

Committee	Date
Bridge House Estates Grants Committee	9 March 2022
Subject: City Bridge Trust Diversity, Equity and Inclusion Update	Public
Which outcomes in the <i>BHE Bridging London 2020 – 2045</i> Strategy does this proposal aim to support?	2
Which Bridging Divides Funding Strategy priority does proposal aim to support?	All
Report of: David Farnsworth, Managing Director of BHE	For Information
Report Author: Dinah Cox, Associate Director of CBT	

Summary

This report provides the Bridge House Estates (BHE) Grants Committee with an update on the Diversity, Equity and Inclusion (DEI) work being undertaken by the City Bridge Trust (CBT) team. The report includes an overview of the DEI grants awarded over the past 5 years and a recent CBT workforce profile.

Recommendation

- a) The BHE Grants Committee are asked to receive this report and note its contents.

Main Report

1. The CBT DEI Working Group (WG) was established in October 2020. Monthly hourly meetings have been taking place since its inception and it currently has 20 members from across the CBT staff team. Aasha Farah, Funding Manager and Chair of the Group, alongside Dinah Cox, Associate Director and Deputy Chair, are currently working with the group on monitoring progress in 2021/22 and developing a plan for work in 2022/23.
2. To date, the group has been involved in various areas of work. In terms of the BHE Board and Grants Committee, Milly Ehren, BHE Head of Strategy & Governance, is in the group and has engaged the group on the development of the Members' skills review, meeting structure and co-options. The group has also worked with colleagues in the City Corporation, in particular Amanda Lee-Ajala, Head of EDI on areas such as recruitment, updating the CBT procurement policy and the development of the City Corporation's Confidential Advisor's Scheme.
3. The WG is keen to support staff as they join the CBT team. The WG has fed into the development of the induction pack and have supported the setting up of informal People of Colour and LGBT+ support groups. There has also been a Safer Spaces sub-group within the DEI Working Group which is currently developing resources around ensuring CBT practices help prevent discriminatory behaviour and enable us to support staff to be themselves at work.
4. As well as recruitment advertising in more diverse places, CBT has moved to ensure more diversity in terms of interview panels, providing feedback for unsuccessful interview candidates and the use of anonymised recruitment. Staff,

including the Managing Director, who are not members of the WG have been essential in ensuring this has been successfully implemented.

5. Within CBT, all positions that are externally recruited are advertised or promoted in the following locations as standard. Additional locations may be used depending on the nature of the role.

- | | |
|--------------------------------------|--------------------------|
| a) Charity Jobs website | g) Overlooked Talent |
| b) Association of Charitable Funders | h) Asian Jobsite |
| c) London Funders | i) Charity Job Search |
| d) Diversity Jobsite | j) Disability Jobsite |
| e) LGBT Equality | k) CBT Twitter |
| f) Ethnic Jobsite | l) CBT Linked-in profile |

6. CBT staff are also requested to promote the roles through their own informal networks such as:

- a) FFUK network (for Black and racialised people)
- b) Equally Ours
- c) Fearless Futures
- d) Funders for Race Equality Alliance
- e) LinkedIn
- f) Twitter

7. **Appendix 1** provides a CBT workforce profile as provided by the Corporate HR team within the City Corporation and provides data up to 31st December 2021.

8. CBT continues to learn from and feed into good practice. The Funders DEI Coalition, which shared best practice between funders on DEI issues, has now finished meeting. However, the Funders for Race Equality Alliance (FREA), which exists to encourage funders to play a leadership role by providing funding for work that is led by, and benefits, Black and Minoritised Ethnic (BME) communities, still meets regularly. Sandra Jones, the Funding Manager who represents CBT on the FREA, has for instance, worked on a presentation to the CBT Management Team with CBT's Data Analyst, Dr Emma Horrigan. The presentation sets out reasons CBT declined grant applications from BME organisations, which found for instance, that they were overrepresented in the category of organisations not funded as CBT would be the largest funder. This information is feeding into work around the future development of funding programmes.

9. The Impact and Learning Team share case studies of CBT funded DEI groups' work with the BHE Board, Grants Committee, staff and externally; and our data collection and learning through the London Community Response Fund work has also been important in better understanding the communities we work with. CBT is using these to ensure it builds an equity focus (by working to support Londoners facing disadvantage and marginalisation) when looking at our funding going forward. As part of the interim review of the Bridging Divides funding programmes and current work on developing a CBT Framework and a Funding Approach (see

the Bridging Divides – Completion of Interim Review paper in the Supplementary Agenda), it is recommended that CBT is clearer in its commitment to equity by stating: *‘We fund work which demonstrates an appreciation of the value of equity and work which supports organisations to grow internal diversity and inclusion in the sector. All funded work must demonstrate this understanding, as a minimum’.*

10. The WG is feeding into the development of the new website which is being led on by the Communications Team and ensuring DEI information is included on the current website. This has included a DEI statement drafted by Cathy Mahoney, Director of Communications and Engagement, who has also supported the Funding Team in rewording of funding streams within Bridging Divides. Most recently the ‘Tackling abuse, exploitation and hatred’ stream within the Positive Transitions programme to which has been added further clarification: *‘We are particularly keen to fund work tackling male violence against women and girls and to support work with the LGBTQIA+ community and other communities which face barriers to appropriate provision’.*
11. The data provided at **Appendix 2** by Dr Emma Horrigan, Data Analyst, on who and where we fund shows evidence of CBT’s commitment to working with equity groups. However, as we continue to see inequality and marginalisation across London, we know there is more to do. The Cornerstone Fund (a collaboration with other funders, with its focus on funding organisations working in partnership to tackle deep seated structural inequalities to improve outcomes for Londoners) has already led to CBT funded organisations such as Inclusion London and Spectra and there is the Committees backing of the work of the Baobab Foundation. Another area we are developing, is CBT support for equity civil society organisations through the new Anchors work mentioned in the Managing Director’s Update report at Item 5. This programme is being developed with organisations in the sector to provide longer-term funding that will strengthen their ability to support smaller charities. All these areas of work are examples of us meeting our mission to reduce inequality.

DEI Grants

12. **Appendix 2** provides an overview of the DEI grants awarded over the past 5 years (since the start of the 2017/18 financial year) spending estimates. This includes grants from the following programmes: Bridging Divides, Investing in Londoners, Strategic Initiatives, Anniversary Programme, Cornerstone and Stepping Stones.
13. The Grants Committee are asked to note that CBT is currently undergoing a review and update of its impact data (who the grants we are funding support), and the results provided are an estimate based on our currently available methods, which searches for key words relating to equity groups within text fields provided by the applicant.
14. There therefore may be both underestimation (grants may be missed where different words are used, words are misspelled etc) and an overestimate (grants may be included where they should not be where words are used out of context, or not appropriate for the specific equity group etc). Some programmes may also target a range of people, such as grants that support boys and girls – these will

show up in both men and boys and women and girls, whilst not specifically targeting either. The men and boys group is likely to be the largest overestimate, because “men” will be picked up in “women” using the current method.

Conclusion

15. The update within this report highlights the good work being carried out by the WG but also shows that it is not the only place DEI discussions happen across CBT, as most staff are committed to achieving DEI in all aspects of their work. The WG has been a catalyst for change and an arena to share ideas and best practice and a useful resource in delivering CBT’s vision, mission and PACIER values.

Appendices:

- Appendix 1 (Non-Public Item 19): CBT Workforce Profile
- Appendix 2: DEI Grants

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Appendix 2: DEI Grants

DEI grants 5 year giving (since the start of the 2017/18 financial year) spending estimates. This includes grants from the following programmes: Bridging Divides, Investing in Londoners, Strategic Initiatives, Anniversary Programme, Cornerstone and Stepping Stones.

	# Grants	£ Awarded	Example Grant
Men & Boys	811	£90,882,570	The Children's Society: £120,000 over two further and final years (2 x £60,000) to support boys/young men in London at risk of or affected by criminal exploitation.
Children & young people	536	£41,600,262	STORE Schools and Projects CIC: £46,400 over five years (5 x £9,820) to run after school design clubs focusing on greening the city and sustainable building technologies for state school students aged 14-18.
Disability	222	£22,216,521	Bubble Club CIC: £29,100 over three years (£9,100; £10,000; £10,000) towards the salary of a Project Manager and running costs to deliver Bubble Club's inclusive and immersive events programme for people with learning disabilities.
Older People	190	£18,594,513	Kingston Carers' Network: £127,000 over two further and final years (£66,000; £61,000) for the full-time Outreach Worker, activities and running costs of the Older Carers project,
LGBTQ+	150	£15,979,900	Why me?: £96,000 over 3 further and final years (£31,000; £32,000; £33,000) towards a Development Officer (2.5dpw), a RJ Service Manager (0.5dpw) and associated project costs, for work to enable hate crime victims from the London LGBTQ+ community to access restorative justice.
Women & Girls	97	£10,078,559	St Peters Community Wellbeing Projects: £20,000 over two years (2 x £10,000) towards the project of "My health matters" providing support particularly to Bangladeshi

	# Grants	£ Awarded	Example Grant
			women experiencing isolation and mental health issues.
Black and minoritized ethnic groups	68	£5,627,116	The Health Forum: £23,000 towards the development phase of a user-led partnership to mobilise local organisations and influence statutory policy and provision to reduce health inequalities amongst people from BAME communities in North West London.
Religion Catholic Jewish	7 1 6	£551,880 £10,000 £550,880	Golden Years: £27,000 over three years (£9,000 x 3) towards the salary of part-time Co-ordinator towards a programme of exercise and creative activities for older members of the Orthodox Jewish community.