



Eliminating Racism:

Are we there yet?

**VOICE
4
CHANGE**

Reflections on the impact for the BME Third Sector of the Stephen Lawrence Inquiry

Preface

In marking the tenth anniversary of the publication of the Stephen Lawrence Inquiry, Voice4Change England has brought together reflections and perspectives of some Black and Minority Ethnic (BME) Third Sector organisations and some key funding bodies of BME community groups. Our aim is to enable the BME Third Sector to assess for itself the impact of the Inquiry's recommendations, and also for those providing funding to comment on developments from their experience.

To assist with understanding the impact of the Inquiry we include information and analysis on some of the seventy recommendations made and importantly the Inquiry's definition of 'institutional racism' that a number of contributors refer to in their narrative. In addition, we provide a range of key indicators to assess how BME communities have fared during the past decade.

Acknowledgements

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We also want to thank all the contributors for sharing their perspectives and their cooperation in making the publication possible.

Contributors

Dr Rob Berkeley [Runnymede Trust](#)

Abdul Khan [BECON](#)

Naheed Arshad-Mather MBE
[BME VCS Regional Panel for Yorkshire and the Humber](#)

Tanwir Rauf [Community Development Exchange](#)

Rupert Daniel [Black South West Network](#)

Jeremy Crook OBE [Black](#)

[Training & Enterprise Group](#)

Ayannah Griffith [Black](#)

[Development Agency](#)

Siddharth Deva [Uni Network](#)

Ila Chandavarkar [MENTER](#)

Dr Theo Gavrielides [Race on the Agenda](#)

Campbell Robb [Office of the Third Sector](#)

Peter Wanless [Big Lottery Fund](#)

David Rossington [Communities and Local Government](#)

Bharat Mehta [City Parochial Foundation](#)

Jagdev Boparai [West Midlands](#)

[Race Equality Advisory Board](#)

Dr Richard Stone [Advisor to the Stephen Lawrence Inquiry](#)

Matt Leach [Capacitybuilders](#)
Gaynor Humphreys [London Funders](#)

Dr Amrit Wilson [Imkaan](#)

Priscilla Nkwenti [Black Health Agency](#)

Ratna Lachman [JUST West Yorkshire](#)

Michael Henry [Black and Minority Ethnic Alliance for the East Midlands](#)

Richard Corden [Commission for the Compact](#)

Arun Kang [Sporting Equals](#)

Jabeer Butt [Race Equality Foundation](#)

Tanzeem Ahmed [Olmecc](#)

Doreen Lawrence OBE [Stephen Lawrence Charitable Trust](#)

Pragna Patel [Southall Black Sisters](#)

Foreword

Caryl Agard OBE, Chair, Voice4Change England

Vandna Gohil, Director, Voice4Change England

The tenth anniversary of the Stephen Lawrence Inquiry provides an opportunity to reflect on the state of multi-racial Britain. This is also an ideal moment to consider how the Inquiry shaped the work of the BME third sector and the future role of the sector in a successful multi-racial Britain. For these reasons Voice4Change England (V4CE) – a national policy voice for BME Third Sector – has produced this publication.

The Stephen Lawrence Inquiry, led by Lord Macpherson, changed the narrative about race, racism and ethnicity in Britain. The Inquiry's identification of 'institutional racism' recognised both the embedded nature of racism and the need for widespread reform. The Inquiry led to the Race Relations Amendment Act 2000 – requiring public authorities to act against discrimination and for race equality.

This publication details the stimulus for action that the Inquiry provided to the Black and Minority Ethnic (BME) third sector and to other mainstream agencies. BME third sector groups and organisations became better organised to monitor public agencies and renewed efforts for meaningful representation at national, regional and local decision-making tables. Perhaps

most importantly the Stephen Lawrence Inquiry provided opportunities and resources for BME third sector groups and organisations to be heard and to constructively engage with mainstream agencies. A problem had been recognised and BME third sector groups and organisations became part of the solution.

Today, an estimated 17,000 BME third sector groups and organisations are working towards a more equal and successful multi-racial Britain. The BME third sector makes its contribution to British society in three major ways.

- First, it campaigns and calls attention to situations of discrimination and disadvantage – such as the campaign for justice for Stephen Lawrence. In this way it can act as a 'canary in the coal mine' and alert the rest of society to hard to detect yet catastrophic problems.
- Second, the BME third sector addresses problems by working alongside public agencies to tackle the causes and consequences of persistent problems such as health, poverty and isolation. The sector also works ahead of public agencies and responds to emerging

issues such as community relations, training needs and violence.

- Third, the sector creates wealth in BME communities and beyond. For example social enterprises create jobs and stimulate economic activity. Social wealth is created too – as people are brought together to have fun, to make a difference and to develop as human beings and contribute to a civil society.

However, even with the Stephen Lawrence Inquiry, subsequent legislation and BME third sector activity, progress towards race equality in British society has been mixed. Some progress has been made, e.g. in educational attainment. However, relatively speaking, the outcomes for BME people in terms of health, employment, income and contact with the criminal justice system are worse for BME people than their 'White British' counterparts.

Despite this ongoing disadvantage facing BME people the framework provided by the Stephen Lawrence Inquiry is changing. A new narrative about race and ethnicity in Britain is forming that makes for an uncertain future for BME groups and organisations.

The narrative of community cohesion emphasises the importance of common vision and positive relationships between people from different backgrounds. Unfortunately, a view is taking hold in some policy circles that the BME third sector represents a barrier to cross-racial cohesion. In

contrast to previous times, BME groups and organisations are becoming identified as part of the problem rather than part of the solution for fragmentation that exists in Britain.

Other developments further weaken the ability of the BME third sector to contribute to a more equal Britain. For example, the shift to a single equalities framework may sideline organisations with specialisms in race and ethnicity by making funding even harder to attract.

At the same time the rise of the contract culture has also proved challenging for parts of the BME third sector. Bidding is competitive and contracts are hard-won and hard-driven. Service commissioners may pursue efficiency by awarding larger contracts and manage risk through stringent requirements, e.g. a proven track record of contract delivery. This is generally to the detriment of BME and smaller third sector organisations new to contracting and unable to compete on a level playing field with their counterparts as a result of serial under-investment.

All of these challenges are exacerbated by the recession which is placing increased demands on the BME and wider third sector and reducing the availability of funding through donations, contracts and grants.

The BME third sector therefore faces downsizing and a diminished role and the fragile gains since the Stephen Lawrence Inquiry are at risk.

In 1981 in the Inquiry into the Brixton riots Lord Scarman reported that: 'The evidence which I have received... leaves no doubt in my mind that racial disadvantage is a fact of current British life... Urgent action is needed if it is not to become an endemic, ineradicable disease threatening the very survival of our society... racial disadvantage and its nasty associate racial discrimination, have not yet been eliminated.'

Eighteen years later Lord Macpherson reported that little had changed. Today serious problems still persist to the detriment of all people in British society. Lasting change is overdue and V4CE is calling for investment and support to the BME third sector to allow it to play its full part and to build a thriving multi-racial Britain.



Caryl Agard OBE, Chair



Vandna Gohil, Director

April 2009

The Stephen Lawrence Inquiry definition of 'institutional racism'

"The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes; attitudes and behaviour, which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping, which disadvantages minority ethnic people."

Reference

THE STEPHEN LAWRENCE INQUIRY

REPORT OF AN INQUIRY, By Sir William Macpherson Of Cluny
ADVISED BY Tom Cook, The Right Reverend Dr John Sentamu, Dr
Richard Stone

Presented to Parliament by the Secretary of State for the Home
Department by Command of Her Majesty. February 1999

The full report can be viewed online at:

<http://www.archive.official-documents.co.uk/document/cm42/4262/4262.htm>

Recommendations from the report

The Stephen Lawrence Inquiry Report contained 70 recommendations for a programme of reform in the relationship between the police and BME communities.

The impact of the Report was felt across all sectors in the UK, including third sector funding organisations and voluntary and community groups, as many of the recommendations were equally applicable for them and an opportunity to improve their services and practice to and with BME communities.

The BME Third Sector itself also had the challenge of responding to the Inquiry.

Potential areas of impact	Examples	Why is this important?
Organisational initiatives or programmes	<ul style="list-style-type: none">• One-off promotional campaigns,• Creation of specific resources	<ul style="list-style-type: none">• To raise awareness about tackling the negative impact of race and discrimination
Informing organisational strategy	<ul style="list-style-type: none">• Revision of organisational strategy• Setting the context in which work takes place	<ul style="list-style-type: none">• Building in tackling race inequalities within organisations
Improve recruitment practices	<ul style="list-style-type: none">• Recruiting more BME senior managers• Changes in person specifications for jobs	<ul style="list-style-type: none">• Ensure fairer selection processes
Greater consultation with diverse communities	<ul style="list-style-type: none">• Inclusion of wider communities such as new arrival, faith, asylum seeker and refugee groups	<ul style="list-style-type: none">• Working to ensure greater representation and accountability
More investment in race equality work	<ul style="list-style-type: none">• Projects to help internal/external work on race equality	<ul style="list-style-type: none">• Tackling negative impact of race discrimination internally and externally
Closer links with race support agencies	<ul style="list-style-type: none">• Links to think tanks for up to date info• Links to advocacy and campaigning bodies	<ul style="list-style-type: none">• Encourage collaboration and increase influence to tackle racism
Improving target setting	<ul style="list-style-type: none">• Race targets set for employment• Race targets sets for service delivery	<ul style="list-style-type: none">• To track and benchmark progress

Potential areas of impact	Examples	Why is this important?
Showcasing good practice	<ul style="list-style-type: none"> Articles in sector publications Presentations at sector events 	<ul style="list-style-type: none"> Celebrating and sharing success stories
Programmes to increase confidence – mentoring, role models	<ul style="list-style-type: none"> Additional support for BME staff Increased opportunities for BME staff 	<ul style="list-style-type: none"> Increase and improve aspirations
Review of policies	<ul style="list-style-type: none"> Equality proofing policies New policies drawn up 	<ul style="list-style-type: none"> Tackling negative impact through policies
Work to mainstream race equality	<ul style="list-style-type: none"> Greater partnership work with mainstream orgs Closer working with statutory bodies 	<ul style="list-style-type: none"> Ensure race is tackled as part of mainstream agenda
Influenced monitoring	<ul style="list-style-type: none"> Monitoring targets set Impact and access of services monitored 	<ul style="list-style-type: none"> To track and benchmark progress
Organisational action plan	<ul style="list-style-type: none"> Equality/race action plan drawn up Awareness raising of existing policies and strategic documents User discussion groups 	<ul style="list-style-type: none"> Building in tackling race inequalities within organisation
Setting up a forum	<ul style="list-style-type: none"> Staff support groups E support facilities 	<ul style="list-style-type: none"> Developing places/spaces where support and solutions can be discussed
More leadership input	<ul style="list-style-type: none"> More vocal leaders on race equality Greater promotion of challenges and solutions 	<ul style="list-style-type: none"> Promoting greater buy in from leaders on issues
Influencing training	<ul style="list-style-type: none"> More training accessed Provision of training to other providers Greater partnership work with mainstream orgs 	<ul style="list-style-type: none"> Improve skills internally and externally

Dr Rob Berkeley

Director, Runnymede Trust

www.runnymedetrust.org

The UK Government's acceptance of the key recommendations of the Lawrence Inquiry was a watershed in the way we approach race equality in the UK. Runnymede had been arguing for many years for a positive duty to promote equality as an extension of the protection from discrimination addressed in earlier legislation. Legislation that followed from the Inquiry report has enabled us (and the BME third sector) to work more effectively with public authorities to address the challenges and opportunities of ethnic diversity, building momentum towards a common goal of improved social justice for all. It has been heartening for us to witness and support the development of thousands of race equality schemes and equality impact assessments, recognising that to eliminate racism and inequality will require action at all levels – from

hospital waiting room to board room, from playground to parliament. Increased activity does not mean that we have had uniformly positive progress. We are, however, much better placed to understand what needs to be achieved and the means of achieving that change. New challenges arise (rising gun and knife crime, violent extremism, economic recession), while old challenges persist; (educational inequity, poverty, racist violence). Runnymede's recent work has addressed these and other issues through research, debate and public engagement. 10 years since the Lawrence Inquiry and 40 years since the establishment of Runnymede, there remains a need for vigilance, research and advocacy to build a successful multi-ethnic Britain.

Abdul Khan

Chief Executive, BECON

www.becon.org.uk

16 years have elapsed since the tragic murder of Stephen Lawrence and the question we ask ourselves is what (if any) difference did the subsequent inquiry report by William Macpherson have on addressing instructional racism across public bodies, race inequalities in the design/delivery of services and building cohesive communities.

From a North East regional perspective there have been positive developments:

With support from the now demised Commission for Racial Equality in 2007-2008 BECON developed a youth integration project focusing on work with young people from BME communities. The year long project culminated in a joint one day conference with the Regional Youth Work Unit. The conference provided a valuable opportunity to share positive examples of working with BME young people, share experiences and develop action points to develop good practice.

With support from ONE (regional development agency) the development of North East voluntary and community

sector (VCS) equalities coalition, the first coalition of its kind in the country. The Equalities Coalition is made up of VCS organisations with an interest in equality and diversity. The Equalities Coalition represents seven equality strands: children and young people, disability and Deaf, faith, gender, older age, race led by BECON and lesbian, gay, bisexual and transgender. Equality strand leads work with communities at risk of exclusion through discrimination and support networks, communities and individuals to develop, become stronger and to raise their voices to fight inequality.

Despite the above examples, 10 years on there continue to be examples where race equality and equality and diversity issues fail to be addressed. Representation on strategic bodies at a regional and locality level are not representative of local communities and equality organisations still continue to be the life blood of addressing institutional inequalities. With the emergence of the Equality and Human Rights Commission and the impending Single Equalities Bill there is still much work to be undertaken.

Naheed Arshad-Mather MBE

Chair, BME VCS Regional Panel for Yorkshire and the Humber

www.bme.org.uk

The Stephen Lawrence Inquiry Report has enabled our organisation to understand the deep rooted discrimination which exists within the system.

The Stephen Lawrence Inquiry Report enables our organisation to work strategically by placing equality and diversity of the BME VCS in Yorkshire and the Humber at the heart of our work. Working strategically we are promoting the needs of the sector and influencing policy, leading to practical changes in service delivery to improve outcomes for BME and other disadvantaged communities.

Tanwir Rauf

Outreach Support Officer, Community Development Exchange

www.cdx.org.uk

It is ironic that since the Stephen Lawrence Inquiry report there has not been any significant change within public sector culture in relation to positive action measures. There needs to be a stronger public sector duty in place with an outcomes focus and to align domestic legislation with European Union law.

The inquiry might have led to new anti-prejudice laws and attitudes in society might have changed but has this been reflected in public institutions! It seems that the word 'race' has been wiped out of vocabulary and instead 'diversity' seems to be a more comfortable term. There needs to be a culture of learning and development linked into a performance framework on race and diversity and strong and effective leadership which will make actions speak louder than words. The needs of different communities need to be prioritised above institutional agendas in order to eliminate racial injustice.

Rupert Daniel

Project Director, Black South West Network

www.bswn.org.uk

The Stephen Lawrence Inquiry brought into sharp focus an unspoken reality that set the context of a legacy handed down across generations of BME communities. This institutional legacy continues to shape the lives of Black people in the UK today. The shadow of this form of racism is rooted in public institutional culture and expresses an unconscious, but none-the-less effective and collective denial of the human rights of a significant section of the UK population. Consequently, 'institutional racism' still poses a present and constant danger to the life chance of BME communities in the UK. This reality requires all of our communities to remain alert to the threat that it represents and to report it when encountered.

The term 'institutional racism' encompasses several factors as the quote below shows.

"The term institutional racism should be understood to refer to the way the institution or the organisation may systematically or repeatedly treat, or tend to treat, people differentially because of their race. So, in effect, we are not talking about the individuals within the service who may be unconscious as to the nature of what they are doing, but it is the net effect of what they do".

The BME community are significant proportion of service users; these services include public broadcasting, housing and

educations services and they play an important part in the shaping of the society we live in both limiting and encouraging aspiration and defining opportunity. Therefore, it is hard, and becoming increasingly more so, to ignore the impact of public institutions and agencies on the lives of BME individuals. It must not be overlooked that many individuals have worked tirelessly to correct the impact of this form of institutionalised "behaviour" in their workplaces and the workplaces of others. However when we look at current measurements of our successes and failures, it is clear in the analysis to date is that we still have a long way to go.

BSWN, for example, has endeavoured, through our work on the regional compact, to establish an equality way of working that joins up the public sector and BME organisations. As an infrastructure organisation BSWN continues to challenge discrimination, raise awareness, and improve the skills of our BME member organisations. An essential part of this goal is to work collaboratively with partners across the UK to improve opportunities for BME communities. Moreover, we at BSWN believe that it is only through broader communication and partnership building that the real experiences of the BME community can be measured and systems put into place to combat the 'institutional racism' that, unfortunately, still acts as an overbearing negative influence on the lives of the UK's BME population.

Jeremy Crook OBE

Director, Black Training & Enterprise Group

www.bteg.co.uk

BTEG has spent the last decade participating on a range of central government race equality advisory groups and supporting local BME groups. While there has been progress we sadly do not believe that there has been a step change in the institutional culture of public authorities in relation to race equality. Today many people are still recruited to senior positions within the public sector without having demonstrated an ability to tackle racial discrimination within the institutions that they have worked. It is difficult to determine if the progress that has been made in employment is the result of equality legislation or demographic change. The Norwegian government has placed a duty on the private sector to report annually on its diversity activities so our laws are not always as advanced as some policy makers like to think.

The BME third sector today is still in a weak position and has marginal resources and a marginal policy influence at the national and local levels. BTEG would argue that we have a marginal voice in government on key policy issues such as education and employment. We do have governmental advisory groups but these do not determine performance targets and resource allocation.

Ayannah Griffith

Chief Executive, Black Development Agency

www.blackdeva.org.uk

The publication of the Stephen Lawrence Inquiry Report was a key moment in Black British history that put the term 'institutional racism' on the agenda for the first time and provided affirmation publicly in the UK, that race inequality destroys our families, our young people – our future. It was also a moment when Black communities dared to hope that there would be real and lasting change. The Race Relations Amendment Act (RRAA 2000) that came out of the Stephen Lawrence Inquiry recommendations were very important, because it provided a framework from which we could progress work to make the changes needed.

Siddharth Deva

Project Manager, Uni Network

www.theuninetwork.org.uk

The Stephen Lawrence Inquiry report a decade ago went to the heart of the Establishment and spoke plainly about its findings, as nasty as they were. But one wonders whether such an investigation could be possible today. The Inquiries Act 2005 gave the Government enormous control over inquiries set up by ministers, empowering them to decide who chairs and sits on inquiries, whether they are held in public or in private, and which of the findings are published. With this new legislation, the Government has stripped the public of its right to have abuses by the powerful and privileged investigated, including racial ones. The language of racial equality appears to have changed too: the Government now emphasizes 'diversity' and the Third Sector has followed suit, and both sectors favour the bringing together of people who see themselves as disadvantaged or unequal because of their ethnic background, disability, gender, and sexual orientation. Although there is some truth in the view that the UK is less racist today and

has become a vibrant multiethnic society, racism still thrives in a variety of guises under the surface and the Uni Network has a responsibility to tackle it in South East England. Hysteria against refugees and asylum seekers is highly racialised and the threat of Islamic terrorism has fuelled hostility to Muslims. One also can't help noticing at times that the acceptance accorded by white individuals and organisations in South East England to non-white minorities is at times grudging, resigned; it is qualified and occasionally it is tinged with resentment, bordering even on the impatient. Although 'institutional racism' is a word that is now out of fashion, the systemic bias against people from minority ethnic backgrounds still exists, although it may not be explicitly stated, and it is likely to be polite and it is practised in less visible surroundings. But it is chronic and pervasive.

Ila Chandavarkar

Chief Officer, MENTER

www.mentor.org.uk

The Stephen Lawrence Inquiry Report had a major impact on the work of MENTER with its definition of 'institutional racism' and the implications this had on direct and indirect discrimination. This is the core part of the MENTER agenda. We find that public and mainstream VCS organisations often continue, in spite of the report, to interpret racism/discrimination as intentional and still fail to recognise that an organisational ethos and culture which is perceived as neutral can fail to reach BME communities or operate to exclude them.

An example of this work is as follows: In 2006 MENTER commissioned research into BME access to skills, employment and enterprise services. The findings were that BME groups were failed by these services because of the way these were designed and delivered. The work was funded by the Regional Development Agency, the East of England Development Agency (EEDA). Following the research, EEDA published its own document "Ending Ethnic Inequalities" which clearly stated their position: "Ensuring equality of opportunity is now a legal duty, but the evidence of significant exclusion for many BME communities suggests that it is one this region is currently failing. While there are many examples of organisations in the public, private and third sectors that are effectively meeting the needs of BME groups, the persistence of ethnic

disadvantage points to a widespread policy failure across all sectors.

This failure must be addressed if we are to ensure the growth and sustainability of the region's economy. Economic exclusion is costly for the economy, resulting in direct welfare costs and further long-term costs to the economy through increased poverty, poor health and low educational standards. Inclusion in the economy, by contrast, stimulates growth through enterprise and widens the availability of labour and skills for businesses.

The challenge is particularly pressing given the recent, rapid growth in BME populations. As an ever larger proportion of the region's consumers and workers, the state of the region's economy will become increasingly determined by the participation of these groups. We can do nothing and risk market failure, or we can choose to embrace the opportunity this demographic shift presents. Only by taking hold of the benefits that an increasingly diverse workforce brings – boosting innovation and opening up new markets – can we become a leading, internationally competitive region."

This summarises well what we believe – i.e. there is a policy failure and continued failure to address this will

...continued

affect all, not just BME communities. We do not feel this position would have been reached without the foundation of the Inquiry Report. We are now currently working with the main providers through the East of England Skills and Competitiveness Partnership to tailor effective, inclusive, flexible and personalized services. We still feel that for most

organisations the belief is that equalities cost money and scarce resources rather than the fact that inequalities cost and damage services. While this mindset continues provision will continue to be for the few not for all and mainstreaming will only serve to widen discrimination, marginalisation and exclusion.

Dr Theo Gavrielides

Chief Executive, Race on the Agenda

www.rota.org.uk

The murder of Stephen Lawrence and the subsequent Stephen Lawrence Inquiry was a watershed moment not only for the work of organisations working in race equality but to the British political landscape as a whole. Now 10 years after the Inquiry was published it still goes on to inform much of the work that we do here at ROTA. Aside from being involved as policy organisation in feeding into the work that has been put out for the anniversary we also have a Transformative Justice Project which focuses on multi agency, cross sector working which focuses on hate crime in general but with a special focus on race hate crime. At the recent launch of the ROTA Transformative Justice Project we had speakers such as Doreen Lawrence, mother of Stephen, talking about the role of family liaison officers and the way that Black families are still made to feel like perpetrators as opposed to victims

of crime, Cindy Butts, head of the Race and Faith Inquiry at the Metropolitan Police Authority addressed the issue of institutionalised racism and how it has now taken on a new more sophisticated form. These are all issues that feed into the work of ROTA and the areas that we focus on. We do a lot of work on the disproportionate representation of BAME communities across the criminal justice system - are leading on many of the recommendations of the CLINKS Less Equal than Others report.

Working on areas such as stop and search, we are able, because of the obligation in terms of recording and monitoring which came after the Inquiry to focus on such areas in terms of how they have a negative impact on BAME communities and hold public authorities to account.

Campbell Robb

Director General, Office of the Third Sector

www.cabinetoffice.gov.uk/third_sector

The Government see it as essential for OTS and the BME third sector to have a strong, open relationship, based on trust, enabling us to work together in developing just and cohesive communities, and challenging disadvantage and discrimination.

In recognition of its vital role, OTS is now supporting the BME third sector through a range of policy initiatives and investments. This includes funding Voice4Change England and the Council for Ethnic Minority Voluntary Organisations as our strategic partners, making the voice of the BME community heard by Government policy-makers. We are investing £18million over three years through the Capacitybuilders Improving Reach programme. This extends support services to frontline organisations working in and with BME communities and excluded groups. We also have ringfenced 20% of our strategic funding for social enterprise partners, specifically to enable them to work alongside BME groups.

OTS also champions the BME Compact, which commits the Government to recognising the important role of the BME third sector, involving the sector in policy-making, and investing in building its capacity. Other OTS programmes are committed to reaching BME communities, for example Grassroots Grants, which provides small grants enabling the smallest, volunteer-led organisations to thrive and give a voice to marginalised groups. Government is also determined that our newest programmes, being developed in response to the recession, will benefit the BME third sector, enabling it to emerge stronger from the current challenges.

I look forward to the next ten years, building on this relationship with BME organisations, and continuing to work together for a strong, diverse third sector and a just, fair society.

Peter Wanless

Chief Executive, Big Lottery Fund

www.biglotteryfund.org.uk

There is no doubt that the Stephen Lawrence Inquiry focused our efforts to create mechanisms, which enable our staff to carefully consider and address the (race) equality impact of our grant programmes, policies and practices, both direct and indirect. This is now a routine part of our business. Our helper guide 'Equality Matters' (providing good practice advice for applicants and grant-holders) is an example of a product, which arose from this equality assurance work.

We have also developed robust complaint processes to ensure that any concerns about poor treatment or discrimination are thoroughly investigated. There is no room for complacency.

On a more personal level, I was fortunate enough to represent the Big Lottery Fund at the memorial service to commemorate

the fifteenth anniversary of Stephen Lawrence's death. It was a powerful and moving occasion, demonstrating the progress we are making towards becoming a nation that is more comfortable with diversity and less tolerant of racism than was the case in 1993.

During the service, one speaker, in praising the Lawrence family's inspirational response to Stephen's death, referred to Martin Luther King's comment that "Darkness cannot drive out darkness; only light can do that." I hope that in some small way, through the role it plays as an intelligent funder, the Big Lottery Fund can continue to support groups who bring that light into the lives of people across the UK and beyond.

David Rossington

Acting Director General, Communities and Local Government

www.communities.gov.uk

The Macpherson report made clear how many barriers still persisted in the twenty-first century. There was, absolutely rightly, a strong Government commitment to change and there has been progress. But despite this progress, there is plenty more to do, which is why Communities and Local Government gives priority to leading on race equality in Whitehall.

Bharat Mehta

Chief Executive, City Parochial Foundation

www.cityparochial.org.uk

The Stephen Lawrence Inquiry Report cannot be underestimated in its importance in providing a template for challenging all types of institutionally biased and prejudiced practices, be they in private, public or the third sector. Undoubtedly, much has improved, but a lot remains to be done. CPF will continue to be pro-active in enabling voluntary and community organisations to challenge prejudice and to bring about systemic and institutional changes.

Jagdev Boparai

Chair, West Midlands Race Equality Advisory Board (WMREAB)

www.wmreab.org.uk

The enquiry recognised that racism continues to be an institutionalised challenge that prevents positive community cohesion and integration of Britain's multicultural society. This recognition resulted in greater understanding that the BME community needed more effective representation to be supported effectively and the need for a body such as WMREAB to exist in order to both hold accountable governmental and non-governmental bodies on their failings in relation to racial equality and support these organisations to instill positive racial equality practices within them and within the work that they deliver to local communities across the UK.

Dr Richard Stone

Author of Stephen Lawrence Review; an independent commentary to mark the 10th anniversary of the Stephen Lawrence Inquiry

The Stephen Lawrence Inquiry is one of the most important things I have done in my life. It has given me a wider understanding of racism within British society and also given me the privilege of meeting individuals such as Doreen Lawrence, who has been an immense help to my work in this area.

The Inquiry demanded that the police provide an 'appropriate and professional' service. Over the last ten years there has been a remarkable improvement in the professionalism of policing in all areas of activity, except for two. These are the disparities in Stop and Search, and the employment of Black and Minority Ethnic Officers. These are the two areas that most impact negatively on people from BME backgrounds. The same effort and time has been put into these two areas but unlike in the other areas there has been no improvement in outcomes. Institutions have failed in the two most important areas for BME citizens. Clearly, the only reason for the difference between these two areas and the others is race. 'Institutional Racism'.

The issue of 'institutional racism' has slipped off the agenda. This may be a relief to many in leadership positions but racism regularly explodes back onto the police agenda. This damages both the police service and community relations. Sustained leadership from the top and repeatedly acknowledging 'institutional racism' can make a huge impact both for organisations and BME communities. Legislation, fully enforced, will open minds in often unexpected ways. While education will be a key drive of increased professionalism in the police service.

We need to remove the barriers preventing the participation of BME people in public life. The continuing practice of 'institutional racism' undermines much of the effort to redress its malignant effects. The Inquiry's definition of 'institutional racism' needs to be re-affirmed and leaders across society be tasked with addressing racism. There is much work to be done in rectifying those 'process, attitudes and behaviour' which 'disadvantage minority ethnic people'. Let's all re-double our efforts and focus again on how we successfully do that.

Matt Leach

Chief Executive, Capacitybuilders

www.capacitybuilders.org.uk

The Stephen Lawrence Inquiry Report challenged all organisations that work with the public to address 'institutional racism'. Although Capacitybuilders was established 7 years after the report was published, that commitment to address inequality has underpinned the delivery of our mission. The Third Sector has a crucial role to play in overcoming racism and building positive relationships between minority ethnic communities and government agencies. To fulfil this role, many third sector organisations need support to make their services more inclusive. Consequently, several of Capacitybuilders' programmes are specifically designed to improve the sector's support to diverse populations.

- Our Improving Reach programme expands the support available to organisations that work with marginalised communities.

- Our Equality and Diversity National Support Service (led by the National Equalities Partnership) provides guidance to all types of third sector organisations to support their work with groups that face discrimination.
- Through the Regional Networks Fund, Capacitybuilders works to develop a stronger voice for BME communities in the English regions.

Capacitybuilders firmly believes that a strong and inclusive third sector can empower people from all backgrounds to challenge inequality and promote social justice. We will ensure that we maintain these essential values of equality and inclusiveness in our business, and promote them throughout the Third Sector and government.

Gaynor Humphreys

Director, London Funders

www.londonfunders.org.uk

We are new as a network but most of our members have long experience of funding in London and recognise how much they benefit from the last decade's progress in tackling discrimination, strengthened race equality legislation, greater race awareness and valuing of diversity. The Stephen Lawrence Inquiry's focus on 'institutional racism' was a shock to many funders, creating recognition, for example, that in spite of a commitment to equality and racial justice grants programmes were excluding many BME organisations because of their structure or focus. Deliberate changes have been made since then in many programmes to support small organisations, while others have led on strengthening BME infrastructure funding.

Our meetings reflect this and cover equalities issues. We held a conference to help refugee organisations and funders explore refugee integration. We have a standing group on migration

and refugees and another on the 2012 Olympics which has development and equalities issues at its heart. There is some improvement in the ethnic diversity of the funder workforce.

As a group, members of our Board challenged the recent CLG proposal to issue cohesion guidance to funders, making the point that in many situations funding single community organisations can pave the way for genuine and lasting cohesion. We are now very conscious that the last decade's progress is threatened by the economic crisis – which we must work against.

Voice4Change Englang is important to us as a resource on equalities issues, and a constant reminder of the significant contribution that London's BME third sector plays in service delivery, advocacy and policy development.

Dr Amrit Wilson

Chair, Imkaan

www.imkaan.org.uk

Ten years on from the Macpherson Report and the inquiry into the death of Stephen Lawrence there are still stark inequalities in the provision of services and places of safety to BME women and children facing domestic violence. While central government policies such as “community cohesion” have led most unfortunately to the closure of a large proportion of specialist BME refuges and services targeted at BME women and children, race and gender equality duties are being abrogated and bypassed by local authorities across the country who appear not to understand the needs of BME women and children facing violence. BME women continue to be failed by the State with tragic consequences.

Priscilla Nkwenti

Chief Executive, Black Health Agency

www.blackhealthagency.org.uk

The Stephen Lawrence Inquiry Report went beyond challenging public bodies to examine equality and public service delivery, it challenged society as a whole to question, at both an individual and societal level, our commitment to human rights and fair play. Some things have changed yet the question remains - are we there yet?

Ratna Lachman

Director, JUST West Yorkshire

www.justwestyorkshire.org.uk

Were it not for the public inquiry, Stephen Lawrence's murder would have been just another in a long list of statistics of young Black men who had been failed by the police and the criminal justice system. His death offered us hope – ephemeral as it has proven to be – but hope nonetheless because it has given us a benchmark against which we now measure all government policy and action by.

The rapidity with which the 'institutional racism' agenda and the duties implicit in the Race Relations Amendment Act have been rolled back and replaced by the Cohesion and Prevent agendas has only served to expose the double-speak at the heart of public policy. Labour's preparedness to criminalise BME communities and cast them in the role of the Other

while refusing to accept responsibility for the structural failures which have contributed to the poverty and disadvantage which ethnic minority communities continue to experience, exposes the moral cowardice at the heart of Labour policy.

For those of us driven by our beliefs in the principles of social justice, anti-racism and equality of opportunity, the personal tragedy of the Lawrence family and their struggle for justice against the most daunting odds continues to be the well from which we draw our sustenance, amidst the uphill struggles which continue to define our work.

Michael Henry

Chair, Black and Minority Ethnic Alliance for the East Midlands (BEAM)

www.lemp-leics.org.uk

www.derbymillenniumnetwork.co.uk

www.cemcnorthants.org

BME people had long known what 'institutional racism' is through their experience but did not have a language to communicate this. The Stephen Lawrence Inquiry gave BME communities a terminology that was accepted by the mainstream and public bodies that could be used to start challenging and addressing their negative experiences. We believe that significant changes have been made by a number of key individuals within large public bodies but this has not become embedded in organisational culture and practice and so much remains to be done. Members of BEAM individually and collectively work hard to keep race on the agenda but in an environment where talk about diversity is rife, none of the

equality areas receive the substantial attention that is required. BEAM feels that to make real progress there needs to be an honest dialogue and practical action where public bodies are held to account for their failings. There is no value in funding BME organizations and then ignoring their contributions

Focused funding is required to BME organisations if we are to truly and effectively ensure a dialogue with the BME sector and continue to tackle the challenges presented to us not just 10 years ago through the Stephen Lawrence Inquiry but going back decades to the 1950's and 1960's.

Richard Corden

Chief Executive, Commission for the Compact

www.thecompact.org.uk

The Macpherson Report into the death of Stephen Lawrence asserted that some institutions were simply not working, and that this basic dysfunction led to justice being denied to Stephen and his family. Whilst the report referred primarily to the changes required within the police, and especially the Metropolitan Police Service, it made clear that a wide range of bodies – the NHS, local authorities, schools, the civil service, the judiciary – needed to make changes also, in order to prevent a repeat of this tragedy. A whole range of people failed Stephen Lawrence, in the report's judgement, and they needed to work together to make things better. Many third sector organisations also responded to the recommendations, which they saw as being equally relevant to them, and made major changes to their practice and policy.

This theme, that concerted action through partnership working is the only way to make change possible, is the essence of the Compact. The Compact is the national

agreement which sets out how public bodies and the third sector should work together. Whilst many of the interactions governed by the Compact are not matters of life or death, they do have a significant effect on the welfare of people from many different communities and backgrounds. So the Commission recognises that the Compact needs to play its part in implementing the demanding agenda of the Macpherson Report – eliminating racism and discrimination, promoting accountability and openness, and ensuring that cultural diversity is respected. As we refresh the Compact this year, we will keep these considerations uppermost in our mind.

Arun Kang

Chief Executive Officer, Sporting Equals

www.sportingequals.org.uk

The Stephen Lawrence Inquiry report raised the issue nationally of institutional barriers that prevented the access to service and employment opportunities of black and minority ethnic (BME) communities. Subsequently the Race Relations Act was amended in 2000. The Stephen Lawrence Inquiry Report directly influenced this legislation and legitimised the work on specific racial groups within society. The Report enabled Sporting Equals to develop the first Equality Standard in Sport which was put in place to tackle the cultural barriers within organisations. This Standard raised the profile of Sporting Equals which is now recognised by the Government as a national equality partner leading on BME participation in sport and physical activity. There is still along way to go to achieve the vision of the Stephen Lawrence Inquiry Report and with the London Olympics in 2012 this is the ideal opportunity for Sporting Equals to ensure that access in sport and physical activity is more accessible than ever for BME communities, allowing for social and economic benefits.

Jabeer Butt

Deputy Chief Executive, Race Equality Foundation

www.raceequalityfoundation.org.uk

When the Stephen Lawrence Inquiry was published, our chairperson Timothy Leung, noted our disappointment that the report had not identified how Stephen's murderers were to be brought to justice. Nevertheless, Macpherson and the Race Relations Amendment Act (2000) did open a new window of opportunity for organisations, such as the Foundation, who argued that racism is real and persists, but that it can be overcome. Also, that when it is overcome, the benefits accrue to black and minority ethnic, as well as, white communities. Our Strengthening Families, Strengthening Communities parenting programme is a demonstration of this and now runs in Cornwall as well as Croydon, in Lambeth as well as Leicester. It reaches Somali fathers as well as Caribbean mothers. It has worked with teenage parents as well as parents with learning disabilities. It is too early to judge whether our successes in progressing race equality in the last 10 years were made easier by Macpherson, but it was certainly part of the mix that has seen some real change.

Tanzeem Ahmed

Director, Olmec

www.olmec-ec.org.uk

It is a shame that it took such a great tragedy to bring to light the 'institutional racism' that so many people have experienced over decades. Olmec has drawn strength and inspiration from the committed efforts of organisations and individuals that have been at the forefront of leading the agenda for change. We have developed programmes to redress some of the imbalances and inequality that has persisted. We believe that our collective efforts will create the foundation to support the growth of a more cohesive and equitable society.

Since its inception over five years ago, Olmec has pioneered programmes which are now regarded as models of best practice. Our programmes have included Solid Foundation (which was awarded beacon status by the Home Office) for our employment work with refugee communities, the Black on Board programme which aims to improve the representation of minority communities at board level and the Ready to Grow

programme supporting minority-led social enterprises. Last year we launched A Guide to Equalities aimed at improving the equalities practice in the not-for-profit sector. Our most inspirational project, attended by Doreen Lawrence, was the Bronze Woman monument. This project created the first public statue of a Black woman in England.

Our efforts create momentum from the grass roots, but this work has to be matched with political will. Greater accountability and strong legislation, coupled with the models and practices that work on the ground, will be needed if we are to dismantle some of the powerful fortresses that prevent our institutions from embracing equality.

Doreen Lawrence OBE

Stephen Lawrence Charitable Trust

www.stephenlawrence.org.uk

Since the publication of the Stephen Lawrence Inquiry in 1999 a lot of work has gone on towards change. Somehow senior officers are more understanding of how to be more 'PR and savvy' in the work done in training. There have been many changes and barriers which could be seen as focusing on too many elements and moving on to the next task before it is understood and fully grasped. Leadership should learn to value the black community, looking for the positive and working with their strengths.

Not understanding or valuing is what leads to the lack of trust that exists in the black community and this lack of trust is ignored by the police force. The big obstacle that still remains is the police not accepting that racism still exists in the forces. It is this denial that has stopped the forces from moving on. Training needs to be more focused on front line officers as they are the ones who are in contact with members of the public.

Equal access to justice is still an issue for many black and minority communities and the statistics bear this out. One of the positive improvements over the last ten years is that racism is discussed more openly and that the Inquiry's recommendations were not only for the police forces but for other institutions that had to have policies in place to address inequality that had existed in the work place.

The work of the Stephen Lawrence Charitable Trust includes awarding architectural bursaries and ensuring young people achieves their dreams that were denied to Stephen. We now have the Stephen Lawrence Centre where we deliver programmes with partners like Lewisham College, Goldsmiths University and businesses such as BT, Monteray and Telereal, to improve the aspiration of young people who are on the fringes. This is the positive legacy that comes from Stephen's death.

Pragna Patel

Chair, Southall Black Sisters

www.southallblacksisters.org.uk

The recognition of the reality of ‘institutional racism’ was the single most important outcome of the Stephen Lawrence Inquiry. It came after years of hard struggle for racial equality by the family of Stephen Lawrence and by others who have challenged racism on the streets, in schools and in workplaces. Whilst the Macpherson Report led to some positive developments – for example the Race Relations Amendment Act, recent political developments – the backlash against anti-racism and multiculturalism; the rise of authoritarian religious identities; the adoption by the State of a confused ‘cohesion’ agenda and the development of a faith based approach to social relations (based on the recasting of minority communities as religious communities) – has left us desperately trying to safeguard progressive notions of human rights, equality and justice.

In 2008, SBS experienced first hand the full force of these political developments as a result of a decision by Ealing council to withdraw our funding under the guise of developing a single generic domestic violence service for all women in the borough. The Council sought to justify its decision on the grounds of ‘equality’, ‘cohesion’ and ‘diversity’. It argued that the very existence of groups like SBS - the name and constitution – was unlawful under the Race Relations Act because it excluded white women and was therefore

discriminatory and divisive. Yet at the same time it sought to create faith based women’s organisations in the name of cohesion! SBS won an important legal challenge affirming our right to exist and continue our work as a specialist service for black and minority women. Our challenge succeeded in showing how the Council had deliberately misconstrued and failed to have proper regard to its duties under the Race Relations Act; that it had deliberately misconstrued the Race Relations Act by denying the need for positive action and it had deliberately misconstrued the cohesion agenda in reaching its decision. Ironically, it took a judge to safeguard an important part of the legacy of Stephen Lawrence. In his judgement he provided a timely reminder of what our vision of equality should be about: ‘An equal society protects and promotes equality, real freedom and substantive opportunity to live in the ways people value and would choose so that everyone can flourish. An equal society recognises people’s different needs, situations and goals and removes the barriers that limit what people can do and can be.’

We face unprecedented challenges both within and outside our communities but it is up to all of us to ensure that the gains we have made in our struggle against racism, discrimination and all forms of oppression, are not lost to future generations.

BME inequalities 1999 to 2009

Has the Stephen Lawrence Inquiry Report had a positive impact on the road to equality? Has the RR(A)A 2000 challenged the injustices of inequality? Is Britain on the road to eliminating racism? The following table presents data to compare what changes have taken place in the past decade.

Key Indicators	Past ¹	Has anything changed ²
Criminal Justice System	<ul style="list-style-type: none">• 1999 - Black people were six times more likely to be stopped and searched than White people. Asian people were twice as likely as White people to be stopped and searched.• 2001 - 2% of recruits from the police force were of ethnic minority background.	<ul style="list-style-type: none">• 2006-07 - Black people were seven times more likely than White people to be stopped and searched. Asian people were twice as likely as White people to be stopped and searched.• 2009 - 4% of recruits in the police force are of ethnic minorities.
Employment	<ul style="list-style-type: none">• 1996 - the gap between the employment rate for the minority ethnic population and the total population was 19%.	<ul style="list-style-type: none">• 2006-07 - the gap between the employment rate for the minority ethnic population and the total population was 14%.
Education	<ul style="list-style-type: none">• 1998 - 29% of Black and Pakistani pupils gained five GCSEs at grades A to C. The proportion of Bangladeshi pupils was 33%.• 2000/01 - the estimated amount of teachers from an ethnic background was 5%.	<ul style="list-style-type: none">• 2007 - the proportion of Black Caribbean pupils achieving five or more GCSEs at grades A*-C was 49%. For Black African pupils the proportion was 56%. For Bangladeshi pupils the proportion is 58%.• 2007 - the estimated amount of teachers from an ethnic background was 5.5%.

¹ These figures are taken from the following sources:

www.mpa.gov.uk/committees/x-cdo/2001/010227/10/
the 2001 census at www.statistics.gov.uk;
the Government's race equality review 2009 at www.communities.gov.uk/publications/communities/raceequalitythirdreport; and
www.runnymedetrust.org/uploads/projects/education/BMEissuesDiscussionPaper.pdf.

² Due to the fact that the next census will not be produced until 2011, the above figures have been extracted from the Government's race equality review 2009 at www.communities.gov.uk/publications/communities/raceequalitythirdreport; DCSF: National Curriculum Assessment, GCSE and Equivalent Attainment and Post-16 Attainment by Pupil Characteristics, in England 2006/07; the Health Survey for England 2004: The Health of Minority Ethnic Groups, National Statistics.

Key Indicators	Past ¹	Has anything changed ²
Health	<ul style="list-style-type: none"> Asians were considerably more likely than the general population to describe their health as bad or very bad in 1999. Pakistani/Bangladeshi men and women were three to four times more likely than the general population to rate their health in this way. 1999 - Bangladeshi men and women living in England were nearly six times more likely than the general population to report having diabetes. Indian men and women were almost three times as likely as the general population to report having diabetes. Black Caribbean people were also more likely than the general population to suffer from diabetes particularly Black Caribbean women (risk ratios of 2.5 for men and 4.2 for women). 	<ul style="list-style-type: none"> In 2004, Bangladeshi and Pakistani people and Black Caribbean women were more likely to report bad or very bad health. 2004 - the prevalence of diabetes among South Asians can be up to five times that of the general population. Rates of diabetes among Black Caribbean people are also higher than that of the general population.
Housing	<ul style="list-style-type: none"> 2002 - Bangladeshi households were the largest with an average of 4.7 people, followed by Pakistanis (4.2 people) and Indians (3.3 people). Black Caribbean and Other Black households were generally the same size as White households at 2.3 people. 	<ul style="list-style-type: none"> 2006-07 - overcrowding rates were consistently highest for Bangladeshi households and lowest for White households (27% and 2% respectively).
Income	<ul style="list-style-type: none"> 2000/01 – BME people were more likely than White people to live in low-income households in Great Britain. Almost 60% of the Pakistani/Bangladeshi group were living in low-income households before housing costs were deducted. This increased to 68 per cent after housing costs. 	<ul style="list-style-type: none"> 2006-07 - before housing costs, 50% of the Pakistani/Bangladeshi population, 26% of the Black population and 23% of the Indian population lived in low income households, compared with 16% for the White population.

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The logo for Voice4Change, featuring the words 'VOICE' and 'CHANGE' in white capital letters inside two overlapping speech bubbles. The number '4' is in white and positioned between the two bubbles. The background of the speech bubbles is a gradient of brown and yellow.

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4
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To find out more about what we do and how you can get involved contact

Voice4Change England
2nd Floor, Lancaster House
31-33 Islington High Street
London
N1 9LH

Tel: 020-7843 6130

Fax: 020-7833 1723

Email: info@voice4change-england.co.uk

For updates about our work please visit

www.voice4change-england.co.uk

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