

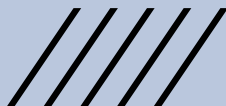
○ YSJ Teacher Education Inclusion and Diversity Conference

Agenda

1. Speak Up Diversity
2. The motion: Making York an Anti-Racist and Inclusive City
3. IERUK
4. Join us

Contact: haddy.njie@speakupdiversity.org

jake@diversityenterprises.co.uk



○ **Speak Up Diversity**

A principal mission to tackle the **root-causes** of **systemic racism** in the City of York with four (4) strategic initiatives:

- Education and awareness
- Policy Solutions
- Creating a powerful BAME group to influence policy and decision-making; and
- Racial Incidents in institutions (i.e. schools) and organisations.

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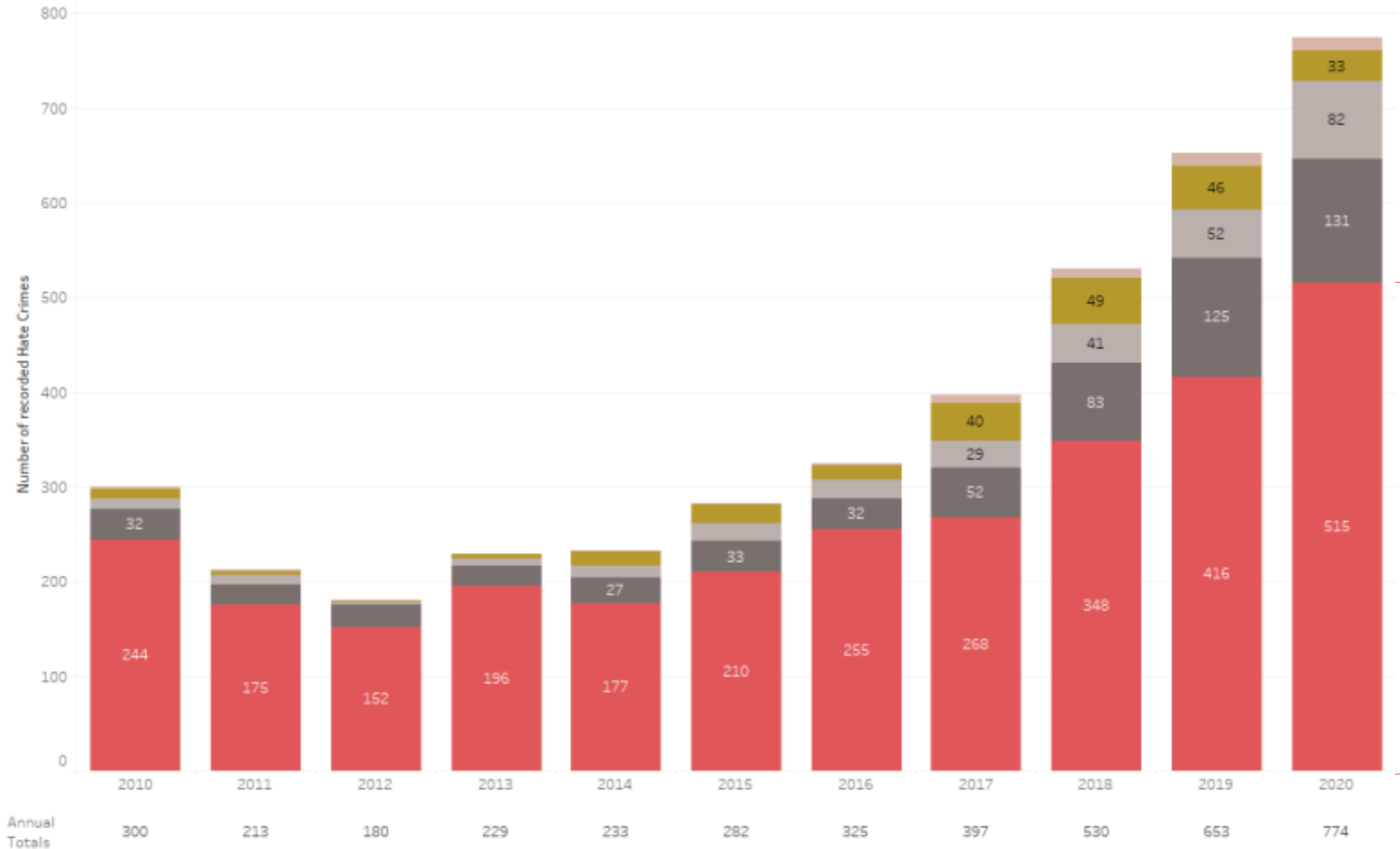
○ **Speak Up Diversity and the city-wide motion**

Making York an Anti- Racist and Inclusive City

It was unanimously passed by all councillors from different political parties in October 2021.



Number of recorded Hate Crimes in York and North Yorkshire over time and by category


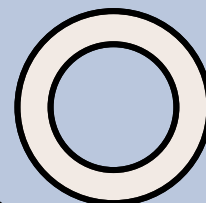




Message 1:
Race is consistently the dominant type of recorded Hate Crime.

Message 2:
There has been a 239% rise in race-related recorded Hate Crimes since 2012.

Incidents that span multiple categories are counted in both

■ Transgender
 ■ Religious
 ■ Disability
 ■ Sexual Orientation
 ■ Racial



Why are we doing the work?

- York and North Yorkshire has seen a **239% increase in race-related** recorded hate crime since 2012, increasing from **152 to 515** incidents last year.
- Race-related hate crimes tend to account for around **60% to 80%** of all local hate crimes each year.
- **Systemic racism** continues to affect the lives of those significantly and disproportionately from **marginalised ethnic and refugee communities**.
- Marginalised ethnic groups continue to be **under-represented** in local governance structures.

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○ Doing the work

Inclusive Equal Rights

**Chaired by: Haddy Njie and
Jake Furby**

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○ Our mission

To **collaboratively develop** and implement a **long-term anti-racism and inclusion strategy** that:

1. Identifies and **tackles** structural barriers and **institutional racism**.
2. Encourages the participation of **marginalised ethnic groups** .
3. Works to ensure equitable representation from marginalised ethnic groups in **local governance**; and
4. Ensures **equal access** for those same groups to **health** (including mental health) and social services

**We have 12 months to develop
the strategy, i.e., Feb 2023**



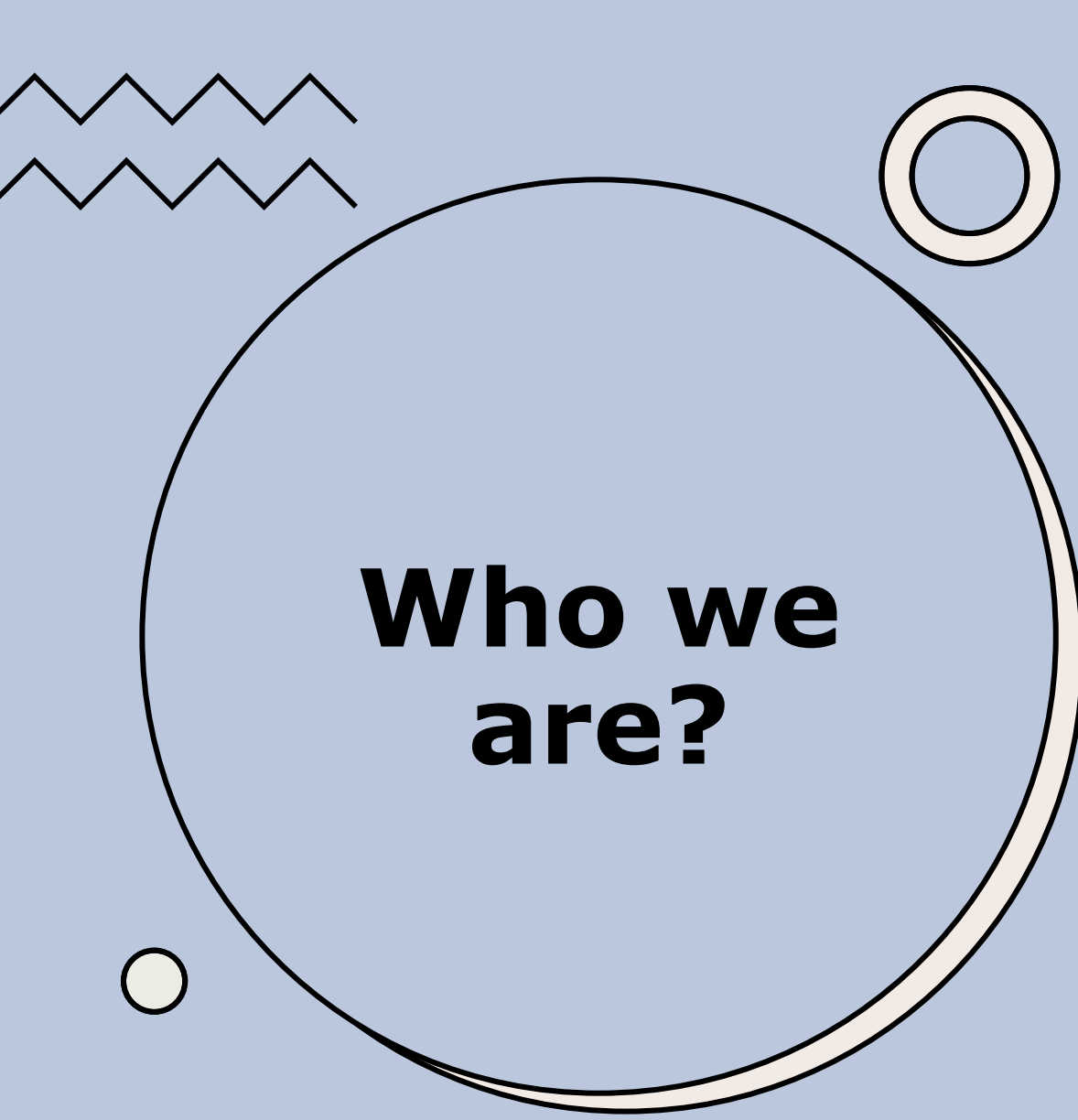
○ **Our Vision and Mandate**

**Breaking down Structural Barriers.
Working Towards Racial Justice and
Systemic Equality.**

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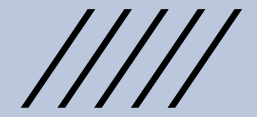
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Who we are?

We are an **ethnically diverse** and **intersectional** working group that will work to its own terms of reference to collaboratively **develop** and implement a long-term **anti-racism and inclusion strategy** and action plan for the city.



○ **Our short-term goal**

To develop a long-term anti-racism and inclusion strategy and action plan

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○ **Thank you**

Join us

Contact Haddy Njie

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