

Stimulus Sheet

Complete report & report
REU

THE ANTI-RACIST OUTREACH WORKER'S PROGRAMME

Introduction

A copy of my job specification is attached (Appendix A). Point 1 states 'ensure by careful monitoring Council's equal opportunities . . . by Council funded bodies. This I intend to monitor and implement (am doing) in two ways:

- (i) 'Soft' monitoring - examining statements provided by applicants (Appendix B i and ii) augmented by officers' comments in grant reports (see sample Appendix B iii).
- (ii) 'Hard' monitoring - a list of community and mainstream funded organisations (the ones which receive large amounts of funding and control Council resources) will be visited by REU staff.

The purpose and the objective of monitoring is to ensure that Council funded organisations implement anti-racist training programmes, employ effective means of redressing racial imbalances in staffing (eg., by advertising in the Black press, wording job advertisements in an appropriate manner not seeking qualifications which are irrelevant to the job= and ensuring that funded venues or organisations integrate black arts activities into their main programme.

Several reports (eg., London Against Racism, The South Bank Concert Halls Policy Paper, London Against Racism - Use of Council Premises and SBCH (Anti-Apartheid Policy recommending a cultural boycott of South Africa) have been produced by the Council. I have these files, amongst others, which I will use in my day-to-day work programme.

Armed with the above and where there are breaches of the Council's Code of Practice, I have outlines, below, the following Action Plan:

- (i) Intervention at the draft grant report writing stage. This is currently being done, whereby every single report produced by RA/GR (except ethnic Arts) is sent to the REU for input.
- (ii) Some hard monitoring visits have taken place. Careful notes were taken at these meetings and will be incorporated into a major report. A more formalised structure will be given to these meetings (and the results when the list of targeted organisations is produced and the meetings have been arranged.
- (iii) I also intend to arm my self with a 'pack' of anti-racist arts policy papers which will be taken to each meeting. Relevant points (obviously peculiar to individual organisations visited) will be highlighted either at the first meeting or subsequent follow-ups. I will require the assistance of other REU staff in preparing this pack.
- (iv) Should my initial meeting with a targeted organisation require action by other Council officers (REU or Council-wide) I shall do that in memo form.

I hope this answers points raised at the last REU meeting and will be glad to incorporate any other constructive suggestions.

Attached is the detailed work programme (circulated in manuscript form at the last meeting). Apologies for any duplication.

RA/REU/ANTI RACIST OUTREACH WORKER'S PROGRAMME

June-July

1. Set up meetings with Key Mainstream/Community Arts funded organisations. These number about 40-50.

Aim of the meetings will be to ascertain the involvement (or otherwise) of black people and artists in the activities of these GLC funded groups. To advise, persuade and possibly coerce above mentioned organisations into adopting and practicing GLC's Equal Opportunity guidelines. Follow-ups where necessary will be implemented.

Findings and corrective course of action to be incorporated into a major omnibus report to all Arts and Recreation Committees after Summer Recess.

This report will also form basis of the AROW's key project (WI/BA) in October.

Reports/Application forms on above key organisations have been identified and work on them is underway. (See 2 below).

2. An ongoing work area is an input into every Main and Community arts grants report. Although this is being actioned some fine tuning needs to take place i.e., recommendations made by RA/REU are implemented. A corollary of above is, of course, Sports - an informal link have been established, but requires firming up.

3. A joint input by HREU and AROW will be made in the South Bank Concert Hall report for the next South Bank Concert Hall Sub-Committee (1.7.85=).

August-October

4. AROW has drafted the initial format for the WI/BA Conference scheduled for October. Some comments have been received (REU Meeting 4.6.85). More will be welcomed to home the conference format into final shape for maximum effectiveness.

This Conference, I repeat, will be a major event (I envisage) - it has to have maximum impact - post 1986.

5. The AROW will be taking a lead liaison role with the London Ethnic Arts Officers Forum, in influencing London Borough's Arts Policy. I envisage this task to be handed over to the Policy Adviser when s/he is in post (9.85).

6. Other AROW targets include liaison with Voluntary Sector eg., CEOA, AMG, LMP, Artsline etc. Input from these organisations will be invaluable for the WI/BA Conference. Target date pre September and will be included in September report.

November-January

7. Statutory institutions eg., CRE, Art Colleges are another AROW target for a ? September? report as are ACGB, GLAA London Boroughs (Arts and Funding Policies See 5 above), Gulbenkian and a host of other arts funders. I feel that this target is rather ambitious and an incorporation of this report in a September agenda is unrealistic. A report of this nature would have a more useful function post 1985.

8. A detailed follow-up report on the October (WI?BA) Conference (planned for January 1986).

9. Black Experience.

RA/REU/AROW WORK PROG.

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Working for London
archive.parmindervir.com