



TREEC
THE RACE EQUALITY CENTRE

ANNUAL
REVIEW
2015/16

www.theraceequalitycentre.org.uk



Phoenix Yard
Main
Entrance

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FUNDERS

Leicester City Council

Lloyds Bank Foundation

Comic Relief

European Regional Development Fund

JobCentre Plus

Introduction

Following a number of strategy days for Trustees, Staff and Volunteers, TREC (supported by Montgomery Masters Ltd and Lloyds Bank Foundation) updated and formally agreed its business plan 2015-19. Within this work the organisation set itself annual internal and external targets in keeping with its strategic aims of: Challenging Racial Discrimination; Promoting the Benefits of a Racially Just Society; Empowering Individuals & Communities affected by Racial Disadvantage; whilst, becoming the UK's most respected VCS Expert on Race Equality; Increasing its Income & Financial Sustainability; and, Improving Effectiveness & Efficiency. See page 5 of this report for achievements against milestones. These milestones were agreed during the last half year and are being stretched within the coming and in future years. This is however all predicated on staffing and volunteer levels increasing or at the very least, not decreasing. Something endured in the last financial year.

Our consultancy and other trading activities have improved on the previous financial year and we are striving to ensure this is an ongoing reality. Our partnership arrangements too have increased and the development of our skills register have allowed us, with knowledge, to begin to tap into Leicester's universities to address any shortages.

We are continuing with the necessary work to advance the creation of the Heritage Impact Centre and we are being provided with experts from a range of agencies to include universities, to assist in this development. Our extended networkings have aided our funding applications and we are beginning to get requests for assistance and engagement from a number of quarters.

TREC benefitted from an annual Service Level Agreement from Leicester City Council which for this year formed 39% of its funding. Funding arrangements through this means are in place to March 2017. As is the case every year, the trustees are continually taking steps to seek alternative funding sources and continue to be of the opinion that the charity would continue beyond its 50th year of 2017.

Examples Of Work Undertaken During 2015-16 Include:

Research & Public Education:

- Extended the 'Together We Won The War' exhibition different sites: Adult Education Centre, New Walk Houses Museum, TREC Conference suite. Reached the final seven of the National Heritage Lottery Awards
- Facilitated a Mayoral Hustings event.
- Secured Professor Heaven Crawley (Coventry University) to deliver a presentation on 'Asylum and migration in the pre-election debate'.
- Contributed to European Structural and Investment Funds paper to the Growth Programme Board, Equalities and Anti-Discrimination, cross cutting themes 2007-2013.



Policy Development:

- Resurrected & host Stop Search Reference Group.
- Panel contribution to University of Leicester's Everyday Borders event.
- Panel contribution to Loughborough University's Building Inclusive Nations in the Age of Migration workshop.
- Regular input into East Midlands Strategic Migration Partnership.
- Received and hosted Funding & Investment Manager of Big Lottery – chaired meeting of Assembly members aimed at gathering information and building knowledge and understanding leading to appropriate changes.

From a footfall of 3,264 during the twelve month period -

Work with individuals:

- 56 individuals assisted with casework support.

Work concentrating on integration, resettlement and support for refugees and new arrivals:

- Worked with 1746 cases.
- 50 different nationalities supported
- Secured £1,659,741 in benefits.

Employment Initiative & Preparation for Employment with ESOL:

- 32 – Employment, 21 – ESOL support
Self-Employment / Business Development support
- 40 – Businesses assisted, 11 – New businesses created, 21 – New jobs created.

KPIs & Milestones

YEAR: 01/04/2015 – 31/03/2016

Strategic Aim	Measure / Milestone	Target for Year	Outcome for Year	Green Amber Red	Comment / Examples
1. Challenge Racial Discrimination	Number of cases with positive outcome for complainant	20	21	●	Individuals, Groups & Organisations Seeking Assistance Given Advice & Support
	Number EIAs TREC involved in	3	4	●	
	Number of collective responses to consultations	3	4	●	
	Number of organisations asking for assistance with racial equality issues	4	7	●	
2. Promote Benefits of a Racially Just Society	Exhibitions Visitors	100	200	●	'Together we won the war' exhibition shortlisted to the final seven of the National Lottery Awards. Contributed to DMU's European Student Exchange. Presented Prof. Heaven Crawley, speaking on 'Asylum and migration in the pre-election debate'
	Mentions In Press/tv And/or Radio	4	8	●	
	Number Of Events Where Different Races Share Perspectives & Learn From Each Other	3	6	●	
	Number Of Practical Interventions Following International / National /	2	3	●	
3. Empower Individuals & Communities Affected By Racial Discrimination	Number Of Meetings: Average Organisational Attendance At Rmvsa	4:8	5:12/15	●	Facilitated/engagement In The Clinical Commissioning Group; Leicestershire Police Policy Advisory Group On Race And Equality; Stop Search Reference Group; Big Lottery Open Engagement Meeting
	Number Of People Willing To Stand As Representative On External Committee For First Time	5	4	●	
	Number Of People Who Commence Standing On External Committee	2	2	●	
	Number Agencies Requesting Representative From Rmvsa	2	3	●	
	Amount Of Benefits Received By Individuals	£500k	£1.65M	●	Supported Individuals From 50 Nationalities. Employability Activities Secured 32 Employment Outcomes; 40 Businesses Assisted.
	Units Of Accommodation Secured	50	Temp 46 Settled 54	●	
	Number Of Jobs And Training	80	71	●	
				●	

Strategic Aim	Measure / Milestone	Target for Year	Outcome for Year	Green Amber Red	Comment / Examples
4. Become UK's Most Respected Vcs Expert On Race Equality	Number Of Invitations Onto Regional/national Committees	1	1 1 Leics	●	Contributed To European Structural & Investment Funds Paper: Equalities & Anti-discrimination, Cross Cutting Themes 2007-2013.
	Number Of New Services Piloted	1	1	●	
	Number Of Times Named As Partner/contributor In Research Report	3	3	●	Featured In 'Insight' One East Midlands Regional Magazine
5. Increase Income & Sustainability	La Grant Funding As Percentage Of Total Funding	<33%	39%	●	Full Details On P15 Of Review, & In Audited Accounts.
	Earned Income	£21K	£33K	●	
	Business Plan For Recruitment Agency	End Oct		●	
6. Improve Effectiveness & Efficiency	Net Number Of New Members	10 Orgs 8 Ind.	13 Orgs 12 Ind.	●	Facilitated/engagement In The Clinical Commissioning Group; Leicestershire Police Policy Advisory Group On Race & Equality; Stop Search Reference Group; Big Lottery Open Engagement Meeting
	Number Of New Partnerships	3	5	●	
	Following Self-assessment, Activate Pqasso Quality Standard	End Nov	Jan 2016	●	
	Number Of New Volunteers	4	12	●	
	Introduce Organisational Performance Management Report To Board	End Oct		●	

Key

● Fully Achieved

● Partially Achieved

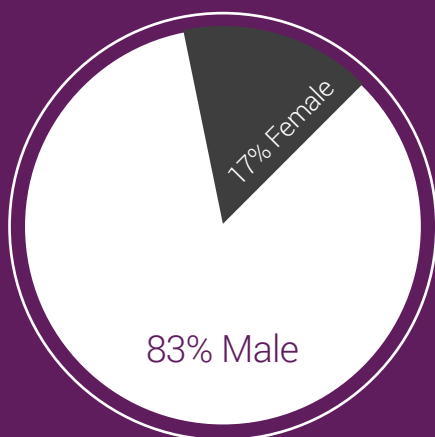
● Not Achieved

Casework Monitoring Details

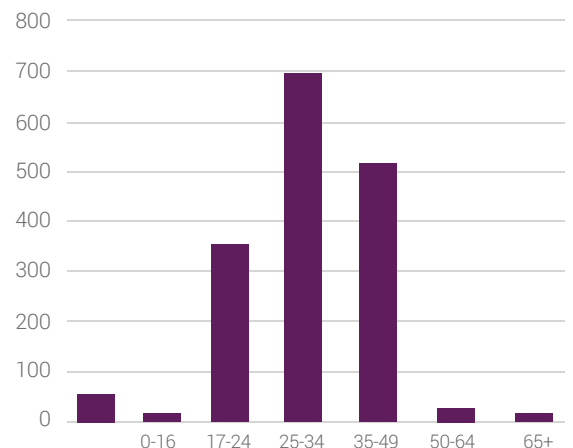
Client By Country Of Origin – Number Of Cases

	April 2016 / March 2016	April 2014 / March 2015		April 2016 / March 2016	April 2014 / March 2015
[Not Specified]	31	0	Jordan	2	0
Afghanistan	60	30	Kenya	2	2
Algerian	1	1	Kuwait	82	23
American Samoa	1	0	Latvia	1	0
Bangladesh	3	1	Libya	20	0
Britain	68	0	Malawi	3	3
Burma	3	0	Mongolia	1	7
Burundi	2	10	Mozambique	2	0
Cameroon	1	0	Nigeria	4	0
China	6	20	Pakistan	18	42
DR Congo	3	13	Palestine	5	0
Netherlands	1	0	Peru	1	0
Eritrea	289	265	Portugal	1	2
Ethiopia	16	27	Russia	1	6
France	1	0	Saudi Arabia	1	0
Gambia	15	15	Sierra Leon	3	5
Ghana	2	0	Somalia	52	72
Guinea	2	1	Spain	1	6
India	6	25	Sri Lanka	16	15
Iran	128	55	Sudan	711	117
Iraq	48	35	Syria	63	106
Ireland	1	0	Tanzania	12	10
Israel	1	0	Turkey	6	5
Italy	3	4	Uganda	10	0
Ivory Coast	2	0	Zimbabwe	32	30
Jamaica	2	2			

Client by Gender April 2015 – March 2016



Client by Age April 2015 – March 2016



Case Studies

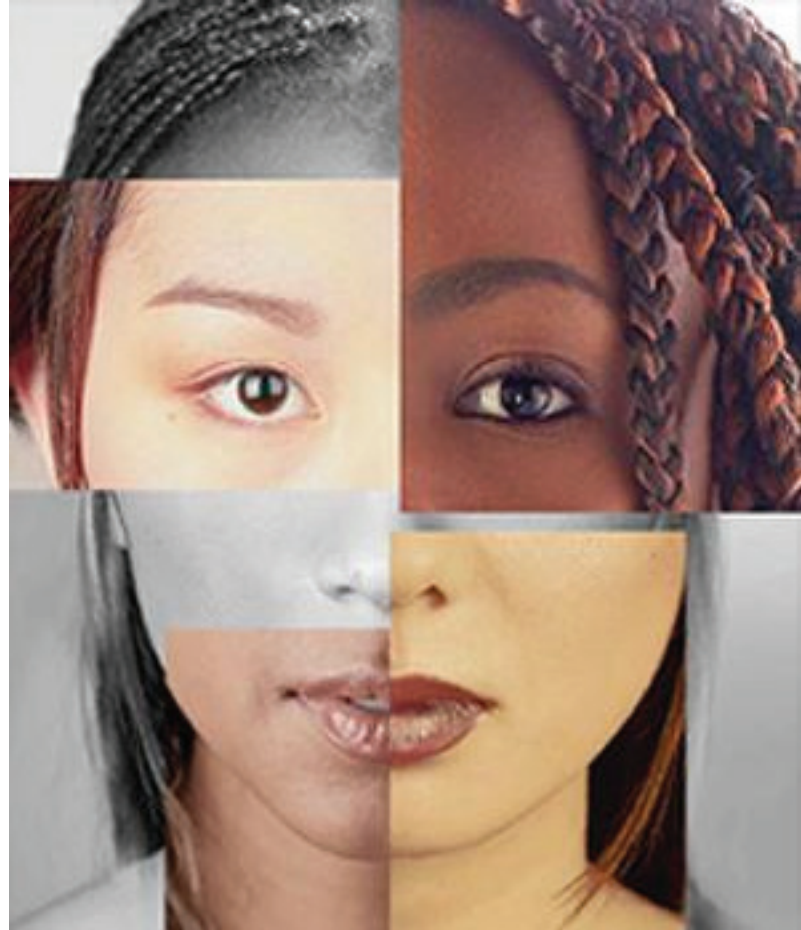
Race Discrimination

(01)

Both clients work for an international manufacturing company based in Leicester and raised a complaint to TREC that they and other colleagues were being treated unfairly due to their racial origin. Their complaint was on the fact that they were approached by their supervisor who asked if they knew who had broken the seat in the gents toilet. One of them was later approached by a White colleague who inquired why the supervisor was asking only the Asian colleagues and why other staff were not being asked. One of the clients spoke with other Asian colleagues who responded by saying they were asked similar questions, they had no idea of why this was being done and why they were being targeted. Following further inquiries with other staff it was found that the Supervisor had received an email from senior managers requesting him to investigate the matter and question Asian staff directly.

TREC supported the clients to understand the issue and queried what resolution they wanted in order to activate the process to achieve this. The organisations procedure for making complaints was explored and work was done with them to write a formal complaint to the Human Resources Department. The letter sent outlined details of the incident, why they felt that they were being racially discriminated against and the key issues that they felt need addressing.

Within two weeks a letter was received from the HR Officer acknowledging the complaint and outlining the process in which they will investigate the matter. Both clients were interviewed by a senior manager and support was provided by TREC.



Following the investigation, a letter was received outlining the findings. It was found that no assumptions were made to only investigate Asian employees, other staff were also questioned. It was also found that there were no instructions to discriminate as the reference was made to a similar circumstance in another company which led to a different type of toilet facilities being installed for its staff. The letter further apologised for any hurt and inconsideration that was caused to the employees. As an outcome the organisation committed itself to ensure clear communications, a standard approach to receiving feedback from staff, for both complainants to receive a formal apology and an opportunity to meet with Operations Director to discuss any concerns.

Both clients reported that they were satisfied and felt that the complaint has been dealt with appropriately and all investigations carried out have been satisfactory. The outcomes that have been reached have also been to their satisfaction and appreciated the support given by TREC to them.

(02)

The implementation of the Equality Act in 2010 has done little to eradicate race discrimination, especially in the workplace. The Race Equality Centre (TREC) has from January to July 2016 been visited by 520 seeking one form of redress or the other. Of these, 5% were direct race discrimination related complaints. This is a sharp increase from the same period last year. Unfortunately, whilst there has been a notable increment in racial incidents following the June 23rd Brexit referendum from the European Union, this is not the only contributory factor to the rising racial discrimination in the United Kingdom. Despite the implementation of the Human Rights 1998 and the Equality Act 2010, people from minority groups continue to suffer discrimination with impunity.

Take for example, Troy, an African migrant who lives in the city with his family. After completing secondary education Troy was employed as an apprentice with one of the public bodies represented in the city. There he worked and socialised amiably with people of his own age group. Upon satisfactory completion of his apprenticeship, Troy was assigned to his first real job outside the city, away from his usual colleagues.

Upon arrival at his new duty station Troy realised his new colleagues were mostly older than him (middle-aged white men). As a sign of respect, and in accordance with his own cultural practices, Troy would greet his new colleagues whenever they met. To his surprise, instead of responding to what he thought was a normal greeting, his colleagues would start laughing and making fun of him. At first he assumed it was normal and so smiled and continued with his tasks; little did he know this was to be the beginning of a long and arduous journey in his life.

Troy's colleagues picked on him at every opportunity they had. Sometimes whilst Troy was having his dinner in the designated area, his colleagues would place banana peels on his head which incited comments and

roaring laughter from the rest. At other times his colleagues would access his bag without permission and place obscene material or mushroom, which they knew he disliked. Once, when the group was driving to their work site, someone threw Troy's flask out of the car window whilst the others laughed at his distress. On another occasion, one of his colleagues threw a hammer at Troy which just missed hitting his head by an inch. All Troy's pleas for them to stop these harassing conducts fell on deaf ears.

One day, whilst the group was out working in the community, Troy's colleagues started calling him names and making derogatory remarks to the hearing of everyone that was around. The profanity of the racist comments used was so bad that one of the residents made a complaint to their supervisor about what was happening. Asked whether he wanted to make a formal complaint, Troy said no because according to him he did not want to take it further "because I was afraid since they knew where I lived." His supervisor, who also witnessed or had reason to know of the other incidents, did not pursue the matter. Troy became withdrawn and quiet. Going to work in the morning became his worst nightmare. Troy continued to suffer in silence.

During his interview at TREC Troy stated, "at times I felt I was being treated less favourably because of where I was coming from." As a result of these continuing racial harassment Troy suffered mental ill health. He was diagnosed with work-related stress, was prescribed anti-depressants and had to take time off work. He went for counselling for several weeks but the psychological damage had already been done. Recovery was slow. Eventually, despite his financial responsibility towards his family Troy made the hard decision to resign from his job. He left his place of work with no plans and no other job to go to.

Asked what he wanted to achieve by coming to TREC, Troy replied "I was hoping I could have a face-to-face meeting with my tormentors so that I can tell them how much pain they caused me. All I wanted was to do my

"I never disrespected anyone." For most race discrimination complainants a change in attitude is what they desire most, a cessation of the unwanted conduct(s). The assurance that things will change gives them a satisfactory form of closure. After all, claimants are more likely to want to continue to work in the same establishment and live side-by-side with their abusers amicably without fear of victimisation.

Sadly there is little, if anything, anyone can do for Troy in terms of getting redress at this point in time. The incidents in question occurred over a period of time, from 2011 to 2013. A race discrimination complaint must be made within three months less one day from the date the last incident occurred. In other words, should a racial discrimination incident occur on 20th June 2016, the complainant has until 19th September 2016 to make a formal complaint failing which they may be barred from doing so. It should be noted, though, that calculating time limits can be complicated since different time limits may apply depending on the type of complaint. It is therefore recommended to seek advice from an experienced adviser as soon as possible.

In exceptional circumstances the court may deem it 'just and equitable' to extend this time limit as was done in the case of Employment Appeal Tribunal in Mills and Crown Prosecution Service v Marshall (1998). However, the courts are generally reluctant to grant an extension and are seen to do so only on rare occasions.

By 2012 Troy had realised he was being treated less favourably because of his race (the crystallizing moment). Troy then got some materials to inform himself about race discrimination and how to bring a complaint to the attention of his employers. However, he felt he could deal with the difficulties he was facing and so did not bring it up at his supervision meetings, mainly because he was afraid of being victimised by his colleagues. Troy's potential time limit elapsed. By making this decision Troy, inadvertently allowed his tormentors to go scot-free, probably believing they were justified in racially harassing him.

The Equality Act 2010 was passed for the purpose of protecting individuals from unfair treatment and promoting a fair and more equal society. Whilst a lot of positive changes have been made as a result of the implementation of this act, both in work places and in society, race discrimination and other forms of discrimination still exist six years after the act came into effect. For some it's a near daily occurrence. The only way to stop race discrimination is to refuse to suffer in silence – speak up.

Assistance into Employment, Education or Volunteering (New Arrivals)

Ahmed (a pseudonym) is a 22 year old refugee from Darfur in Sudan. He fled this region in 2014 and arrived in the UK in August 2015 when he claimed asylum. He was subsequently granted the Right to Remain in November 2015. Like many of the asylum seekers who arrive in the UK from Sudan he had a fairly limited education leaving school at the age of 15. He also shared a common background of having worked on his family's small farm from the age of 9. After leaving school he was able to supplement his family's income by working in a variety of jobs including as a petrol pump attendant, a security guard and as a gold prospector. However, the humanitarian crisis caused by first famine and then civil war led Ahmed, like many other Sudanese, to flee Darfur to seek a new life in another country.

While Ahmed waited for his asylum application to be processed he was not idle. Although the UK Government does not provide any support for asylum seekers to learn English prior to being granted the Right to Remain he was determined to do all that he could to teach himself English during this period. Having arrived in the UK in August of last year by the beginning of 2016 his efforts had been so successful that when he attended a language assessment at Leicester College he was immediately placed in the English for Speakers of Other Languages (ESOL) Entry 2 tier.



After being given his leave to remain Ahmed began the process of looking for work with the help of TREC. He was assisted with his application for Jobseekers Allowance and helped to develop a curriculum vitae (CV) prior to beginning his job search. He was given advice about the various ways in which he could look for work while meeting the requirements set by the Job Centre. Initially, he was assisted with his day to day job searches and the completion of application forms but by supporting the development of his IT skills by means of in-house training he was quickly able to carry out this task himself. He was also advised how to tailor his CV to the type of job for which he was applying. When necessary we were also able to assist him by liaising with his Job Centre advisor when he encountered difficulties.

In February, impressed by his enthusiasm and determination to succeed in his new country, we nominated him for a place on one of the programmes run by The Prince's Trust. He was accepted and at the beginning of May he participated in a Media programme initiated by the Trust. Ahmed found the project to be stimulating and enjoyable, but most importantly he told us that it boosted his confidence in his ability to live and work in an English speaking environment.

We had previously referred him to various employment agencies and the next month he secured his first job in the UK working for a local bakery. In the longer term he is looking to expand his skills to enhance his job prospects and will look to further education and training opportunities.

Community Development & Policy

On the 12th of January 2016, Assembly members were joined by Chris Sims, Policy and Learning Manager and Claire Maggs, Funding Managers (Investment) for the BIG Lottery Fund to discuss processes, strategies and barriers/challenges in applying for BIG Lottery monies.

Several members shared their past experiences, both positive and negative, of applying for funding. Members were also able to feedback relevant concerns, such as:

- The small percentage of BME bids that are successful
- Insufficient support made available throughout application process, particular to applicants who are non-native English speakers
- Insufficient explanations provided by BIG Lottery Fund as to why a bid is successful or not
- The fact that multiple attempts are often required before a bid is successful

They were also emphatic that BIG Lottery Fund aims to support community efforts that seek to address needs identified by the community itself – this presents a clear opportunity for Assembly groups.

Feedback from members was taken to the BIG Lottery Fund's internal equality task group and an ongoing communication established between the BIG Lottery Fund and the Assembly.

Outcomes:

- Following the meeting, Claire Maggs visited 4 Assembly members (Shama Women's Centre, Highfields Community Association, Somali Development Services and Gypsy and Traveller Equality) to discuss their specific barriers to accessing funding and their experience of BIG Lottery Funding. This interaction helped to support a positive outcome for Shama Women's Centre in being able to obtain a continuation of funding for their bereavement project.



- Additionally TREC has been able to support Afro-Innovation Group, an Assembly member, to meet with the BIG Lottery Fund local funding officer to provide support and advice after the group made 9 unsuccessful attempts to access funding. The group have subsequently submitted a Reaching Communities Fund application and are awaiting a result.

Resettlement & Integration

Preventing Sanctions

We have been working with the Department of Works and Pensions (DWP) to improve our clients experience at Local Jobcentre plus offices. Clients have returned to us for assistance having been sanctioned by Job Centre as little consideration was given to language barriers when clients sign the mandatory JSA Claimant Commitment or when considering the issuing of sanctions.

We were informed that claimants who speak little or no English should be accompanied by a friend to assist with interpreting and job searches. However, TREC recognised that, even assuming individuals speak adequate English, most friends and relatives are either in work or committed to their own job searches in accordance with their 'claimant commitments' and as such, these individuals are not available to provide the support many non-English speaking claimants require.

Through our in-house employability programme we found that while claimants may achieve progress with the spoken language, the ability to read or write in English is

still a significant barrier and, employers are refusing applications from candidates with limited literacy skills.

We contacted DWP local liaison officer and had meetings with the Regional Manager who arranged for us to meet with all local Job Centre Managers to highlight our concerns. We were told that they could only deal with individual enquiries at a local level as their policies were driven by National agenda.

TREC challenged them on their Public Sector Equality Duty responsibilities. There is a clear need to make sure individuals who are unable to speak English be supported by interpreters at their initial interviews and the signing the Claimant Commitment should not be undertaken without the document being translated (and/or explained in a language which is understood by the claimant).

Through our intervention the local Job Centres are now more frequently using their telephone interpreting service and also have managed to secure ESOL provision for our Service users

Policy Challenge

Mr A was granted a refugee status in 2011. Since then Mr A has lived at various addresses in the city in rooms in shared houses which were furnished. He has also worked in the city on regular bases but on zero hours contracts. While he was in a job he was not able to save much, as his income was low and he also had responsibility of supporting his family living abroad in Sudan.

In February this year his two children joined him from Sudan under family reunion rules. Their mother, (his wife) was unable to join them due to Visa problems. The family were living in one room in a shared house, on an income £73.10 per week due to delays in processing the child benefit and child tax credit by the Department of Works and Pensions (DWP).

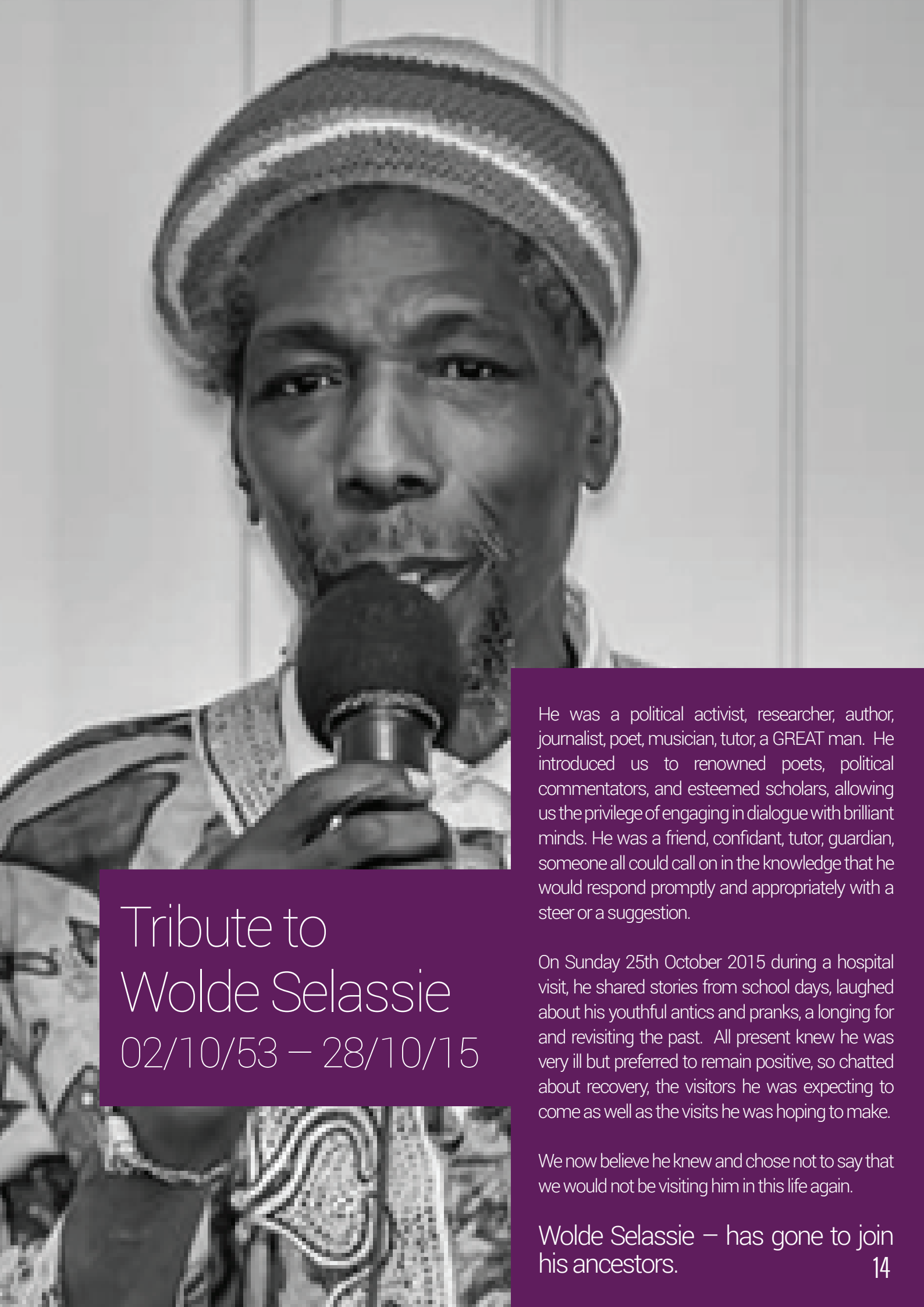
Leicester City Council rehoused the family in a two bedroom unfurnished flat and they ended up sleeping on the floor. TREC assisted the family to apply for Community Support Grant from Leicester City Council to furnish his current accommodation. Meanwhile TREC also approached the local charities and managed to get 3 beds and mattresses so that they were not sleeping on the floor.

Mr A received a decision letter from Community Support Grant section of the Council informing him that he was not eligible for the grant as per the City Council's Policy. This is because he was in receipt of contributory based Jobseekers Allowance. The policy states that, to be eligible for support grant an applicant must meet all the criteria in the policy and one of them was that a person must be in receipt of Income Support, Job Seekers Allowance (income Based), Employment Support allowance (income based), Universal Credit, Pension Credit or Working Tax Credit.

TREC communicated with the lead for that department requesting a review of this policy as people on JSA (contribution based) receive the same amount in benefit as persons in receipt of JSA (income based) which is £73.10 per week but, are ineligible for Community Support Grant while, a person who may be working and in receipt of working tax credit, leading to more disposable income, are eligible. We also suggested the policy should include opportunities to address exceptional cases before coming to a decision.



The decision was overturned and we were advised that a review of this policy will be undertaken.



Tribute to Wolde Selassie

02/10/53 – 28/10/15

He was a political activist, researcher, author, journalist, poet, musician, tutor, a GREAT man. He introduced us to renowned poets, political commentators, and esteemed scholars, allowing us the privilege of engaging in dialogue with brilliant minds. He was a friend, confidant, tutor, guardian, someone all could call on in the knowledge that he would respond promptly and appropriately with a steer or a suggestion.

On Sunday 25th October 2015 during a hospital visit, he shared stories from school days, laughed about his youthful antics and pranks, a longing for and revisiting the past. All present knew he was very ill but preferred to remain positive, so chatted about recovery, the visitors he was expecting to come as well as the visits he was hoping to make.

We now believe he knew and chose not to say that we would not be visiting him in this life again.

Wolde Selassie – has gone to join his ancestors.

Financial Activities

Statement of Financial Activities (including summary income & expenditure account) for the year ended 31 March 2016

	Notes	Unrestricted Funds £	Restricted Funds £	2015 Total Funds £	2016 Total Funds £
Income & Endowments From: Donations & Legacies		5		5	2,250
Charitable Activities		232,131	24,937	257,068	293,530
Other Trading Activities		7,783		7,783	5,914
Investments		4		4	
Total Income	2	239,923	24,937	264,860	301,694
Expenditure On: Charitable Activities	3	245,495	25,189	270,684	329,013
Total Expenditure		245,495	25,189	270,684	329,013
Net Expenditure		-5,572	-252	-5,824	-27,319
Transfers Between Funds	13				
Net Movement In Funds		-5,572	-252	-5,824	-27,319
Reconciliation Of Funds: Total Funds Brought Forward		60,750	762	61,512	88,831
Total Funds Carried Forward		55,178	510	55,688	61,512



Company Number 03140691

Balance Sheet At 31 March 2016

	Notes	Unrestricted Funds £	Restricted Funds £	2015 Total Funds £	2016 Total Funds £
Fixed Assets	9	1,619	510	2,129	3,178
Tangible Assets		11,492		11,492	30,097
Current Assets Debtors	10	78,727		78,727	85,888
<hr/>					
Cash At Bank And In Hand		90,219		90,219	115,985
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Liabilities	11				
Creditors: Amounts Falling Due Within One Year		-36,660		-36,660	-57,651
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Net Current Assets		53,559		53,559	58,334
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Total Net Assets		55,178	510	55,688	61,512
<hr/>					
The Funds Of The Charity: Unrestricted Funds	13	55,178		60,750	
<hr/>					
Restricted Funds		510		762	
Total Charity Funds		55,688		61,512	

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard for Smaller Entities (effective January 2015).



Affiliated Organisations/Individuals & Partners

AAA Strike 4 Success Limited
African Caribbean Citizens Forum
Afro Innovation Group
After 18
Age Concern
Antigua & Barbuda Association
Association for Bengali Communities
Association of Afghan United in Britain
Bangladesh Youth & Cultural Shomiti
Brit Bangla Progressive Society
City Rooms
Confederation of Indian Organisations
East West Community Project
Federation of Iraqi Refugees
Federation of Sikh Organisations
Fosse Health Trust
Foundation Housing
Global hands
Highfields Community Association
Hindu Religious & Cultural Society
HMYOI Glen Parva
Indian Womens Association
Indian Workers Association
Leicester Black History Consortium
Leicester Brahma Samaj
Leicester Caribbean Carnival
Leicester City Of Sanctuary
Leicester Civil Rights Movement
Leicester Ethnic Elderly Advocacy Project
Leicester Irish Forum
Leicestershire Asian Business Association
Leicestershire & District Trades Council
Leicestershire Caribbean Cricket Club
Leicestershire Centre for Integrated Living
Leicestershire Constabulary

Leicestershire Partnership NHS Trust
Leicestershire & Rutland County FA
Moat Community College
National Association of Youth Justice
Nirankari Advice Centre
NUT, Black Teachers Network
Octavian Continental Limited
One Building Solution Ltd
Polish Mums and Children's Centre
Pride Without Borders
Progressive Writers Association
Pakistani Youth & Community Association
Ramgaria Board
Regent College
Rezonarts
Rik Basra Leukaemia Campaign
Riverside Housing
Savera Resource Centre
Shama Women's Centre
Shree Sanatan Mandir
Soft Touch Arts
Sported
St Albans Community Centre
St Gabriels Community Centre
St Matthew's Tenants Association
Telehealth Africa
Telehealth Aspire
Transport & General Workers Union
Union of Communication Workers
Unison Leicester
Voluntary Action Leicestershire
West Indian Senior Citizens Project
Westley Hall Community Centre
Youth Offending Team

Ajay Aggarwal
Faizan Arzbegi
Marcus Samuel-Brown
Jennifer Finlayson
Garry Guye
Colin Green
Abhilash Gupta
Sirdeep Singh Flora
Arthur Dion Hanna

Julian Harrison
Kathryn Hart
Anu Jalota
Robert Lee
Mr B Manek
Kulbir Minhas
Kirit Mistry
Ashok Mohindra
Israel Ndlovu

Mr D Patel
Professor Raghu Raghavan
Arthur Rowe
Surinder Sharma
Harbans Thiarey
Ghartey Vardon
Narendra Waghela
D Wehner

Human Family

By Maya Angelou

I Note The Obvious Differences
In The Human Family.
Some Of Us Are Serious,
Some Thrive On Comedy.

Some declare their lives are lived
as true profundity,
and others claim they really live
the real reality

I've sailed upon the seven seas
and stopped in every land,
I've seen the wonders of the world
not yet one common man.

Mirror twins are different
although their features jibe,
and lovers think quite different
thoughts
while lying side by side.

We seek success in Finland,
are born and die in Maine.
In minor ways we differ,
in major we're the same.

The variety of our skin tones
can confuse, bemuse, delight,
brown and pink and beige &
purple,
tan and blue and white.

I know ten thousand women
called Jane and Mary Jane,
but I've not seen any two
who really were the same.

We love and lose in China,
we weep on England's moors,
and laugh and moan in Guinea,
and thrive on Spanish shores.

I note the obvious differences
between each sort and type,
but we are more alike, my
friends,





*We are more alike,
my friends,
than we are unlike.*

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