

Question: CQ18.01&02

Cabinet – 14th July 2020

Re: Agenda item 18 - Advancing equality and inclusion at Bristol City Council

Question submitted by: Councillor Cleo Lake

With specific reference to the report that came to Full Council on July 7th which underpins this agenda item, I have the following points to make and questions that I would like answers to.

Labels, ethnicity and discrimination

I would like to suggest as a council we work with communities of interest towards a definition and adopt the term 'Afriphobia', which is a more accurate grasp of a lived experience not necessarily summed up by the term 'racism.'

Questions:

1. The report in parts references 'Black and Minority Ethnic' and in others BAME. 'White minority ethnic' is also mentioned. Can you give a definition of white minority ethnic and can you confirm whether white minority ethnic is included in the blanket category BAME with regards to the ethnicity pay gap?

It is a good move that the council has decided to publish the ethnicity pay gap without being legally obliged to, but I feel we need a more detailed breakdown on specific ethnicity of the findings. (For example South Asian, African Caribbean, Dual Heritage Black Caribbean and white, Middle Eastern etc).

2. I am very concerned to read that disabled employees are over represented in grievances and disciplinaries, is there any explanation for this?