

Making Hackney an anti-racist borough - A manifesto for change

We are serious about tackling structural racism in Hackney. For too long people of African and Caribbean heritage and our other diverse communities have been impacted by racism that we will no longer will tolerate. We recognise we all have an important role to play in addressing this and making Hackney an anti-racist borough.

We are particularly mindful of the Black Lives Matter movement and the need for less talk and more action. The recent protests have shown we need to heal the wounds that structural racism has created. This means we need to be aware of the trauma and impact this has had on different people and communities.

We say sorry as a group of leaders for this harm and by making these joint manifesto commitments we will demonstrate we are seriously committed to making change happen now - not in 10 years, or longer. In doing so we want to make a solemn pledge as local public bodies, businesses, charities and NGOs to commit to the following:

1. We commit to making Hackney an anti-racist borough, free of structural racism. This means we will work together as public bodies, businesses and local charities and with local people to address the systemic inequalities that impact on black, brown and gypsy, traveller and Roma people and their communities.
2. We want to involve everyone in this change. This means anti-racism is everyone's business - from staff in the police, our schools and pupil referral units, in the council and NHS, our charity workers, our businesses and corporate partners as well as, most importantly, you, our residents. We particularly want to support our diverse communities to be at the heart of this change so that they are able to direct resources, critically appraise what we do and ultimately hold us to account when we are not getting it right. This means we have to be better listeners, demonstrate what progress we have made and devolve power.
3. We want to lead the way so that other boroughs can follow by taking a similar approach and create a coalition of the willing. We want to be proud of our status as an anti-racist borough where structural racism ceases to exist because we will have worked together to achieve this and respected people of all races and ethnicities equally so that Hackney is a place where wealth, power and prosperity are more evenly distributed.
4. Every child has the right to a quality and inclusive education. We want our schools to stop excluding young people and ensure that we no longer need alternative provision. In particular we want to see an end to the disproportionate exclusion of children of black Caribbean, mixed heritage and gypsy, traveller, Roma heritage. We will support our schools and teachers on this journey. We will do more to ensure children have a culturally enlightening education, focussing particularly on the contribution of black and ethnic minority people to British culture and the wider world whilst also creating greater understanding of racism and its impact on people of all backgrounds.
5. We want our police service to serve all communities, particularly black communities, equally so that we undo the decades of oppression and injustice some black people have faced locally. By doing so, we will create a new way of policing and ensuring community

accountability so that crime is reduced, officers play their role as public servants respectfully and everyone feels safe. We also look forward to a time when young black people who have lost confidence in our police service will aspire to become part of this new community policing approach because they can trust that they will be treated fairly and kept safe from harm.

6. We want a borough that no longer talks in the racialised language of gangs which criminalise, stigmatise and label young black people. We will replace our gangs unit with a public health approach to serious youth violence that is preventative, meeting the needs that underlie young people's dangerous behaviours. This will include recognising that racism forms a part of the adverse childhood experiences that many young people experience. Alongside this we will provide real alternatives to young people that give them hope and opportunities to succeed. We see the value in investing in all our young people as leaders who can drive the change that is needed.
7. We want to ensure black and other disproportionately affected young people have the same opportunities as anyone else to succeed in work and in life. This means we will commit to working with all our local employers and corporate business partners to create new opportunities for young people to be employed in meaningful and fulfilling roles while also having routes to the most senior positions.
8. Hackney has the second highest level of deprivation for older people in England and the second highest level of deaths from COVID in London. We commit to reviewing the age discrimination and systemic racism which have driven this inequality so that future generations are not impacted by pandemics.
9. We recognise we haven't done enough to support black businesses and black entrepreneurship, particularly businesses that have served the borough for many years and young black people who have wanted to develop their own businesses. We will use our sustainable procurement strategy to ensure black businesses get a fair share of the supply chain. We will support the black pound and we will create programmes which develop and resource young black entrepreneurial talent, especially in tech and emerging industries.
10. We already celebrate and benefit hugely from supporting black culture locally in many different ways but we want to do more to support black people to lead cultural events and activities that make Hackney a wonderful place to live for everyone, while remembering and celebrating Hackney's historical black cultural contributions
11. The protests have also shown that we need to know much more about racism as a society. We want to help residents from all communities to work together to learn more about each other's cultures and the impact that racism has had on all our diverse communities. This means supporting and investing in multi-cultural activities which celebrate Hackney's diversity while also providing opportunities for communities to share the impact that racism has had on them. We see this as a key part of a healing process and the development of a new asset based narrative.
12. We recognise that our black led community organisations provide a key part of our local community support systems and services. However, they are underfunded and poorly supported. We will work with these organisations and the people supported by them to

co-produce a new development plan and sustainability plan that is properly resourced over the next 10 years.

13. Across the Council, NHS and other public sector partners we will ensure our policies and systems do not disadvantage or negatively stereotype black families or black people. To achieve this we need to re-examine how our services can sometimes mean black people have poorer outcomes. In doing so we will change our services so that they create equal outcomes, co-working with local black led organisations and grassroots community groups to create better support pathways that are culturally relevant. We also know we need to educate and train all our staff across all agencies and organisations to ensure they are culturally competent and understand the needs of our diverse communities.
14. Develop a shared vision and values within the NHS whereby Black & Ethnic minority health care staff have increased opportunities within health services through enabling factors that ensure barriers are more easily overcome, job satisfaction improves and Black workers have greater control over their own lives.