

### **Appendix 3: Examples of Black Lives Matter Internal and External Communications**

Below are examples of the types of communications that were issued internally and externally by Manchester City Council in response to the killing of George Floyd and the Black Lives Matter campaign. It is not an exhaustive list, but does demonstrate the breadth of the response. The communications are from a range of voices and address a variety of audiences, but share some common threads of support, solidarity and unity. The communications are presented in chronological order.

#### **1 June 2020, Adult Services, Councillor Bev Craig and Bernie Enwright's Message**

We are sure you have seen the tragic events in the US over the last few weeks and the deep-rooted racial discrimination this has brought to the surface. It has been heart-breaking to watch for us all and has had a profound impact on our Black colleagues, friends, relatives and communities. The city of Manchester has a proud history of standing up against inequality in all its forms and will always stand beside those fighting for their rights.

#### **Personal message from Cllr Craig:**

It has been a difficult week for many, as the events in the US have unfolded. I wanted to personally assure you of my personal, professional and political commitment to rooting out structural inequality, and both institutional and societal racism in our city. This city is built on the shoulders of Mancunians, those who were born here, and equally those who call it home. We can never overlook the inequalities that have blighted our society before, during and after COVID.

Two quotes have stuck with me over the recent days, the first from Angela Davies 'In a racist society, it is not enough to be non-racist, we have to be anti-racist' - I want our Black, Asian and Minority Ethnic staff to hear that we as an organisation want to listen to your voices and take action. The second from Martin Luther King Jnr 'No one is free until we are all free'. As a Council, we are committed to tackling the inequalities and inequities of our society.

#### **Personal message from Bernie Enright:**

I have personally been deeply shocked and saddened by these appalling events - our thoughts and prayers go out to George Floyd's family and friends at this devastating time. Sadly, times like this are a reminder that there is still so much injustice, inequality and racism in the world, and that we must stand together and support each other to challenge what is wrong and campaign for what is right.

At this difficult time, its clear we must support our Black, Asian and Minority Ethnic staff by talking to each other, being there for each other and supporting one another, never allowing our love for humanity to be overshadowed by racial discrimination and social injustice. I want us to work together to develop our action

plan and work has started to look at this already. Furthermore, we are also exploring how we take this agenda forward within the Council, to continue to address any racism and urge all staff to get involved.

If you have any concerns, please speak to your manager, or if you'd like confidential support, the Employee Assistance Programme is available to you 24/7.

We would also like to take this opportunity to raise a recently identified issue concerning people from Black, Asian and Minority Ethnic backgrounds who are infected with COVID-19 being at a greater risk of severe complications, as well as those people initially considered to be clinically more vulnerable. You may want to review the report from Public Health England. We are doing everything we can to reduce this and other risks across our workforce.

One of the ways we are doing this is to introduce a new individual assessment for those members of staff who are more vulnerable, which has been published this week and will list specific conditions and vulnerabilities. We understand some of you may be feeling more anxious than ever and would urge you to speak to your manager if you feel additional support is necessary.

### **3 June 2020**

[Statement signed by all Greater Manchester local authority and Combined Authority leaders, including Sir Richard Leese.](#)

### **4 June 2020, All-Staff Communication (Chief Executive's Introduction)**

Dear Colleague,

I have been profoundly affected by the outpouring of emotion, grief and support for the family of George Floyd that has rippled across the world, and also by the undeniable anger and protests of black people and other people of colour not just in the US, but here in the UK and in Manchester.

While the first protests may have been thousands of miles away, it is clear the issue has struck a chord here, among our local population and our own staff. This affects everyone in different ways - of course we support our black staff, some of whom have told us they are experiencing a range of feelings from anger to sorrow, and a determination to be part of the movement for change. We also recognise that all people of colour will be affected and that as white colleagues we must redouble our efforts to fight racism in all its insidious guises, and be anti-racist allies to our black and minority colleagues.

No one should suffer because of the colour of their skin – or their sexuality, race or culture.

In Manchester we have a proud history of fighting for the equal rights of all our residents. We will always stand in solidarity with those facing inequality. And we will always support the right to peaceful protest.

Employees of a black and minority ethnic background make up just over a fifth of the Council's workforce and we want to assure every one of you that we stand with you at this time.

I care hugely about this issue. It is not enough not to be racist, I am anti-racist and will do what I can to educate myself and hold myself to account for my actions, and I know the majority of my white colleagues have the same determination. I care about our right to protest, I care about the right to express our thoughts and challenge others, and I care about the wellbeing of all our staff.

There has been protest activity in Manchester already, as people have gathered to share a voice - one in the city centre earlier this week, there have been others suggested. I would however also strongly stress that under Covid 19 we do need to still respect social distancing and not put the health of ourselves and others at risk.

As I said above – this is a passion of mine – and you will rightly expect more than some public statements and symbolic lighting of a building. It is not enough to sign a pledge. It is about what we are going to do next after the warm words.

I want to be more proactive about what flows from this groundswell of activity and debate. I want this moment to effect change - to demonstrate to all staff that there is a role to play. You will not have to march to have your voice heard - we will create those conditions for you to shape the future.

My pledge is that we will listen more to all staff groups, through surveys, through question and answer sessions, through networks - and we will follow that up with action aimed at ensuring that we have a diverse, talented and inclusive workforce at all levels in the City Council.

That action will also flow through the work we do and influence across Greater Manchester as we continue our proud tradition of standing up to discrimination in all its forms.

Kindest regards.  
Joanne

### **5 June 2020**

[Corporate Twitter post:](#) Local authorities in Greater Mcr have joined up tonight to show support for the family of George Floyd.

Buildings across the region are lit up purple - including our iconic Central Library in Manchester City Centre - as we unite in the fight against racism.

## **5 June 2020, Neighbourhoods and Growth & Development 'Feel Good Friday' message**

'Fiona Worrall (Strategic Director - Neighbourhoods) says 'I am so proud to see Manchester communities supporting Black, Asian and Minority Ethnic Equality around the world. It's the foundation of who we are as a city. We Stand Together'. Here we share just some of the visual tributes to these injustices; we know that whilst symbolic gestures such as these show unity and help us reflect, there is so much more to be done to challenge ourselves and turn discussion into action.

We want to hear from you, email us at [nandgd@manchester.gov.uk](mailto:nandgd@manchester.gov.uk)

## **6 June 2020**

[Joanne Roney OBE Twitter account](#)

[Sir Richard Leese statement](#) to thank protesters for their exemplary behaviour during the Black Lives Matter protests. Also on [Corporate Twitter](#)

## **8 June 2020, All-Staff Communication (Chief Executive Introduction)**

(Extract from Joanne Roney's staff introduction)

Dear Colleague,

It's important for me to address the current situation, both in terms of the coronavirus crisis and more recent events following the tragic death of George Floyd in the US some two weeks ago.

The outpouring of emotion and the action being taken across the city to drive forward change through the Black Lives Matter protests has been incredibly humbling.

I'm sure you will have seen images or videos from the protests that took place in the city this weekend. While it is so encouraging to see so many people stand up against racism in our city, we also need to be mindful of the ever-present threat of coronavirus, and try as much as possible to adhere to social-distancing guidelines for our own health and the health of our loved ones. We continue to work closely with the Government on our next steps, and are continually assessing the current situation around the rise in the 'R' rate across the north west and what this means for all of us...

### **Manchester lights up in solidarity of Black Lives Matter**

This weekend, we – alongside the other local authorities in Greater Manchester – showed our support for the family of George Floyd.

Buildings across the region were lit up purple – including our iconic Central Library in the city centre – as we unite in the fight against racism.

### **8 June 2020, Children's Services, Director's Broadcast**

The unjust and tragic death of George Floyd on 25th May 2020 has without doubt struck a chord with us all and has been a catalyst to reflect on the values, beliefs and prejudices of many. I know there has been a great deal of commentary and discussions on these issues both locally and nationally as well as the messages coming from the work of 'Black Lives Matter' this week.

It is important for us all to recognise how our Black Asian and Minority Ethnic colleagues, Manchester's children, their families and communities have been impacted by George's death; experiencing a range of feelings from anger to sorrow.

I would want to speak specifically to our Black, Asian and Minority Ethnic colleagues and offer my personal assurance that I and CLT members are committed to ensuring there will be positive action and offer the opportunity to have a discussion and then come back with some proposals. Consequently, rather than add to the narrative as someone who seeks solace in music, I offer you a track from 1976! the musical genius 'Stevie Wonder' that found its way into my reflections which I hope is received in the spirit it is intended:

<https://www.youtube.com/watch?v=Zf0zcOM0750>

It's an understatement to say 'change is long overdue' and I know there have been messages of solidarity from the Leader of the Council and Chief Executive. The leader also spoke about this issue at the beginning of Executive on Wednesday and is still available via the council's webcast.

Finally, it is important to recognise the importance of talking about how we feel and I would encourage that to happen. This may be with friends, family, your line manager or colleagues. Equally I would remind you of our [staff counselling service](#) if appropriate and our [internal groups](#) which you may find supportive.

In addition to this myself and other CLT members can be contacted directly or via the following inbox [cfmessage@manchester.gov.uk](mailto:cfmessage@manchester.gov.uk) (all messages will be treated as confidential).

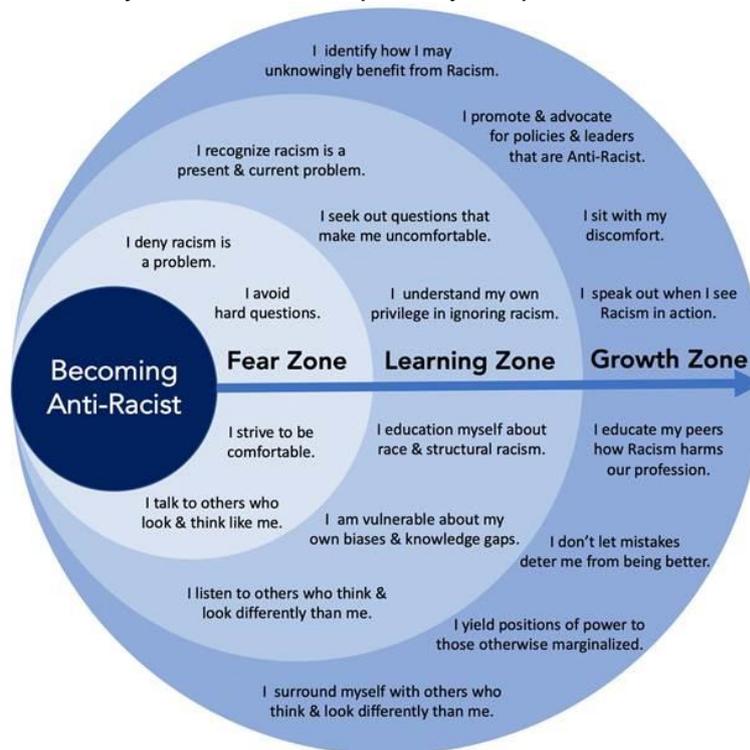
### **8 June 2020, Adult Services, Councillor Bev Craig and Bernie Enwright's Weekly Message**

We hope that you and your family are staying safe and well. We would like to start this week's message by revisiting the sad events we addressed last week that took place in the US on 25 May with the tragic death of George Floyd and the widespread unrest this has caused. We are sure you will have seen the reports and footage of the peaceful protest that took place in the city over the weekend as part of the Black Lives Matter movement that some of you may have attended.

Thousands attended the protest and this is just testament to the way Mancunians are feeling about these tragic events and the injustice, inequality and racism that still exists in the world. We both feel very passionately about this topic and are committed to fighting any form of racism not only in the directorate but the Council.

We would like to share a [powerful article](#) written by one of our Social Workers Theresa Chadenga. It really makes you think about the impact of everyday racism in its subtler and more insidious forms. Please take the time to read the article as we all must learn from the experiences shared within it.

There is also a thought provoking diagram below - 'becoming an anti-racist' model from the British Association of Social Workers. Please take the time to digest the information, self-reflect and have a think of where you are currently positioned on the diagram and what you can do to improve your position.



If you do have any concerns, please speak to your manager, or if you'd like confidential support, the Employee Assistance Programme is available to you 24/7.

**9 June 2020**

Corporate Twitter account. [Statement from Cllr Luthfur Rahman](#) who explains the Council has committed to a full review of the city's statues in response to the Black Lives Matter protests.

**10 June 2020, COVID-19 All-Staff Communication (edit)**

## **Employee Equality Groups**

As an organisation we recognise and celebrate the benefits diversity brings and strive for all of our colleagues to have an equal opportunity to be their best selves at work.

The protests that took place in Manchester last weekend are a testament to the solidarity we show for those facing inequality, not just in the UK, but around the world. We proudly stand up against inequality in all its forms, stand beside those fighting for their rights, and are committed to effecting change.

[Our Employee Equality Network groups](#) – run by employees, for employees – are a key component of this work. The groups provide opportunities for everyone in our diverse workforce to develop, influence and contribute. Most of all, they help us recognise how our individual differences make us stronger as a whole.

One such group, the Black, Asian and Minority Ethnic Network, provides a forum for all the Council's staff from Black, Asian and Minority Ethnic backgrounds to share their experiences, empower staff, provide support to each other and network. Today we'd like to share with you their recent message of condolence to the family and loved ones of George Floyd, and a reminder of the support available in these difficult times.

[Read the message from the BAME Staff Network Group.](#)

## **10 June 2020, Neighbourhoods & Growth & Development Weekly Broadcasts**

Two colleagues have been in touch with us this week, Leon Phillips (Contract & Commissioning Manager) and Sherelle Fairweather (Work and Skills Specialist) to share a really useful and comprehensive resource called ['Justice in June'](#) which is full of learning materials for anyone wanting to educate themselves about the black community and racial justice.

Together, Leon and Sherelle tell us more:

'You will have noticed the tensions that have risen and protests taking place all around the world since the murder of George Floyd at the hands of the police in Minnesota. The issue of racial inequality is a global issue and one that needs to be dealt with in order for us to move forward as a society. On a personal level the video left me with a sense of loss, anger and fear. That could have been me! That could have been my father, my cousin, my friend. This isn't the first video and unfortunately I don't think it will be the last.

These instances of police brutality are just symptoms of the wider issue that is systemic racism. Which is pervasive in our society, in our health system, in our media, in our housing and benefits system and much more. This isn't just an issue in America - the issues exist here too and as individuals we have a responsibility to ensure that no person is treated differently because of their skin.

Often we are unsure how as an individual we can make a difference, but there are steps you can take in order to understand these issues. To start - listen to understand the perspectives of your black colleagues. Secondly let's Talk - help to create safe spaces that encourage more transparent and open conversations, about difficult and complex topics around race you may feel uncomfortable about having.

['Justice in June'](#) shares links to learning resources. You can even set a schedule of learning based on how much time you want/ have to commit to learning more - even as little as up to 10mins.'

## **10 June 2020, Neighbourhoods & Growth & Development, Message from Strategic Directors**

### **Support from Strategic Directors**

'Louise Wyman, soon to join MCC as the new Strategic Director for Growth & Development, got in touch this week ahead of her start date to tell us how she's been feeling:

'The past few months have been a really reflective time for me, I sense I'm probably not alone here. The global health crisis that we're all living through is unsettling and challenging so many norms. It's been a time when I've thought seriously about what matters to me and why. I'm acutely aware of the impact of George Floyd's death in Minneapolis and how the Black Lives Matter movement is foregrounding conversations about inclusion and equality in towns and cities across the globe. Manchester's voice, our ability to listen and engage with our diverse communities, matters more than ever at this time.'

Fiona Worrall (Strategic Director - Neighbourhoods) also wanted to share this message:

'I, along with many of you, have been impacted by recent events and I stand firmly beside anyone who is fighting against racism and any other form of inequality. For many this is seen as a new issue but I am well aware that for many of our Black, Asian and Minority Ethnic staff this is not new.

I really want to hear from all staff, and particularly our Black, Asian and Minority Ethnic colleagues, on how these issues have been affecting you, your experiences of Manchester and Manchester City Council, and what you want to see happen next. I acknowledge that I have a lot of learning to do and I want to start by hearing from you. Equally I want to encourage conversation on these issues to take place in all our teams so that we can collectively look to a better future. I am committed to using my position to help make the changes you want to see happen'

If you want to reach out, share your experiences or make your suggestions, you can get in touch in several ways...

## **12 June 2020, [Important Friday update from the Chief Executive, and the Leader of the Council](#)**

Leader and CEX introduction extract:

“...This has been a difficult week for many, not just in Manchester but around the world, as we face the ongoing challenges of the current pandemic and the fight against racism.

We stand strong against inequality and discrimination with all our black, Asian and minority ethnic colleagues. Our BAME Staff Network is a place where you can have your voice heard and help develop, influence and contribute to change. We pledge to listen and take the actions needed to make our workplace and the city a more equal place for all...”

### **Lourabelle Hill talks about her work with the BAME Staff Network**

Lourabelle Hill, a Business Analyst in Adult Social Care, is the Communications Officer for the [BAME Staff Network](#), a staff peer-support group that provides a forum for staff to network, share their experiences, increase empowerment, and provide peer support:

Chaired by Lorna Willams, Customer Service Operations Manager, the [steering group](#) has members from across the Council and is always pleased to welcome more members to the network.

Says Lourabelle: “My role is to ensure frequent and consistent messages for the group. We’re fortunate to have the shared knowledge and experience of our network members, which is invaluable in supporting us to achieve our future ambitions for the group.

“We want to challenge and support the organisation to achieve its Our Manchester obligations. Our black, Asian and minority ethnic workforce will play an integral part in achieving the Council’s vision and delivering the Our Manchester strategy.”

“Since May, we’ve been holding virtual meetings using Google Meet,” adds Lourabelle.

“These offer advice and peer support during these unprecedented times. Why not join us at our next meeting on Tuesday 16 June? Details of this, future meetings and more can be found on [our intranet page](#).

“I’ve found this to be a really positive assembly of people and I’ve really enjoyed being involved,” continues Lourabelle. “It’s been a great support network for both my personal and professional development. Since joining I’ve been able to access support to help with my recent studies in a Management and Leadership Degree, and I’m also now involved in a Council initiative to mentor a looked-after child.

“I would encourage more people to get in touch and get involved. Everyone has something to offer the group (as little or as much as you like). We’re here for you: bame@manchester.gov.uk.”

### **12 June 2020, Children’s Services, Black, Asian and Minority Ethnic Discussion Group**

Due to recent events of the Covid19 virus pandemic and the recent research we know that people from Black, Asian and Minority Ethnic backgrounds are and continue to be disproportionately affected. This has meant that many black employees have lost loved ones and also live with the fear of being more likely to be affected by the virus.

In addition to this, the viral social media coverage surrounding the murder of George Floyd and its aftermath has further highlighted the lack of value sometimes placed on black lives and this has resulted in anger, heartbreak and the opening of wounds, stemming from black/ethnic minorities own experiences of racist abuse and disadvantage faced throughout their lives.

We need to feel able to speak up and discuss our experiences openly to bring change and educate our colleagues. Institutional racism exists within our society and we need to feel we work in an empathetic workforce which protects the needs of all staff and ensures we all have access to the same opportunities.

We would like to invite all Black, Asian, and minority ethnic officers throughout Children's Services to attend a discussion group on the **18 June 2020 at 10.00am**. Our Director, Paul Marshall said in his broadcast last week that he and other members of CLT are committed to ensuring there is positive action, so this discussion group is an opportunity for Black, Asian and Minority Ethnic colleagues to share their experiences and raise issues to feed into that wider conversation.

### **24 June 2020, Neighbourhoods & Growth & Development Broadcast**

‘Black Lives Matter - learning more’

Thank you to everyone who got in touch following the article from Leon Phillip and Sherelle Fairweather in which they shared an important resource for learning about the black community and racial justice. Whilst we know that actions speak louder than words, really listening to what members of the Black, Asian and Minority Ethnic community are saying and having safe and open conversations are crucial steps we can all take in tackling inequalities.

There are resources available to aid these conversations with children too; Elaine Mills (Project Manager - MCRVIP) got in touch to share a few she has come

across, which have also been shared with the Neighbourhood Teams, Libraries and [MACC](#) to be included in any information packs being shared with residents.

- [YouTube video channel](#) - or search for 'KidsBlackHistory' on YouTube. A new video will be uploaded each week,
- [Virtual Library](#) - this is a really brilliant interactive PDF for you to 'browse', with links to online narrated books covering themes like Blacks Lives Matter, Civil Rights Leaders, Around the World and more. Whilst most of the books are aimed at a younger audience, the choice is huge and accessible to everyone.

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#### Black Lives Matter - Work & Skills team plans

Angela Harrington (Director of Inclusive Economy) has shared with us her plans for the Work & Skills teams to support the Black Lives Matter movement:

'I am sure that like me you will have been shocked and saddened by the recent brutal murder of George Floyd by the Mississippi Police. Sadly this is neither the first nor last murder of a black person by an institution that is supposed to protect all of us, nor is racism confined to police forces or the USA. The subsequent Black Lives Matter movement & protests show that racism is endemic and worldwide and the need for change is urgent and overdue.

Closer to home it affects some of us, in our team, organisation and communities more deeply and personally because it is part of our lived experience. To those of you who have reached out to check in with Black, Asian and Minority Ethnic colleagues over the last few weeks; thank you. We all have a responsibility to support our Black, Asian and Minority Ethnic colleagues, residents & communities and to educate ourselves and support the Black Lives Matter movement.

As part of the work we are doing to plan for economic recovery from Covid, we have a timely opportunity to better reflect & address some of the economic and social inequalities that particularly affect Black, Asian and Minority Ethnic communities in the City.

Therefore, our next team meeting will focus on Black Lives Matter. Sherelle pointed me in the direction of a [comprehensive article](#) about supporting the Black Lives Matter movement here in Manchester - I would encourage everyone to take time to read and reflect on this.'

We will also hear from the MAES team soon, as they are including Black Lives Matter as part of their cross-service training. If you want to reach out and share your experiences and suggestions contact....

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#### **29 June 2020, Extract from Louise Wyman's (Strategic Director, Growth & Development) 'Monday Note' (sent to all staff in the Directorate)**

...'A couple of items stood out for me last week. Firstly the importance of listening to our Black, Asian, and minority ethnic colleagues, taking time out from busy lives to hear their thoughts, insights and concerns. My first meeting this week was with



learning - we have had a series of workshops related to Black Lives Matter, which have been really interesting and thought-provoking. We felt it was important to include these, in order to reflect on what more we could be doing to address the issues. Annette Joseph delivered a great workshop for us on unconscious bias and Sharon Amesu, one of our MAES governors, also delivered a really inspiring workshop called 'My Story'.

We also had 3 workshops by MAES staff on practical ways we can embed BLM into our adult education courses. These included:

- Developing Critical Thinkers and Exploring Unconscious Bias
- Managing Discussions on Sensitive Subjects in the Classroom
- Sharing resources to Raise Awareness in the Classroom'

### Feedback from staff



## 19 August 2020, Neighbourhoods & Growth & Development Weekly Broadcast

### 'No place for racism'

Samiya Butt (Prevent & Community Cohesion Coordinator, pictured above) has worked for the Council for over 15 years in different teams and services, as well as working on many different projects. Here, Samiya shares her experiences of working on the [RADEQUAL](#) campaign, the Council's Black, Asian and Minority Ethnic Staff Group and the Workforce Race Review:

['RADEQUAL'](#) is a campaign that was created in partnership with communities to tackle prejudice, hate and extremism in Manchester. The campaign is for all communities and is built on values that promote equality and recognise the importance of diversity.

It has not always been easy and there have been many difficult conversations and times when I have had to challenge racist views and behaviours. I have also listened to some personal stories of discrimination and tried to understand and balance different perspectives. I have learned that getting people to come together, talk and think critically about themselves, their views and their experiences is really important. I have also seen a lot of good work by communities to build community cohesion.

As a former joint chair of MCC's Black, Asian and Minority Ethnic Staff Group, my work with communities and being a Manchester resident, I recognise that racism and ignorance still exists. We cannot ignore it. We all must call it out and send a strong message that racism and discrimination, in all its forms, does not have any place in Manchester. It has no place in our communities, and especially not in our workplace.

We need to build confidence and empower managers, staff and communities to come forward and report their concerns and make complaints if something is not right. In our workplaces, we all need to know that we are supported and what we say will be taken seriously. All managers have a responsibility to properly investigate complaints, bringing in independent parties if needed, and effective action needs to be taken if discrimination exists.

The [Race Equality Review](#) has identified some concerning issues for the Council. One outcome has been the start of The Race Equality Working Group. It gives staff an opportunity to influence change and make sure that our ways of working, the delivery of services and the way we recruit and manage our staff are inclusive - I really encourage managers and staff to engage in this process.

As a member of the Race Equality Working Group myself, I am committed to making sure that MCC is truly an inclusive employer. We all need to practice and demonstrate this through our behaviours - not just through our policies and strategies.'

### **Report it**

Fiona Worrall (Strategic Director, Neighbourhoods) says:

'Manchester is a City that has always prided itself on its inclusivity. As someone who has always lived here, it is something I have always been proud of. Challenging racism and all forms of discrimination within the workplace and our communities, is everybody's responsibility. I want to assure all of our teams that in calling this out they will be supported.'

I've seen some of the work coming out of the Race Equality working group and am keen to support the ideas and approaches being developed to improve the experience of Black, Asian and minority ethnic staff working in the Council. The RADEQUAL programme mentioned above has been a key part of our approach to increasing levels of cohesion across the city in our neighbourhoods. If you want to know more or get involved directly, please speak to Samiya.

If you are concerned about your own experience, or are seeing or hearing things in the workplace that are not in line with our values, please talk to your manager or to someone else who can help.'

All employees have the right to be treated fairly, with dignity and respect in the workplace. If you have a concern or need to report an incident, you should speak to your line manager in the first instance. You can also contact HR, your Equalities Leads or your Trade Union rep.

### **Support for managers**

Managers should feel supported in having conversations with their teams about issues of racism and discrimination. HR and the Equalities Leads can provide advice and support for managers too.

Our HR Business Partner, Caley Holt, says: 'We appreciate it can be difficult to have conversations on these issues but we mustn't shy away from it. We should all take personal responsibility to promote equality and opportunity for all our employees. Please don't hesitate to get in touch with me or HR colleagues if you need any support.'

#### Having conversations about race - Managers sessions

A manager's session is also planned for Friday 11 September to help managers to address the important issue of race with their staff. The session will focus on having conversations about race, and will be hosted in part by Sharon Amesu, MAES Governor. If you are a manager and interested in attending this session, please contact us: [nandgd@manchester.gov.uk](mailto:nandgd@manchester.gov.uk)

### **2 September 2020, Neighbourhoods & Growth & Development Weekly Broadcast**

(promotion of managers session as mentioned in above article)

#### Manager's session - Having Conversations About Race

Date for your diary - Friday 11 September

A manager's session is planned for Friday 11 September (10.30am-12pm) to help managers to address the important issue of race with their staff. The session will focus on having conversations about race, and will be hosted in part by Sharon Amesu, MAES Governor.

This will be a virtual session hosted on Google Meet. If you are a manager and interested in attending this session, please contact us:

[nandgd@manchester.gov.uk](mailto:nandgd@manchester.gov.uk)

## **16 September 2020, Neighbourhoods & Growth & Development Weekly Broadcast**

(follow up after the managers session held on 11 September)

### **Managers' Session - Having Conversations about Race**

'A managers' session took place last Friday 11 September to help managers to address the important issue of race with their staff. The session was virtually attended by 102 managers from across Neighbourhoods and Growth & Development and was hosted in part by Sharon Amesu, MAES Governor, former Criminal Barrister and lifetime advocate for diversity and inclusion.

Following the session Sharon said,

" The DNA of the City of Manchester is laced with courage, vision and an unflinching will to tackle the hydra headed challenges of the day. In commissioning the Race Review, Manchester City Council is exemplifying the best of that which exists within our collective DNA. I was delighted to be a contributor in today's Conversation on Race. It was a moment which felt both significant and prescient. The conviction, will and intention that was expressed in the session by the leadership bore the hallmarks of hope for the change that the City is ready to embrace."

The session was recorded and will be available for all staff to view in the coming weeks.

Feedback forms have been sent to all attendees and we will be holding further sessions on the subject of race in the coming months so watch this space for further details.

If you would like to read the recent report to scrutiny committee on the update on progress of the Race Review you can access it [here](#).'

## **25 September 2020, Children's Services, Directorate Message**

We will be having another Reach (previously called BAME) meeting on 6th October at 10.30am. We will have a guest speaker called Gani Martins attending

and doing a presentation for us. She is a social worker and former Interim Director of Children's Services and she worked in many different roles in different local authorities, including Manchester . Gani is passionate about supporting black and ethnic minority staff into leadership positions and she will give us ideas and inspiration in this area! She will tell us about the challenges she has faced on her journey and give some insight into how she overcame the barriers to leadership. I really hope you can attend!

We will be gathering feedback from the previous meeting so bring your reflections! We will also update on the developments from the Race Relationships group.

Please note that if you attended previously, you will get an invite automatically, but if you are new to the meeting, please let me know and I will add you to the calendar invite.