

West Midlands Race Equalities Taskforce

About the Taskforce and how to apply



Part 1: about the Taskforce

- Hear from the Mayor of the West Midlands, Andy Street
- Why is the WMCA setting up the Taskforce?
- What does the Taskforce aim to do?
- How will the Taskforce work?
- Any questions?

Introduction from the Mayor



Meet the team



"My ambition is to make the West Midlands a national leader in addressing race inequality, and I know I cannot do this alone. That's why my first priority will be to appoint more members to the Taskforce."

Yetunde Dania – independent Chair
Partner and Head of Office at Trowers and Hamlins

- **Councillor Brigid Jones** – Chair of the Members Advisory Group for the Taskforce, Deputy Leader of Birmingham City Council and WMCA Portfolio Lead Member for Inclusive Communities
- **Claire Dhami** - Head of Public Service Reform and Prevention, WMCA
- **Sukhdeep Nijjar** - Mayor's Policy Advisor for Faith and Communities, WMCA
- **Lucy Gosling** - Race Equalities Taskforce Programme Manager, WMCA

About the Taskforce

- The West Midlands Combined Authority (WMCA) Board has agreed to set up a new Race Equalities Taskforce that will take action to improve equality of opportunity across the region.
- It will work towards the vision that...

“In the West Midlands ethnicity, race and heritage should never be obstacles to people having a fair start in life, or for people to have the opportunity to reach their full potential and flourish.”

Why set up the Taskforce?

- The WMCA aims to spread inclusive economic growth to every corner of the West Midlands and make sure that everyone can benefit from the region's success.
- This means addressing the longstanding inequalities that are experienced by too many of our communities. Inequalities are complex, they have been exasperated by the coronavirus pandemic and are layered onto strategic challenges facing the region.
- Although different communities are affected in different ways, there is clear evidence that people from ethnic minority backgrounds face disparities across a range of areas, from jobs and wellbeing to access to housing and transport. This is particularly important for the region as over 30% of people living in the WMCA metropolitan area are from ethnic minority backgrounds.
- The Taskforce will help us to understand the complex nature of race inequality in our region and take action that will help to level up opportunities for all.

The Taskforce will take action to address longstanding inequalities in the West Midlands...

The West Midlands is the **2nd most ethnically diverse region** in the country – 66% of people identify as White British.

Unemployment rates among ethnic minority groups were double that of White groups, at 11% and 5%.

Black and White British young people are more likely to fall behind in **education** between the ages of 11 – 16 years.

Black and minority ethnic people are 2x more likely to live in a household without a car, so are more reliant on public **transport**.

Overcrowded **housing** is 4x higher for ethnic minority households than White British households (at 10%, and 2%).

People in ethnic minority groups are more likely to be in poor **health** and have poorer experiences of using health services.

White children accounted for 41% of those in **youth custody** in the West Midlands.

What will the Taskforce do...

- **Focus on race** – how people from different ethnic backgrounds (including White British people) face different experiences and challenges.
- Concentrate on **making changes to the policy areas** that the WMCA is involved with, including the **economy** and **jobs, skills** and **education, transport** and **connectivity, housing** and **homelessness, health** and **wellbeing** – and it will raise the profile of the Police and Crime Commissioner's work in **criminal justice**.
- Work with the WMCA to develop an approach for **influencing** a wide range of partners to take action.
- Build an **evidence base** to inform action from the WMCA and partners that will address key aspects of race inequality.
- **Add value** to existing work across the region and complement rather than duplicate work of our partners.

Early activity

Month	Activity
Dec/ Jan	Recruitment for Taskforce members.
February	17 th February 2022, initial meeting of the Taskforce.
March	<p>Monthly Taskforce meetings (online). Early priorities will be to:</p> <ul style="list-style-type: none"> • Review and publish an independent baseline report – which will provide an evidence base for the Taskforce and identify potential priority areas. • Codevelop an approach to community engagement – so that the Taskforce works with communities and hears as many different perspectives as possible. • Codevelop a 'Theory of Change' – an approach for influencing a wide range of partners to deliver change. The aim is to hold an in-person strategy event for Taskforce members to meet and develop their priorities, aims and initial delivery plan (tbc).
April	
May	
June	
July	The Taskforce will present its progress and future direction to the WMCA Board.

Part 2: how to apply

- About the role of a Taskforce member
- Who we are looking for
- How to apply



The role of the Taskforce

- The Taskforce will be a diverse team of ‘**strategic doers**’ – people who have the experience, energy and influence to drive forward systematic change for the West Midlands.
- Members will work together and with the WMCA to develop and deliver the Taskforce’s own objectives.
- It is essential that, as a collective, the Taskforce represents different:
 - Places across the WMCA area
 - Sectors (business, community, public services, third sector)
 - Areas of expertise (particularly policy areas, e.g. jobs, skills, housing, transport)
 - Communities
- Taskforce members are volunteers, not employees of the WMCA.

What you'll do...

As a Taskforce member you can expect to...

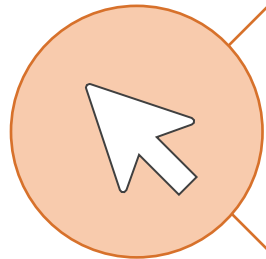
- support the Mayor of the West Midlands, WMCA Portfolio Lead Member for Inclusive Communities and independent Chair to **realise the Taskforce's vision**.
- be an **effective ambassador** for the Race Equalities Taskforce and **proactively and constructively** work towards the Taskforce's vision.
- use the independent baseline report into race inequalities to **identify priority areas for action**.
- work with the WMCA to agree a **theory of change** and an approach for the Taskforce.
- identify key policy areas the WMCA has leverage over and both **recommend and hold to account WMCA officers to enact tangible change** in those areas to improve race inequalities.
- **lead thematic groups** focusing on key priority areas for the Taskforce.
- **build effective partnerships** across all sectors and communities to identify new opportunities to work towards and achieve real change
- ensure the Taskforce **engages across communities**.

Who we're looking for...

As a Taskforce member you will have...

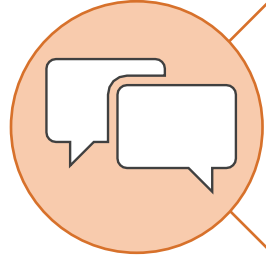
- an excellent **understanding or experience of race disparities** and intersectionality.
- a strong understanding and experience of **tackling systemic issues**.
- a proven **ability to influence** and engage stakeholders and take a constructive approach to challenge.
- experience of working with partners to **find and implement solutions** to complex problems.
- a strong **connection to the West Midlands** and clear commitment to equality.
- capacity to commit to and **add value to the Taskforce's** work. We anticipate this will be a minimum of **5 hours per month**.
- Experience of working in a relevant area within the community sector, business, public services or advocacy would be beneficial but not essential.
- Taskforce members must be aged 18 or above.

Application process



Online application

Submit an online application before the deadline, **Sunday 16 January 2022** (midnight). This will involve answering 4 questions, responses can be written, video or audio.



Shortlist and interview

The WMCA will shortlist applicants based on the application. Successful applicants will be invited to an interview, which will take place on **26, 27 or 28 January 2022**.



Results and appointment

The interview panels and WMCA will work together to select successful applicants to join the Taskforce. Results will be shared approx. 2 weeks after the interview.

Making your application

Application questions...

1. Why do you want to be a member of the Race Equalities Taskforce and how would you add value to its work?
2. What is your knowledge and experience of race disparities, and why does the Taskforce matter to the West Midlands?
3. What is your experience of addressing systemic or complex issues and challenges?
4. If you wrote a letter to your future self, what is the one issue of today that you would have successfully changed and what was your approach?

Apply via the link: <https://www.wmca.org.uk/careers/current-vacancies#!/vacancy/109705>

Questions?

- Do you have any questions now?
- Find out more about the opportunity at: <https://www.wmca.org.uk/careers/current-vacancies#!/vacancy/109705>
- Read the press release at: <https://www.wmca.org.uk/news/new-chair-calls-for-applicants-as-taskforce-is-launched-to-tackle-race-inequality-in-the-west-midlands/>
- If you have further questions about making an application, please email the programme manager: Lucy.Gosling@wmca.org.uk

