




**T R E C**  
THE RACE EQUALITY CENTRE

# ANNUAL REVIEW 2016/17



*Phoenix Yard  
Main  
Entrance*

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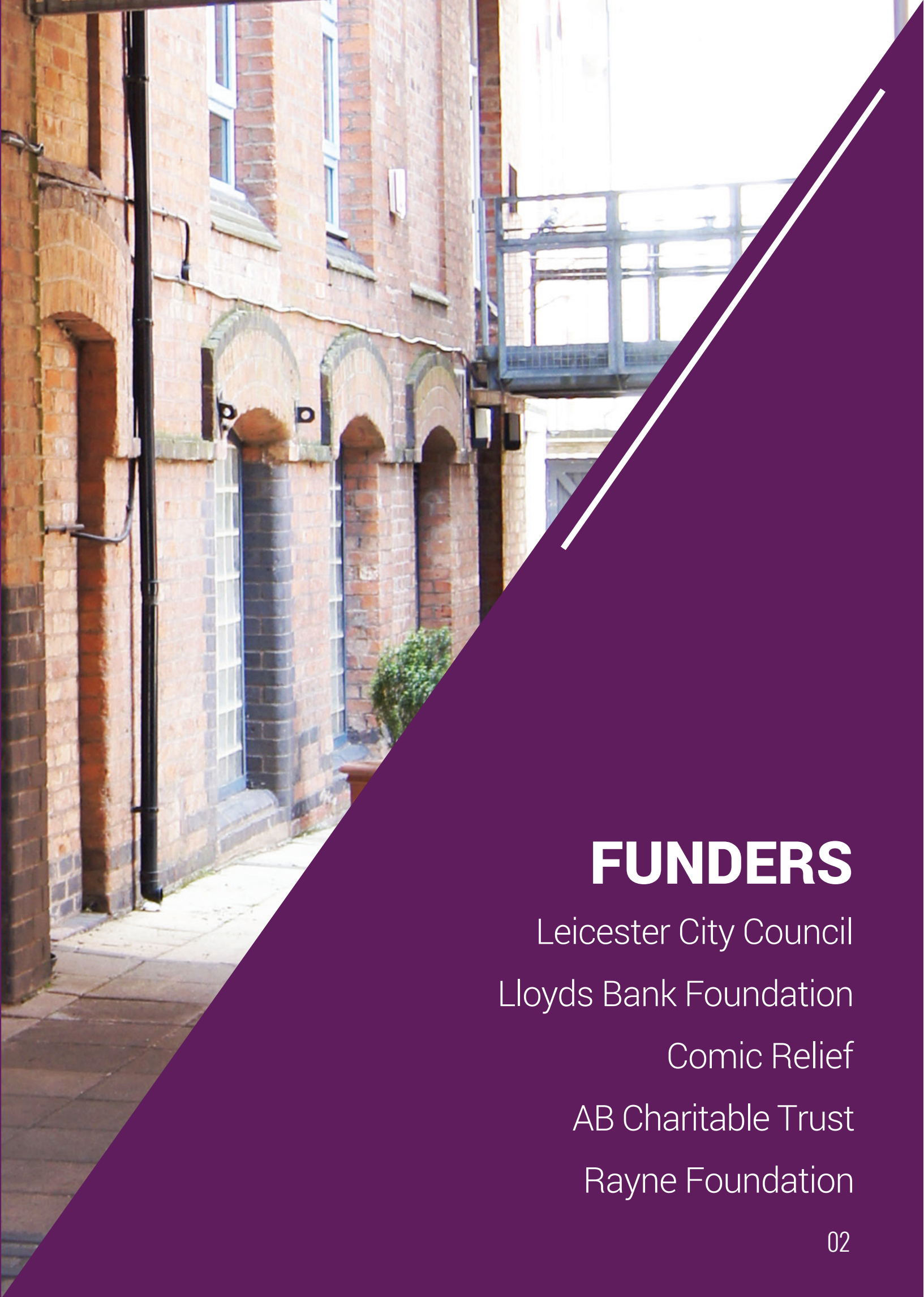
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# FUNDERS

Leicester City Council

Lloyds Bank Foundation

Comic Relief

AB Charitable Trust

Rayne Foundation

# Introduction

It is some 52 years since the enactment of the 1965 Race Relations Act (RRA), and the 50th Anniversary of The Race Equality Centre.

Despite the quantity and quality of work being undertaken over the years, the events of recent times have led some to believe there has been a roll-back on progress in tackling racism returning us to the days of saris, samosas and steel drums or, a 'light touch', which is enhancing the entrenched institutional, the usual insidious or covert, or even the overt manifestations of racism.

Following years of extensive and expensive interventions by public services to address race discrimination the contrary is still apparent. That is, disproportionate negative impact is persistent on racial minority communities receiving services. The systematic presence of little change is a consequence of those perpetrating and responsible for outcomes are also charged with identifying the measures to address this imbalance. Invariably the measures being put in place are, in some cases, being arbitrarily imposed with little or no involvement of a) the service user; b) the voluntary sector service providers who are closest to the service users; and, c) those organisations mandated to challenge discriminatory outcomes and champion real change processes.

The Race Relations Amendment Act 2000 (RRAA) sought to redress this imbalance and prevent the need for litigation, so prevalent despite 30+ years of legislation. The onus was placed on service providers to pro-actively and appropriately intervene to protect its users and employees from discrimination. Latterly, the Equality Act of 2010 is intended to harmonise and streamline 50+ years of equalities legislation, providing the same levels of protection from discrimination across all the named protected characteristics.

With decreasing resources, the challenge to TREC's staff, volunteers and management board is to stop 'race' from falling off the agenda completely.

"No one is born hating another person because of the colour of his skin or his background or his religion..."

**Nelson Mandela**

## Outcomes

From Footfall to 5,346 during the twelve month period we worked with 2,818 individual clients - from 46 different nationalities. Total number of Cases:

## General Enquiry Responses:

- 815 Telephone
- 60 Website

## Immigration Matters:

- 353

## Assistance with Job Search, Employment, Training & volunteering issues:

- 375 Cases Opened Outcome
- 63 into employment or education

## Plus Language Assistance:

- 18 Individuals attending a voluntary programme from January - March 2017.

## Policy Development:

- Host Stop Search Reference Group  
Chair Leicestershire Police Race Independent Advisory.
- Provided capacity building support to 13 members and supported 2 members to become representatives on the Police Race Independent Advisory Group.

## Working with:

- 58 individuals providing race discrimination casework support.
- Work concentrating on integration, resettlement and support for refugees and new arrivals included.
- 2,032 cases, 14% increase on last year.
- Securing Financial Case.
- Outcomes of : 2,439,495.51. A 32% increase on last year

Published 14 Assembly news bulletins, containing information about consultations, assembly activities, opportunities to be representatives and disseminated 5 TREC e-bulletins detailing contemporary race relations and race equality issues locally, regionally and nationally.

Developed and exhibited WW1 exhibition involvement and contributions of Africa, Asia and the Caribbean, across 5 different sites in Yorkshire and Humberside.

Delivered Race Equality Training to Leicestershire Equalities Challenge Group.

Facilitated 3 Full Assembly meetings (focusing on equality in the clinical commissioning group, BME representation in the police and, patient engagement from racial minority communities in the NHS).

Delivered 3 focus groups looking at mental health support services, council tax reduction scheme and translation and interpretation needs in the Clinical Commissioning Group Services.



# KPIs & Milestones

YEAR: 01/04/2016 – 31/03/2017

Strategic Aim	Measure / Milestone	Target for Year 2016-2017	Outcomes	
<b>1. Challenge Racial Discrimination</b>	Number of cases with positive outcome for complainant	15	14	●
	Number EIAs TREC involved in	4	7	●
	Number of collective responses to consultations	4	3	●
	Number of organisations asking for assistance with racial equality issues	6	10	●
<b>2. Promote Benefits of a Racially Just Society</b>	Exhibitions Visitors	500	510	●
	Mentions In Press/tv And/or Radio	12	19	●
	Number Of Events Where Different Races Share Perspectives & Learn From Each Other	8	11	●
	Number Of Practical Interventions Following International / National /	1 Int /2 Nat / 3 Local	Int (2) /Nat (2) Local (7)	●
<b>3. Empower Individuals &amp; Communities Affected By Racial Discrimination</b>	Number Of Meetings: Average Organisational Attendance At Rmvsa	4:10	7:40	●
	Number Of People Willing To Stand As Representative On External Committee For First Time	5	5	●
	Number Of People Who Commence Standing On External Committee	2	2	●
	Number Agencies Requesting Representative From Rmvsa	2	2	●
	Amount Of Benefits Received By Individuals	£750k	£2,439,495.51	●
	Units Of Accommodation Secured	60	113	●
	Number Of Jobs And Training	50	63	●

Strategic Aim	Measure / Milestone	Target for Year 2016-2017	Outcomes	
<b>4. Become UK's Most Respected Vcs Expert On Race Equality</b>	Number Of Invitations Onto Regional/national Committees	2	1	●
	Number Of New Services Piloted	2	3	●
	Number Of Times Named As Partner/contributor In Research Report	3	6	●
<b>5. Increase Income &amp; Sustainability</b>	Performance V Target Forecast Overall	£230K	Full Details on PXX in Accounts	●
	Grants From Trusts etc.	£100K		●
	Government Grants With SLAs and/or Contracts	£230K		●
	Earned Income	£30K		●
	La Grant Funding As Percentage Of Total Funding	<40%		●
<b>6. Improve Effectiveness &amp; Efficiency</b>	Net Number Of New Members	5 Org / 4Ind.	6 Org / 1Ind.	●
	Number Of New Partnerships	3	3	●
	Pursue Quality Standard (Advice Quality Mark)			●
	Number Of New Volunteers / Maintain Volunteers	5 / 10	4 / Total 9	●
	Published Report	1	1	●
	Environment Considerations: Car Share Transport; Recycling; Energy Usage (Audit); Dissemination Of Info	Bin; Energy Usage; Training	4 / Total 9	●

## Key

● Fully Achieved

● Partially Achieved

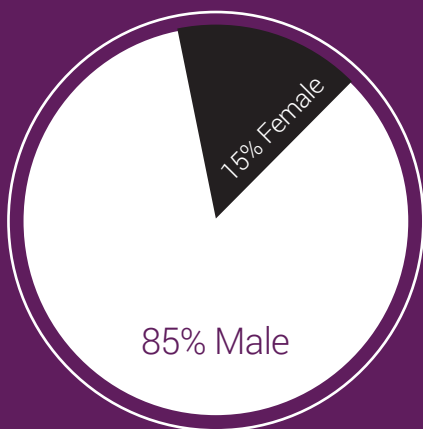
● Not Achieved

# Casework Monitoring Details

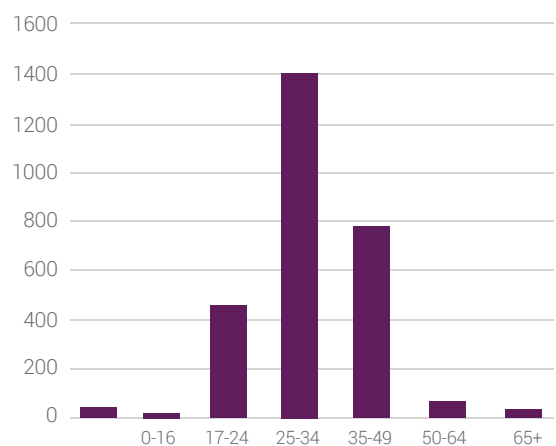
## Client By Country Of Origin – Number Of Cases

	April 2016 / March 2017	April 2015 / March 2016		April 2016 / March 2017	April 2015 / March 2016
[Not Specified]	73	31	Kenya	0	2
Afghanistan	70	60	Kuwait	34	82
Algerian	1	1	Latvia	1	1
Antiguan	1	0	Libya	28	20
Bangladesh	11	3	Malawi	3	3
Britain	117	68	Morocco	1	0
Bulgarian	1	0	Mozambique	0	2
Burundi	2	2	Nigeria	42	4
Cameroon	10	1	Pakistan	37	18
China	9	6	Palestine	6	5
DR Congo	8	3	Portugal	2	1
Netherlands	4	1	Russia	3	1
Eritrea	471	289	Slovakia	1	0
Ethiopia	104	16	Sierra Leon	1	3
Egypt	5	0	Somalia	92	52
Gambia	6	15	Spain	3	1
Ghana	3	2	Sri Lanka	38	16
Guinea	1	2	Sudan	1305	711
India	5	6	Syria	169	63
Iran	125	128	Tanzania	4	12
Iraq	73	48	Tunisia	2	0
Ireland	1	1	Turkey	1	6
Israel	0	1	Uganda	1	10
Italy	7	3	Zimbabwe	19	32
Ivory Coast	3	2			
Jamaica	11	2			

Clients by Gender April 2016 – March 2017



Clients by Age April 2016 – March 2017





# Case Studies

## Challenging Race Discrimination – The Impact of Mental Health

I took over as Race Discrimination Caseworker after a period of voluntary work at The Race Equality Centre in January 2017. Our records show that from 3rd January to 31st March 2017 there has been a steady flow of new race discrimination cases with varying levels of TREC involvement. Astonishingly, we have come to realise that 64% of our clients have suffered or are experiencing mental health issues. Within this figure some 46% of those presenting to us are suffering from mental ill-health resulting from the unfair treatment and/or harassment they have or are experiencing.

*When Jaina walked through the doors of The Race Equality Centre in February 2017 she looked confident, poised, smartly dressed, except for her hair which was a bit ruffled. At the first interview she sounded very eloquent and her English was impeccable. However, as she narrated her experiences of how the entire police force (white English officers) in Leicester had connived with security agents in supermarkets and bus drivers to harass, jeer, follow and watch her everywhere she went every day, to the point where Jaina is now “afraid” to go out and does her shopping at the corner shop in order to avoid the “surveillance” – the impression was that something was not right, even in the most obscure case of race discrimination.*

The difficulty with these types of cases is how to make a determination between fact and fiction; to separate reality from misconception. Without expert analysis how do you begin to explain to your clients that their complaints or certain aspects of it may not be real? How do you suggest, without aggravating the symptoms, that what they probably need at that point in time is medical attention and not a race discrimination advisor? These are some of the questions that run through my mind as I patiently listen to clients like Jaina. Full of empathy & even sympathy it becomes even more difficult and frustrating for me as a caseworker when I realise the helplessness of the situation I am in, let alone the client who, with great conviction and expectation, believes in his/her mind that if no one else can help them, TREC can.



In other cases, because of the race discrimination incidents they have witnessed and/or experienced some of our clients now suffer from mental ill-health and are attending counselling sessions and/or taking psychotic drugs.

*Take, for example, Leila and her husband Malik, of Sri Lankan origin who have lived and worked in the United Kingdom for over 20 years. The couple and their two children are British citizens. At our meeting they narrated to us that two years ago they were re-housed and allocated a three-bedroom property in a predominantly “white” neighbourhood. Almost immediately after moving into the property the family started experiencing racial harassment, people banging on their doors and windows and yelling insults at them telling them “to go back to their country.” On one occasion one of the neighbours spat in Malik’s face and called him a “Paki”. On another occasion another neighbour unleashed a dog on the children who were playing in the front garden of their property. As the dog charged towards the children barking and ready to devour, the children screamed with fear obviously frightened for their life. There was complete mayhem. The police were eventually called but there were “no witnesses” and so no arrests were made. This family continue to live in fear for their lives, visibly shaken by the constant nightmarish racial incidents they have now come to expect.*

*We were told several complaints have been made to the authority responsible for the management of the properties but this has also come to nought because somehow they always enter a finding of no anti-social behaviour in the area. The couple's requests to be re-housed have yielded no results either. As a result of all this we were told the couple and their children are frequently afraid to leave the house; when they go out they all have to go together, the children huddle together as they walk beside their parents who are both off work and have been diagnosed with depression and are now on medication. This couple have now come to TREC for assistance. Even as they explained their dire situation to us amid sniffing and wiping away tears one could see the anxiety evident in their posture and constant twitching.*

It is evident that whilst TREC may be able to successfully challenge race discrimination in the workplace and in society, thereby contributing to the maintenance of a just and fair society for all, the underlying effect for a percentage of victims of race discrimination remain, in the main, mental ill-health. To my mind, the marriage between the two vices is a devastating reality. Ultimately, in order to provide an adequate and holistic support to our clients there is without doubt a need to delegate attention to and alleviate the mental well-being of race discrimination complainants who use our services. It may well be that in the near future TREC will be able to secure crucial funding to address this potent issue.

Nonetheless, for the time being we will continue to do the good work TREC is well known for, i.e. challenging race discrimination in all its form and promoting a just and equal society for all.

## **Assistance into Employment, Education or Volunteering (New Arrivals)**

1. Omar (a pseudonym) is a 20 year old refugee from Darfur in Sudan. He claimed asylum in the UK in 2015 and was granted leave to remain at the end of that year.



He had already accessed the services provided by TREC and at this point sought our help in his search for employment. He had not had the opportunity to attend school in his home country and his only previous work experience was as a labourer on the family farm. These circumstances are not untypical and demonstrate the difficulties facing someone like Omar in trying to start a new life in the UK. When we first met Omar he could speak virtually no English, and although he was obliged to claim Jobseekers Allowance in order to support himself, it was clear that he was not yet employable. Our initial priority was to ensure that he had access to adequate English language support and we intervened with the local Job Centre to secure additional hours for his ESOL course at Leicester College when it became clear he was struggling. In addition, we were later able to refer him to an ESOL teacher who provided support to TREC on a voluntary basis for a period during the summer of 2016. This combination has improved his English language skills significantly and has subsequently helped him into work.

The other difficulty facing many of our clients is their housing status. Many find themselves living in hostels which have high rents due to the need to cover staff costs. As a consequence our clients can only afford the rents if they are in receipt of Housing Benefit support. However, this then precludes them from full-time work as this will lead to the loss of Housing Benefit and potential homelessness. Omar was in just such a position until the summer of 2016 when he was finally offered a flat by a housing association.

By this point with the aid of some IT training and his improving English he was able to carry out his job search independently. However, he still sought our help with more complex job applications and a few months later we assisted him with an application for a job with Amazon.

This was to prove successful and he began work with the company in October. However, dissatisfied with working for the company through an agency he left them after four months and has now secured a permanent job.

As the competition for jobs is so great – sometimes up to 500 applicants for one job – many of our clients find their first job through an employment agency. While this is not ideal it does at least get them into work and enables them to demonstrate their employability to future employers as Omar found.

2. Maggie (also a pseudonym) is 50 years old and originally from Jamaica. She has temporary leave to live and work in the UK and has recently obtained an extension to this. We have chosen this example as it demonstrates how different elements of TREC's work can often overlap. In September 2016, Maggie approached us as she felt she was being discriminated against by her supervisors and fellow staff members at her place of work where she was employed in a housekeeping/domestic role. Matters had come to a head when she applied for a similar role within the same organisation and scored zero in the interview. As a result grievance proceedings were initiated and were to continue over the next three months.

Irrespective of the outcome of these proceedings our client felt that she needed to find alternative work albeit within the same organisation which is one of the largest employers in the UK. We provided her with support and helped her to complete applications for a number of jobs and in November she was offered an interview for one of these posts. In light of the difficulties she encountered at her previous interview we walked her through an interview scenario and as a result of research were able to give her an indication of the typical questions asked at interview by this particular employer. This support proved to be crucial as our client achieved top marks at her interview and was offered the job as an assistant nurse. She now had the opportunity to begin afresh in a new setting with better remuneration, training opportunities and the possibility of promotion.

At this stage the client decided to end the grievance proceedings. Meetings had taken place between the client, staff from TREC and the employer's representatives and Maggie felt that she had been given the opportunity to express her point of view. However, she now wanted to concentrate on her new job and leave the past behind her. We continued to provide support over the next two months with outstanding matters relating to her new employment such as DBS and identity checks. Finally, we helped her draft her letter of resignation from her previous position prior to starting in her new post at the beginning of March 2017.h

## Community & Policy Development

This year TREC has been able to support the Assembly to have their voice heard in a number of areas with key agencies such as the Leicestershire Police, Leicester Clinical Commissioning Group and national and local funders. In response to policy and political changes in the external environment, the project coordinated two events to enable the Assembly to participate in engaging debate focusing on the Police Crime Commissioner (PCC) elections and the EU referendum. Following consultation with members at December's Assembly meeting in 2015, the project took forward a mandate to coordinate a Police Crime Commissioner Husting event and EU referendum debate. Amidst ongoing austerity measures and the push for Leicester City Council to make £55 million of savings by 2019, TREC supported the Assembly to respond collectively to the Councils consultation on amendments to the Council Tax Support Scheme and the Local Authority and Clinical Commission Group's consultation on changes to mental health support provision. The project has continued to keep the Assembly informed through 16 e-bulletins delivered through the year, providing information about other relevant consultations, opportunities to represent the Assembly at strategic meetings, opportunities to access training, support and funding to build the capacity of members.

Through TREC's work with the Police Advisory Group on Equality, the project has been able to identify an opportunity for an Assembly member to be part of Leicestershire Police Race Independent Advisory Group to challenge race inequalities in policy and practice. The project was successful in recruiting two members to sit on this group. In terms of success, the opportunity provided to Assembly members to meet one of Big Lottery Fund's Policy managers in January 2016 and the opportunity for to have a face to face meetings at Assembly member's own organisation, enabled one member to obtain continuation funding for their project and another member to obtain a grant of £254,104.00 from the BIG Lottery fund with the support of TREC's community development officer. Previously this Assembly member had applied 9 times to the scheme and had been rejected on every occasion, TREC worked alongside the BIG Lottery Fund and the group to provide the best advice and support to enable the group to make a strong application.

The Assembly response to the proposals to reduce support available through the council tax support scheme made impact in the council dropping proposals to reduce support as highlighted by the Assembly this would have hugest impact on disadvantaged communities on low incomes and those living in poverty and this would include a high proportion or racial minority communities. TREC recruited 2 volunteers this year who have supported the work of the Assembly and focused on making the news e-bulletin and website more eye catching and user friendly.

### Activities:

In total we had 43 individual organisations participate in Assembly activities over this financial year.

Average attendance at Assembly meetings was 10.

We have delivered 3 full Assembly meetings this year (focusing on equality in the clinical commissioning group, BME representation in the police and, patient engagement from racial minority communities in the NHS), 1 Police Crime Commissioner Election Hustings debate, 1 EU referendum debate event and, 1 Funding Fair Event.

We have delivered 3 focus groups this year looking at mental health support services, council tax reduction scheme and, translation and interpretation needs in CCG services.

14 News e-bulletins have been sent out to Assembly members, containing information about consultations, assembly activities, opportunities to be representatives etc.

We have provided capacity building support to 13 members and supported 2 members to become representatives on the Police Race Independent Advisory Group

## Resettlement & Integration

### Case Work Example:

**23/09/2016** A New Decision: Client has been granted Refugee status; she is presently a single parent as her husband is in Iran. The family are currently in National Asylum Support Service (NASS) accommodation but given 'Notice to Quit' to move out by 10th October 2016. No 'National Insurance Number' (NINO) had been issued. She was advised of her entitlement to Income Support (IS) as one of the children is under the age of five. Assistance was given with claiming IS and applying for NINO. Advised client to go to Clockwise to open a bank account as an account is required for her benefits to be paid into. We completed the housing application and advised the client that an email would be forwarded to housing options to request a 'homelessness declaration' under Part V11 and they should call her by return.

**28/09/2016** Client attended TREC: Has a NINO now however, this was only established through telephoning the NINO team and a letter from Job Centre. Rang Department of Works and Pensions (DWP) for an update on her IS claim previously received by them

**28/09/2016** They stated they will send an email to the team dealing with the claim and ask a member of the team to contact the client by 4pm. We requested a Farsi interpreter to call her from DWP.

Client has been unsuccessful in opening a bank account. She speaks of her friend who may be able to give her account details to have benefit paid into that account. Referral also made to Community Advice Service for food parcel plus gas/electric tokens.

**23/11/2016** Job Centre telephoned. Client's Income Support claim lost, so a new form was required, requesting a back date to 28th September. Rang client and made an appointment.

**23/11/2016** Client attended appointment. A further telephone call made to DWP in accordance with earlier discussion with Job Centre. We were informed that the client agreement will be in the post with a tax credit form. If everything is provided as per their request they hope to get the application processed by 8th December. Client has been to Community Legal Advice Service and given referral to go to collect food parcels. For gas/electric voucher, they will call her again tomorrow and ask her to come in and collect gas/electric vouchers

**17/01/2017** Client attended TREC: Income support paid and backdated. She was awaiting Tax Credit and Child Benefit. TREC rang HM Revenue and Tax, and was informed of a problem with child's date of birth. DOB on the application incorrect as NASS 35 has wrong date. Letter sent as requested by HMRC.

**6/03/2017** Client attended TREC: Client is still awaiting Child Tax Credit plus Child Benefit. Rang both and informed payments would be in bank account today.

## Integration Case Study

A family with four young children all under the age of 10 were granted Leave to Remain. They attended TREC's offices as they were issued with a Notice to Quit from their National Asylum Support Service (NASS) accommodation provider. Upon checking, their immigration status document stated 'No recourse to public fund'. This meant that the family would be left destitute as soon as they moved out their NASS accommodation, unless a family member secured a high paid job to pay for housing and for their everyday needs.

This would be impossible within the 28 day notice period.

TREC assisted the family to submit a request for a change of condition of leave granted by Home Office. TREC also informed the NASS accommodation provider that we had submitted this application and a request for continuation of NASS support was agreed.

We were successful in getting the 'no recourse to public fund' removed from the family's status which freed us to assist in accessing council accommodation and applying for the appropriate benefits. Within 3 months of the family settling into their new home, we assisted the father to secure a full time permanent Job.

## Immigration Case Study

Client contacted TREC for assistance with applying for 'Further Leave to Remain' on the basis of marriage. The client was pregnant and the couple also had a baby that was born prematurely and on oxygen, so the family unit were encountering a number of difficulties. The client had arrived in the UK on a Spouse Visa and had completed the initial 2.5 years and was applying for a further 2.5 years leave to remain. We assisted the client in applying for further leave and evidence was forwarded showing that the financial requirement was met.

The Home Office made the decision that sufficient evidence had been provided to show the client met the financial requirement but made the decision to move the client from the 5 year route to settlement to the 10 year route to settlement. The implication of this decision would have caused financial hardship for the client, as they would have had to apply every 2.5 years for further leave and pay Home Office fees of over £1500 each time they applied. In addition, the decision by the Home Office was incorrect as the client's husband was earning above and beyond the £18,600 financial requirement.

TREC submitted a letter requesting that the Home Office review their decision. The Home Office admitted they had made an error and the client received confirmation retaining her on the 5 year route for settlement.

# Financial Activities

Statement of Financial Activities (including summary income and expenditure account) for the year ended 31 March 2017

	Notes	Unrestricted Funds £	Restricted Funds £	2017 Total Funds £	2016 Total Funds £
Income & Endowments From:					
Donations & Legacies		50		50	5
Charitable Activities		162,188	24,937	187,125	257,068
Other Trading Activities		1,346		1,346	7,783
Investments		7		7	4
<b>Total Income</b>	<b>2</b>	<b>163,591</b>	<b>24,937</b>	<b>188,528</b>	<b>264,860</b>
Expenditure On: Charitable Activities					
	<b>3</b>	<b>178,763</b>	<b>25,189</b>	<b>203,952</b>	<b>270,684</b>
<b>Total Expenditure</b>		<b>178,763</b>	<b>25,189</b>	<b>203,952</b>	<b>270,684</b>
<b>Net Expenditure</b>		<b>(15,172)</b>	<b>252</b>	<b>(15,424)</b>	<b>(5,824)</b>
Transfers Between Funds					
	<b>13</b>				
<b>Net Movement In Funds</b>		<b>(15,172)</b>	<b>252</b>	<b>(15,424)</b>	<b>(5,824)</b>
Reconciliation Of Funds:					
<b>Total Funds Brought Forward</b>		<b>55,178</b>	<b>510</b>	<b>55,688</b>	<b>61,512</b>
<b>Total Funds Carried Forward</b>		<b>40,006</b>	<b>258</b>	<b>40,264</b>	<b>55,688</b>

## Company Number 03140691 Balance Sheet at 31 March 2016

	Unrestricted Funds £	Restricted Funds £	2016 Total Funds £	2017 Total Funds £
Fixed Assets				
Tangible Assets	1,168	258	1,426	2,129
Current Assests				
Debtors	3,892		3,892	11,492
Cash at Bank & in Hand	86,682		86,682	78,727
	90,574		90,574	90,219
Liabilities				
Creditors: Amounts Falling Due Within One Year	(51,736)		(51,736)	(36,660)
<b>Net Current Assets</b>	<b>38,838</b>		<b>38,838</b>	<b>53,559</b>
<b>Total Net Assets</b>	<b>40,006</b>	<b>258</b>	<b>40,264</b>	<b>55,688</b>
The Funds Of The Charity:				
Unrestricted Funds			40,006	55,178
Restricted Funds			258	510
<b>Total Charity Funds:</b>			<b>40,264</b>	<b>55,688</b>

# 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  
Civic Leicester  
Confederation of Indian Organisations  
East West Community Project  
Employees United Britain  
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 Caribbean Cricket Club  
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 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 Arzbeigi  
Rohini Corfield  
Carlton Howson  
Marcus Samuel-Brown  
Jennifer Finlayson  
Garry Guye  
Colin Green  
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  
Rachel McGinty

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



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

Charity No. 1053154

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[www.theraceequalitycentre.org.uk](http://www.theraceequalitycentre.org.uk)

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