

Annual Report 2023



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FOREWARD

The review begins with gratitude towards the staff and volunteers of The Race Equality Centre. Their combined efforts, comprising 8.4 full-time equivalent staff members and 15 volunteers, have resulted in the summary of the quantity and quality of work conducted throughout the last financial year. The Executive Committee members have provided essential oversight and direction, ensuring the effective management of the organisation.

Continual upskilling of staff and volunteers is crucial for the organisation's maintenance. We have provided significant space and time for completing various training programs, such as MSc in Global Health, Trauma Training, Basic Counselling, Dealing with Grief & Loss, Trading & Sustainability and Graduate programs offered by Lloyds Bank Foundation through the School of Social Entrepreneurs, alongside levelling up with the Office of the Immigration Services Commissioner (OISC). Emphasising personal development is essential to staying relevant.

In progress is the realisation of our long-awaited vision for the Heritage Impact Centre. We have begun communication and detailed work, though there is still a considerable way to go. The vision is to create a landmark, technologically groundbreaking, interactive, and immersive 'institution without walls.' It aims to acknowledge and illuminate key historical contributions that have shaped the world as we know it. The Heritage Impact Centre will serve as a dynamic monument, representing the evolution of Leicester, the country, and the world. It will be a hub for ongoing education, research, and increased awareness, challenging misconceptions and reigniting conversations locally, nationally, and globally, previously airbrushed out of history.

FOREWARD (contd.)

TREC recognises the ongoing work required within communities and would be remiss not to acknowledge it in this report. In August and September 2022, TREC monitored the street unrest through individuals navigating the affected areas and attending some public meetings where views, concerns, and recommendations were shared. As a result of these incidents, both an independent and a government inquiry were initiated. Meanwhile, the Belgrave Neighbourhood Co-operative Housing Association, established in 1976, responded with a community initiative called 'Belgrave Unity,' based on discussions and workshops involving residents and stakeholders in the area. TREC is providing support to Belgrave Unity.

Our regular e-bulletins, covering our work, local and national racial debates, and articles, are produced by a dedicated editorial team comprising a longstanding volunteer and a TREC staff member. We express our gratitude to this team for their consistent hard work in publishing the e-bulletins and providing regular book reviews.

FUNDERS

Lloyds Bank Foundation

Power to Change

The National Lottery

Get Growing Together

Friends of the Earth Climate Action

CBTU

(Community Business Trade Up)



OVERVIEW OF THE YEAR 22/23

RACIAL MINORITY VOLUNTARY SECTOR ASSEMBLY FUNDING FAIR

The well-attended event included representatives from various racial minority organisations across Leicester, Leicestershire, and Rutland. Over 30 organisations gathered to learn about funding opportunities from expert funding officers representing different funding bodies. Participants also had one-on-one meetings with funders to discuss their ideas and receive immediate feedback, leaving them feeling inspired and encouraged. The event was so popular that many attendees requested similar events.



HEALTH & WELLBEING KAYAKING and RIVER CLEAN-UP

As part of their ongoing environmental awareness and mindfulness activities, the Chill & Chat group engaged in a new experience of sailing on a river. One member, a sailor, was particularly thrilled to be back on the water. They received guidance from the Director of the UOcean Project learning about barges and locks, working as a team to open and close them. The group found this activity enriching and look forward to similar pursuits in the future to enhance their knowledge. Additionally, this experience positively impacted their mental health and wellbeing, fostering socialisation, team-building, and outdoor engagement. The Chill and Chat group is open to all newcomers, including asylum seekers and refugees.



OVERVIEW OF THE YEAR 22/23

RACIAL JUSTICE = CLIMATE JUSTICE

TREC received a 2022 Earthmovers award from Friends of the Earth for collaborative environmental work, uniting various groups for the first time. Partners include Friends of the Earth, Climate Action Leicester & Leicestershire, Green Guardians, BAME/Faith groups, Caribbean Court, Highfields Centre, and City Retreat. TREC plans to extend this effort by working with other organisations to spread the message of tackling climate change in community settings to create a tangible impact. The recent extreme weather changes in the UK and Europe underscore the urgency of climate justice work and activism.



TREC's CEO won three awards in 7 days! Including the flowers & candle.

Outstanding Black and Minority Ethnicity (BAME) Female Leader of the Year and, Inspirational Female Leader of the Year received from the East Midlands Women's Awards 2022. This was immediately followed by VAL's recognition of 'Inspiring Leader of the Year'.

OVERVIEW OF THE YEAR 22/23

AGM 2022

With nearly 70 attendees, TREC's 2022 Annual General Meeting was successful, akin to previous years. The formal business was followed by a knowledgeable and vigorous talk by the keynote speaker, Professor Ivan Brown, Director of Public Health, Leicester. The audience learned about the significant impact of wealth disparities on residents' health and wellbeing, contributing significantly to health inequalities. The presentation highlighted that healthcare inequalities are driven not only by race and ethnicity but also by factors such as poverty, age, gender, sexuality, and disability.



The talk highlighted the following disparities:

- **Stroke** prevalence is 40-70% higher among African Caribbean and South Asian men compared to the general population.
- **African** Caribbean and South Asian people have significantly higher rates of **diabetes**.
- **Young** black men are six times more likely to be sectioned for compulsory **treatment** under the Mental Health Act compared to young white men.
- **Infant** mortality for children born to mothers from Pakistan is double the average in England and Wales.

The speaker emphasized the significance of being present at the right discussion tables to address these issues and keep race-related topics on the agenda.

OVERVIEW OF THE YEAR 22/23

STOP SEARCH WORKSHOPS

Prior to the COVID outbreak, TREC initiated SS workshops for young people in schools and universities, along with plans for Peer Mentoring. Unfortunately, these efforts were abruptly halted and indefinitely postponed. The workshops aimed to address the disproportional targeting of minority groups, particularly young Black men, and were informed by TREC's work with the Coercive Powers Scrutiny Group. Statistics from the Legitimacy Report by Leicestershire Police were used to inform these workshops, focusing on SS and Use of Force categorized by Age, Race, Gender, and location. TREC developed a PowerPoint Presentation to educate young people about their Rights & Responsibilities when interacting with the police, aiming to prevent their criminalisation.



TREC-LU ANTI-RACIST PARTNERSHIP

During the year a partnership arrangement with the University of Loughborough was created. TREC-LU Anti-Racist Partnership is primarily aimed at building a safe, respectful, and inclusive university community and culture in which all staff and students feel valued. The collaborative arrangement will facilitate processes whereby the necessary and uncomfortable conversations and actions can be agreed to begin the tasks to eliminate inequalities and change mindsets so that individuals can achieve their full potential. This is in keeping with Loughborough University's commitments under its Race Equality Charter Action Plan as well as its race equity strategies.



OVERVIEW OF THE YEAR 22/23

RESEARCH ON FRAILITY AND ETHNICITY

TREC is collaborating with multiple institutions, including the University of Leicester, University of Liverpool, University Hospitals of Leicester Trust, University of Nottingham, and Age UK Leicester/shire and Rutland. The joint effort aims to understand the diverse experiences of frailty in older age concerning ethnicity, particularly among clinically classified frail, older individuals living in Leicester City and Leicestershire. The work will contribute to developing knowledge about the relationship between frailty and ethnicity within different racial groups.



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and finally.....TREC STAFF AWAY DAY



TREC organised a BBQ and wellbeing day at Rutland Waters as a respite for the hardworking staff and volunteers. The event included a wellbeing session donated by Leyla Okhai from Diverse Minds, which was greatly appreciated.

KEY PERFORMANCE INDICATORS (KPI'S)

Challenging racial discrimination



Race Discrimination	96
Immigration support	500
Responses to consultations	4
Requests for assistance from organisations	4
Mentions in press/TV/radio	3
Events for cross-racial sharing and learning	44

Training and Education



Further develop our training arm:	
Create new training programmes	3
Create online training modules	3

Empowerment



Financial benefits: integration assistance for New Arrivals	£567k
Tenancy/Housing issues addressed	133
Employability support	64
Diversify existing services	3

Expertise



Invitations onto local/national/regional platforms	3
New services piloted	1
Named as partner/contributer in research	1

Colour indicates status: Green=achieved or surpassed, Amber=50% on target or less

KEY PERFORMANCE INDICATORS (KPI'S)

Interaction and collaboration



New affiliates and Assembly members	3
New partnerships	3
Increase profile on social media platforms	3926
Current/New volunteers	18
Published Impact Report	1
Climate Justice partners	3

WORK OUTPUTS

Advice & Guidance



Case Tiers	2022/23	2021/22
1	67	61
2	290	284
3	522	681
Total	1079	1063

Benefits generated



2022/23	2021/22
£566.8k	£483.5k

Health & Wellbeing Chill & Chat sessions



2022/23	2021/22
132	40

Employability Support



2022/23	2021/22
64	25

WORK OUTPUTS

ESOL SUPPORT



2022/23

2021/22

122

3

Housing/Tenancy



2022/23

2021/22

Housing/Tenancy issues

133

103

Accommodation gained/saved

19

3

Immigration Support



2022/23

2021/22

500

472

Health & Wellbeing



2022/23

2021/22

162

106

Race Discrimination Casework



2022/23

2021/22

96

62

Windrush Compensation



2022/23

12

WHY IS OUR WORK SO IMPORTANT?

The following pages offer a glimpse of work beyond what is mentioned in the forward and exemplify data from the Areas of Work. It begins with an acknowledgment of TREC's presence.

Client 1 sought assistance with their immigration claim, leading to multiple appointments to ensure a thorough and indisputable application with all necessary evidence. Our methodical approach aims to eliminate queries or rejection, sometimes requiring several interviews to explain the process and gather information and documentation.

After a successful outcome, the client returned for further help, this time for their parents' citizenship process. During this period, Client 1 revealed that they had unknowingly signed a petition to support TREC's continuity when approached by the organisation a decade ago. Now, having experienced the quality and impact of TREC's work, Client 1 highly praises and appreciates TREC's efforts in assisting numerous individuals and is now pleased they signed the petition.

CASE STUDIES

Resettlement



Mr. & Mrs. A arrived in the UK from Afghanistan in 2019 and sought asylum, which was granted on 13/11/2022. The British Red Cross referred them to The Race Equality Centre's New Arrival services. They received guidance on the Universal Credit system and housing needs, and our tenancy support officer assisted them further. The couple informed us about receiving their universal credit payment.

With seamless referrals and in-house provisions, TREC helps individuals transition smoothly into a new life. The ongoing transition may present obstacles, but TREC will continue to offer support and make referrals to other services as needed. To combat social isolation, we will use our Racial Minority Voluntary Sector Assembly database to connect them with suitable groups. The Karibuni Café, launched recently, provides an educational opportunity for those interested in the hospitality field. At present, Mr. & Mrs. A are adjusting to their new life in the UK.



CASE STUDIES

Tenancy Support

Referred by a colleague assisting with an immigration query, Mr. B came to **England** as an asylum seeker from Sudan and was granted refugee **status**. He received support to successfully apply for a family reunion for his wife in Sudan.

Mrs. B joined her husband in England, and they now have two children. They share a joint tenancy in a housing association property. However, the relationship has broken down, and Mrs. B wants the husband to move out, leaving her and the children in the property.

The husband is reluctant to end the marriage and is deeply concerned about Mrs. B's ability to manage as she has limited English proficiency and lacks awareness of the British system. Since coming to England, Mr. B has been her primary support.

Mr. B sought TREC's support for alternative accommodation if the marriage ended. TREC explained that being a joint tenant would make him ineligible for social housing without ending the tenancy and removing his name, which might classify him as intentionally homeless.

Further discussions led the tenancy support officer to consider the **challenges** faced by spouses joining partners in the UK, many of whom **have not** seen each other for years while awaiting asylum claim **outcomes**. Initial individuals become somewhat familiar with British living, whereas spouses arrive with no awareness of this way of life.

Cultural differences and lack of support from family or friends can result in **new** arrivals facing serious depression and frustration, particularly during childbirth.

TREC suggested Mr. B talk to the GP or health visitor about Mrs. B's well-being and explore support within the Sudanese Community in St. Mathews.

ESOL

Nubia, a young Egyptian woman, started at TREC's ESOL classes at Entry Level 1 and progressed to Entry Level 2 in three months through group activities and worksheets.

Hlanganani, an older Zimbabwean man, began with little English at pre-Entry Level and advanced to Entry 1/Entry 2 in a few months. He is now more confident and enjoys the lessons, aiming for higher-level classes soon.

Both learners are taught by a TREC volunteer who plans to enrol in a Teaching English as a Foreign Language course due to his enjoyable experience.

The success of our ESOL classes benefits both learners and tutors.

CASE STUDIES

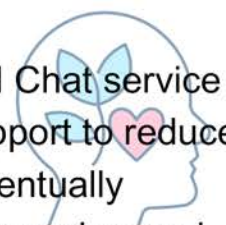
Immigration

W sought assistance from our office to apply for British Citizenship. Their **previous** application had been rejected due to a lack of evidence of residency in **the UK** for the last 5 years. We helped W complete the application and obtained evidence from the Local Authority to support their residency. Subsequently, we received an email from the Home Office confirming the success of W's application for British Citizenship. We informed W of the decision, and they attended their British Citizenship ceremony. Additionally, we assisted them in applying for their British Passport.



Health & Wellbeing

Client G came to Leicester two years ago and joined our Chill and Chat service accompanied by a regular service user friend. Initially seeking support to reduce social isolation and meet new people in a safe environment, G eventually disclosed their journey to the UK, which involved human trafficking and sexual exploitation, during individual health and wellbeing support sessions.



In a comfortable environment, Client G felt safe to disclose their harrowing experiences of being sold as a human sex slave and repeated sexual abuse by multiple perpetrators. G has a good understanding of how these experiences **have impacted** their mental health and relationships.

Currently, G is receiving additional care from the local mental health trust, with **support** from a psychologist and medication for their mental health condition.

However, the medication's side effects are worsening their PTSD symptoms. We **assisted G** in contacting their GP for a prescription review and additional **support**.

Encouraged to attend our Chill and Chat group regularly, G is building **confidence**, meeting new people, and developing social networks through **activities**, including mindfulness skills, to improve health and wellbeing.

Currently, G is working on developing confidence and realising they can reach **out** for help; a result of months of staying connected and one-to-one support work.

G is feeling improved, though there are occasional 'off' days. They have begun volunteering in the local community. G remains active in the Chill and Chat group activities and regularly attends one-to-one support sessions.

Due to the numbers and significance of this type of case, TREC has assigned a clinical supervisor to the officer engaged in the Chill & Chat group and one-to-one support sessions with this cohort. This is because....

CASE STUDIES

Health & Wellbeing (contd.)

The British Medical Association acknowledges:

Vicarious trauma is a process of change resulting from empathetic engagement **with** trauma survivors. Anyone who engages empathetically with survivors of traumatic incidents, torture, and material relating to their trauma, is potentially affected, including doctors and other health professionals. There is the potential of:

- experiencing lingering feelings of anger, rage, and sadness about client's victimisation
- becoming overly involved emotionally with the client
- experiencing bystander guilt, shame, feelings of self-doubt
- being preoccupied with thoughts of client outside of the work situation
- over identification with the client (having horror and rescue fantasies)
- loss of hope, pessimism, cynicism
- distancing, numbing, detachment, cutting patients off, staying busy. Avoiding listening to client's story of traumatic experiences
- difficulty in maintaining professional boundaries with the client, such as overextending self (trying to do more than is in the role to help the client).



Future Developments

- **Karibuni Café**, launched in June after extensive preparation, is now open from Monday to Thursday, 8:30am to 3:30pm. The café offers volunteering opportunities to service users, additional volunteers, and school and work placements. An African & Caribbean day will be introduced during Black History Month, featuring weekly African & Caribbean cuisine.
- **Healthy Eating Cooking Classes** are delivered by TREC through the **Locality** Cost of Living Fund. These classes are held weekly for two cohorts, **each** spanning 13 weeks, aimed at alleviating the impact of rising living costs whilst providing essential nutritional advice.
- TREC is developing an **Allotment** and has now secured funding for an **Outdoor Education Officer** who will teach growing and planting techniques to beneficiaries, starting in September as part of our ESOL into horticulture programme. This initiative involves creating a Garden of Sanctuary and cultivating fruits and vegetables.



Future Developments (contd.)

- **Stop Search workshops** - TREC has resumed delivering "Knowing your **rights** and responsibilities, SS workshops" to young people in various settings. These workshops cover stop and search awareness. If interested, reach out to us for engaging and informative sessions in your location.
- **The Young People's Executive Committee** acknowledges the need to address community issues and pass on the fight for racial justice to the next generation. The first meeting with inspiring individuals has taken place, aiming to engage and inspire their peers.
- To finalise and formalise TREC's 10-year strategy and develop action plan.
- Working in partnership with Friends of the Earth and the UOcean Project to ensure the tagline 'climate justice equals racial justice' is understood and acted upon by racially minoritised communities.



FINANCIAL ACTIVITIES

(including summary income and expenditure account)
for the year ended 31 March 2023

	Unrestricted Funds	Restricted Funds	2023 Total Funds	2022 Total Funds
	£	£	£	£
Income and endowments from:				
Donations and legacies	300	-	300	6,165
Other trading activities	25	-	25	-
Charitable activities	69,639	155,895	225,534	407,863
Total income	69,964	155,895	225,859	414,028
Expenditure on: Charitable activities	67,978	219,899	287,877	304,437
Total expenditure	67,978	219,899	287,877	304,437
Net (expenditure)/income	1,986	(64,004)	(62,018)	109,591
Transfers between funds	11,531	(11,531)		
Net movement in funds	13,517	(75,535)	(62,018)	109,591
Reconciliation of funds:				
Total funds brought forward	264,245	150,930	415,175	305,584
Total funds carried forward	277,762	75,395	353,157	415,175
Balance Sheet at 31 March 2023				
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	£	£	£	£
Fixed assets				
Tangible assets	13,843	2,857	16,700	25,179
Current assets				
Debtors	7,854		7,854	5,297
Cash at bank and in hand	268,392	72,538	340,930	391,632
	276,246	72,538	348,784	396,929
Liabilities				
Creditors: Amounts falling due within one year	(12,327)	-	(12,327)	(6,933)
Net current assets	263,919	72,538	336,457	389,996
Total net assets	277,762	75,395	353,157	415,175
The funds of the charity:				
Unrestricted funds			277,762	264,245
Restricted funds			75,395	150,930
Total charity funds			353,157	415,175

AFFILIATED ORGANISATIONS & PARTNERS

AAA Strike 4 Success Limited

Afro Innovation Group

After 18

Age UK

Antigua & Barbuda Association

Association of Afghan United in Britain

Association for Bengali Communities

Bangladesh Youth & Cultural Shomiti

Brit Bangla Progressive Society

Caribbean Court Day Centre

Civic Leicester

Climate Action Leicester & Leicestershire

Communication Workers Union

Confederation of Indian Organisations

East West Community Project

Employees United Union

Federation of Iraqi Refugees

Fosse Health Trust

Friends of the Earth England & Wales

General Federation of Trade Unions

Global Hands CIC

Highfields Community Association

Hindu Religious & Cultural Society

Indian Workers Association

Johnson Astills Solicitors

Leicester Barbados Association

Leicester Black History Consortium

Leicester Brahma Samaj

Leicester Caribbean Carnival

Leicester Caribbean Cricket & Social Club

Leicester City of Sanctuary

Leicester Ethnic Elderly Advocacy Project

Leicester Friends of the Earth

Leicester Irish Forum

Leicester Red-Thread Ltd

Leicestershire Asian Business Association

Leicestershire Centre for Integrated Living

Leicestershire & District Trades Council

Leicestershire Partnership NHS Trust

Leicestershire Police

Leicestershire & Rutland County FA

Moat Community College

National Association of Youth Justice

NUT, Black Teachers Network

One Building Solution Ltd

Opal Arts

Pakistani Youth & Community Association

Polish Mums and Children's Centre

Pride without Borders

Ramgaria Board

Regent College

Rik Basra Leukaemia Campaign

Riverside Housing

Shama Women's Centre

Shree Sanatan Mandir

Soft Touch Arts

South Asian Health Action Charity

Sported

Stephen Lawrence Research Centre

St Matthew's Tenants Association

Sugars Gym

Telehealth Africa

Telehealth Aspire

Trade Sexual Health

Transport & General Workers Union

Unison Leicester

Vayyu Foundation/UOcean

Voluntary Action Leicestershire

Waterfront Sports & Education Academy

Wesley Hall Community Centre



AFFILIATED INDIVIDUALS

Ajay Aggarwal
Anita Saigal
Anu Jalota
Arthur Dion Hanna
Ashok Mahindra
Colin Green
Deana Presto
Dr Carlton Howson
Faizan Arzbegi
Garry Guye
Ghartey Vardon
Harbans Thiaray
Israel Ndlovu
Jennifer Finlayson
Julian Harrison
Kathryn Hart
Kulbir Minhas
Lara Hussain
Lynne Woodward
Miriam Issa
Mr B Manek
Mr D Patel
Professor Arthur Rowe
Professor Raghu-Raghavan
Professor Surinder Sharma
Rachel McGinty
Robert Lee
Rohini Corfield
Ruth Sinhal
Sirdeep Singh Flora
Suzanna Overton-Edwards
Wajeeda Yusuf

Colour Blind by Lemn Sissay

If you can see the sepia in the sun
Shades of grey in fading streets
The radiating bloodshot in a child's eye
The dark stains on her linen sheets
If you can see oil separate on water
The turquoise of leaves on trees
The reddened flush of your lover's cheeks
The violet peace of calmed seas
If you can see the bluest eye
The purple in petals of the rose
The blue anger, the venom, of the volcano
The creeping orange of the lava flows
If you can see the red dust of the famished road
The white air tight strike of Nike's sign
the skin tone of a Lucien Freud
The colours of his frozen subjects in mime
If you can see the white mist of the oasis
The red, white and blue that you defended
If you can see it all through the blackest pupil
The colours stretching the rainbow suspended
If you can see the breached blue dusk
And the caramel curls in swirls of tea
Why do you say you are colour blind when you
see me?



ANOTHER TEAM MEMBER HAS LEFT US RIP AVANDALE RENE (Donovan)



The 2nd March 2023 was a very sad day indeed. This was the day a significant ex staff member and lifelong friend of TREC left us. Donovan joined TREC as a volunteer caseworker following his retirement from the Commission for Racial Equality (CRE). During his period at the CRE, TREC staff members could and would count on him to assist with casework concerns. He did this with cheerful banter thus putting the enquirer at their ease. Indeed, often, there was a degree of mischief in his conversations but, he never shone away from being the authoritative individual in the subject matter when it was time to be serious.

Over a period (after joining us as a volunteer case-worker) TREC decided it was essential that we formalised our casework position by creating a casework team. As an individual with a wealth of knowledge in this area, Donovan was included in the conversations for us to get the funding applications right. He made it perfectly clear from the outset that if any of our funding applications were successful, he had absolutely no interest in doing more than assisting who was to be secured as a caseworker.

Following the success with one funding application Donovan duly remained with the new team assisting the lead caseworker (by choice).

During and after his working period with TREC, colleagues would regularly visit Donovan's home and we were always made welcomed by him and his wife, drinks would be served with a slice of something! His penchant for baking meant he was very busy on high days and holidays with commissioned work for his cakes (which were always very tasty).

A remarkable and compassionate individual who was an asset to the team here at TREC and a true friend outside of TREC, the 2nd March 2023 was a very sad day indeed.

His daughter Paula, informed us that the family would be holding a collection at his funeral and wake, the proceeds of which would be donated to TREC. They raised a remarkable £450 which will contribute to our ongoing casework. Thank you, and our deepest condolences from all of us that had the honour of working with him.



Karibuni means 'Welcome All' in Swahili and this is the key concept of our café which is located in the heart of our vibrant, thriving community. We want our café to provide a warm, welcoming environment; a community hub and safe space for people to meet, relax and socialise which is reflected in our tagline of 'Coffee, Community, Connection'.

The purpose of our café is to provide educational and volunteering opportunities for our New Arrival service users with profits donated back into the Karibuni Café, enabling us to enhance the life opportunities of those forced to flee their countries of birth.

We will be serving freshly roasted Kenyan coffee alongside a dedicated Breakfast and Lunch menu. The menu will include healthy, home-style dishes alongside firm favourites.



**Open Monday to Thursday
8:30am to 3:30pm**

**Ground Floor, Highfields Centre,
96 Melbourne Rd, Leicester, LE2 0DS
Call: 0116 2538597 Insta: @KaribuniCafe**



The Women's Awards @TheWome... · 19h
The winner of Outstanding East Midlands Female Leader is...

Dr Iris Lightfoote.

Huge congratulations to the winner. 🎉

#BusinessWomenLife #WomensAwards
#SHINEMagazine #BusinessDevelopment
#WomenEmpowerment
#TheWomensAwards2022



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