

Black Lives Matter, slavery legacy and anti-racist initiatives – Adjournment.

9 Councillor Campbell, seconded by Bailie Christie, moved that

"Council understands and shares the deep concern and horror that many feel about racism and racial injustice in the US and across the world as highlighted by the Black Lives Matter movement and others campaigning for justice. Council expresses and shares the sympathy, grief and anger at the associated deaths and stands in solidarity with the campaigners.

Council acknowledges the anger, frustration and heartfelt anguish of our own BME citizens who are experiencing racism in their daily lives and who expressed that through joining in their tens of thousands on Black Lives Matter protests and in online teach-ins across Scotland this summer.

Council acknowledges 3 central demands coming from those demonstrations were to

- 1 tackle access to employment and opportunities by removing discriminatory barriers;
- 2 take more serious action against racism and racial hate crime incidents in Glasgow schools; and
- 3 recognise the historic legacy of chattel slavery based on the exploitation of Enslaved Africans by removing or amending street names and statues celebrating figures associated with slavery through the tobacco, sugar and cotton trades.

Council commends the successful interventions of its cross party BME Employment Working Group, in monitoring, evaluating and adjusting our employment procedures (for example with more inclusive shortlisting and interview procedures) thus helping to double the BME Council family workforce from 1.6% in 2017 to 3.3% by 2019.

Council further notes other progress made since 2017:

- establishment of a Senior Arts, Music and Diversity Manager at Glasgow Life and an agent for change model to tackle racism and inequality;
- establishing jobs fairs targeted at BME communities;
- setting up an autonomous BME Employees Staff Network;
- appointing Equalities Champions throughout the Council family's workforce and established in each department;
- establishing a Glasgow Black Voluntary Sector network;
- having a BME Task Group as part of our COVID-19 Strategic Recovery Plan;
- developing greater BME Voluntary sector involvement in Community Planning Partnerships;
- hosting official Black History Month events in the City Chambers for the first time alongside exhibitions; and

- working in partnership with Dr Stephen Mullen and Glasgow University in addressing slavery links and increasing understanding regarding the university and the city with the transatlantic slave trade.

Council recognises - despite these important developments and interventions - its own role, that of the Glasgow Family and of our citizens in continuing to address institutionalised racism in all its forms.

Council believes that it is not enough to be against racism, and that there is a responsibility on us all to identify and dismantle barriers of structural racism that exist in our society and institutions - to be actively anti-racist.

Council further believes that the Coalition for Racial Equality and Rights (CRER) has been a valuable stakeholder in raising awareness and mobilising action. Council notes that it works closely with CRER and co-chairs an existing group exploring the feasibility of a national museum dedicated to illuminating colonialism and imperialism and slavery.

Council further notes its call for more action on racial equality in Scotland, these include:

- annual targets to support achievement of the existing commitment on fair representation for minority ethnic people in the workforce;
- ensuring that teachers, through continuous professional development and the provision of adequate resources, are fully equipped and confident in supporting learning and teaching for all Curriculum for Excellence capacities and levels;
- mandatory recording and analysis of racist incidents in Scotland's schools;
- ensure gathering and analysis of data on racial disparities within all progress reporting on the National Performance Framework; and
- join CRER and Glasgow City Council in a scoping study regarding the establishment of a national museum.

Council commits to working with CRER to realise these aims in Glasgow and welcomes the opportunity to celebrate the contribution of Black and Minority Ethnic communities; and continue to have an unwavering voice that amplifies the idea that Black Lives Matter.

Council also commits to holding a public consultation over this legacy answerable through a special Cross-Party Working Group - convened by Councillor Campbell; resolves to write to the Scottish Government in support of all of these actions."

Bailie Siddique, seconded by Councillor Ahmed, moved as an amendment that

- (1) the word "acknowledges" in paragraph 3 be replaced by the words "notes that";
- (2) the following new paragraph be inserted after "3 recognise the historic legacy of chattel...":-

“Council recognises that BAME communities have suffered considerably as a result of COVID-19 in Scotland and believes that the persistent economic and social inequalities which these communities experience continue to contribute to worse outcomes in terms of health and wellbeing; believes that those inequalities are largely driven by structural racism; commends other global cities such as Pittsburgh, Boston and Denver who have declared racism as a public health crisis; and believes that the Council should consider how best to reflect racism as a determinant of health and wellbeing in its strategic planning processes.”

- (3) the following be inserted after “of the Glasgow Family and of our citizens in continuing to address institutionalised racism in all its forms.”:-

“While progress has been made in recent years, Council regrets that there is still chronic under-representation of BAME in senior and leadership positions within Glasgow City Council, the Council family and in Glasgow’s schools. Council should explore ambitious targets, with clear timelines and monitoring arrangements to address this imbalance.”;

- (4) the following new paragraphs be inserted after “to be actively anti-racist”:-

“Council regrets the significant number of BME and race equality organisations that either lost out, either by being not recommended or through partial funding, from the Glasgow Communities Fund; regrets the anxiety this has caused those vital organisations, especially in the midst of the current pandemic; and shares the concerns raised by the Glasgow Voluntary Sector Race Equality Network regarding a lack of consideration given to intersectionality through the Communities Fund.

Council therefore believes that a recognition of intersectionality encompassing: gender, ethnicity, religion, sexuality, disability and other protected characteristics in equalities issues should be at the heart of strategic planning in Glasgow City Council; and that the Scottish Government should establish a clear strategy with targets to address this bias.

Council further recognises that BME members have never held the most senior political and civic leadership posts of this Council; and commits to ensuring that diverse voices are represented at all levels through appropriate leadership and mentoring programmes.”;

- (5) the words from “Council commits to working with...” to the end be deleted and the following inserted:-

“Council therefore resolves:

- to have an unwavering voice that amplifies the idea that Black Lives Matter;
- to working with CRER to realise these aims in Glasgow and welcomes the opportunity to celebrate the contribution of Black and Minority Ethnic communities;

- to holding a public consultation over the City's legacy of slavery answerable through a special Cross-Party Working Group - convened by Councillor Campbell – but does not wish to pre-judge the outcome of that consultation;
- that proposals to record incidents of racism, including islamophobia, or any bias in Glasgow schools be brought to a meeting of the Education, Skills and Early Years City Policy Committee, with annual updates thereafter;
- that a report be submitted to the Education, Skills and Early Years City Policy Committee on the current teaching of BME history in Glasgow Schools, and that the Scottish Government should seek to embed and strengthen anti-racist education and black history across the national curriculum to be taught in Scottish schools;
- that the General Purposes City Policy Committee should consider an update on BAME workforce representation in Glasgow City Council and the wider Council family; and
- resolves to write to the Scottish Government in these terms."

Bailie Aibinu, seconded by Bailie Thornton, moved as an amendment that the words:-

“removing or amending street names and statues celebrating figures associated with slavery through the tobacco, sugar and cotton trades.”

be replaced with:-

“committing to a legitimate democratic process and civic conversation regarding the statues and street names that commemorate prominent figures associated with slavery through the tobacco, sugar and cotton trades.”

Councillor Molyneux, seconded by Councillor Long, moved as a further amendment that

“Council understands and shares the deep concern and horror that many feel about racism and racial injustice in the US and across the world as highlighted by the Black Lives Matter movement and others campaigning for justice. Council expresses and shares the sympathy, grief and anger at the associated deaths and stands in solidarity with the campaigners.

Council acknowledges the anger, frustration and heartfelt anguish of our own BAME citizens who are experiencing racism in their daily lives and who expressed that through joining in their tens of thousands on Black Lives Matter protests and in online teach-ins across Scotland this summer.

Council notes that 3 central demands coming from those demonstrations were to

- 1 tackle access to employment and opportunities by removing discriminatory barriers;
- 2 take more serious action against racism and racial hate crime incidents in Glasgow schools; and

- 3 commit to a legitimate democratic process and civic conversation regarding the statues and street names that commemorate prominent figures associated with slavery through the tobacco, sugar and cotton trades.

Council will create a Cross-Party Working Group chaired by Cllr Campbell to oversee a public consultation as part of this conversation.

While progress has been made in recent years, Council regrets that there is still chronic under-representation of BAME in senior and leadership positions within Glasgow City Council, the Council family and in Glasgow's schools. Council commends the successful interventions of its cross party BAME Employment Working Group, in monitoring, evaluating and adjusting our employment procedures (for example with more inclusive shortlisting and interview procedures) thus helping to double the BAME Council family workforce from 1.6% in 2017 to 3.3% by 2019. Council affirms the current target of 6% by 2022 and aims for the achievement of a population-proportionate level of BAME employment by 2030.

Council further notes other progress made since 2017:

- establishment of a Senior Arts, Music and Diversity Manager at Glasgow Life and an agent for change model to tackle racism and inequality;
- establishing jobs fairs targeted at BAME communities;
- setting up an autonomous BAME Employees Staff Network;
- appointing Equalities Champions throughout the Council family's workforce and established in each department;
- supporting the existing a Glasgow Black Voluntary Sector network;
- having the existing BAME Task Group as part of our COVID-19 Strategic Recovery Plan;
- developing greater BAME Voluntary sector involvement in Community Planning Partnerships;
- hosting official Black History Month events in the City Chambers for the first time alongside exhibitions; and
- working in partnership with Dr Stephen Mullen and Glasgow University in addressing slavery links and increasing understanding regarding the university and the city with the transatlantic slave trade.

Council recognises - despite these important developments and interventions - its own role, that of the Glasgow Family and of our citizens in continuing to address institutionalised racism in all its forms. Council believes that it is not enough to be against racism, and that there is a responsibility on us all to identify and dismantle barriers of structural racism that exist in our society and institutions - to be actively anti-racist.

Council recognises that BAME members have never held the most senior political and civic leadership posts of this Council; and commits to ensuring that diverse voices are represented at all levels through appropriate leadership and mentoring programmes.

Council further recognises that BAME communities have suffered considerably as a result of COVID-19 in Scotland and believes that the persistent economic and social inequalities which these communities experience continue to contribute to worse outcomes in terms of health and wellbeing; believes that those inequalities are largely driven by structural racism; commends other global cities such as Pittsburgh, Boston and Denver who have declared racism as a public health crisis; and believes that the Council should consider how best to reflect racism as a determinant of health and wellbeing in its strategic planning processes.

Council further believes that the Coalition for Racial Equality and Rights (CRER) has been a valuable stakeholder in raising awareness and mobilising action. Council regrets the diminishing funding to BAME and other race equality organisations, including CRER, over a number of years and commits to work strategically along with partners with the aim of securing long term sustainable funding for core anti-racist work, such as that done by CRER and others, as part of the review arising from the Glasgow Communities Fund.

Council shares the concerns raised by the Glasgow Voluntary Sector Race Equality Network regarding a lack of consideration given to intersectionality through the Communities Fund.

Council therefore believes that a recognition of intersectionality encompassing: gender, ethnicity, religion, sexuality, disability and other protected characteristics in equalities issues should be at the heart of strategic planning in Glasgow City Council.

Council further notes CRER's call for more action on racial equality in Scotland, these include:

- annual targets to support achievement of the existing commitment on fair representation for minority ethnic people in the workforce;
- ensuring that teachers, through continuous professional development and the provision of adequate resources, are fully equipped and confident in supporting learning and teaching for all Curriculum for Excellence capacities and levels;
- mandatory recording and analysis of racist incidents in Scotland's schools;
- ensure gathering and analysis of data on racial disparities within all progress reporting on the National Performance Framework; and
- join CRER and Glasgow City Council in a scoping study regarding the establishment of a national museum.

Council resolves to write to the Scottish Government in support of all of these actions.

Council commits to working with CRER and others to realise these aims in Glasgow, including by:

- understanding what data is currently gathered on racial inequality in Glasgow and working to remove gaps in recording data;

- mandatory recording of racist incidents and prejudice-based bullying in Glasgow schools along with standardised, high quality processes for dealing with these incidents and that a report on this be brought to a meeting of the Education, Skills and Early Years City Policy Committee, with annual updates thereafter; and
- work to understand pupil's experiences of racism within Glasgow schools and how these can be improved. This could include current Glasgow learners sharing their experience of prejudice-based bullying and racist incidents to create a teacher training resource.

Council further commits that a report be submitted to the Education, Skills and Early Years City Policy Committee on the current teaching of BAME history in Glasgow Schools, and that the Scottish Government should seek to embed and strengthen anti-racist education and black history across the national curriculum to be taught in Scottish schools; and that the General Purposes City Policy Committee should consider an update on BAME workforce representation in Glasgow City Council and the wider Council family.

Council welcomes the opportunity to celebrate the contribution of Black and Minority Ethnic communities to Glasgow; and to resolves to continue to work to affirm with action the idea that Black Lives Matter.

Councillor Campbell, with the agreement of his seconder, accepted the amendment by Bailie Aibinu together with parts of the amendments by Bailie Siddique and Councillor Molyneux resulting in the following adjusted motion:-

"Council understands and shares the deep concern and horror that many feel about racism and racial injustice in the US and across the world as highlighted by the Black Lives Matter movement and others campaigning for justice. Council expresses and shares the sympathy, grief and anger at the associated deaths and stands in solidarity with the campaigners.

Council acknowledges the anger, frustration and heartfelt anguish of our own BME citizens who are experiencing racism in their daily lives and who expressed that through joining in their tens of thousands on Black Lives Matter protests and in online teach-ins across Scotland this summer.

Council acknowledges 3 central demands coming from those demonstrations were to

1. tackle access to employment and opportunities by removing discriminatory barriers;
2. take more serious action against racism and racial hate crime incidents in Glasgow schools; and
3. recognise the historic legacy of chattel slavery based on the exploitation of Enslaved Africans by committing to a legitimate democratic process and civic conversation regarding the statues and street names that

commemorate prominent figures associated with slavery through the tobacco, sugar and cotton trades.

Council recognises that BME communities have suffered considerably as a result of COVID-19 in Scotland and believes that the persistent economic and social inequalities which these communities experience continue to contribute to worse outcomes in terms of health and wellbeing; believes that those inequalities are largely driven by structural racism; commends other global cities such as Pittsburgh, Boston and Denver who have declared racism as a public health crisis; and believes that the Council should consider how best to reflect racism as a determinant of health and wellbeing in its strategic planning processes.

Council commends the successful interventions of its cross party BME Employment Working Group, in monitoring, evaluating and adjusting our employment procedures (for example with more inclusive shortlisting and interview procedures) thus helping to double the BME Council family workforce from 1.6% in 2017 to 3.3% by 2019.

Council further notes other progress made since 2017:

- establishment of a Senior Arts, Music and Diversity Manager at Glasgow Life and an agent for change model to tackle racism and inequality;
- establishing jobs fairs targeted at BME communities;
- setting up an autonomous BME Employees Staff Network;
- appointing Equalities Champions throughout the Council family's workforce and established in each department;
- supporting the existing Glasgow Black Voluntary Sector network;
- having a BME Task Group as part of our COVID-19 Strategic Recovery Plan;
- developing greater BME Voluntary sector involvement in Community Planning Partnerships;
- hosting official Black History Month events in the City Chambers for the first time alongside exhibitions; and
- working in partnership with Dr Stephen Mullen and Glasgow University in addressing slavery links and increasing understanding regarding the university and the city with the transatlantic slave trade.

Council recognises - despite these important developments and interventions - its own role, that of the Glasgow Family and of our citizens in continuing to address institutionalised racism in all its forms.

Council believes that it is not enough to be against racism, and that there is a responsibility on us all to identify and dismantle barriers of structural racism that exist in our society and institutions - to be actively anti-racist.

Council further believes that the Coalition for Racial Equality and Rights (CRER) has been a valuable stakeholder in raising awareness and mobilising action. Council notes that it works closely with CRER and co-chairs an existing group exploring the feasibility of a national museum dedicated to illuminating colonialism, migration and imperialism and slavery.

Council further notes its call for more action on racial equality in Scotland, these include:

- annual targets to support achievement of the existing commitment on fair representation for minority ethnic people in the workforce;
- ensuring that teachers, through continuous professional development and the provision of adequate resources, are fully equipped and confident in supporting learning and teaching for all Curriculum for Excellence capacities and levels;
- mandatory recording and analysis of racist incidents in Scotland's schools;
- ensure gathering and analysis of data on racial disparities within all progress reporting on the National Performance Framework; and
- join CRER and Glasgow City Council in a scoping study regarding the establishment of a national museum.

Council commits to working with CRER to realise these aims in Glasgow and welcomes the opportunity to celebrate the contribution of Black and Minority Ethnic communities; and continue to have an unwavering voice that amplifies the idea that Black Lives Matter.

Council also commits to holding a public consultation over this legacy answerable through a special Cross-Party Working Group - convened by Councillor Campbell; resolves to write to the Scottish Government in support of all of these actions."

Baillie Siddique, with the agreement of her seconder, withdrew her amendment in favour of the amendment by Councillor Molyneux.

At this point the Council, in terms of Standing Order No 17, agreed to adjourn the meeting for 15 minutes to allow consideration to be given to the various amendments and adjustments.

Resumption of meeting.

10 The meeting resumed at 1420 hours and the sederunt was taken as follows:-

Present: Lord Provost, Philip Braat (Chair).

SAQIB AHMED	JOSEPHINE DOCHERTY	KENNY McLEAN
ADE AIBINU	LAURA DOHERTY	NORMAN MacLEOD
SUSAN AITKEN	STEPHEN DORNAN	ELAINE McSPORRAN
KEN ANDREW	GLENN ELDER	MAGGIE McTERNAN
MALCOLM BALFOUR	MICHELLE FERNS	CHRISTY MEARNIS
ELAINE BALLANTYNE	MARIE GARRITY	ANGUS MILLAR
DR MARTIN BARTOS	ALLAN GOW	JON MOLYNEUX
ALEXANDER BELIC	ARCHIE GRAHAM	ROBERT MOONEY
RICHARD BELL	GARY GRAY	JANE MORGAN
EUAN BLOCKLEY	GREG HEPBURN	MANDY MORGAN
EVA BOLANDER	MHAIRI HUNTER	MARGARET MORGAN

MAUREEN BURKE
BILL BUTLER
GRAHAM CAMPBELL
CHRISTINA CANNON
PAUL CAREY
ALLAN CASEY
PHILLIP CHARLES
ANNETTE CHRISTIE
ROBERT CONNELLY
MICHAEL CULLEN
MALCOLM CUNNING
CHRIS CUNNINGHAM
STEPHEN CURRAN
FEARGAL DALTON
FRANK DOCHERTY

RASHID HUSSAIN
JOHN KANE
JIM KAVANAGH
RUAIRI KELLY
ELSPETH KERR
THOMAS KERR
JENNIFER LAYDEN
JOHN LETFORD
KIM LONG
FRANK McAVEETY
DAVID McDONALD
ELAINE McDOUGALL
MARTIN McELROY
AILEEN McKENZIE
JACQUELINE McLAREN

EVA MURRAY
CECILIA O'LONE
HANIF RAJA
MARTIN RHODES
ANNA RICHARDSON
FRANNY SCALLY
JAMES SCANLON
SORYIA SIDDIQUE
RHIANNON SPEAR
KYLE THORNTON
MARTHA WARDROP
ALEX WILSON
TANYA WISELY
ALLAN YOUNG

LORD DEAN OF GUILD

Apologies: Hanzala Malik and David Meikle.

Attending: C Forrest, Director of Governance and Solicitor to the Council;
A O'Donnell, Chief Executive; M Booth, Executive Director of Finance;
G Gillespie, Executive Director of Neighbourhoods and Sustainability;
I Robertson, Director of Property and Land Services; K Rush, Director
of Regional Economic Growth; and C Edgar, Head of Communication
and Strategic Partnerships.

Black Lives Matter, slavery legacy and anti-racist initiatives – Motion as adjusted approved, after division.

11 The Council resumed consideration of the motion by Councillor Campbell on Black Lives Matter etc.

A vote was taken by calling the roll when 36 members voted for the amendment by Councillor Molyneux and 46 for the motion as adjusted, which was accordingly declared to be carried.