

RACE EQUALITY POLICY WORKING GROUP REMIT

The Liberal Democrat vision for a fair, free and open society for all is enshrined in our constitution and the party is committed to race equality.

Britain has made significant progress towards race equality – however barriers and prejudice continue to exist. The working group will consider the extent to which society in the UK is inclusive, tolerant and fair for all individuals. The group will begin by assessing the barriers that impact people's life chances on the basis of their race and propose policies that will address these barriers. The policy paper should consolidate, update and develop Liberal Democrat policy on race equality with a view towards effective campaigning targeted at both the general electorate and BAME voters. The working group should consider how inequalities impact people of all ethnic origins as well as questions of intersectionality, where the impact of the inequality is heightened by gender, disability or LGBT+ identity.

The group will produce proposals to achieve a more inclusive, tolerant and fair society. In doing so, the group should take account of recent Liberal Democrat party policy in this area: it should build on policy paper 120, *Expanding Opportunity, Unlocking Potential* (2014) and the policy motion *A new approach to race equality* (2013). It should also build on the on-going work of the education and immigration and identity policy working groups. Many other policy papers and motions also address relevant issues and these should also be considered.

In the course of its work the group should consider:

- Legislation and public-sector institutions: what is the impact of current legislation and how effective are government institutions and watchdogs in identifying and tackling inequality and its causes?
- Race inequality in the economy: understanding the problem of race inequality in the workplace and developing proposals to address it. The group should consider both employment – eg, pay, demographic differences between occupations and sectors – and wider issues such as access to apprenticeships, representation on boards, in the Arts and Media.
- Race inequality in the justice system: What is the scale of the problem and what can be done to address it? This should include cautions, arrests and sentencing, and issues surrounding trafficking.
- How inequality manifests itself in access to housing and finance for housing, and what can be done to ensure equal access for all.
- What are the barriers to political participation and representation? How can increased participation be encouraged?
- Inequalities in the education system (schools, further education and higher education): How does race inequality manifest itself in the education system? This should include punishment and exclusions. Are there underlying causes? What can be done to address them?
- How inequality manifests itself in the transition from education to employment – why is it that good educational outcomes do not always translate to good employment outcomes?
- Inequalities in health: are there systematic causes for differences in life expectancy of different groups that can be addressed? Are there barriers to accessing health (including mental health) and social care services?

- Understanding the scale of the problems of Islamophobia, anti-Semitism and hate crimes and what measures would effectively tackle these issues?

The group will take evidence and consult widely from both within and outside the party, considering of a range of views. This evidence should inform the group's proposals, which will be presented alongside an analysis of costs. A policy paper of no longer than 10,000 words should be produced for debate at Spring 2019 Party Conference. Prior to that a consultative session should be held at Autumn 2018 Party Conference, and a draft policy paper should be presented to the Federal Policy Committee by January 2019.