

# Cornwall and Isles of Scilly leadership board

## **Recommendations to the Leadership Board collectively:**

1. Set out a strong public statement acknowledging that racism exists within Cornwall and set out its zero-tolerance approach to racism and hate crime and the ambition to eliminate inequitable racial and ethnic outcomes for residents, service users, customers, employees and volunteers, situated within the context of the vision for Cornwall. As part of this statement commit to immediately strengthening the hate-crime reporting program underpinning efforts to take further concrete action to eradicate racism, including evaluation of a Race Equality Council or equivalent.
2. Create a shared programme of cultural development and education that celebrates the histories of all our residents.
3. Establish an enduring programme of community engagement with black, Asian and minority ethnic residents to build their trust and confidence in all social, economic and environmental sectors.
4. Within 6 months of acceptance, conduct and complete a review of the Cornwall wide equality objectives, actions and measures so they explicitly address issues of racial and ethnic inequity within Cornwall. The outcome of this review to be shared with residents, performance reviewed quarterly and made available to the public at least annually.

**Recommendations to Leadership Board members individually:**

5. Within 6 months of acceptance, Leadership Board member organisations to:
  - Review existing equality and diversity policies of member organisations ensuring they include a strong focus on anti-racism policies and adoption of race charters where not already in place.
  - Review recruitment practices and outcomes.
  - Develop a strategy to address unconscious bias within their workforce.
  - Deliver anti-racism training thereby sending a clear message to employees and residents.
  
6. Establish robust ethnicity data collection both qualitative and quantitative, data sharing protocols, and analysis and insight between member organisations enabling the ongoing review of objectives, identification of shared priorities for action, robust evaluation of delivery progress and impact assessment. This data analysis and insight to be made widely available and publicised for accountability, transparency and to support a Cornwall and sector wide drive for change.
  
7. Contribute to an enduring programme of community engagement with black, Asian and minority ethnic residents to build their trust and confidence in all social, economic and environmental sectors.