

**EQUALITIES PANEL MEETING**  
**8<sup>th</sup> November 2004, Committee Room 2, The Guildhall**

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**8. DUTY TO PROMOTE**

The Race Relations (Amendment) Act 2000 incorporates a duty for public bodies to promote good race relations. This advances equalities practice from being primarily about compliance to being more pro-active, and this approach will extend to disability and gender in the near future.

The duty to promote establishes a benchmark standard of rights in respect of race that apply to all Council services whether delivered by the Council or through contractors.

Cambridge City Council has adopted this as the basis for all its equalities work, and seeks to meet the duty to promote in all equality areas.

**Sample activities April – October 2004**

Duty to promote	Actions
<b>Race</b>	<ul style="list-style-type: none"> <li>• BME Staff Group and Steering Group established</li> <li>• Black History Month October 2004 events               <ul style="list-style-type: none"> <li>○ History of Black Footballers display at Guildhall</li> <li>○ Community celebration event at Meadows</li> <li>○ Joint work with Momentum Arts, Cambridge University, voluntary sector</li> </ul> </li> </ul>
<b>Travellers</b>	<ul style="list-style-type: none"> <li>• Food For Thought open session for staff</li> <li>• Discussions on positive joint working with Housing, Community Development and Romany Theatre Company</li> <li>• Holocaust Memorial Day 2005 to include Romany history</li> </ul>
<b>Gender</b>	<ul style="list-style-type: none"> <li>• International Women's Day 2005 events planned</li> <li>• Proposal to re-establish Cambridge consortium of women's organisations</li> </ul>
<b>Disability</b>	<ul style="list-style-type: none"> <li>• Cambridge Residents' Disability Consultation Panel re-launched</li> <li>• Targeted community development</li> <li>• "What Is ..." - awareness-raising sessions</li> <li>• Promotion of World Mental Health Day</li> </ul>
<b>Age</b>	<ul style="list-style-type: none"> <li>• Attendance/stalls at COPE events</li> <li>• Feature in COPE newsletter</li> </ul>
<b>Religion or belief</b>	<ul style="list-style-type: none"> <li>• Interfaith event, 17<sup>th</sup> October 2004</li> <li>• Community Development research project – see Appendix 1</li> </ul>
<b>Sexual orientation</b>	<ul style="list-style-type: none"> <li>• Membership of Stonewall's Diversity Champions Scheme</li> <li>• Two open meetings on sexual orientation issues, third to take place in February 2005 (LGBT History Month)</li> <li>• LGBT Staff Support Group established</li> </ul>

	<ul style="list-style-type: none"><li>• Support for Pink 2004</li><li>• Support to establish Cambridge network of LGBT groups</li><li>• Advertisement in 'Fyne Times' – promoting Cambridge City Council as a prospective employer</li></ul>
<b>General</b>	<ul style="list-style-type: none"><li>• Diversity guidelines being drafted for all staff/departments</li></ul>

**The Panel is invited to submit ideas and resources for additional activities to meet the duty to promote good relations.**