

**E-Newsletter – Issue 002 – May 2022**

**BLACK ASIAN MULTI ETHNIC**

**NETWORK**



Please forward this newsletter to any interested staff member and they can request to be added directly to the distribution list for the newsletter (to request this, please contact one of the Steering Group members) [Kajal.Bhawsar@leics.gov.uk](mailto:Kajal.Bhawsar@leics.gov.uk), [Margaret.MandizhaWalker@leics.gov.uk](mailto:Margaret.MandizhaWalker@leics.gov.uk), [Rabinder.Lail@leics.gov.uk](mailto:Rabinder.Lail@leics.gov.uk), or [Hardik.Purohit@leics.gov.uk](mailto:Hardik.Purohit@leics.gov.uk)

### **Newsletter – second edition**

Welcome to the second edition of the Black, Asian & Multi-Ethnic Network newsletter. This will be sent out quarterly to all members of the Black, Asian & Multi-Ethnic Network and its aim is to help share stories, news and advice for all colleagues.

The aim and objectives of the Network are to:

- provide a forum in which to discuss Black, Asian & Multi-Ethnic staff priorities and develop strategies to improve the Black, Asian & Multi-Ethnic profile across the whole authority
- advise and review personnel issues including recruitment, selection, retention, training, professional development and other developmental opportunities, which include mentoring and coaching schemes
- provide opportunities for self-education and personal growth

### **Our journey so far...**

The Black, Asian & Multi-Ethnic Progression Task Group is meeting every fortnight and is working towards 'what it would look like' for the organisation to be an anti-racist.

History was made on Wednesday 23<sup>rd</sup> February 2022! A full Council meeting took place and besides setting the budget, Members agreed for Leicestershire County Council to become an anti-racist organisation and gave their backing for the corporate anti-racism action plan. LCC is the first local authority in the East Midlands to take such steps in tackling race inequality.

## Any messages?

There is nothing but a benefit to understanding our own privileges, white and otherwise.

Having white privilege doesn't make your life easy, but understanding it can make you realise why some people's lives are harder than they should be.

Please take some time to watch this [video](#) by John Amaechi, former NBA basketball player and current Author and Psychologist who gives his insight into what privilege is.

## Priorities for 2022

The plan for 2022...

The Network Steering Group have been collaborating to identify which parts of the corporate Anti-Racism Action Plan requires more consideration and in consultation with the wider Black, Asian & Multi-Ethnic Staff Network, the priorities for 2022 have been agreed as follows:

1. Continue to collect, use, and share data to ensure actions to address inequalities for Black, Asian & Multi-Ethnic staff are targeted and effective,
2. Create a culture where explicit and implicit racism is constructively challenge,
3. Develop strong relationships with Black, Asian & Multi-Ethnic community groups and organisations,
4. Communicate externally the Council's commitment to anti-racism,
5. Promote and celebrate the contribution on Black, Asian & Multi-Ethnic people to Leicestershire and
6. Encourage Schools in Leicestershire to adopt anti-racism approaches.

2022 will be filled with more and exciting developments as we complete work to meet the [Race @ Work Charter's](#) seven calls to action.

If you have any questions or if you would like to support any of the initiatives and get involved, please contact [Hardik.Purohit@leics.gov.uk](mailto:Hardik.Purohit@leics.gov.uk) – all offers of support are welcome 😊.

## Development/ Leadership Programme

Leadership *in Colour*...

A group of 20 colleagues with a Black, Asian or Multi-Ethnic background have been enrolled onto a pilot Leadership & Development Programme, run by Saj Zafar from the Institute of Change. The programme, titled “Leadership *in Colour*” aims to give colleagues a fresh perspective on where they are in their personal and professional lives and give them confidence to tackle specific barriers to progression faced by those belonging to a minority race.

The pilot will run from April to July 2022, followed by an evaluation to see impact and effectiveness in supporting colleagues from Black, Asian & Multi-Ethnic backgrounds to enrich their confidence, self-belief and personal development relating to leadership.

## Honourable mentions/Achievements

We would like to extend our congratulations to Prisca Odunmbaku for her recent success in securing position of Lead Practitioner for Safeguarding & Mental Health in Adults & Communities.

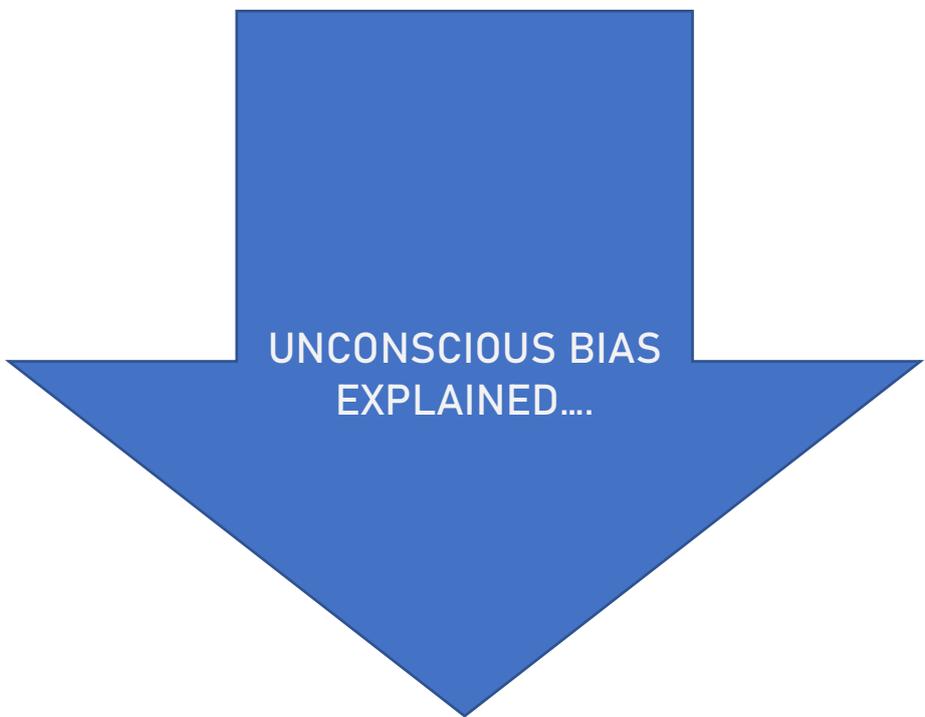
### **Together we nourish the brains and the body**

Poem by Margaret Mandizha-Walker

There is a garden in the back of the house  
Some will call it the back garden  
Where green grass, roses, petunias flourish  
A delightful bliss is that garden residence,  
Wherein all lovely flowers cause a breath of fresh air  
There grow magnificent berries which nobody might purchase but  
the eye sends all the satisfaction to the brain.

There is the orchard where most fruits grow  
Morning and evening fruit loving creatures sing:  
Each day all fruits grow from flowers to mature fruits.  
They get ripe into different colours like a rainbow  
Their different colours shout aloud come eat me, come eat me.  
These are: apples, quinces, lemons, oranges, plump cherries, melons,  
raspberries, peaches, mulberries, cranberries, pineapples, to name a few

Gardens and orchards they unite the human race despite of the  
fruits' colourfulness they nourish us the same.  
So, humans why do you see each other as a lesser race. Let's learn  
from the orchards and gardens which allows all plants to grow.  
Together we nourish together we flourish.



## UNCONSCIOUS BIAS EXPLAINED...

Unconscious bias affects every area of our lives. Unconsciously, we tend to like people who look like us, think like us and come from backgrounds similar to ours. Everyone likes to think he or she is open-minded and objective, but research has shown that the beliefs and values gained from family, culture and a lifetime of experiences heavily influence how we view and evaluate both others and ourselves.

Unconscious biases are learned assumptions, beliefs, or attitudes that we aren't necessarily aware of. While bias is a normal part of human brain function, it can often reinforce stereotypes. To combat unconscious bias, learn about different types of biases, how they might surface at work, and how to avoid them so you can build a more inclusive and diverse workplace.

Whether we realize it or not, our unconscious biases influence our professional lives, from the way we think to the way we interact with colleagues. Unconscious biases are mental shortcuts that aid decision-making as the brain processes millions of pieces of information per second. That being said, these biases can lead to skewed judgments and reinforce stereotypes, doing more harm than good for companies when it comes to recruitment and decision-making.

## Main types of Biases:

**Gender bias:** the favoring of one gender over another, is also often referred to as sexism. This bias occurs when someone unconsciously associates certain stereotypes with different genders.

**Age bias:** refers to stereotyping or discriminating against others based on their age, often happening to older team members.

An example of ageism is if an older team member was passed over for a promotion, which ended up going to a younger team member with less seniority and experience.

**Name bias:** is the tendency to prefer certain names over others, usually Anglo-sounding names. Name bias is most prevalent in recruitment. If a recruiter tends to offer interviews to candidates with Anglo-sounding names over equally qualified candidates with non-Anglo names, this bias is present.

**Beauty Bias:** refers to the favorable treatment and positive stereotyping of individuals who are considered more attractive. This has also given rise to the term "lookism," which is discrimination based on physical appearance. An example of beauty bias is a hiring manager who is more inclined to hire candidates they think are good-looking.

**Confirmation bias:** is the tendency to seek out and use information that confirms one's views and expectations. In other words, cherry-picking information to validate certain points. This affects our ability to think critically and objectively, which can lead to skewed interpretations of information and overlooking information with opposing views.

So what can be done about Unconscious Bias...?

Given that unconscious biases seem to operate just below the level of awareness, it can be difficult to understand them, but this is the most important first step in managing biases. It is also vital to eliminate the stigma surrounding unconscious bias in that it is not deliberate

➡ Recognition of biases and acknowledgement enables acceptance of some level of accountability and responsibility to allow a difference to be made

➡ Self-reflection, it is possible to recognise inherent beliefs and values and consider how these might lead to unconscious bias

➡ Grounding in cultural competency- allows a worker to develop a sense of empathy with the vulnerabilities of minority groups, help identify and remove any barriers to communication and engagement

## LET'S GET COOKING....

### Chicken Tikka Masala

"Chicken Tikka" is of Indian origin and is thought to have been created by immigrant farmers from former East Pakistan (now Bangladesh) in the 1960's. This mouth-watering dish has become a British favourite.

#### Ingredients:

- 25g butter
- 4 onions roughly chopped
- 6tbsp chicken tikka masala paste
- 2 red peppers, cut into chunks
- 8 boneless chicken, skinless chicken breasts, cut into 2.5cm cubes
- 2 x 400g cans chopped tomatoes
- 4tbsp tomato puree
- 2-3 tbsp mango chutney
- 150ml double cream
- 150ml natural yoghurt
- Chopped coriander to serve

#### Method:

Step 1- Heat the vegetable oil and butter in a large pan on the hob, then add the onions and pinch of salt. Cook for 15-20 mins until soft and golden.

Step 2- Add the tikka masala paste and peppers, then cook for 5 mins more

Step 3- Add the chicken breasts and stir well. Cook for 2 mins, then add the chopped tomatoes, tomato puree and 200ml water. Cover with lid and gently simmer for 15 mins, stir occasionally until chicken is cooked through.

Step 4- Remove the lid, stir through the mango chutney, double cream and natural yoghurt, then gently keep warm. Scatter with coriander leave and serve.

## A bit of history...

### The Chattri Memorial

During the First World War injured Indian soldiers were hospitalised in the Royal Pavilion, Dome and Corn Exchange. The Royal Pavilion was the first Indian hospital to open in Brighton. The Hindus and Sikhs who died were cremated on the Downs and, in 1921, the Chattri memorial was constructed on the cremation site.

The Memorial commemorates 53 men of the Indian Army who died and were cremated at Patcham Down ghat during the First World War. This was in accordance with Hindu and Sikh religious rites.

The Chattri was unveiled by the Prince of Wales on the 21 February 1921 and bears the following inscription, in Urdu, Hindi and English:

*“To the memory of all Indian soldiers who gave their lives for their King-Emperor in the Great War, this monument, erected on the site of the funeral pyre where the Hindus and Sikhs who died in hospital at Brighton passed through the fire, is in grateful admiration and brotherly affection dedicated”.*



The annual service will take place on Sunday 12 June 2022 at 2.30pm.  
Address: The Chattri Memorial, Patcham, Standen Lane, Brighton, BN1 8ZB.

For more information, please visit:  
The Chattri memorial ([brighton-hove.gov.uk](http://brighton-hove.gov.uk))

## Upcoming Events: May - August 2022

### **EID- AL FITR**

**02 - 03 MAY**

Marks the end of Ramadan; the Muslim holy month of fasting

### **BUDDHA'S BIRTHDAY**

**08 MAY**

Also known as 'Vesak', this day marks Lord Buddha's enlightenment

### **FATHER'S DAY**

**19 JUNE**

A day to honour all fathers, grand fathers and father figures

### **EID- AL- ADHA**

**09 JULY**

Also known as the 'Festival of Sacrifice' and commemorates Allah's test of the Prophet Ibrahim's devotion.

### **SHRAVAN MONTH**

**23 JULY**

The Hindu fasting and praying for Lord Shiva begins for 1 month

### **RAKSHA BANDHAN**

**11 AUGUST**

Celebrated by Hindus, Sikhs and Jain; this festival celebrates the bond between brothers and sisters as decorative threads are tied on brother's wrists.

**JANMASHTAMI**

**18 AUG**

Marks the celebration of  
Lord Krishna's birth by  
Hindus.

**GANESH  
CHATHURTHI**

**30 AUG**

Hindu celebration for  
10 days to mark Lord  
Ganesh's birthday.