



EMPLOYMENT COMMITTEE – 3 FEBRUARY 2022

BECOMING AND ANTI-RACIST ORGANISATION

MINUTE EXTRACT

The Committee considered a report of the Director of Corporate Resources on the proposal for Leicestershire County Council to make a formal commitment to becoming an anti-racist organisation. A copy of the report marked 'Agenda Item 8' is filed with these minutes.

In introducing the report, the Director of Corporate Resources clarified that the County Council already had a good record with regard to race relations and it was not being suggested otherwise. However, under the new proposals it was expected that the County Council would become more proactive in addressing any perceived inequalities.

Arising from discussions the following points were noted:

- i. Members expressed support for the proposal and agreed that it was important to tackle discrimination and any perception of discrimination within the County Council. Managers and staff needed to be given the confidence to challenge discrimination, bullying and harassment and there needed to be a consistent approach across the Authority. Where staff had a perception of discrimination, that perception needed to be acknowledged by managers rather than dismissed.
- ii. It would be important that the County Council dealt with this issue in an honest and transparent way.
- iii. Members noted the duty to promote anti-racism in their own roles and welcomed additional specific training on the topic where necessary.

RESOLVED:

- a) That the proposal for Leicestershire County Council to make a formal commitment to becoming an anti-racist organisation be fully supported and submitted to the County Council for approval at its meeting on 23rd February, subject to the views of the Cabinet.
- b) That the comments now made be forwarded to the Cabinet for consideration at its meeting on 11 February 2022.

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