

The Network Newsletter: tackling social exclusion in libraries, museums, archives and galleries

Number 184, July 2016

(Formerly published as *Public Libraries & Social Exclusion Action Planning Network Newsletter*, issue 1, May 1999 – issue 29, September 2001)

The Network's Website is at www.seapn.org.uk and includes information on courses, good practice, specific socially excluded groups, as well as the newsletter archive.

Contents List

Did you see ...?

- *IBBYLink* – page 2

Tackling social and digital exclusion – Libraries, Museums, Archives and Cultural and Heritage

- *Research for Cult Committee: Public libraries – their new role* – page 2
- “Visible Minority Librarians of Canada Network” – page 4

Tackling social and digital exclusion – Government, Government Agencies and Local Government

- *Healing a divided Britain – the need for a comprehensive race equality strategy* – page 6
- *Concluding observations on the twenty-first to twenty-third periodic reports of United Kingdom* – page 9

Disability issues – Government, Government Agencies and Local Government

- *Equality and Human Rights Commission's response to the report of the House of Lords Select Committee on the Equality Act 2010 and Disability: the impact on disabled people* – page 10

Post-Brexit

- “Brexit vote explained: poverty, low skills and lack of opportunities” – page 11

- “Equality and Human Rights in a new landscape” – page 12

Abbreviations and acronyms – page 14

Did you see ...?

IBBYLink

*IBBYLink*¹ is published three times a year for members of IBBY (the International Board on Books for Young People)².

The latest issue³ focuses on refugees, and includes a number of interesting articles:

- Oralia Garza de Cortes “Books for Unaccompanied Children @ the Border REFORMA’s Children in Crisis Project” [pp3-6]
- Carol Thompson, Monica Dobson and Elaine Marriott “Islington Centre for Refugees and Migrants” [pp6-8]
- Elizabeth Laird “The only Good Thing about this Place is Peace” [pp10-13]
- Christiane Raabe and Claudia Soeffner “Hello, Dear Enemy! Picture Books for Peace and Humanity: an exhibition by the International Youth Library in Munich” [pp14-16]
- Ann Lazim “Books about Refugees and the Experience of Migration” [pp16-19].⁴

Tackling social and digital exclusion – Libraries, Museums, Archives and Cultural and Heritage Organisations

Research for Cult Committee: Public libraries – their new role

On 20 June 2016, Policy Department B of the European Parliament’s Committee on Culture and Education organised a workshop on “The new role of public libraries”. This included three sessions:

- “The new role of public libraries in local communities”, led by Barbara Lison, Director of the Stadtbibliothek Bremen
- “Promoting media and information literacy in libraries” by Frank Huysmans, Professor of Library Science, University of Amsterdam
- “E-lending: challenges and opportunities” by Dan Mount, Digital and Internet policy specialist.⁵

¹ See: <http://www.ibby.org.uk/publications.php#s312>.

² See: <http://www.ibby.org.uk/>.

³ *IBBYLink* 46, Summer 2016.

⁴ Source: email from Anne Harding, 25 Aug 2016.

To support the workshop, a set of documentation was published⁶. This includes the three papers (relating to the three sessions listed above), plus a bibliography for each, and a set of PowerPoint presentations from the workshop.

For us, the first of these is the most significant.

Firstly, a comment on the methodology (and therefore the content); the researcher says:

“The methods applied in this paper consist mainly of desk research and personal professional experience of the author as public librarian and functionary in library associations at national and international level. The desk research included academic and research publications as well as policy documents of different origins and advocacy related papers from library organisations. Relevant additional information was also obtained from international colleagues in the field and from library associations. This briefing paper covers evidence from EU Member States as well as from other regions of the world where a notable development of public libraries is taking place.” [p7]

It does include a wide range of examples (including some from the UK) but, unfortunately, does not seem to have been particularly informed by UK research and practice (certainly, very little research is cited). This seems to me to be quite limiting, especially, for example in the section on “Public libraries as local gateways to knowledge and inclusion in communities”, which looks primarily at the relationship with formal education, and does not include UK work (such as *Open to all?*⁷ or the WTYL report⁸).

The paper’s key findings are summarised as follows:

- Public libraries are important gateways to knowledge and inclusion
- Libraries are central cultural and public spaces

⁵ The agenda for the workshop can be downloaded from:

[http://www.emeeting.europarl.europa.eu/committees/agenda/201606/CULT/CULT\(2016\)0620_1/sitt-2610054](http://www.emeeting.europarl.europa.eu/committees/agenda/201606/CULT/CULT(2016)0620_1/sitt-2610054).

⁶ European Parliament. Directorate-General for Internal Policies. Policy Department B: Structural and Cohesion Policies. Culture and Education. *Research for Cult Committee: Public libraries – their new role*. European Parliament, 2016. Available to download as a pdf (2280 kb) from:

[http://www.europarl.europa.eu/RegData/etudes/STUD/2016/585882/IPOL_STU\(2016\)585882_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/STUD/2016/585882/IPOL_STU(2016)585882_EN.pdf).

⁷ Dave Muddiman, Shiraz Durrani, Martin Dutch, Rebecca Linley, John Pateman and John Vincent. *Open to all? Volume 1: overview and conclusions*. Resource (Library and Information Commission Research Report 84), 2000. Available to download as a pdf (839.68 kb) from: <http://www.seapn.org.uk/uploads/files/OtA-volume-1-final-version-Sept-211.pdf>.

⁸ ADP Consultancy. *Welcome To Your Library: evaluation report*. London Libraries Development Agency, 2007. Available to download as a pdf (490.50 kb) from: <http://www.seapn.org.uk/uploads/files/WTYLEvaluationReportrevisedversion.pdf>.

- Economic value of public library services
- Libraries are anchors for the high street.

The recommendations are as follows:

“Based on the key findings and on the demands resulting from these key findings, this briefing paper contains the following recommendations towards the European Union as possible support actions for public libraries in all Member States:

- Recognising public libraries as key actors in education, digitisation and integration into policy strategies at national and EU level
- Creating a fund or programme for the innovation in public libraries and establish a sustainable European network of public libraries
- Supporting data collection on key features and offers of European public libraries
- Creating a European (Public) Library Label, or (Public) Library of Europe” [p8]

Some of the case studies in the paper include:

- A local communication hub: Public library Dokk1 in Aarhus, Denmark
- Centre of community life: Cuyahoga County Public Library in Ohio State, US
- Lifelong learning: Cleveland Public Library, US: “The staff of the Cleveland Public Library defines themselves as ‘community deficit fighter’, fighters against the failure of the community and the inadequacy in public service provision in order to create a culture of lifelong-learning. Besides books, movies, computer games and access to a large range of digital tools, the libraries of Cleveland provide for example also healthy meals [...]” [p13]
- Social integration/refugees: Hamburg Public Library, Germany: “The library has a campaign ‘Refugees welcome’ [...]” [p14]
- Libraries as anchors for the high street: Idea Stores London, UK.

Interesting background reading.⁹

“Visible Minority Librarians of Canada Network”

Maha Kumaran writes:

Hello from Canada,

⁹ Source: email from Kathleen McCook via “A librarian at every table”, 3 Aug 2016. Further information at: <http://mailman.acomp.usf.edu/mailman/listinfo/a-librarian-at-every-table>.

I am a health sciences librarian at the University of Saskatchewan (U of S), Saskatoon, Canada. U of S is a doctoral research university. Librarians are generally on tenured or tenure-track positions and are expected to publish to advance their careers and/or attain tenureship.

I am a tenured librarian and I would like to tell you about how the Visible Minority Librarians of Canada (ViMLoC) Network began. When working on my first major research project on this topic I realized that Canadian visible minority librarians did not have a common forum through which they could be reached, find ways to network with each other, and collaborate and exchange research ideas or share experiences. This led to the founding of ViMLoC.

My research interests are in multiculturalism and librarianship. Multiculturalism is a little more specific than diversity. Within multiculturalism I am interested in visible minorities in the context of librarianship. In Canada the term “visible minorities” is defined as “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour”¹⁰.

ViMLoC was established as a Network within the Canadian Library Association (CLA) which is now dissolved. CLA is re-emerging/restructuring as the Canadian Federation of Library Associations (CFLA)¹¹, and all network administrators hope that our networks will have a space in CFLA.

Since the initiation of ViMLoC many minority librarians have come together and produced research. Below are some collaborative efforts that I hope will be of interest to you.

- Allan Cho and Ada Con. “Partnerships linking cultures: multicultural librarianship in British Columbia’s public libraries”, in Carol Smallwood and Kim Becnel (eds), *Library services for multicultural patrons: strategies to encourage library use*. Scarecrow Press, 2013, pp37-47
- Maha Kumaran and Leanne Templeton. “Public library boards in a growing cultural context”, Poster presented at the National Diversity in Libraries Conference, UCLA, Los Angeles, CA, August 2016.
- Maha Kumaran. “Succession planning process that includes visible minority librarians”, *Library Management*, 36 (6/7) 2015, pp434-447.
- Maha Kumaran and Heather Cai. “Identifying the Visible Minority Librarians in Canada: A National Survey”, *Evidence Based Library*

¹⁰ From: (<http://www.statcan.gc.ca/eng/concepts/definitions/minority01>).

¹¹ See: <http://cla.ca/final-proposal-toward-a-federation-of-library-associations-in-canada/>.

and *Information Practice*, 10 (2), 2015. Available at <https://ejournals.library.ualberta.ca/index.php/EBLIP/article/view/23294>

- Maha Kumaran *et al.* “Visible Minority Librarians of Canada at the Ontario Library Association Super Conference, 2013” in *Partnership: The Canadian Journal of Library and Information Practice and Research*, 8 (2), 2013. Available at <https://journal.lib.uoguelph.ca/index.php/perj/article/view/2888/3151#.UwzIKONdVI4>
- Norda Majekodunmi. “Diversity in Libraries: The Case for the Visible Minority Librarians of Canada (ViMLoC)?!” , *Feliciter*, 59 (1), 2013, pp31-32. Available at: http://cla.ca/wp-content/uploads/59_1.pdf.

For other works by or about minority librarians please refer to the Bibliography page in ViMLoC¹².

If you have any questions about my ViMLoC or would like to get in touch with any of its members to learn about their research interests, please do not hesitate to contact me at maha.kumaran@usaska.ca.

Tackling social and digital exclusion – Government, Government Agencies and Local Government

Healing a divided Britain – the need for a comprehensive race equality strategy

The EHRC have just issued this important report¹³. It is:

“[...] a review into race inequality in Great Britain, providing comprehensive analysis and evidence on whether our society lives up to its promise to be fair to all its citizens.” [p2]

The findings are based on the EHRC statutory five-yearly report on equality and human rights progress in England, Scotland and Wales, *Is Britain fairer? The state of equality and human rights 2015*^{14, 15}.

¹² See: <https://vimloc.wordpress.com/publications/>.

¹³ *Healing a divided Britain – the need for a comprehensive race equality strategy*. EHRC, 2016. Available to download as a pdf (2040 kb) from: https://www.equalityhumanrights.com/sites/default/files/healing_a_divided_britain_-_the_need_for_a_comprehensive_race_equality_strategy_final.pdf. Also available as a Word document from: <https://www.equalityhumanrights.com/en/publication-download/healing-divided-britain-need-comprehensive-race-equality-strategy>; and in Welsh from: https://www.equalityhumanrights.com/sites/default/files/healing_a_divided_britain_welsh_final.pdf.

As David Isaac (Chair of the EHRC) says in the introduction:

“This report represents the biggest ever review into race inequality in Great Britain, providing a comprehensive analysis on whether our society lives up to its promise to be fair to all its citizens.

It looks across every area of people’s lives including education, employment, housing, pay and living standards, health, criminal justice, and participation. It examines where we are making progress, where we are stalling and where we are going backwards or falling short. It also examines the relationship between race and socio-economic disadvantage.

And unfortunately it provides an alarming picture of the challenges to equality of opportunity that still remain in modern 21st century Britain.

Our aim must be a society in which those born into families of a particular background are not automatically condemned as second-class citizens. We need to create a fair society in which our origins do not determine our destinies.

This is regrettably still a long way from our grasp.” [p4]

The report is in two parts. Part 1 provides an overview of the key challenges to race equality in Britain; briefly reviews activity in the UK, Scottish and Welsh Governments; and sets out recommendations to the UK, Welsh and Scottish Governments. These recommendations are:

1. “The UK Government develops a comprehensive, coordinated and long-term strategy to achieve race equality, with stretching new targets to improve opportunities and deliver clear and measurable outcomes. The strategy should be informed by the evidence and experiences of all ethnic groups in Britain, including key stakeholder groups.
2. Development and delivery of the strategy is coordinated effectively within and between the UK, Scottish and Welsh Governments to maximise impact.
- 3.
4. The UK Government brings responsibility for the strategy under one Secretary of State, with clear accountability and governance arrangements in place across departments to drive delivery and appropriate liaison with devolved governments.
- 5.

¹⁴ *Is Britain fairer? The state of equality and human rights 2015*. EHRC, 2015. Available to download as a pdf (3750 kb) from: <https://www.equalityhumanrights.com/en/britain-fairer/britain-fairer-report>. The Executive Summary is also available (2410 kb) from: <https://www.equalityhumanrights.com/en/britain-fairer/britain-fairer-report>. Links to an Easy Read, version, and the report in Welsh and British Sign Language are at: <http://www.equalityhumanrights.com/about-us/our-work/key-projects/britain-fairer/great-britain-report>.

¹⁵ Assessed in *The Network Newsletter* 174, Oct 2015, pp4-11.

6. All governments improve the range and scope of the disaggregated ethnicity data available – including intersectional data – and ensure that ethnicity statistics and research findings inform their race equality strategies.
- 7.
8. All governments ensure effective and transparent monitoring arrangements are in place to measure progress.” [p13]

Part 2 details the evidence and key findings related to:

- education and learning
- work, income and the economy
- health and care
- justice, security and the right to life, and
- the individual and society [Taken from p2]

The data presented here is powerful, and also very useful for us to draw on to assist making a case for work we develop. Some examples of ‘headlines’ include:

- “Young ethnic minorities experienced the worst long-term employment outcomes. Between 2010 and 2015 they saw a 49% rise in unemployment compared with a fall of 1% in overall long-term youth unemployment and a 2% fall among young White people.” [p21]
- “In 2014, the probability of Black African women being detained under the Mental Health Act 1983 in England and Wales was more than seven times higher than for White British women.” [p30]
- 9.
- “In the 2011 Census, Gypsies and Travellers were found to suffer poorer physical health compared with the rest of the population in Britain: 14.1% in England and Wales rated their health as ‘bad’ or ‘very bad’. In Scotland, a greater proportion of Gypsy/Travellers rated their health as ‘bad’ or ‘very bad’ (15%) compared with the average for Scotland (6%).” [pp30-31]
- 10.
- “It is undeniable that some ethnic minorities are significantly overrepresented in the criminal justice system. Ethnic minorities are also more likely to be a victim of race hate crime.” [p38]
- 11.
- “Ethnic minorities are more likely to experience discrimination, harassment or abuse in Britain than White people. In Scotland, they were four times more likely and in Wales almost three times more likely.” [p49]
- 12.

These stark facts are also supported by a mass of research data, also very useful for us to draw on.

As David Isaac says towards the end of his introduction:

“The evidence demonstrates inequalities experienced by ethnic minority communities across many areas of life in modern Britain, including

education, employment and the criminal justice system. Poorer White communities also face continuing disadvantage. The persistent nature of these issues points to the existence of structural injustice and discrimination in our society. We must tackle this with the utmost urgency if we are to heal the divisions in our society and prevent an escalation of tensions between our communities.” [p5]

Report of major importance, highly recommended.¹⁶

Concluding observations on the twenty-first to twenty-third periodic reports of United Kingdom

This important report¹⁷ by CERD has received some recent press coverage.

Whilst there is a number of concerns raised, the one that has been picked up by the media is:

“The Committee is seriously concerned at the sharp increase in the number of racist hate crimes especially in England, Wales and Northern Ireland in the weeks prior to and following the referendum on the membership of the European Union held on 23 June 2016. In particular, the Committee is deeply concerned that the referendum campaign was marked by divisive, anti-immigrant and xenophobic rhetoric, and that many politicians and prominent political figures not only failed to condemn it, but also created and entrenched prejudices, thereby emboldening individuals to carry out acts of intimidation and hate towards ethnic or ethno-religious minority communities and people who are visibly different. The Committee remains concerned that despite the recent increase in the reporting of hate crimes, the problem of underreporting persists, and the gap between reported cases and successful prosecution remains significant. As a result, a large number of racist hate crimes seem to go unpunished. It also remains concerned at the negative portrayal of ethnic or ethno-religious minority communities, immigrants, asylum-seekers and refugees by the media in the State party, particularly in the aftermath of terrorist attacks, as well as the rise of racist hate speech on the Internet.” [p4]¹⁸

¹⁶ Source: EHRC *Newsletter*, Aug 2016.

¹⁷ United Nations. International Convention on the Elimination of All Forms of Racial Discrimination. Committee on the Elimination of Racial Discrimination. *Concluding observations on the twenty-first to twenty-third periodic reports of United Kingdom*. CERD, 2016. Available to download as a pdf (107.61 kb) from: https://www.equalityhumanrights.com/sites/default/files/icerd-concluding_observations.pdf.

¹⁸ Source: EHRC *Newsletter*, Aug 2016.

Disability issues – Government, Government Agencies and Local Government

Equality and Human Rights Commission’s response to the report of the House of Lords Select Committee on the Equality Act 2010 and Disability: the impact on disabled people

The EHRC has just published its response¹⁹ to the House of Lords Select Committee report, and, in doing so, has also made a strong statement²⁰, calling for a “new national focus on disability rights, so that disabled people are no longer treated as ‘second class citizens’.”

In the statement, the Chair of the EHRC, David Isaac:

[...] is calling on the government to show stronger leadership by implementing all remaining provisions in the Equality Act without delay to allow better access to transport, housing and representation in politics for disabled people.

He has also called on restaurants, theatres, concert venues, sports stadia and all those providing services to raise their game so disabled people are not at a disadvantage. Businesses must use digitalisation as an opportunity to make it easier for disabled people to use their services online. Denying access to a large customer base simply is not good business practice and large venues must make it easier for disabled customers to access and buy tickets.”

The Commission’s response to the report also sets out the action it will take over the next year including:

- “a major inquiry to examine issues related to disabled people and housing
- the most comprehensive research into all areas of disabled people’s lives, covering different issues faced by people with different disabilities, as well as those with multiple protected characteristics (such as disabled members of ethnic minorities)
- a report on the impact of welfare reforms with a particular focus on the issues faced by disabled people
- a major report to the UN Committee on the Rights of Persons with Disabilities on the UK’s progress
- two projects that will support disabled people and their organisations to assess how well disability rights are protected in the Great Britain. Disability Rights UK and Disability Wales will lead a project covering

¹⁹ *Equality and Human Rights Commission’s response to the report of the House of Lords Select Committee on the Equality Act 2010 and Disability: the impact on disabled people*. EHRC, 2016. Available to download as a pdf (242.68 kb) from: <https://www.equalityhumanrights.com/sites/default/files/ehrc-response-to-lords-select-committee-equality-act-and-disability-july-2016.pdf>.

²⁰ “Lack of progress on disability rights is society’s ‘badge of shame’”, EHRC news item, 20 Jul 2016, <https://www.equalityhumanrights.com/en/our-work/news/lack-progress-disability-rights-society%E2%80%99s-%E2%80%98badge-shame%E2%80%99>.

- England and Wales; Inclusion Scotland (commissioned jointly by the Scottish Human Rights Commission) will lead a project in Scotland
- a report on the pay gaps disabled people face, with recommendations on the action that needs to be taken.”^{21, 22}
-

Post-Brexit

“Brexit vote explained: poverty, low skills and lack of opportunities”

JRF have just published their research²³ into the background to the Brexit decision.

Their key findings include:

- “The poorest households, with incomes of less than £20,000 per year, were much more likely to support leaving the EU than the wealthiest households, as were the unemployed, people in low-skilled and manual occupations, people who feel that their financial situation has worsened, and those with no qualifications.
- Groups vulnerable to poverty were more likely to support Brexit. Age, income and education matter, though it is educational inequality that was the strongest driver. Other things being equal, support for leave was 30 percentage points higher among those with GCSE qualifications or below than it was for people with a degree. In contrast, support for leave was just 10 points higher among those on less than £20,000 per year than it was among those with incomes of more than £60,000 per year, and 20 points higher among those aged 65 than those aged 25.
- Support for Brexit varied not only between individuals but also between areas. People with all levels of qualifications were more likely to vote leave in low-skill areas compared with high-skill areas. However, this effect was stronger for the more highly qualified. In low-skilled communities the difference in support for leave between graduates and those with GCSEs was 20 points. In high-skilled communities it was over 40 points. In low-skill areas the proportion of A-level holders voting leave was closer to that of people with low-skills. In high-skill areas their vote was much more similar to graduates.
- Groups in Britain who have been ‘left behind’ by rapid economic change and feel cut adrift from the mainstream consensus were the most likely to

²¹ All quotations taken from: <https://www.equalityhumanrights.com/en/our-work/news/lack-progress-disability-rights-society%E2%80%99s-%E2%80%98badge-shame%E2%80%99>.

²² Source: EHRC *Newsletter*, 3 Aug 2016.

²³ “Brexit vote explained: poverty, low skills and lack of opportunities”, JRF, 2016, https://www.jrf.org.uk/brexit-vote-explained-poverty-low-skills-and-lack-of-opportunities?utm_medium=email&utm_campaign=JRF%20weekly%20round-up%20wc%2029%20August%202016&utm_content=JRF%20weekly%20round-up%20wc%2029%20August%202016+CID_0e0cbdda74f3b5514c5817b661a7c275&utm_source=Email%20marketing%20software&utm_term=People%20pushed%20to%20the%20margins%20driven%20to%20vote%20for%20Brexit.

support Brexit. These voters face a ‘double whammy’. While their lack of qualifications put them at a significant disadvantage in the modern economy, they are also being further marginalised in society by the lack of opportunities that faced in their low-skilled communities. This will make it extremely difficult for the left behind to adapt and prosper in future.”

This highlights areas where we could work to make a difference, for example in making more information available, supporting employment initiatives, and so on.

“Equality and Human Rights in a new landscape”

This is an important new blogpost²⁴ from the EHRC, setting out their priorities post-Brexit.

The two key areas are:

“Our guiding principles for any future constitutional changes are that we must maintain, and, where possible, enhance, the protection and promotion of equality and human rights across the UK. We must make sure that UK bodies’ legal and administrative responsibilities and accountability for equality and human rights are clear.

We will strongly oppose measures which threaten any reduction in the level of protection of fundamental rights in any part of the UK. We also believe there is scope to do more to promote equality and human rights where national governments wish to do so, and the evolving landscape provides new opportunities for more progressive action.

We need to continue to collaborate with, and learn from, other countries to ensure the UK remains a global leader in protecting and promoting equality and human rights. This international cooperation will also help us tackle problems such as the refugee crisis and cross-border travel for disabled passengers.

We also want to safeguard the rights of UK citizens travelling, working or living abroad, and ensure that our presence abroad does not give rise to concerns that we will breach the rights of others.”

In addition:

“Secondly, we need to tackle hate crime and promote community cohesion.

The referendum debate and result has exacerbated worrying divisions in British society and has been used by a minority to legitimise race hate.

²⁴ David Isaac and Rebecca Hilsenrath ““Equality and Human Rights in a new landscape”, EHRC, 3 Aug 2016, <https://www.equalityhumanrights.com/en/our-work/blogs/equality-and-human-rights-new-landscape>.

While the referendum demonstrated that the overwhelming majority in Britain want to engage in our democratic process, many commentators also viewed what happened as acrimonious and divisive. For them, the public debate was too often long on misleading assertion and exaggeration, and short on cool-headed facts.

The divisions were not just between racial, national and ethnic groups but those who feel they have no power, between cities and rural areas, between young and old.

A spike in race hate incidents has been reported, and some communities are feeling more isolated, vulnerable and uncertain of their future rights to live and work in the UK.

We will support employers to stand up against racism and support vulnerable workers, and clarify the legal redress for breaches of rights. We will also work with embassies in disseminating information about rights and access to justice for communities at risk.

In addition, we will build on the findings of our research into the links between prejudice and unlawful behavior [sic] to identify and test effective interventions.

Many have also argued that the divisions revealed during and following the referendum campaign also reflect resentment arising from growing socio-economic inequality.

To address this, we will continue to press for implementation of the public sector duty regarding socio-economic inequalities in the Equality Act 2010. This would ensure that public bodies have to take account of the impact on socio economic inequality when formulating policies and address to address negative impacts.

We will work with others to address data gaps and build our evidence base on differences between regions, the relationships between protected characteristics and socio-economic disadvantage, including those at risk of suffering multiple disadvantages. This builds on our work to assess the cumulative impact of government policies such as welfare reform.

Finally, we will build our relationship with the Social Mobility Commission and other key poverty stakeholders across Britain to improve our knowledge of the key issues and effective interventions.”²⁵

²⁵ Source: EHRC *Newsletter*, 3 Aug 2016.

Abbreviations and acronyms

CERD = Committee on the Elimination of Racial Discrimination

EHRC = Equality and Human Rights Commission

JRF = Joseph Rowntree Foundation

This Newsletter was compiled by John Vincent, and all items are written by him, unless otherwise stated. Please send any comments or items for the next issue to:

John Vincent
Wisteria Cottage
Nadderwater
Exeter EX4 2JQ

Tel/fax: 01392 256045
E-mail: john@nadder.org.uk

July 2016