

Cross Party BAME Review - Task and Finish Advisory Panel Terms of Reference

Aim

To look at ways of working with, and consulting with Carmarthenshire's BAME communities to listen and understand their concerns, and to identify any barriers that prevent improving diversity within the County Council and within Carmarthenshire. To include, but not limiting itself to –

- considering ways in which the Council could increase diversity in the workplace;
- looking at ways of working with Dyfed Powys Police to address discrimination, racism and prejudice in the judicial system;
- working with Welsh Government on their review of public monuments and street names, with particular reference to the Picton monument in Carmarthen town;
- ensuring that the new National Curriculum and lifelong learning includes themes relating to colonialism, exploitation, discrimination and racism;
- ensuring that Carmarthenshire marks Black History Month in October and in doing so understands the negative impact of racial inequality within our society and continuously celebrates the contribution made by BAME communities in local and national life;
- exploring ways in which the group's findings could inform future policy.

Objectives

- Interpret and analyse any relevant national, county and local information, data and research identifying any key issues;
- To consult with and take evidence from as wide a range as possible of stakeholders, specifically and essentially the BAME community of Carmarthenshire;
- To consider the findings of recent and current national reviews undertaken by Welsh Government or any other organisations as appropriate;
- To agree a way forward to addressing racism and discrimination in Carmarthenshire;
- To engage with as wide a cross-section of the community as possible around the future status of the Picton monument and other monuments or street names associated with slavery;
- To make relevant recommendations to the Executive Board addressing the Notices of Motion agreed by County Council on the 12th February 2020 (7.1) and the 8th July 2020 (7.1).

Membership

The Task and Finish Advisory Panel will consist of a politically balanced membership.

- **Cllr Cefin Campbell (Chair)**
- **Cllr Liam Bowen**
- **Cllr Kim Broom**
- **Cllr Emlyn Schiavone**
- **Cllr Fozia Akhtar**
- **Cllr Andre McPherson**
- **Cllr Edward Thomas**
- **Cllr Louvain Roberts**

Task and Finish Advisory Panel Arrangements

- **The Task and Finish Advisory Panel will be chaired by the Executive Board Member with responsibility for Communities and Rural Affairs.**
- **The Task and Finish Advisory Panel will agree a timetable following the first meeting to be held as soon as possible after the 27th July. It is intended that the group will continue to meet during the summer recess.**
- **The Task and Finish Advisory Panel will report its findings and recommendations to the Council within six months of its first meeting and at the latest by February 2021.**
- **The Panel may agree to report to the Executive Board on some aspects of their work separately and ahead of the final report in February 2021.**
- **The Panel will be supported by the Executive Board Support Officer and officers from the Regeneration and Policy Division, Chief Executive's Department.**
- **The Panel will agree on the names of Council officers and representatives from other organisations to be invited to future meetings.**

July 2020