CVSL Research on Service Providers' Collaboration and Engagements with the Leadership of BME Groups (2020 – Present)

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Diversity Statistics – Prison Population – Source: Prison Reform Trust

- **26% of the prison population, 22,683 people, are from a minority ethnic group**.

- **If our prison population reflected the make-up of England and Wales, we would have over 9,000 fewer people in prison—the equivalent of 12 average-sized prisons.**

- **The economic cost of Black, Asian and Minority Ethnic (BAME) over-representation in our prison system is estimated to be £234 million a year.**

Diversity Statistics - Homelessness – Source: www.gov.uk

- in 2017/18, there were 56,580 households in England in 'statutory homelessness', which is when a household is unintentionally homeless and is considered a priority (for example, because it has dependent children) – of those, 35,020 (or 62%) were White households (including White ethnic minorities)

- 14% of all homeless households were Black, 9% were Asian, 4% were from a Mixed ethnic background and 4% were from the Other ethnic group; ethnicity wasn't known for 6% of homeless households

- London had the highest overall number of homeless households; it also had the lowest percentage of homeless households made up of White households

Diversity Statistics - Unemployment – Source: Commons Library

- The UK unemployment rate was 4.5% in April-June 2021. The rate was 4.0% for people from a White ethnic background compared to 8.0% for people from minority ethnic backgrounds, although there was substantial variation between different ethnic minority groups.

- People from White (4.0%) and Indian (5.0%) ethnic backgrounds had the lowest unemployment rates, and people from Black (10.0%) and Mixed or Multiple (9.5%) ethnic backgrounds had the highest rates in April-June 2021.

Diversity Statistics - Income – Source: GOV.UK

- In this data, UK households were divided into 5 equally-sized groups (or 'quintiles') based on their income

- In the 3 years to March 2019, an average of 76% of Pakistani households were in the 2 lowest income quintiles (after housing costs were deducted) – this was the highest percentage out of all ethnic groups

- over half of households from the Bangladeshi, Asian Other, Black and Other ethnic groups were in the 2 lowest income quintiles (after housing costs)

- 42% of White British households were in the 2 highest income quintiles (after housing costs) – the highest percentage out of all ethnic groups

- 10% of Bangladeshi and Pakistani households were in the 2 highest income quintiles (after housing costs) – the lowest percentages out of all ethnic groups

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Diversity Statistics - Covid – Source: [PHE](#)

- The highest age standardised diagnosis rates of COVID-19 per 100,000 population were in people of Black ethnic groups (486 in females and 649 in males) and the lowest were in people of White ethnic groups (220 in females and 224 in males).

- An analysis of survival among confirmed COVID-19 cases shows that, after accounting for the effect of sex, age, deprivation and region, people of Bangladeshi ethnicity had around twice the risk of death when compared to people of White British ethnicity. People of Chinese, Indian, Pakistani, Other Asian, Black Caribbean and Other Black ethnicity had between 10 and 50% higher risk of death when compared to White British.

- Death rates from COVID-19 were higher for Black and Asian ethnic groups when compared to White ethnic groups. This is the opposite of what is seen in previous years, when the all cause mortality rates were lower in Asian and Black ethnic groups. Therefore, the inequality in COVID-19 mortality between ethnic groups is the opposite of that seen for all causes of death in previous years

Diversity Statistics – Looked After Children – Source: [Department of Education](#)

- 75% of looked after children at 31 March 2017 were white,

- 9% were of mixed ethnicity,

- 7% were black or black British,

- 5% were Asian or Asian British and

- 3% were other ethnic groups.

- Non-white children appear to be slightly over-represented in the looked after children population, in particular children of mixed and black ethnicity. Children of Asian ethnicity are slightly under represented .

- Over the last five years there have been small increases in the proportions of looked after children of non-white ethnicity which is likely to reflect the increase in the number of unaccompanied asylum seeking children.

Diversity Statistics– Post University Graduation Experience – Source: Commons Library

- Careers after higher education Black graduates were less likely to be in 'highly skilled employment' or further study six months after graduation, although the gaps on this measure were smaller.

- 69% of Black graduates in 2016/17 were in these activities compared with 71% of Mixed, 72% of Asian and 74% of White graduates.

- A survey of graduates 3.5 years after completing their studies found that Black graduates were less likely to be satisfied with their careers. Among graduates aged 25 or under at the start of higher education, 80% of Black Caribbean and 82% of Black African respondents said they were very or fairly satisfied with their careers. This compares with 88% of White graduates.

- The gap was even larger among those aged 26 or over when they began studying: 74% of Black Caribbean and 73% of Black African graduates were satisfied with their careers compared with 87% of White graduates. These gaps are smaller, but still statistically significant after other factors such as sex, prior qualifications and deprivation are controlled for.

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A Few Questions to Consider

- Who is talking about these statistics?
- Who is doing something about the issues raised?
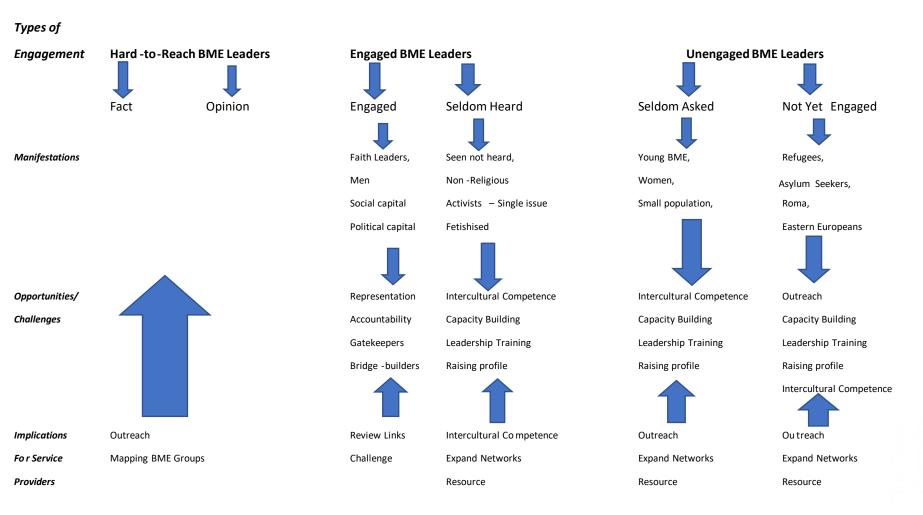- Who might be missing from the tables or rooms where the discussions are taking place and why?

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Research Site: Milton Keynes

- 18 Semi-structured Interviews:
  - 13 Black and Minority Ethnic (BME) leaders
  - 5 representatives of service providers (MK Council, the NHS, Thames Valley Police and MK Community Foundation
- Five Focus Groups
  - 2 BME leaders' focus groups
  - 2 Mixed groups (BME leaders and service providers)
  - 1 Service providers' focus groups
  - Service providers represented include: the NHS, MK Council, Thames Valley Police, Arts & Heritage Alliance Milton Keynes, The Parks' Trust, MK Community Foundation, Community Action:MK
  - BME leaders from various ethnic, religious, and cultural heritages

Typology of BME Groups Leadership' Engagements and Collaboration with Service Providers

Types of Engagement	**Hard -to-Reach BME Leaders**		**Engaged BME Leaders**		**Unengaged BME Leaders**	
	Fact	Opinion	Engaged	Seldom Heard	Seldom Asked	Not Yet Engaged
Manifestations			Faith Leaders, Men, Social capital, Political capital	Seen not heard, Non -Religious, Activists – Single issue, Fetishised	Young BME, Women, Small population,	Refugees, Asylum Seekers, Roma, Eastern Europeans
Opportunities/ Challenges			Representation, Accountability, Gatekeepers, Bridge -builders	Intercultural Competence, Capacity Building, Leadership Training, Raising profile	Intercultural Competence, Capacity Building, Leadership Training, Raising profile	Outreach, Capacity Building, Leadership Training, Raising profile, Intercultural Competence
Implications For Service Providers	Outreach, Mapping BME Groups		Review Links, Challenge	Intercultural Competence, Expand Networks, Resource	Outreach, Expand Networks, Resource	Outreach, Expand Networks, Resource

CVSL Research and Knowledge Exchange 2022 …

- More Inclusive Local Black and Minority Ethnic Communities' Consultation Forums
- Black Leadership and Empowerment Programme
- Literature review on Hard-to-Reach Black and Minority Ethnic communities
- Black and Minority Ethnic Communities' Resistance Leadership

Hard to reach – Theory and Practice

- **Origin of the Concept:** featured initially in debates in the context of marketing (Beder, 1980). Over time the debate moved to areas of social policy, including healthcare, education, and policing (Freimuth & Mettger 1990; Walsh *et al.,* 1993; Faugier & Sargeant, 1997; Burhansstipanov & Krebs, 2005; HSE, 1994; Duncan *et al.*, 2003; and Doherty *et al.*, 2004)
- The Health and Safety Executive - HSE (1994:11), identified four characteristics of hard-to reach communities: demographic, cultural, behavioural and attitudinal, and structural.
- Prejudices - 'Hard-to-reach audiences have been called obstinate, recalcitrant, chronically uninformed, disadvantaged, have-not, illiterate, malfunctional, and information poor' (Freimuth and Mettger, 1990: 323).
- **Problematising the Concept - '**it defines the problem as one within the group itself, not within your approach to them' (Smith 2006).
- **Creativity and Inclusion** - 'no-one is hard to reach, just more expensive to reach. It is important to put more effort and creativity in reaching these groups' (Wilson, 2001:1).
- **Way forward -** "Many of the professional skills required to reach the 'hard-to-reach' are not necessarily professional competencies … but could be thought of instead as the skills of being an effective person, which have been employed within the professional domain. These 'human' skills facilitate 'real' encounters between people and experience of them, inform our judgments about the integrity of others and the degree to which we might view them as being helpful, warm, laid-back, nice and so on" (Hughes, 2007: 21)

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Resistance Leadership – When Alternatives Don't Work

- It is argued that "to change the world, one has to change the ways of world-making, that is, the vision of the world and the practical operations by which groups are produced and reproduced" (Bourdieu, 1989:23).
- Resistance leadership constitutes "an enactment of alternative power relations, a creative mode of potential or 'power-to' that constructs alternative forms of subjectivity and sociality even as it challenges dominant expressions of potestas or power over" (Juris and Sitrin, 2016:32).
- The place/resistance nexus as fundamental to account for practices that are elaborated to escape usual controls and expectations but it is also a way to understand the role of space in shaping specific meaningful initiatives in direct relationship with the very place they are taken (Courpasson and Vallas, 2016:10)

THANK YOU