) Follow-up individual on-going consultation meetings in co-operation with the relevant ethnic minority organisations, similar to the existing arrangements or centred around specific issues concerns or campaigns. (These include health, immigration, prison welfare, unemployment, youth, housing, arts, media, sport, Travellers, Irish, community education, elderly, Rastafarians, Latin Americans and migrant/refugee groups, etc.)
Throughout 1983-85

(iv) Organising and supporting seminars, meetings conferences, as necessary in response to demands and circumstances as these arise.
Throughout 1983-85

(v) An important part of the consultation liaison and participation programme is the continuous dissemination of information to ethnic minority groups, local authorities and other community organisations and the provision of advice and guidance through visits, counselling, evaluations etc.
1983-85

(vi) Assist with the development of effective consultation mechanisms at all levels to secure ethnic
Working for London
archive.parmindervir.com



minorities' full participation in decision making and to evaluate and monitor the effectiveness of existing and developing consultation programmes throughout London.

1983-85 (through on-going research projects)

(vii) Ethnic minorities to be involved in all other Council-organised consultations, which should be organised to fully involve the ethnic minorities.

GLC equal opportunities

11 In seeking to provide ethnic minorities with opportunities for employment and training at all levels within its own workforce the Council has an equal opportunities policy and its implementation falls within the Staff Committee. There is also an Equal Opportunities Monitoring Group with management and trade union representation which operates under the auspices of the Staff Committee. The Ethnic Minorities Committee welcome and support the initiatives of the Staff Committee to eliminate racism from the workforce. Appropriate changes in policies, procedures and practices require negotiation through established joint machinery. As far as the equal opportunity requirements of ethnic minorities go the overall targets are defined as follows:

(i) Vacancies

These are being made more widely known and accessible to ethnic minorities than previously. External recruitment utilising networks within the ethnic minority communities has begun. This is to be extended as well as regular advertisements of most vacancies in the ethnic press. In addition to advertising vacancies the Council intends to use the ethnic press for promotional advertisements designed to establish the GLC as a general equal opportunities employer in the eyes of the black community.

(ii) Recruitment

All existing recruitment procedures which are too restrictive and are liable to discriminate against ethnic minorities will have to be phased out and replaced with new fair practices.

Early 1983

(iii) Equal Opportunities Code of Practice

To introduce a comprehensive code of practice covering all of the personnel process from the moment a vacancy arises to the actual time of appointment. The code would also deal with training, grievance,

discipline and the special needs of ethnic minorities (as well as other groups e.g. women, disabled persons).

February 1983

(iv) Ethnic Monitoring

Agreement has been reached on ethnic data and ethnic monitoring to assess progress with the implementation of the policy. It is expected that an analysis of the workforce by race would be available by mid 1983. New ethnic data collected will enable assessments to be made of equal opportunity achievements for ethnic minorities in the key personnel processes of applications, selection, promotion, transfer, training, grievance, disciplinary.

Mid 1983

(v) Grievance and Disciplinary Procedures

The existing schemes do not appear to be sufficiently independent in nature or scope to satisfy equal opportunities requirements and new amending orders will have to be implemented in early 1983 and thus lead to more minority staff bringing forward their grievances. Racial discrimination must be regarded as a serious disciplinary offence.

Early 1983

(vi) GLC Career Appraisal Schemes

This scheme does not appear to have benefitted the career opportunities of ethnic minorities to any visible extent and will have to be revised to meet the equal opportunity requirements in the light of review findings.

Early 1983

(vii) Industrial Democracy

The commitments to involve employees at all levels in the decision making processes will have to be designed to give ethnic minority staff a fair deal.

Early 1983

(viii) Training

Training is a crucial ingredient if equal opportunities policies are to be effective. Training is not a substitute for policy rather it is an aid to policy implementation.

The 1983-4 equal opportunity training programme will be comprehensive to meet the extensive needs and demands. Training will include:

1983-5

(a) Provision of personnel-based training for existing management, personnel and supervisory staff who are directly involved in recruitment and career development decisions. The estimated required throughput for 1983-85 is up to 6,000 officers.

(b) Positive action policies designed to maximize the take-up by ethnic minority employees of existing training opportunities, including wherever possible, entry on day release or secondment training opportunities.

(c) Increase the complement of apprentices and trainees recruited during 1983-85 and ensure that all such vacancies are advertised as widely as possible within ethnic minority communities.

(d) Revise and implement positive action apprentice and training posts which would seek to recruit ethnic minorities into work areas where they are either absent or severely under represented.

(e) Utilising the Youth Training Scheme to recruit ethnic minorities, particularly at clerical entry.

(ix) *Individual Casework*

Individual casework is vital for dealing with grievances, identifying racist practices and behaviour, and creating essential changes in practices. Full support and representation will be offered by EMU to assist this area of work as requested by individuals.
1983-85

(x) *London Fire Brigade*

In May 1981 the LFB employed 7 ethnic minority firefighters out of a total of about 7,000. A new approach to achieving a workforce that reflects the community being served has increased the number of ethnic minority firefighters to 35 at November 1982. New procedures and positive action programmes in recruitment, training, promotions, etc, are to be implemented to increase recruitment of ethnic minority firefighters.
1983-85

Arts and Entertainment

12 Ethnic minorities in London have a major contribution to make culturally and artistically to life in the capital. Racism, majority culture, discrimination and disadvantage have worked against their interests, subordinating their cultures, and restricting their opportunities to achieve prominence in the mainstream arts and culture arena. The Ethnic Minorities Committee acknowledge and support the new initiatives being pursued by the Arts and Recreation Committee to redress the balance. An enhanced ethnic arts grant-aid budget and a new Ethnic Arts Sub-Committee comprising seventeen advisers from the black community artistic disciplines are two examples of the new directions being taken. The main goal is to give greater prominence to the arts and

cultures of the ethnic minorities and to increase the opportunities available for black people to be involved in all aspects of London's artistic and cultural life.

13 The work of the Ethnic Arts Sub-Committee is very important. They have adopted the following broad objectives:

(i) To ensure that there is an ethnic dimension in all the artistic programmes and activities promoted by the GLC;

(ii) To convey its concern for a proper recognition of the ethnic dimension in the arts to other funding agencies (ACGB, GLAA etc) and all organisations promoting major artistic events in London;

(iii) To seek to bring ethnic arts to a much wider public and thereby enrich the cultural life of all Londoners.

The overall aim of the Sub-Committee is to enable a London wide strategy for helping ethnic minority arts to achieve greater prominence and improved access to resources and facilities.

14 Ethnic minorities in London have expectations which accord with the basic targets summarised below:

(i) Utilising Council resources to encourage the other funding bodies like ACCB and GLAA to engage in joint funding of ethnic arts projects and to increase the level of resources they allocate for ethnic arts programmes in London.
1983-85

(ii) Develop training/apprenticeship schemes in arts administration and management to meet specific training needs of ethnic minority artists as well as creating greater access to existing training schemes through bursary award schemes. Training schemes will incorporate all aspects of theatrical management, production, lighting, sound, and associated technical skills.
September 1983

(iii) Support initiatives to enable the development of ethnic artists, organisations and groups.
1983-85

(iv) Afro-Asian Art Centre. In response to the demands articulated by ethnic artists, to support the establishment of a central art centre facility.
Mid 1983

(v) The GLC's entertainment programme running from April to November is held in parks, open air theatres and exhibition galleries and consists of classical/folk music, dance, theatre, exhibitions, festivals and carnivals in the parks. These must in future adequately reflect the multi racial nature of London's population and its diverse cultures.

1983

new innovations will include:

Indian Classical/Popular music

Steel Orchestras

Latin American Music

African Drumming and Dance

Soca and Calypso

Reggae Concerts

Jazz Concerts which feature black jazz musicians

Musharias

Black choirs

Throughout 1983

South Bank Open Day: As part of the open day it is planned to organise an all day Caribbean crafts fair featuring Caribbean artists working in this country. A major crafts fair is planned for August/September of 1983 to coincide also with a Caribbean Film festival at the NFT and a visit by the Sistern Theatre Company from Jamaica.

July 1983

Other events to have a specific multi-ethnic input include

Thamesday *1983*

May Day Festival *1983*

GLC Photographic Competition *1983*

A special programme for Holland Park of a traditional music and dance festival involving visiting artists from non-European countries is being planned for May-August 1983. This programme would also include artists living and working in this country. The programme is being planned in conjunction with the Commonwealth Institute.

(vi) The South Bank concert halls and other GLC owned facilities must also reflect the Council's policy of equal opportunity. (The RFH, for instance, employs few black ethnic minorities.)

Beginning 1983

(vii) Grant-Aid is one of the main areas where the Council makes a direct contribution to enable ethnic

artists to develop their arts and cultural activity. This key area requires expansion to meet the extensive needs and demands.

1983-85

(viii) Campaigns for equality of opportunity in the arts have to be intensified to challenge racism in the professional arts field, especially theatre. Greater access for ethnic artists remains the top priority to be achieved.

1983-85

Media

15 The Council has no direct control over the media but is concerned about its impact on race relations because of racism, biased attitudes, prejudice, and its stereotypical reporting of stories reflecting minority cultures. Black people are not represented as employees in key roles in the media. These are matters of great concern to the Ethnic Minorities Committee. Already representations have been made to the relevant London radio stations and support for ethnic minority initiatives given. The following targets are to be pursued during 1983-85.

(i) Continued liaison and dialogue with community groups to identify the main issues and concerns of ethnic minority communities in relation to the media and to assist groups to improve their effectiveness in working for increased ethnic minority involvement in all aspects of the work of the media.

(ii) To explore the possibility of setting up a Black Radio Workshop to serve the Greater London area. The fully equipped workshop would be a resources and training centre for those interested in radio journalism.

December 1982-March 1983

(iii) Training course in radio journalism. Develop and support new training opportunities in co-operation with existing training bodies to improve access and media opportunities for ethnic minorities. Create 'access' type courses to enable black students to acquire the basic skills in order to qualify for the main full time courses which are currently available.

September 1983

(iv) Training courses in print journalism are being developed for implementation in conjunction with all the main trade unions, MSC, CRE and colleges. The courses would enable 20 black students to be trained for employment in those areas where they are unrepresented in the workforce.

September 1983

(v) Organise in conjunction with appropriate training bodies short specific courses related to the needs of the ethnic press.

April 1983

(vi) Film and video workshop. Explore the possibilities of developing a film and video workshop that would be managed and controlled by the black ethnic communities.

1982-84

(vii) Support proposals being developed by a group of black ethnic professional photographers to set up a co-operative studio which would include an advice agency, provide training and collect resource materials.

1983-84

(viii) Provide support as needed to the existing ethnic minority media enterprises and new viable ethnic journals and media initiatives which accord with community requirements. Proposals are being developed to set up a central news pool, a distribution co-operative and an ethnic advertising agency.

1983-84

(ix) Ethnic minority publications. A feasibility study has been initiated by the Council and this will be useful in determining future strategies for the development and maintenance of a strong ethnic minority press in London.

February 1983

(x) Continued support is to be given through grant-aid to organisations concerned with the question of media and the black community as well as challenging racism in the media and seeking equal opportunities for ethnic minorities in mainstream media.

Sport

16 It is wrongly assumed that black people are living up to their stereotypical image of being good sports men and sports women. There are many sports and bursary awards still outside their reach. The Arts and Recreation Committee are according a very high priority to sports and recreation in the Greater London area. The Ethnic Minorities Committee is concerned to secure the ethnic minorities fullest participation in all sports initiatives and also to ensure that ethnic minority sports bodies, get a fair share of the grants being awarded.

(i) To appoint four full time Community Sport Development Leaders, in conjunction with the Sports Council, to work specifically with the Afro Caribbean, Asian, ethnic minority women and other ethnic minority communities in sports development projects.

Mid 83

(ii) Liaison with ethnic minority groups and organisations. Support for community inspired initiatives for black sports organisations to work together as either a federation or association to secure enhanced opportunities for black people in recreation.

1983-84

(iii) Training apprenticeship schemes. Develop and support proposals for a training project to enable more ethnic minorities to get into sports management. The aim of such a course would be to provide trainees with the basic skills necessary to work in the leisure recreation centres as managers.

September 1983

(iv) GLC Sports Championships. All GLC sponsored and organised sporting events, coaching and play leadership schemes must fully involve all ethnic minorities at every level of activity, both as participants and organisers.

1983

Housing

17 With the exception of Tower Hamlets and Thamesmead, the Council has devolved virtually all of its statutory responsibility for primary housing to local authorities and therefore the main ethnic minority concern is to secure race equality as an objective in all other current housing activity and policy formulation. The Housing Committee have considered several relevant reports on race and housing issues.

The Ethnic Minorities Committee are anxious that the concerns of the ethnic minority communities be taken into account in all housing policies and practices. The targets below relate to areas of work some of which are already being undertaken and which will be the main thrust of activity throughout the next two year phase.

(i) On-going consultations with ethnic minority organisations working in the field of housing, advice and assistance on grant applications and exploration of joint initiatives.

(ii) Responding to an increasing level of individual cases and undertaking advocacy work on behalf of aggrieved clients with relevant housing officers.

- (iii) Relating with organisations and other housing authorities concerned with special needs housing particularly regarding the housing needs of senior citizens and youths from the ethnic minority communities, with support through grant aid; and seeking to achieve positive responses specifically through GLC nominations and the Mobility Scheme.
- (iv) Liaising with tenants associations and other interest groups concerned with the housing equality needs of ethnic minorities in Tower Hamlets and Thamesmead as well as on racial harassment matters.
- (v) Monitoring equal opportunities in housing allocations and lettings.
- (vi) Resolving cases of racial harassment in line with agreed policies and procedures.
- (vii) Overseeing, collating, and disseminating information in conjunction with bodies such as the CRE on good practices in housing management in relation to race equality.
- (viii) Developing an effective integrated housing and race advisory service in Tower Hamlets including specialist full time Bengali speaking workers.

Industry, Employment and Training Issues

18 The Ethnic Minorities Committee are deeply concerned about the effects of mass unemployment on race relations. Of particular concern is the effects of the combined forces of recession, national economic policies and racial discrimination on the ethnic minorities. Relatively higher unemployment rates among black adults and youths were evident as early as 1970 and had reached epidemic proportions long before the current crisis impacted on the white community in dramatic way. Recent reports published by the Commission for Racial Equality indicate that nearly 60% of young people of ethnic minority origin in inner city areas such as Lambeth are at present unemployed and that this situation appears to be getting worse as the recession deepens. Similar trends are prevalent in other areas such as Brent, Haringey, Hackney, Ealing, Tower Hamlets and Newham.

19 The Ethnic Minorities Committee welcome initiatives taken by the Industry and Employment Committee, Greater London Manpower Board and the Greater London Enterprise Board in recognising and responding to the particular employment needs of London's ethnic minorities. Support for specific job creation and training projects to tackle the acute problems of unemployed black people has been

accorded a high priority. Over the next two years the Ethnic Minorities Committee are looking for a significant contribution from the Industry and Employment Committee, Greater London Enterprise Board and the Greater London Manpower Board to match the expectations held by the ethnic minorities, which are summarised as two year targets (1983-85) as follows:

- (i) Developing and supporting initiatives by young unemployed people to set up new community enterprises or co-operatives which relate to community needs.
- (ii) Assist organisations or agencies who are concerned with the development of community enterprises and co-operative initiatives among ethnic minorities through the provision of technical and professional advice, information and guidance.
- (iii) Provide support through financial aid and subsidies for existing and new employers to recruit from among the ethnic minority unemployed and offer them adequate career related incentives and opportunities.
- (iv) Involve ethnic minorities in all new developments such as popular planning and devising information and publicity to inform and involve the ethnic minorities fully in new strategies for developing their localities and communities.
- (v) Support initiatives aimed at providing advice, finance, access to technical expertise and aid for ethnic minorities to develop community enterprises in the new technology field with any community enterprises in this field.
- (vi) Develop suitable buildings to enable ethnic minority community initiatives to be established.

20 Apprenticeship and Training Opportunities

- (i) Through the auspices of the Greater London Manpower Board develop apprenticeship and traineeship schemes offering specific training opportunities for young people of ethnic minority origin within existing and new emergent ethnic minority businesses and community enterprises.

September 1983

- (ii) Negotiate with the Industrial Training Board to create positive action programmes to secure access for ethnic minority unemployed youngsters and adults in those trades and professions where they are currently under-represented or non-existent at the present time.

September 1983

(iii) Develop and support special training schemes for sports and recreational management, theatre management, and professional media workers for ethnic minorities.

September 1983

(iv) Develop and support training schemes in the area of new technology for the benefit of ethnic minorities.

Throughout 1983-84

(v) Provide support for organisations wishing to sponsor unemployed ethnic minorities onto courses, apprenticeships and traineeships which would provide them with socially and economically useful skills required in the labour market and particularly in areas not currently known to have significant ethnic minority employees.

1983-84

(vi) Develop and support initiatives aimed at training for over 19 year old ethnic minorities.

Race Equality Enforcement

21 Through new contract compliance initiatives to enforce equal opportunity policies and practices as conditions of trade agreements or contract arrangements. Furthermore to enforce race equality conditions attached to grant aid for employers as part of job creation, job saving, or training initiatives.

Planning

22 As the strategic planning authority for Greater London the Council, through the Planning Committee, is concerned that structural, district and action plans should take into account the particular needs of ethnic minorities wherever appropriate. This in effect means identifying such needs through survey research work, consulting with ethnic minorities, writing race equality objectives into planning objectives and ensuring that proposals under planning legislation do not unwittingly discriminate against ethnic minorities. These are policies and practices to be pursued continuously and the Ethnic Minorities Committee welcome these and other specific initiatives being taken by the Planning Committee which will contribute to race equality for London's ethnic minorities. These are summarised as follows:

(i) Alterations to the Greater London Development Plan which, inter alia, will consider race equality implications and ethnic minority needs.

(ii) Securing voluntary organisations compliance with race equality conditions of grant-aid made by the Committee.

(iii) Supporting ethnic minority initiatives through the Community Areas Policy and promoting race equality through support for other enlightened community initiatives which involve ethnic minorities.

(iv) Incorporating a race-ethnic dimension in all survey and research work, wherever appropriate in order to identify relevant needs, issues, demands, etc.

(v) Developing sympathetic approaches to the particular needs of Travellers and Gypsies in London.

Travellers

23 There is considerable misunderstanding, discrimination and disadvantage surrounding the Travelling and Gypsy communities in London. The Ethnic Minorities Committee have considered several reports on the needs of Travellers and Gypsies and have held one consultative meeting with them. The Travellers' main need is sites — ideally the provision of more official sites with adequate facilities and properly managed but, in the meantime, there is a need for short-term and transit sites with only basic facilities on which Travellers may stop and escape police/local authority harassment. In addition to sites there are wider social concerns such as the provision of health and education services for Travellers, (particularly affecting women and children), the extent of police harassment, and the discriminatory treatment meted out to Travellers, eg pubs with notices barring Travellers and Gypsies.

24 The Committee's programme to assist the Travelling and Gypsy communities are targeted as follows:

(i) Development of a full-time liaison/development service through the Ethnic Minorities Unit.

April 1983

(ii) Assisting with the provision of permanent and transit sites so that Travellers may stop on Council owned land where it is considered suitable for such purposes and not immediately wanted for development.

Early 1983

(iii) Pursue negotiations with borough councils and Travellers on making appropriate GLC land available to boroughs for sites.

1983-85

(iv) Develop and support self-help initiatives and monitoring and assessment of grant-aided projects.

Financial help is provided at the present time to the Hackney Travellers Support Group and the National Gypsy Council. These groups hope eventually to be able to provide basic facilities on temporary sites and so avoid evictions on public health grounds.
1983-85

(v) Liaise with the health, education, and social service authorities to meet the personal needs of Travellers and Gypsies, particularly for women and children.
1983-85

(vi) Liaise with Travellers and Gypsies in securing counselling, legal and information services to assist them with cases of alleged discrimination and harassment, both by the police and by other bodies.
During 1983

(vii) Campaign for changes to the current legislation, the Caravan Sites Act, to provide the Council with the power to incur expenditure for the purposes of creating and maintaining suitable sites.

Health

25 Health issues as they affect ethnic minority communities are not directly within the purview of this Council's statutory responsibilities. However, recognising the importance of health as an area of legitimate concern to the capital's population, the Council has set up a Health Panel, under the auspices of the Finance and General Purposes Committee. The Ethnic Minorities Committee welcome and acknowledge the high priority already accorded by the Panel to the special health needs of London's ethnic minorities. As usual racial discrimination and cultural misunderstandings are contributory causes to disadvantage in health. The targets of the Ethnic Minorities Committee in assisting to overcome these difficulties can be summarised as follows:

(i) Liaise closely with organisations campaigning against any manifestation of racism in the health service; including NHS charges for overseas visitors. Support is currently given to the 'No Pass Laws to Health' group and other campaigning bodies.
Throughout 1983-85

(ii) Liaise with ethnic minority organisations concerned with ensuring that the special needs of ethnic minorities are recognised and acted upon by statutory bodies and through self-help initiatives. Support to date include Community Health Group for Ethnic Minorities, the Sickle Cell Society, the

Organisation for Sickle Cell Anaemia Research, Newham Mental Health Association, and the Afro-Caribbean Voluntary Self-Help Association.
Throughout 1983-85

(iii) Liaison with the Health Panel through briefings on relevant issues for the ethnic minority representative on the Panel to secure relevant consideration of issues affecting ethnic minorities health needs.
Throughout 1983-85

(iv) Review and incorporate community responses to EM 121: NHS and Ethnic Minorities consultative document on the special health needs of ethnic minorities and initiate further action based on findings.
March 1983

(v) Develop effective liaison and communication links with CHCs, local health districts, health projects and voluntary organisations with a specific concern for health matters with respect for ethnic minority health needs.
June 1983

(vi) Producing reports to highlight the special health issues raised by groups such as ethnic minority senior citizens, youths, Rastafarians and non-English speaking women, particularly in the area of mental health, health education and disability.
Throughout 1983-85

(vii) Compile details of research projects related to health care needs of the ethnic minority communities and monitor developments that may be of relevance to the Ethnic Minorities Committee and the Panel.
August 1983

(viii) Provide an information and advisory resource point in co-operation with other relevant community agencies. The EMU has so far been involved in the distribution of multi-lingual information on health.
June 1983

Education

26 Education is another important service that has a major impact on ethnic minorities but which falls outside the statutory responsibility of the Council. However, the ethnic minority communities have asked the Ethnic Minorities Committee to assist in this area to meet many of their special educational needs. With ILEA and outer London LEA's having responsibility for education, the role of the Council is, by necessity, limited to responding to community initiatives rather than a direct influential role with the policy makers.

Nevertheless there are several targets which the Committee will wish to aim for over the next two years:

(i) Monitor developments in education as they affect ethnic minorities through liaison with LEA's, attendance at meetings and liaison with specialist workers (e.g., multi-ethnic inspectors).

(ii) Liaise with community education schemes such as the Mother Tongue lobby, National Association of Black Supplementary Schools, Black Teachers Association and all organisations concerned with multi-ethnic education, particularly parents groups.

(iii) Monitor the relevance and impact of responses to the needs of ethnic minorities in further, higher and adult education as well as access courses and teacher training.

(iv) Respond to individual cases and practices alleging racism in education or differential treatment because of race, nationality or culture by bringing these to the attention of the relevant authorities.

(v) In conjunction with campaigns, organisations, and parents groups to contribute, through liaison and consultation, to the adoption and practice of anti-racist education policies and practices by LEA's.

(vi) Monitor careers education as it affects ethnic minorities and support initiatives to improve vocational training and community education opportunities for ethnic minorities.

Immigration and Nationality

27 The uncertain citizenship status of many black people and other ethnic minorities in London, coupled with the enforcement of discriminatory immigration legislation and rules are undermining factors inhibiting the achievement of race equality and justice. The Ethnic Minorities Committee will continue, with all other interest groups and relevant organisations, to advocate repeal of all racist legislation and in this respect the Committee will concentrate its efforts as follows:

(i) Disseminating information for public education on all relevant issues as part of the wider debate. The use of The Londoner to publicise the implications of the British Nationality Act in several languages is one example of how this can be done.

(ii) Support campaigns to abolish racist legislation and support initiatives aimed at assisting individuals who appear to be the victims of incompassionate enforcement of such legislation and rules.

(iii) Support the specialist work of London based organisations such as the Joint Council for the Welfare of Immigrants and the South London Immigration and Nationality Unit.

Anti-Racist Activities

28 Efforts to combat racism have to be comprehensive and conducted at all levels to be effective. Ideally, a government-led nationally co-ordinated programme is the best way of achieving maximum impact, especially if backed by adequate resources to deal with unemployment and social deprivation. A major programme of anti-racist activity is proposed by the Council to be administered through the Ethnic Minorities Committee. The intention is to involve all aspects of society, employers, trade unions, schools, colleges, local authorities, political parties, voluntary organisations, community groups and associations and individuals. The main time targets are:

(i) To develop public educational and positive action programme of anti-racist activities throughout 1983.

(ii) To declare and designate Greater London as an 'Anti-Racist Zone' at the beginning of 1984.

(iii) To mount a major programme of anti-racist activities throughout 1984-85.

(iv) To support all initiatives aimed at raising awareness of racism and promoting positive attitudes on race.

Womens Equality

29 Ethnic minority women face double discrimination due to race and gender. The Ethnic Minorities Committee aim to secure equality for ethnic minority women through its own programmes and welcome and support new comprehensive initiatives being undertaken by the Women's Committee. Of particular concern are the discriminatory effects of immigration and nationality legislation and rules as well as the number of deportations which cause splits in families. Women are most affected by such discriminatory practices and the Women's Committee have taken the lead in supporting campaigns for the repeal of racist and sexist legislation.

Over the next two years the Ethnic Minorities Committee will be securing equal benefits, access, and resources for ethnic minority women through their policies and programmes and will liaise with the Women's Committee on their programmes which are comprehensively aimed at securing equality for all women in London.

Work with Boroughs

30 The Ethnic Minorities Committee have already recognised that the Council's strategy for race equality in London requires the support and involvement of all sections of society if the desired impact is to be achieved. Thus, a nationally co-ordinated anti-racist and race equality programme led by central government is an essential requirement. Whilst this remains a primary pre-requisite to be achieved, the committee, in implementing their own policies and programmes, recognise the important role of the London borough councils in meeting the special employment, training, housing, social services, environmental health, and recreational needs of their ethnic minority communities. The main targets of the Committee will be to:

- (i) Work, wherever possible, with the boroughs on joint initiatives.
- (ii) Disseminate relevant information, produce topic papers on race and ethnic minority matters to generate good practices and appropriate new policies.
- (iii) Involve boroughs in consultation programmes with ethnic minorities and assist with the formulation and implementation of local race equality strategies.

Policing London

31 Ethnic minorities in London have made known publicly their grievances about the way in which they are policed. The Council, through the Police Committee, is seeking to achieve realistic democratic accountability of the Metropolitan Police force so that locally elected representatives and local communities can have a greater say in how London is to be policed. It is expected that their work will continue to take account of the needs of ethnic minorities in London. Within the context of the Police Committee's work in supporting local monitoring groups, research into police operations, manpower policies and practices it is expected that the special problems experienced by London's ethnic minority communities will be considered and dealt with.

Grant-Aid

32 One of the most crucial areas where the Council is making a significant contribution to meeting the needs of London's deprived communities is through direct-grant aid to voluntary organisations. The Ethnic Minorities Committee's own grant-aid programme has assisted ethnic minorities to mount effective resistance to all forms of racial disadvantage by providing adequate financial resources. The grant aid strategy criteria, and priorities for 1983-85 are developed

separately and described in detail in another document.

The Committee's grant-aid programme is intended to complement the other policies and programmes described in this strategy document. In fulfilling its function in grant-aiding community initiatives the Committee recognise the following important considerations:

- (a) Increased resources are necessary to enable an effective London-wide response to perceived needs;
- (b) The central concern should be to fund as a priority those initiatives which seek directly to nurture political consciousness of race, class and gender among ethnic minorities;
- (c) Grant-aid is to be used to maximise all opportunities for ethnic minorities to challenge racism in all forms and establish strong central communal institutions that will continuously work to achieve and maintain equality and good community relations.

These considerations may influence not only styles of operation but the very system of grant-aid itself. The commitments over the next two years which are described in full detail in the separate grant-aid programme document are summarised as follows:

- (i) Liaise closely with all applicants, irrespective of the outcome of their application.
Throughout 1983-85
- (ii) Provide advice and guidance prior to the filling out of grant forms so that established organisations do not gain an unfair advantage over more 'roots' organisations.
Throughout 1983-85
- (iii) Enable professional, technical and financial planning and budgetary resource facilities to be made available to applicants so that grant-aid conditions are met and where there are problems, diagnosed early and dealt with.
Throughout 1983-85
- (iv) Co-ordinate efforts so that pooling of resources and efforts can be achieved; enable organisations to interact with others in the same field and, more importantly, across cultural or national barriers.
Throughout 1983-85
- (v) Continue extensive advocacy for rationalisation of central government responses to ethnic minority needs by establishing a national fund for tackling racial

disadvantage; enlist support of ethnic minority organisations; and maximising the deployment of all grant aid programmes within the context of co-ordinated anti-racist and race equality strategies in which community based organisations are actively involved in the planning, programming, implementation, evaluation and monitoring of such strategies.
Throughout 1983-85

Appendix

Ethnic minorities: Definition

1 Ethnic minority is a term coined by central government for the purpose of describing black people living in Britain, irrespective of their place of birth. Sometimes the term is used to describe a wider range of ethnic groups both black and white.

2 For the purposes of the Council's policies, programmes and activities it is necessary to have a precise definition so that misunderstandings can be avoided.

3 The Council is concerned to assist any group who have special needs which have arisen because of cultural and language differences.

The Council is concerned to respond to any racial or ethnic group who suffer discrimination and disadvantage simply on the basis of their race, colour, ethnic grouping, or nationality.

The Council is concerned about the adverse effects of racism and will work for its elimination and provide assistance for the victims of racism and support those groups attempting to combat racism.

4 In view of these concerns, the Council acknowledges and recognises the main thrust of its responses will be in respect of the black ethnic groups whose ancestral origins can be traced to Africa, Asia and the Caribbean. In other words London's black communities.

In addition there are other minority ethnic groups whose circumstances fall within the list of concerns specified in paragraph 3 above whose cultural origins are linked to Europe but they are nevertheless victims of racism in Britain and suffer racial disadvantage. These include for examples the Irish, Travellers/Gypsies, Turks and Greeks. Then there are the Chinese and Vietnamese communities in London who suffer discrimination and disadvantage because of their race or refugee status.

Finally, there are the Latin American and other migrant worker communities in London, many of whom are refugees, and who are very vulnerable to discrimination, victimisation and exploitation because of uncertain status and citizenship.

If you want to know more about the GLC's policies and programmes for ethnic minorities, if you have any comments on what has been achieved so far or have ideas on what should be done in the future, then write to: Ethnic Minorities Unit, Greater London Council, County Hall, London, SE1 7PB.

GLC
Working for London

Parminder Vir OBE BLACK & ETHNIC ARTS ARCHIVE
GLC
1981-1986
Working for London
archive.parmindervir.com