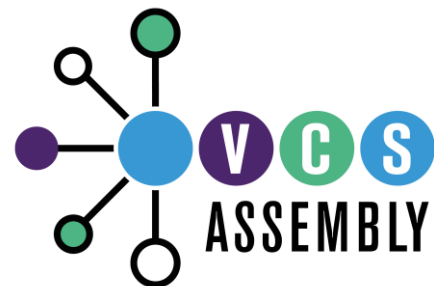


# VCS Assembly

## Racial Equality: what will make City & Hackney anti-racist?

Wednesday 6th October 2021 11am – 2pm



# AGENDA

10:45	Music (youth team DJing)
11:00	Welcome and introductions (Rosemary Jawara) Youth team video/presentation Format of the session (Tony Wong)
11:15	<b>Setting the Scene:</b> <ul style="list-style-type: none"><li>- Update on last Assembly business case (Vanessa Morris)</li><li>- Current situation and identification of the gaps - (Dr Sandra Husbands)</li><li>- Community case study (Susan Cueva)</li></ul>
11:35	<b>Breakout room 1: Solution discussion</b> Key question: What does a good solution for the voluntary sector to address the gaps in racial equality?
12:15	Feedback from Breakout rooms
12:25	Break: Music, bring your own lunch! You are welcome to network and chat
12:45	Welcome back & format of the second session (Vanessa Morris)
12:50	Presentation from Marie Gabriel
13:00	<b>Breakout room 2:</b> Discuss and refine solution ideas from first breakout, exploring enablers and barriers to actioning solutions
13:40	Feedback from breakout rooms
13:50	Summary of key themes of the day and next stages (Vanessa Morris)
13:55	Closing words (Rosemary Jawara)

## Co-Chairs:

Rosemary Jawara, Founder and Manager of Beersheba Living Well

Vanessa Morris, CEO of Mind in the City, Hackney and Waltham Forest

## Facilitator:

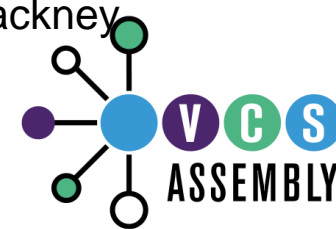
Tony Wong, CEO of HCVS

## Speakers:

Susan Cueva (HRMF and VCS Leadership group representative, Chair of KANLUNGAN)

Marie Gabriel (Independent NEL ICS Chair & Chairperson at NHS Race and Health Observatory)

Dr Sandra Husbands (Director of Public Health for Hackney and the City of London)



## Join Zoom Meeting:

<https://us02web.zoom.us/j/84868876835>

Meeting ID: 848 6887 6835

Passcode: 061021

Dial by your location

+44 330 088 5830 United Kingdom

+44 131 460 1196 United Kingdom

+44 203 481 5237 United Kingdom

+44 203 481 5240 United Kingdom

+44 203 901 7895 United Kingdom

+44 208 080 6591 United Kingdom

+44 208 080 6592 United Kingdom

Meeting ID: 848 6887 6835

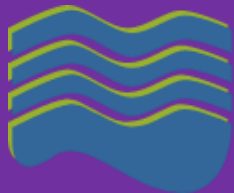
## Break out room selection:

Please complete the survey within the email that this was sent to you

## Rules for virtual events:

- Stay on mute unless you are speaking
- If you would like to speak, please raise a hand
- When you are talking, be succinct
- If phoning in: \*6 to mute and \*9 to raise hand

The assembly will be recorded. The recordings will be used to help inform the development of the solution ideas and for the business case. The recordings will not be shared outside the assembly team in HCVS.



**SWIM**  
ENTERPRISES

# SUPPORT



Racial inequality is a very big topic and issue which means very different things to different people. It has the potential to bring up challenging thoughts for all of us.

We all have a responsibility to protect everyone who participates in this assembly.

## **Assembly agreement**

By attending the assembly, you are agreeing that you will be respectful to other members of the group. For this assembly this means:

- We won't talk over each other and will listen to other people's views
- We will be thoughtful and considerate on how we can impact each other
- We will ensure that anything said in the assembly workshops will be kept confidential
- Only say what you are comfortable in saying, there is no need to share personal information

Emotional wellbeing support will be provided by SWIM throughout the meeting and until 5pm on the day. They will be able to offer support via the phone and refer you onto the appropriate service if required.

- Contact Lata on: 07463243566

Please feel comfortable to leave the meeting or a breakout room discussion at any point. Alternatively let the facilitator or note taker in your breakout room know you are not feeling comfortable and they will be prompted to change the direction of the conversation.

## The Assembly is...

a quarterly meeting bringing together City & Hackney's statutory, voluntary and community organisations to discuss how to address and find solutions to the most important and challenging issues our communities face. It will bring people together to develop grassroots ideas and solutions that will improve health and well-being in our communities.

## This assembly aims to...

1. Discuss racial inequalities and develop practical solutions to improve health and wellbeing
2. Work with and secure support of the City & Hackney's health and social care system
3. Further strengthen and reinforce partnership working

## This process looks like...

Community and residents identifying problems

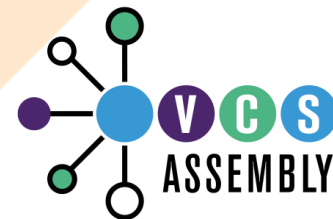
Reviewing current offers available and gaps

Community identified solution ideas

Solution development and refining

VCS and statutory sector putting solutions into action

  
**The VCS Assembly**



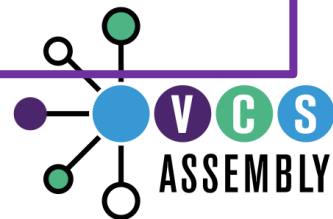
# AN ANTI – RACIST APPROACH

We know that research on racial inequality tends to focus on cultural barriers, intersection with poverty and in health cases, on physiological factors. Looking at the drivers of inequality through the lens of racism, allows better analysis of how activities that tackle structural inequality and address wider determinants of health need to benefit diverse communities as well as considering how they might disbenefit or do harm.

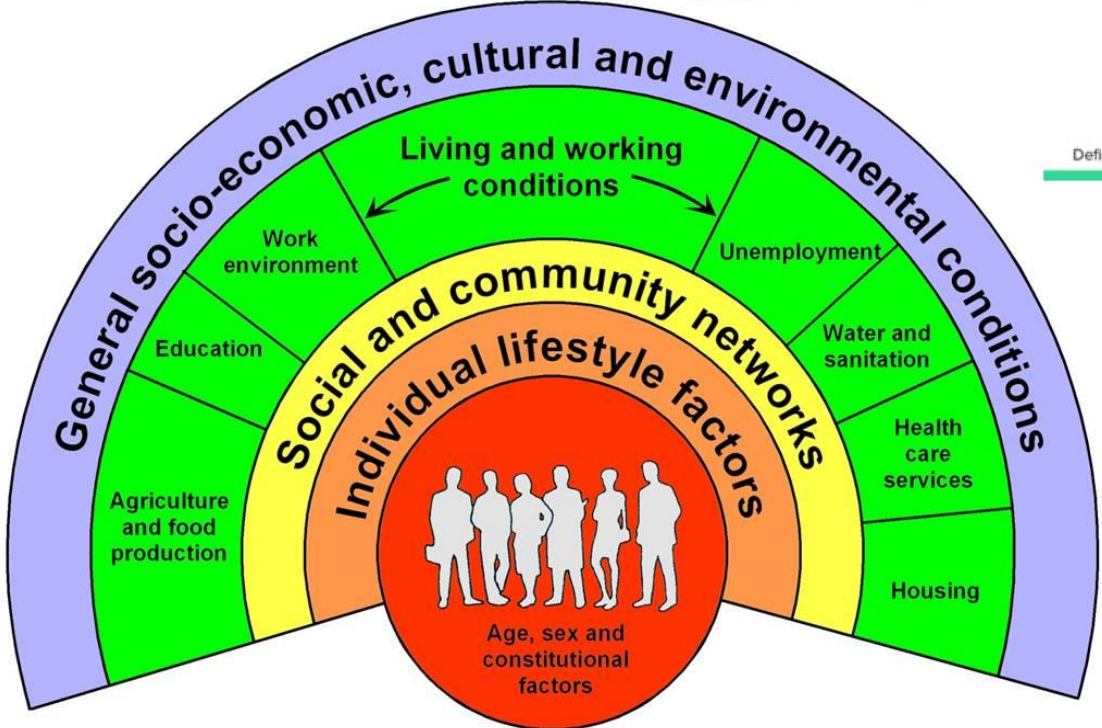
**Structural inequality still needs to be unpacked not accepted** - communities don't just happen to be more disadvantaged, and some communities don't just happen to be more disadvantaged than others - structural inequality has its root in systemic inequality - the way that systems work better for some in society more than others. This is the root cause of gender inequality, class inequality and racial inequality

In the UK we need to consider colonial history and, while we now have legislation to guard against overt discrimination, attitudes that negatively frame people from racialised minority backgrounds still exist, even if they are often subtle, tacit and covert.

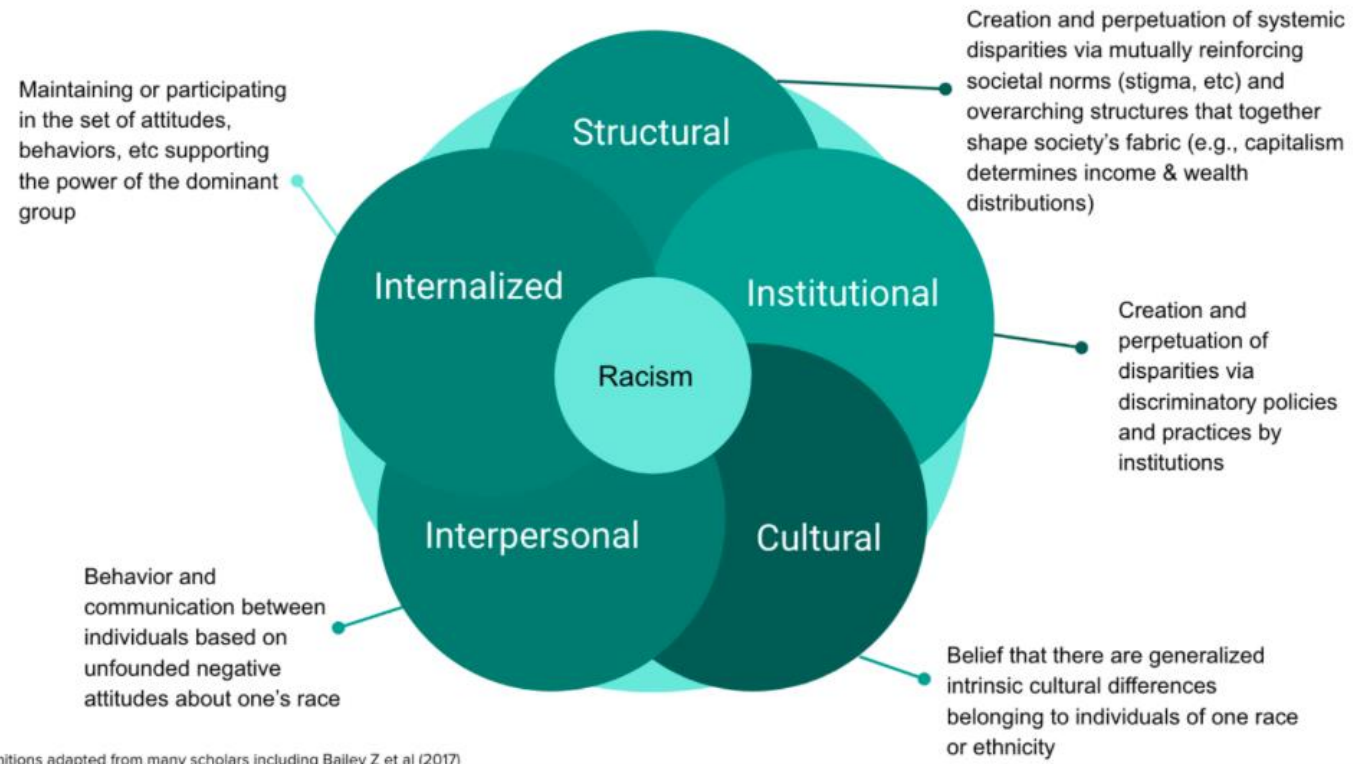
This anti-racist approach forms the basis of this Assembly's approach to exploring solutions that tackle ethnic and racial inequalities in City & Hackney.



The image below describes how different factors in our lives affects our health. Racism and racial inequality cuts across the layers.



Source: Dahlgren and Whitehead, 1991



Definitions adapted from many scholars including Bailey Z et al (2017)

Image by Maddy Kane

The image above describes different factors of racism in our society



# ASSEMBLY KEY PILLARS TO EXPLORE RACIAL INEQUALITIES IN OUR COMMUNITIES

The key pillars and breakouts of today's assembly are aligned to feedback and research done in the Hackney and City communities and with organisations, during September, on what is important to them. This has been done through interviews, focus groups and surveys.

**Employment and equity of economic opportunity**

**Criminal justice and legal rights**

**Culture, awareness, representation and respect (Race Hate/Racism)**

**Education**

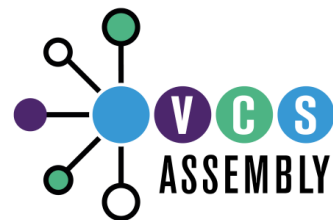
**Neighbourhood and housing**

**Mental health**

**Disability, long-term conditions and older people**

**Migrants and refugees**

**Institutional Racism**





# ETHNIC INEQUALITIES IN HEALTH

Black and Asian patients were overrepresented among those critically ill with confirmed COVID-19.

COVID-19 did not create health inequalities, but rather the pandemic exposed and exacerbated longstanding inequalities affecting racialised groups in the UK.

Racialised minorities are also overrepresented in risk of many health conditions:

- **Heart disease** - Bangladeshis and Pakistanis have much higher rates of heart disease compared to their white British counterparts.
- **Hypertension** - Black African and African Caribbean people have higher rates compared to other ethnic groups.
- **Diabetes** – Black ethnic groups overall are six times more likely to develop diabetes compared to white British people.
- Racialised minorities also experience **higher risk factors and prevalence of cancer**, as well as less awareness of links between risks and cancer
- **Sickle cell disease** is a major cause of inequality due to the disproportionate impact on certain ethnic groups.

Members of the travelling community have a shorter life expectancy and face health inequalities.

Orthodox Jewish communities experience lower levels of childhood immunisations

**The Single Equity Scheme (2018-2022) and City & Hackney Health Inequalities Steering Group are two examples of solution focused programmes tackling health inequalities**

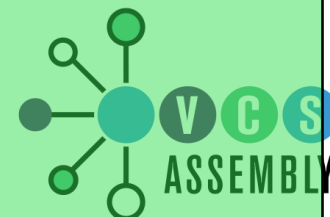
# Employment and equity of economic opportunity

## INQUALITIES / CHALLENGES / GAPS

- In Hackney in 2018:
  - Black and Minority Ethnic residents are more likely to be in lower skilled roles and to have very low incomes (below £15,000).
  - Black residents were least likely to be employed while White residents were by far the most likely to be employed (69%).
  - Black residents were the most likely to be unemployed (22%) compared to an average of 11%.
- Government statistics also show that Black and minority ethnic people are more likely to be key workers and/or work in occupations where they are at a higher risk of exposure to Covid19 . These include cleaners, public and private transport workers, shops assistants, care workers and the NHS staff.
- The ongoing hidden (rag) economy in which migrants are over represented and poorly treated
- Ethnic minority graduates are significantly less likely to obtain employment six months post-graduation compared to white graduates. This is concerning when early unemployment is linked to 20-25% lower earnings per year when employed
- Rates of economic activity (employment and self-employment) are lower for Turkish/Kurdish communities than for the general Hackney population
- One-third (31%) of Women of colour report being unfairly passed over for or denied a promotion at work.
- Compared with White British men, WoC consistently earn less per hour with pay gaps ranging from 10% for Indian women to 28% for Pakistani women.
- When attempting to enter the workforce, ethnic minority candidates had to send 60% more job applications to receive as many calls backs as White British people
- Across all sectors, there is a higher percentage of people of colour in low-grade positions, reducing drastically in proportion the higher up the career pipeline we go and

## OPPORTUNITIES AND SOLUTIONS

1. Alternative recruitment processes based on skills and trials rather than interviews across all sectors including the voluntary sector (VCS).
2. Implement peer led and delivered support programmes (e.g. for those with substance use issues) with the aim of educating peer support workers and thereby building a workforce and increasing opportunity
3. Financial literacy taught in schools
4. Business and enterprise support for diverse ethnic communities
5. Solutions which seek to break the poverty cycle through holistic family support
6. Employment support programs such as training for interviews, delivered through peer support



# CRIMINAL JUSTICE AND LEGAL RIGHTS

## INQUALITIES / CHALLENGES / GAPS

The Macpherson report found that racism was an important factor in the failure of the Metropolitan police investigation into Stephen Lawrence's murder. It concluded that the problems it found amounted to "institutional racism" and highlighted racism at both individual and institutional level.

Account Report 2020 :

- July 2019-August 2020 Key stats: 768 searches per 1000 pop for young black men (15-19) vs 136/1000 for white men. If you're black you are 6 times more likely to be stopped and search than your white peers and 4 times more likely to have force used against you if you are black. 17.6% 'of searches yield outcomes' in young black men vs 21.9% in young white men.
- Trust: 'Police can be relied upon to be there when needed' 56% agree (hackney residents), 63% agree (council housing residents), 72% agree living in other accommodation, 69% overage for Met Police.
- 'Police in this area treat everyone fairly regardless of who they are' 53% hackney agree, 76% average for met police.
- 39 custody-related deaths: Black people are 2 times more likely to die in custody than white people.
- 10 deaths in custody since 1990 ruled as 'unlawful killing' - 0 successful prosecutions for murder or manslaughter.

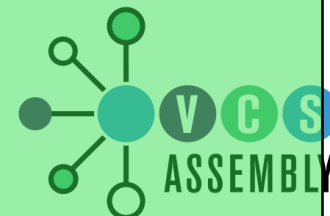
Inherited/intergenerational trauma

The failure to make sufficient progress on BME recruitment, retention and progression, within the police service reinforces under representation in the sector

Government and police forces need to work with local communities to ensure there is real and sustainable change that improves the experiences of, and outcomes for, Black and minority ethnic communities. This is true whether within the police service or outside of it, and would raise confidence and demonstrate fairness in policing for all.

## OPPORTUNITIES AND SOLUTIONS

1. Independent support needed for young people making complaints against police.
2. Funding for mental health support for victims of police misconduct.
3. Support local safe spaces in which communities can heal from collective and intergenerational trauma and rebuild trust
4. Need to establish better working relationships with the justice /police sector.
5. Support for prison leavers



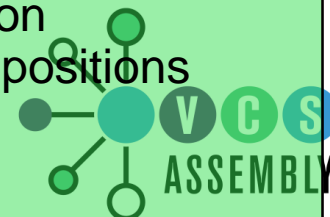
# INSTITUTIONAL RACISM

## INQUALITIES / CHALLENGES / GAPS

- The burden of proof falling on communities experiencing racism to prove its existence
- Overcoming a heritage of trauma and inequality
- A historic lack of trust in anchor institutions
- Service times based upon white professional notions of what is convenient.
- Consultations framed in "jargon" carried out working with a minority of "gatekeepers" who fit their prejudices.
- Traditional (white) notions of history
- Intersectional tropes - "the angry black woman"
- Internecine complaints processes for holding system leaders to account.
- A lack of holistic understanding of the positive impacts on health of faith and culture.
- An underlying belief in BAME homogeneity
- Whilst women make up 6% of CEOs of FTSE 100 companies and 35% of civil service permanent secretaries, not a single one of these is a woman of colour.
- At senior leadership stage, women of colour report that the leadership and communication styles of white women are more positively perceived than their own and having to change to fit into the organisational culture to gain seniority.

## OPPORTUNITIES AND SOLUTIONS

1. Culturally aware health care training which aligns with Continual Professional Development (CPD) points for health and other professionals
2. The development and delivery of training such as; anti-racism, unconscious bias, ally-ship and inclusive leadership
3. Alternative employment frameworks which are more inclusive to people from ethnically diverse communities
4. Creating a system of holding leaders to account in organisations and in the community
5. Grant funded solutions delivered by non-white organisations who can support applicants through a funding process
6. Diverse representation on boards e.g. Non Executive Directors and other executive positions



# Culture, awareness, representation and respect (Race Hate/Racism)

## INQUALITIES / CHALLENGES / GAPS

- There has been a 21% rise in hate crime against South and East Asian groups since the onset of the pandemic (home affairs select committee May 2020)
  - In February 2020 there were 64 hate crimes against people of south and east Asian backgrounds reported to the Met Police, more than twice the average for the previous year
  - The memorialisation of those that profited in the trafficking or ownership of enslaved African people in our public spaces does not make sense in an anti-racist borough. (Geffrye museum has been renamed Museum of the Home but are refusing to remove the statue)
  - Hackney Council has committed to being an anti-racist organisation
- Hackney's Anti Racism Plan 5 pillars:
- Institutional change
  - Community engagement
  - Culture and leadership
  - Accountability
  - Influence principles of community collaboration, engagement and empowerment with a cross-generational and intersectional approach within these
  - The majority of Black people in the UK do not believe their human rights are equally protected compared to white people. This is a damning indictment of our society and must be addressed as a matter of the highest political priority.

## OPPORTUNITIES AND SOLUTIONS

1. Developing projects which include creative healing and awareness such as positive stories, media, photobooks, art projects, music that champions and physically represents diverse communities (enterprise opportunities within this) e.g. murals or posters on the wall
2. Ensure the Review, Rename and Reclaim process involves close engagement and consultation with residents and businesses situated on roads and spaces identified by the review.
3. Body or organisation VCS organisations can go to discuss concerns around racial inequalities in the work place
4. Holding Hackney council to account to become more inclusive



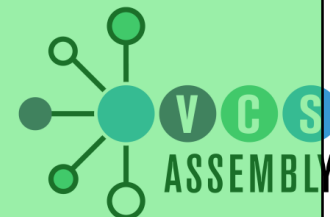
# EDUCATION

## INQUALITIES / CHALLENGES / GAPS

- Black children have the poorest performance at GCSE (36.9% achieve a strong pass compared with 44% of all pupils) and are overrepresented in exclusions. (Hackney, 2018)
- The 2011 Census revealed that 60% of the over-16s who identified themselves as of Gypsy/Traveller ethnicity ended up with no formal qualifications
- Black history month makes the same points every year, more current issues need to be taught and discussed
- Need for financial literacy and employment education to improve positive outcomes
- At school, Black girls are twice as likely to be permanently excluded compared to white girls, and are placed in lower sets than warranted by their ability
- Gypsy and Roma Travellers are twice as likely to be eligible for free school meals as the average child and have significantly higher levels of absence from school.

## OPPORTUNITIES AND SOLUTIONS

1. Develop collaborative working methods with education partners such as schools and pupil referral units
2. More comprehensive black history education e.g. creating positive Black educational resources
3. Gifted and talented and mentoring programmes to increase opportunities
4. Triage support system for pupils at risk of exclusion and their families



# NEIGHBOURHOODS, HOUSING, GENTRIFICATION

## INQUALITIES / CHALLENGES / GAPS

- Cramped housing is also far more likely to be a problem for ethnic minorities. Statistics suggest that thirty per cent of the UK Bangladeshi population live in overcrowded housing compared with two per cent among the white British population. Fifteen per cent of Black African people also live in overcrowded conditions, as do sixteen per cent of Pakistanis. Maintaining social distancing and self-isolation is therefore far more difficult for these groups.
- Older black men of Caribbean and African heritage often don't have access to safe spaces (e.g. Gillet square)
- Excess winter deaths increased by almost 20% from winter 2018-19 to 2019-20. Meanwhile 4 million homes don't meet basic standards of decency. Over 55s and those who are most vulnerable in society e.g. Black, Asian and Minority Ethnic background are most likely to live in poor quality housing. (Centre for ageing better)

## OPPORTUNITIES AND SOLUTIONS

1. Safe spaces that are culturally informed and inclusive e.g. older black men. This could be provided by health and social care or local businesses
2. Put on inclusive events which are culturally appropriate. e.g fetes with local stalls. To ensure there is inclusive invitations such as leaflets through letterboxes (like green and white leaflets that used to be sent out and Hackney News)
3. Discounts for local people to services, in gentrified areas to ensure they are inclusive, for example, gym memberships
4. Link local businesses to community conversations (e.g. neighbourhoods model) and to ensure they know how to support residents appropriately and inclusively
5. Sustainable regeneration/development of local areas, with thorough consultations that access and benefit all members of the community

# MENTAL HEALTH

## INQUALITIES / CHALLENGES / GAPS

There is strong evidence of structural and institutional racism within the context of mental health:

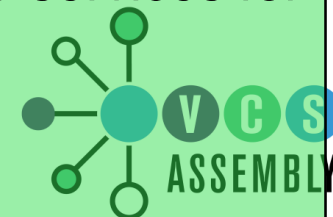
- Black Caribbean patients are almost 3.5 times more likely than White patients to experience compulsory admission under the powers of the Mental Health Act, with a rate that is just over 3 times higher for Black African patients and 1.5 times higher for South Asian patients.
- Black Caribbean patients are almost 3 times more likely, and Black African patients almost 2 times more likely than White patients to have involvement in the criminal justice system prior to admission.
- In contrast, both Black Caribbean and Black African patients are much less likely to have contact with a general practitioner prior to admission compared with White patients
- Black Caribbean patients with psychosis are less likely than White patients to receive psychologically based interventions or antidepressants and Black patients are just over 50 per cent more likely to be prescribed with injectable antipsychotic drugs than White patients.

Intergenerational trauma has been identified as an unmet mental health need

- Post Traumatic Slave Syndrome is a condition that exists as a consequence of centuries of chattel slavery followed by institutionalized racism and oppression. It has resulted in multigenerational adaptive behaviours, some reflecting positive resilience, others that are harmful and destructive.

## OPPORTUNITIES AND SOLUTIONS

1. Therapeutic healing opportunities such as training, workshops, opportunities to develop, positive stories, media, photobooks, community art projects, music
2. Intergenerational solutions and support, such as support for young people with complex
3. Reducing stigma through using roles such as mental health champions
4. Family-orientated and holistic mediation and support for young people and their family
5. 'Every Contact Counts' style mental health referral systems
6. CCG highlighted a gap in transitional services for 16-25 year olds





# DISABILITY, LONG TERM CONDITIONS & OLDER PEOPLE

## INQUALITIES / CHALLENGES / GAPS

Older people are more likely to have health conditions and to live with life-limiting illnesses.

- Most racialised minority groups in England have higher proportions of older adults with long-term conditions compared with the White British group. This may be as a result of:
  - an increased probability of having a poor experience of primary care,
  - receiving insufficient support from local services to manage long-term conditions
  - living in more socially deprived neighbourhoods.
- Affordable and accessible exercise has been identified as a gap by Hackneys older residents.
- In the 2011 Census, 14.6% of Hackney respondents said they had a long term illness that limited their daily activities in some way, this was higher than the London average.
- Potentially compounded by 52% of disabled women of colour say they have been unfairly denied training or development opportunities which would enable promotion.

## OPPORTUNITIES AND SOLUTIONS

1. Access to exercise for local people that is affordable (e.g. with a discount) and all year round. For example with Better Gyms and New Age games
2. Digital inclusion and computer literacy support provision
3. Peer support groups to build support communities
4. More women only sports sessions to ensure women from some ethnic communities are able to access facilities
5. Health coaches based in community settings

# REFUGEES AND MIGRANTS

## INQUALITIES / CHALLENGES / GAPS

- The general hostile environment towards migrants
- High costs for accessing healthcare for people with no recourse to public funds where the system and costs are poorly understood - people have to pay for community mental health or health services as well as drug and alcohol treatment.
- Anyone with a debt of over £500 to NHS will be reported to the home office which can be a barrier to preserving "leave to remain"
- Are more vulnerable to domestic abuse causing fear of accessing services - legal status might depend upon partner.
- Those who are NRPf can only access free legal aid to apply for nationality under DV Rule if they can prove destitution
- Illegal to possess a driving license or drive while not lawfully resident
- Tenancies can be terminated with 28 days notice if Home Office indicates person has no right to rent
- Asylum Seekers not eligible for student finance and have to pay overseas student rates
- Language barriers impact access to services
- Rough sleeping has been a reason to refuse right to remain since Dec 2020

## OPPORTUNITIES AND SOLUTIONS

1. Ongoing translation and language barrier support for communities to support equitable access to information and services
2. Opportunities to support digital inclusion such as computer literacy education. This would enable family/individuals access to community, health and social care services, employment and other opportunities
3. Develop voluntary sector frameworks and training to support inclusion of refugee and migrant communities with best practice
4. Sharing positive stories about refugees and migrants to reduce stigma in the wider community
5. Using trusted community methods as a way to share information and resources, rather than statutory services where refugees and migrants may not feel comfortable

# OPPORTUNITIES AND SOLUTIONS IN COMMISSIONING, FUNDING AND THE WAY WE WORK

There are many challenges around funding and commissioning which have negatively impacted communities from different ethnic minorities.

Part of the Assembly and VCS enabler is about improving how the voluntary sector is commissioned and funded and making sure it is anti-racist and equitable.

Developing a long-term improvement agenda and action plan with measurable goals to hold each other to account

Developing best practice: training around inclusion and diversity for the voluntary sector

Improving multi-agency working across the public sector including police, schools, transport and wider services.

Inclusion of City population

Collecting relevant data

Anti-racist funding mechanisms in place

Transparency in all processes

Proportional monitoring and support for grassroots organisations

Presentation coaching

Support and advocacy for bottom up community approaches

Grant funding programmes with outreach and support for applications from our diverse communities

Support/mentoring for ethnically diverse-led organisations to capacity build e.g. ring fencing funding

Culturally sensitive reciprocal mentoring programmes

Relationship building and communication

Projects working together

WHAT IS DISCRIMINATION?

**Legal**  
where one is subject to harm because of one's protected characteristics

**Personal**  
need to define or prove a feeling

**Microaggressions**  
hard to identify

**gaslighting**  
deny from others and yourself

WHAT CAN THE WORKPLACE DO?

BRINGING SURVEILANCE OF COVERT RACISM TO FOREFRONT OF CONVERSATION AS A LEARNING JOURNEY

OPEN + HONEST COMMUNICATION

TEAMWORK + PRODUCTIVITY SOAR WHEN PEOPLE TRUST EACH OTHER & FEEL VALUED

WHAT CAN YOU DO?

KNOW WHAT YOU WANT

BUILD A TIMELINE CONTEMPORANEOUS EVIDENCE

take notes in meetings

PRESCRIBED TIME FRAME 3 MONTHS - 1 YEAR

GET SUPPORT WITH A FEELING OF DISCOMFORT AND ANxiety

CHECK AGREEMENT FOR EXPLICIT AND IMPLICIT BIAS



same online2021

ADVICE TO ORG'S TO SET UP EFFECTIVE SUPPORT STRUCTURES

COMMIT TO THE JOURNEY

ACCOUNTABILITY

INFORMAL SUPPORT NETWORKS

UNIONISING

FOR ADVICE AND WITNESSES

THE LONG GAME

BE CLEAR ABOUT HOW A COMMITMENT TO ANTI-RACISM TIES IN WITH YOUR ORG'S MISSION

GO BEYOND A STATEMENT

DO JUST UP SERVICE



TOP POSITIONS - CEO'S MUST BE VISIBLE IN THEIR SUPPORT

COMMIT RESOURCES



GET A HANDLE ON... DEMOGRAPHICS

GO BEYOND CHANGE

INDEPENDENT-LED



# THE RACISM BS + TOOLKIT



WITH NAVIGATING THE NONSENSE MOREAU AND CLAUDIA ITON

YOU DON'T NEED A DIVERSE STAFF TO START THE WORK

ALLYSHIP

WHEN DO YOU WITNESS DISCRIMINATION

WHERE DISCRIMINATION HAS TAKEN PLACE

AN INDIVIDUAL HAS AN OBLIGATION TO UNDERSTAND + RECOGNISE

MINDFUL OF CONSEQUENCES

INTERVENE

TO SHOW THIS IS NOT TOLERATED

ALLIES HAVE AN OBLIGATION TO SPEAK OUT BECAUSE OF POWER IMBALANCE

ALLYSHIP IS... "I SEE YOU"

IT IS NOT ENOUGH TO BE NOT-RACIST YOU MUST BE ANTI-RACIST

BEING WILLING TO BE UNCOMFORTABLE SPECTRUM FROM ASKING 'ARE YOU OK?' TO FORMALLY REPORTING

Image by Esme Hemmings (https://esmehemmings.co.uk/)

# SOURCES

- Ethnic inequalities in health-related quality of life among older adults in England: secondary analysis of a national cross-sectional survey. *Watkinson, Sutton and Turner, 2021.*
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- Rebuilding a better Hackney, Plans for response, recovery and resilience. *Sonia Khan, 2021*
- Exposing structural racism in the third sector. *BOOSKA Paper, 2021*
- Beyond the data: Understanding the impact of COVID-19 on BAME groups. *Public Health England, 2020*
- Ethnic health inequalities and the NHS. *NHS Race & Health Observatory, The Kings Fund, 2021*
- [Homes that kill: 2 million homes in England pose a serious threat to health or safety | Centre for Ageing Better \(ageing-better.org.uk\)](https://www.ageing-better.org.uk/)
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- Policing Beyond Macpherson. *Rowe, 2013*
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- Policing in Hackney, Challenges from youth in 2020. *ACCOUNT, 2021*