

To: Councillors Downham, Hughes, Slatter and Ward.
Staff Members Norah Al-Ani, Aasia Bibi, Bridget Keady,
Graham Watts.
Public Members: Graham Lewis, Gerri Bird,
Ila Chandavarkar, Phil Vasili.



(Published and despatched on 6 May 2005).

EQUALITIES PANEL

Date: Monday 16 May 2005
Time: 4.00 pm
Place: First Floor Multi-purpose Room, Parkside Pools
Contact: Liz Whitcher
Direct Dial: (01223) 457015

Please note that at 3.45pm there will be refreshments provided.

Agenda

1. **WELCOME TO NEW MEMBER** - Ila Chandavarkar
2. **APOLOGIES FOR ABSENCE**
3. **PUBLIC QUESTION TIME** – see below for details of the scheme and other public information.
4. **MINUTES OF THE MEETING OF 8 NOVEMBER 2004**
To confirm the minutes of the meeting held on 8 November 2004 as a correct record. *(pages 1-4)*
5. **MATTERS ARISING**
Additional information to that reported in the minutes for the last meeting. *(pages 5-7)*
6. **MEMBERSHIP**
Report by Strategy Officer (Equalities) (page 8)
7. **RACE EQUALITY SCHEME 2005**
Introduction – Andy Yacoub
Presentation – MENTER (Minority Ethnic Network for the Eastern Region)
Discussion
Report by Strategy Officer (Equalities) (pages 9-19)
8. **DISCUSSION PAPER: RECRUITING A DIVERSE WORKFORCE – BARRIERS PREVENTING THE RECRUITMENT OF UNDER-REPRESENTED GROUPS**
Report by the Head of Human Resources (pages 20-23)

9. TRAINING

Report by Strategy Officer (Equalities) (pages 24-25)

10. ROLE OF THE PANEL IN MOVING FORWARD THE COUNCIL'S EQUALITIES AGENDA

Report by Strategy Officer (Equalities) (pages 26-28)

11. REPORT FROM CAMBRIDGE CITY COUNCIL VISIT TO BARNET MULTI-CULTURAL CENTRE

Report by the Equalities Development Manager (pages 29-33)

12. **DATE OF NEXT MEETING**

It is recommended that the next meeting be held on Monday 14th November 2005 as this date is free within the Committee cycle.

Suggested venue: City Services' Mill Road Depot Meeting Room is available, and there is parking at the site.

Information for the public

You are welcome to attend this meeting as an observer.

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*You can ask questions/make a statement on an issue included on the agenda above, or on an issue which is within this committee's powers. If you wish to ask a question/make a statement related to an agenda item it would be helpful if you would contact the committee officer (listed above under 'contact') **before the meeting starts.***

If you wish to ask a question/make a statement on a matter not included on this agenda, it would be helpful if you contacted the committee officer by 10.00am the working day before the meeting so that relevant information can be obtained for you.

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