

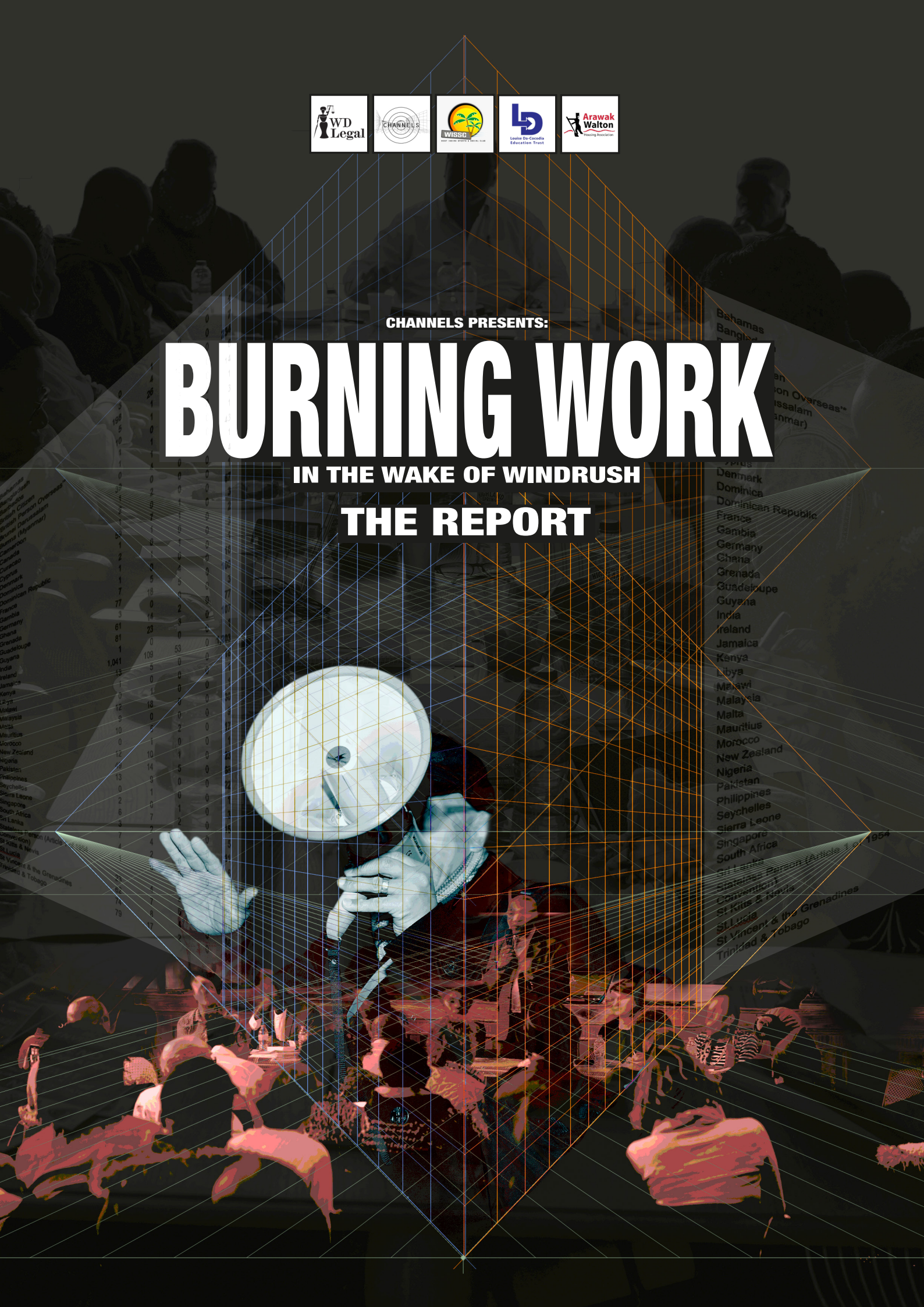


CHANNELS PRESENTS:

# BURNING WORK

IN THE WAKE OF WINDRUSH

THE REPORT





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INTRODUCTION

The Windrush Defenders Legal<sup>1</sup> C.I.C. digital forum joined forces with the West Indian Sports and Social Club<sup>2</sup>, Louise Da-Cocodia Education Trust<sup>3</sup> and Arawak Walton Housing Association<sup>4</sup> to bridge insights from community testimony, research, and legal analysis. Inspired by the testimony of the Windrush Generation, the aim of the digital forum was to amplify and coordinate the “Burning Work” of key community figures tackling racial disparities in areas of community cohesion, criminal justice, education, health and work. This report was created collectively in the weeks after the event and aims to translate the digital forum into a form which can be used as a resource by the community from which it was produced and archived for the political education of future generations.



WWW.BURNING-WORK.COM

<sup>1</sup>www.wdlegal.co.uk  
<sup>2</sup>www.wisscmanchester.org  
<sup>3</sup>www.dacacodiatrust.com  
<sup>4</sup>www.arawakwalton.com

## BURNING WORK

On one hand, the term “Burning Work” speaks to the intergenerational struggle to end the serious harm caused by the ‘hostile environment’. A series of changes to immigration and nationality laws since 1948 which culminated in the 2018 Windrush Scandal. People from Commonwealth countries, a large proportion from the Caribbean, who had lived in the UK for fifty years or more, found themselves being told they had no legal status in the UK. They were sacked from their jobs, denied benefits, NHS treatment, put in detention, with many individuals experiencing the terrifying ordeal of deportation. Additionally there have been discriminatory approaches to policing which reinforce racial disparities. On another hand, it highlights the historic journey of organisations working to overcome institutional racism, in setting up law firms, Saturday schools, and businesses - finding community in the remixing of cultural scenes between sound system speaker boxes. When we spoke to Tom Nelson of West Indian Sports and Social Club (WISSC) he told us that:

*“The WISSC was created and developed by the Windrush generation, with at least two of its founding fathers sailing to the UK from the Caribbean, on the Empire Windrush ship itself. WISSC has been based at its current Moss Side site since 1976.”*

Due to the Covid-19 pandemic, much of this work has been redirected through online digital networks, connecting on a national and international scale to simultaneously respond<sup>5</sup> to the disproportionate deaths of black and minority ethnic people in the UK while up to an estimated 50,000 people from the Windrush generation remain undocumented. The analysis of how the hostile environment has restricted and damaged community cohesion for decades is repeatedly put to government through the Home Office’s Windrush Stakeholders Advisory Group (WSAG). This group includes members from around the UK including Anthony Brown from Windrush Defenders in Moss Side, Manchester; Glenda Andrews from Preston Windrush Generation and Descendants UK<sup>6</sup>; and Jacqueline McKenzie<sup>7</sup> of McKenzie<sup>7</sup>, Beute and Pope immigration law firm who also run legal surgeries at the Black Cultural Archives in Brixton, London.

In the wake of the 2018 Windrush Scandal, a group of volunteers in Manchester made up of lawyers, law students, entrepreneurs and community activists formed Windrush Defenders to support the Windrush generation and their descendants applying for documents to prove their legal status and claim compensation. They have worked to set up and conduct weekly pro bono community legal surgeries, from liaising with Home Office officials, calling family members in the Caribbean, to searching for medical records in a quest of supporting hundreds of people wanting to rectify their legal status. The group also held a series of community engagement events and meetings with local MPs, the Shadow Home Secretary, church leaders, local business owners, the Home Office Windrush Taskforce and members of the community.

*“One of the biggest areas of this work which is not recognised is tending to the mental health and wellbeing of the people we see week in week out. It isn’t necessarily spoken, we see it in their body language and weary recount of the stories that got them to this dreadful place in their lives. We see grown men and women break down and cry. Black people are often used to being ‘copers’ but we do worry about how they’re doing it and getting by. It feels good when we are told that coming to our surgeries makes people feel the weight is being lifted. All of our clients say they really appreciate the environment and feel able to open up, as some have been to solicitors and the Citizens Advice for support but have not felt supported in the same way.” - Lorna Downer, co-founder of Windrush Defenders Legal C.I.C reflected.*

Testimonies from the surgeries describing individual experiences lit up patterns of racial injustice across social, cultural and economic areas of life. It immediately became apparent that the needs of the Windrush generation go way beyond documenting their status; that long-term advocacy and support was needed to address the deep-rooted effects and damage to African and Caribbean communities caused by decades of hostile approaches to immigration control and enforcement by successive UK governments. Anthony Brown<sup>8</sup>, a director and co-founder of Windrush Defenders Legal C.I.C. told us about one client who benefited from their support:

*“Winston Dacares is 80 years old and came to the Windrush Defenders surgery for help as he was told he was not able to claim a benefit unless he could prove he was British. He had been in the country since 1961. I visited Winston at home and completed his Windrush scheme application. Eventually he was able to get his citizenship and claim benefits. It turned out he knew my father and told me stories about the early years of my dad in this country I never knew.”*

The Windrush Defenders group are an integral part of the community, even more so after the compensation scheme was announced in April 2019, as more people sought help with their compensation claims. The group was later established as a Community Interest Company to give reassurance to the Windrush Generation that their support will continue. This also serves as an affirmation that they have an ally in challenging not only the racial injustices caused by the government’s hostile environment policy but also the intersecting inequalities repeatedly identified by government reviews such as The Macpherson Report<sup>9</sup>, The Lammy Review, the 2017 Race Disparity Audit<sup>11</sup> and the basis of the current **Black Lives Matter** movement.

The burning work of Windrush Defenders exposes limits in the current design of justice offered to the Windrush generation. Although the group began legal surgeries in 2018, their work is still largely funded by the founders and supported by volunteers, despite creating a key hub that contributes to many of the twelve thousand people residing in the UK who have obtained British citizenship or documentation confirming their legal status through the Windrush Scheme. This is in addition to building a network of key figures working on Windrush cases, whilst also investigating the terms on which over two thousand people within the UK and over eleven thousand from outside the UK have been refused documentation.

The Windrush Compensation Scheme was set up in April 2019 and has rightly been criticised for paying out £360k from a pot said to be two to five hundred million pounds. However, due to pressure from WSAG, the deadline for claiming compensation has recently been extended to 2nd April 2023. This is in addition to the government issuing a tender for claims assistance and announcing £500k funding to support community groups working with Windrush victims, although distribution details remain ambiguous.

The Windrush Lesson’s Learned Review (WLLR), conducted by Wendy Williams and published in March 2020, raises a series of political questions. The review highlights a culture of ignorance regarding the implications of former colonial relations, dehumanising approaches to border enforcement, and insufficient assessment on how immigration laws create structural racial discrimination. It concluded that the interpretation and enforcement of UK immigration laws have caused serious harm to Commonwealth citizens from former British colonies. In light of the criticisms, Wendy Williams asserts that the apology offered by the government will be measured by their forthcoming response due six months from the review’s publication. Consequently, the conference on June 22nd explored how the WLLR intersects with the

<sup>5</sup> <https://www.runnymedetrust.org/blog/the-case-for-a-public-inquiry-into-bme-covid-19-deaths>

<sup>6</sup> <https://twitter.com/WindrushPreston>

<sup>7</sup> <https://twitter.com/JacquiMcKenzie6>

<sup>12</sup> Wendy Williams, Windrush Lessons Learned Review, Independent Review, 15 March 2020, Recommendation 1, page 15



themes of the 2017 Race Disparity Audit which evidences racial disparities in criminal justice, health, education, community cohesion and work. The WLLR makes thirty recommendations for the Home Office to implement to ensure there can never be a repeat of the Scandal. The first recommendation of the review draws attention to the ‘serious harm’ inflicted on the African Caribbean Community as a whole. The question, therefore, arises: what is this ‘serious harm’, but more importantly, what can be done to repair the damage?

*“The Windrush Scandal is far from over, in fact it is becoming more scandalous in that the efforts that have been made so far to right the wrongs to the Windrush Generation as they have put it have been patronising, inadequate and more words than action. Unless there are drastic changes the injustices will continue” - Leonie Brown, Co-Founder of Windrush Defenders Legal C.I.C*



AIMS

Inspired by the testimony of the Windrush Generation, the Burning Work digital forum on June 22nd 2020 aimed to coordinate research, community testimony and legal analysis towards transforming institutional structures which continue to reproduce racial disparities.

This first stage heard from key researchers and community figures to further examine the contours of this condition and identify ways of moving against existing legal frameworks and policy. The objective of this plan was to expand ‘Windrush’ beyond the inadequate design of justice, towards identifying ideas and/or propositions to move this Burning Work forward across areas of Community Cohesion, Criminal Justice, Education, Health and Work.

FORUM DESIGN

Windrush Defenders Legal C.I.C., the West Indian Sports and Social Club (WISSC), Arawak Walton Housing Association and Louise Da-Cocodia Education Trust commissioned Channels Research Group to construct and facilitate the digital forum along these lines of inquiry. At this online event on June 22nd, the testimony of guest speakers situated the case of Windrush within the historical context of British colonialism, followed by a presentation on the Windrush Scheme and Compensation schemes by the Government’s Director of the Windrush, Asylum, Immigration and Citizenship taskforce.

Established in 1978, Megatone Sound Foundation opened the Burning Work Digital Forum with a mix by Megadread of the Men of Sound project at the West Indian Sports and Social Club. Drawing from Caribbean modes of constructing community space through sound, his mix framed the Burning Work forum with music echoing the routes and roots which connect the United Kingdom, the Caribbean and the continent of Africa. Interspersed with music from Megadread between each session, participants then had the option of breaking out into five digital rooms where guest speakers addressed the intersecting themes. Attendees then regrouped to feedback and listen to a closing plenary, before a final selection of music concluded the Burning Work digital forum.

## TESTIMONY

After relaying the plan for the morning and the conference agenda, the conference chair introduced a key aspect of the Burning Work digital forum: **testimony**.

Returning to the foundation of Windrush Defenders and the driving force behind the forum, testimony from those affected by the Scandal acted to place lived experience at the heart of the day's discussion.

Conference attendees heard from three members of the community personally affected by hostile environment measures. Their experiences not only shed light on the wide reaching effects of the Scandal, but also drew attention to a historical perspective of how guilt, perseverance and community resistance have been integral in shaping the Black British experience.

### Sam Stewart

A recording of Sam's testimony drew attention to the effects, beyond issues of nationality law, that the Windrush Scandal had on members of the community. Recounting some of his experience of losing two jobs and his home in establishing his right to remain, Sam notes how the stress, fear and anxiety induced by the state affected his health irrevocably.

In addition to the personal effects of the Scandal, Sam's testimony also shed light on legislative changes, in line with the 2012 and 2014 Immigration Acts, which blurred the lines between immigration control and healthcare provision. From Sam's experience we see first hand how such legislative measures created a sense of shame and guilt in members of the community in acting to exclude them from belonging and the benefits of citizenship.

### Mavis Clarke and Donald Biggs

Mavis and Donald were asked which of the five themes, (community cohesion, education, healthcare, criminal justice and work) resonated most with their experience of hostile environment policies as well as their experiences of growing up in Britain. Their answer was clear: education.

Both Mavis and Donald noted the importance of extra curricular education for creating a sense of self worth as well as improving employment prospects in Black communities. Donald reflected on growing up in Manchester in referencing the importance of the Black Access Course which he attended for the first time aged 16. This provided him with a sense of self worth and community which hadn't been fostered by mainstream schooling.

Mavis built on Donald's point and noted how the struggle to confront racism in education has not changed but only intensified. Reflecting on her experience of discriminatory schooling at primary school where she was excluded from the other children, Mavis's testimony forces us to draw uncomfortable parallels with today's current racial attainment gaps in education which act to disadvantage and stigmatise Black communities.

## KEYNOTE

### Sir Geoff Palmer OBE

Professor Sir Godfrey Palmer was born in the parish of St. Elizabeth, Jamaica. He travelled to the United Kingdom as part of the Windrush Generation and is now Professor Emeritus in the School of Life Sciences at Heriot Watt University in Edinburgh. Among many career highlights, he discovered the barley abrasion process and has received the American Society of Brewing Chemists award of distinction. In 1989, he became the first Black professor in Scotland and was knighted in 2014. He's written extensively on racism, race relations, the history of the slave trade and is named amongst the 100 great Black Britons.

In his keynote speech at the Burning Work digital forum, Sir Geoff Palmer spoke on three key aspects of his life: his family heritage, fundamental to achieving a sense of belonging; his education, equipping him with the tools to understand and navigate through the world; and his work as a scientist, creating new scientific concepts that have transformed his field, resulting in his current professorship at Heriot Watt University in Edinburgh.

- **A sense of belonging:** From his birthplace of St. Elizabeth, Jamaica, Sir Geoff Palmer's family were and remain dispersed across the world. He spoke throughout his presentation of how, despite the distance, they are still able to cultivate a deep sense of belonging wherever he's been situated. His talk weaved through experiences which have shaped his life, drawing our attention to who he identifies as the most important person in it, his mother. Along these routes, rooted in memories of being cared for by his strict aunties after his mother left for England in 1951, in 1955 he eventually found his way to Liverpool by boat via New York. Sir Geoff Palmer reflects, "All the time, my mother kept in touch, asking me where I was, what I was doing... I had that sort of sense of belonging through my mother keeping in touch."
- **Navigation tools:** Once in London, England, Sir Geoff was refused work due to his young age. His mother attempted to get him into local schools in Highbury, although he was rejected as they claimed he was educationally subnormal. Eventually, his cricket skills gained him entrance into secondary school, then Islington Grammar School. While working as a lab technician after his studies, Sir Geoff had to study law at Islington public library, to defend their accommodation from landlords who had issued a notice of eviction. Palmer recalls, "I said, I've got a degree. He said, have you got a temperature? So that was what it was like in 1964 when I got an honors degree." After graduating to a job peeling potatoes, an advert appeared for a P.H.D position in Edinburgh, he applied and met Professor Anna Macleod who interviewed him, eventually taking him on.
- **Transforming the world:** Sir Geoff Palmer researched barley, the main ingredient of whisky, beer, foods, biscuits, etc. He developed concepts used and taught all over the world, and with Professor Anna Macleod, published his first paper in Nature, the primary scientific magazine. Up until then, everybody thought when a grain grew, the germ produced all the enzymes. Sir Geoff Palmer came along and said, no, the germ doesn't do that. It's the bran. He then reflected on receiving threats and hostility due to the fact he, as a Black person, had changed a scientific concept. After Professor Anna Macleod retired from her position at Heriot-Watt University, he was interviewed to replace her and in 1977 got the job as a lecturer, not yet a professor. He worked as a lecturer slowly progressing towards a full professorship in 1989, not only becoming a professor but was responsible for teaching key brewers from all over the world. One achievement in Nigeria was using a local African grain to make Guinness, completely transforming agriculture in Africa. As the grain doesn't need a lot of water, the use of this grain was hailed as an important response to climate change. The Jamaican boy from Olman Town, St. Elizabeth, was proud to be in Africa achieving that.

- **Abolish Racism:** the importance of Black Studies to move against racialized confrontation with an informed understanding of how racism operates. Through a close reading of history, we can better understand the racist logic which claims some people are of lower intelligence, used to justify centuries of systematic enslavement and the racial disparities in the wake. Sir Geoff speaks on how we must ensure that our children are ready to deal with these sorts of untruths, these falsehoods. He ends with, “It must be the third statue down. I will not move beyond that. Don’t take another statue down for me. I don’t want it. I want us to take racism down next.”
- **The Power of Culture:** Sir Geoff Palmer states how Black people are the developers of modern music which has international cultural value.

## PRESENTATION

### Dan Hobbs

Director, Department for Windrush, Asylum, Immigration and Citizenship at the Home Office

Dan Hobbs began his presentation by issuing another apology on behalf of himself “as a leader at the Home Office” and the Home Office itself for the atrocity that is the Windrush Scandal. He then presented on the following topics as summarised:

#### Measures taken in response to the Windrush Scandal:

- **The Windrush Taskforce:** a free service to support those who may have difficulty evidencing their lawful status in the UK and/or who want to obtain British citizenship if they came to the UK before 1973. This service is ring-fenced, i.e. those who use it will not have their details shared with Immigration Enforcement. Documentation and/or citizenship has been provided to over 12,000 people via the taskforce.
- **The Vulnerable Persons Team:** This team supports people with ‘acute’ needs, for example housing, inability to return to the UK, financial or health problems. The team has provided 35 ‘exceptional payments’ to individuals who are facing immediate destitution and are unable to wait to be processed by the compensation scheme. They have also helped to restore benefits to those for whom it has been stopped.
- **The Compensation Scheme:** Until the end of March, over 1200 people had claimed compensation and the Home Office had made 60 payments, totalling just over £360,000 with a further £250,000 in compensation pending. The scheme is open to anyone who came into the UK before the 31st December 1988 but could not evidence it and suffered loss.

#### The Wendy Williams Lessons Learned Review:

This review, commissioned by the Home Office to investigate the circumstances that led to the Windrush Scandal, was published on 20th March 2020. During the course of the review Wendy Williams examined 69,000 documents, interviewed 450 members of Home Office staff and politicians over a number years, and in conclusion made 30 recommendations. The Home Secretary stated that the Home Office would review and issue a formal response within six months (at the time of writing the Home Secretary has since stated that the Home Office will accept all 30 recommendations).



## Q & A with Audience

**Q:** Regarding the Windrush Taskforce, you can understand that there is a lot of mistrust of the Home Office from the community. You've said that the details of those who've come forward to the Taskforce will not be shared with Immigration Enforcement; what practical steps have been taken to ensure that's the case?

**DH:** No one from the Home Office can access the Windrush Taskforce database - the system will not allow it.

**Q:** Very little regard has been paid to the mental health and wellbeing of those affected by the Windrush Scandal. Despite there being payments available for anxiety and distress caused by missing important family events and the like, has the Home Office considered a programme for addressing the mental health impact of the Windrush Scandal on those affected?

**DH:** Mental health services are not the remit of the Home Office, but with the compensation payments people are able to access mental health support. The Home Secretary has set up the new cross-government working group which includes a range of community stakeholders and senior people from various government departments, and one of the features of this group will be to look at what else, beyond the Compensation Scheme and the Taskforce, the government can do collectively to address the impact of the Windrush Scandal as well as the wider inequalities being discussed in the wake of the murder of George Floyd.

**Q:** With regard to children and grandchildren who are eligible to claim under the Compensation Scheme, it is assumed they have to claim separately and how will they be expected to prove their relationship as, for example, some children may not have their father's name on their birth certificate?

**DH:** They claim their eligibility by telling the Home Office when they came to the UK and when their parents came to the UK. This information is needed so the Home Office can assess and establish their link to the Windrush Generation, as they will be primary claimants in their own right, which also means they do not have to wait until a parent or a grandparent has claimed successfully.

**Q:** What happens if they do not have that information because, for example a parent/grandparent has passed away?

**DH:** Normally, the impact is felt because they cannot prove their lawful status which is a pre-compensation issue, so the Home Office would work with the claimant perhaps via the Taskforce to enable them to tell their story and go through their family tree to corroborate that. A broad approach is being taken for evidential flexibility on this basis, but the less information available the longer it may take as the Home Office has to see that they qualify. However, once that link is established the claimant would not be asked to evidence that again at compensation stage.

**Q:** The current claim form has to be hand-written and poses problems with the size of the boxes and with legibility. Can the Home Office provide a form that is compatible with Microsoft Word for example?

**DH:** That has been or is being rolled out - at the moment it doesn't have to be hand-written, it can be completed online but not through Word. The easy-read Word version should have been live by now - my understanding is that it went live last week but do come back to me if that is not the case.

**Q:** Another criticism that has been levelled at the Home Office is with regard to the complexity of the claim form. Is there any way the Home Office can simplify this?

**DH:** We are very open to feedback on simplifying it - as mentioned previously we did test it with members of the Windrush Generation and we worked with a number of stakeholders. Most of the form is actually blank pages, so it allows people to tell their story. The form has a lot of pages with headers because there are a number of different things that people can claim for, so it has been left mainly blank other than the key biographical details needed at the beginning. Claimants are not expected to repeat information, for example loss of earnings, in different parts of the form as the Home Office looks at the form as a whole and then applies it to the compensation criteria. So the form is there to guide people to think about the different impacts the scandal has had on them. However if there are specific elements that people would like to see differently administered, we're very open to seeing how we can continue to develop the form so it works for the community.

**Q:** Some people who were married lost out on tax and national insurance. Will they be compensated for this as some are now left with very little pension.

**DH:** If people have lost out on national insurance we are working with them and the Department for Work and Pensions to make sure they don't lose out on pensions. I'm not clear what the marriage element of that is specifically, but if someone wants to get in contact directly or via WD Legal then we can look at a specific case. There is the element of discretion in the form where if people lost out on other significant financial elements, then they can include that on the form and we can certainly look at those elements.

**Q:** With regard to loss of employment, how is that compensated? Does a claimant receive payment for every year they were unemployed as a result of this?

**DH:** Payments are made per month - so whatever they were earning up until they got status plus three months after they received documentation of their right to work, so we cover the entire period. Obviously if they took up other employment during that time they aren't able to claim for that period, and we also look at what benefits they might have received as some people did receive benefits and we have to look at the difference. But they are covered for the entire period if they are able to demonstrate their work history, that they took steps to resolve it - that could be a letter to an MP or the Home office to try to resolve the situation, and we can clarify their work history with their tax records - we can do this with HMRC if they give us permission.

**Q:** In terms of the deadline of the Compensation Scheme being extended to 2023, in light of the impact of Covid-19 and considering that we do not know how long that will continue to affect us, we assume that the Home office will be receptive to extending that deadline further as is necessary because 2023 might not be long enough?

**DH:** We've always got discretion under the rules to extend that, we will review that if there is evidence that there are still people who have missed out or there is more we need to do then we will look again at that time.

**Q:** What steps are the Home Office taking to ensure this never happens again?

**DH:** We've introduced new measures with regard to how we deal with detention of people, particularly vulnerable adults and other people, to try to avoid people being wrongly detained. We've created the Chief Caseworker Unit, and they look at some of the more complex cases and support caseworkers. We've also put in place safety measures around the sharing of data around compliant environments, so we've effectively paused the sharing of data for the compliant environment for anyone over 30 so we don't do proactive data sharing with other government departments. We've put those measures in place to stop these things happening again while the [Wendy Williams] review was ongoing; there's been more training around the Policy Quality Statement, we've introduced new measures around our policy development process to ensure that we are looking at a broader set of things. So we've introduced a range of measures, but it is also important that we properly respond to the Wendy Williams report, and we hope to give an update in the summer and then respond in full in September. In terms of implementing the recommendations, some of these are not things that will happen overnight, but Wendy has asked for an action plan for responding and she will come back in 18 months to look again as per one of her recommendations.

**Q:** There is, rightfully, a lot of mistrust between the Windrush Generation and the Home Office due to the Hostile Environment that is still in place so there is no real guarantee we won't be treated in a hostile manner by the Home Office. First of all, do you believe that compensation can ever really right the wrongs for all the things that yourself and the Home Office have continuously apologised for? Do you think that compensation will ever address that sufficiently, or is there a case for reparations for our community? Also, how do you think and what steps will you take to rebuild that trust between the Home Office and the Windrush Generation if that is at all possible?

**DH:** In answer to your question I don't think compensation can. It is one element of trying to right wrongs that happened to individuals. But obviously, what happened to people is unforgivable, it has had a huge impact on those people and I don't pretend that by one payment of compensation that makes that all go away. Clearly the test will be whether we can build that trust and integrity with the community and continue to do that. So it is one element of it and it cannot and is not all of it. So I'm under no illusion having met with many victims and their families that this goes deeper than that and we need to continue to work them and some of that will be whether we can demonstrate the drive and action following the Lesson Learned review that means that the Home Office is a better, stronger and more trusted place in the years to come. How I hope that we continue to build that trust is by continuing to do these events where we come into communities, that we work with community stakeholders and that we can build that trust by demonstrating by our actions that we are able to respond to things and we build that by working with you through this and hopefully that £500,000 fund that we announced will go some way to supporting those community groups to help us in that work.

## COMMUNITY COHESION

This research theme aims to rethink community cohesion in the wake of the Windrush Scandal and Wendy Williams' Lessons Learned review. A further objective is to curate research, community testimony and legal analysis across generations in order to abolish the reproduction of racial disparities in the development of community infrastructure.

### Tom Nelson

Tom Nelson is a trustee and volunteer leader at the West Indian Sports and Social Club (WISSC) based in Moss Side, Manchester.

- **Creating Black community space(s):** The West Indian Sports and Social Club (WISSC) was created a year before Tom Nelson was born in 1953, with at least two of its founding fathers sailing to the UK on the Empire Windrush ship itself. The desire to create a Black led community space was driven by people such as Professor Arthur Lewis<sup>13</sup>, the first Black professor in England, and influential local community elder Mr Gore, both of whom have since passed. Tom Nelson spoke of their famous meeting in Alexandra Park, Manchester, and it was their determined vision to create an organisation with its own facilities, directed by the cultural, economic and social needs of the African Caribbean community which has recently been extended through the Men of Sound Project with Megatone Sound Foundation and the digital space of WISSC's new website<sup>14</sup> designed by Angela Ankeli and Paul R. Williams.
- **Financial viability:** Tom also spoke of his focus of maintaining a financially viable community space, with an embedded intergenerational ethos that recognises the contribution of the Windrush generation. There is added impetus to lay down roots that secure cultural legacies for current and future descendants to build upon. Tom states how this has been his main message over the years, in order to ensure younger generations have the tools, understanding and space to pursue their vision. He believes developing a strong financially viable base will strengthen the political, economic and social foundations of Black communities in the United Kingdom.
- **Collaborative designs:** Tom Nelson states how the club has always had a 'no closed door policy' for different organisations to hold meetings and work on issues that affect local communities. WISSC have made it clear finance would never be a barrier for local groups needing space to gather. WISSC is not a charitable trust, therefore, for the day to day running of the club, rather than seek funding, they generate their own income through takings at the bar or admission fees to events held inside the club. However, they have sought funding to deliver specific projects which meet community needs, such as supporting the Burning Work digital forum and collaborating with Louise Da Cocodia Education Trust to deliver hot meals around Moss Side to elderly people who are isolated and in need.

### Jacqueline McKenzie

Jacqueline McKenzie is a lawyer from McKenzie, Beute and Pope law firm based in South London. She has also set up and directs the Centre for Migration Advice and Research. She is a member of the Windrush Lessons Learned Review advisory group and the Windrush Stakeholders Advisory Group.

- **Against the manufacturing of consent for racism:** Jacqueline McKenzie tells the

<sup>13</sup> <https://www.socialsciences.manchester.ac.uk/economics/about/people/arthur-lewis/>

<sup>14</sup> [https://wisscmanchester.org/?page\\_id=1470](https://wisscmanchester.org/?page_id=1470)



Burning Work Digital Forum how the Windrush Lessons Learned Review pins blame for the Windrush Scandal on the Home Office, not the racist ideology which she sees underpinning almost every immigration law between the United Kingdom and former colonies. McKenzie argues that what needs to be challenged is the racist depictions of ‘migrants’, manufactured to divide communities to construct these rules which determine whether people can live, work and access public services in this country. In addition, although she hopes the 30 recommendations of the review will go far to support vulnerable people in a fugitive relation to public services, it does not claim that the Home Office is by ‘definition’ institutionally racist. However, the definition must be revisited as the review concludes the Home Office was ignorant of British colonial history, suffered institutional amnesia of race, has broken responsibilities to equality legislation, use dehumanising practices of law enforcement which all fall into the tenets of institutional racism.

- **Community infrastructure:** McKenzie, Beute and Pope supports foreign nationals or, in the cases of Windrush, British citizens, who cannot access an immigration lawyer in prison, at an immigration detention centre or, due to living in fear, are undocumented. Given her firm specialises in immigration, asylum and refugee law, they were prepared to respond to an invitation from the Black Cultural Archives to set up a legal surgery in Brixton. Windrush cases date back decades therefore recording testimony takes time and resources. Jacqueline McKenzie, along with her colleague Michele, identified the need for more immigration lawyers so delivered a 10 week legal study group with the aim to create a new cohort of accredited practitioners. The group contains members of Windrush groups from Manchester, Birmingham, Nottingham, Preston and London.
- **Moving against policy:** Jacqueline McKenzie argues that a lot of work needs to be done to expand what we understand ‘policy’ to be. She points to the political process of changing the law, alongside the cultural process of transforming society through writing papers, books, making films and music. She states that in the wake of Windrush, we shouldn’t be limited by the paradigms which currently exist and that we’ve got to look for new ways of conducting and presenting primary research. She states changing the law is part of the answer and agrees that the current design of justice is inadequate, as there are a lot of people who just won’t qualify for compensation as they cannot demonstrate loss or harm. In light of her comments on moving against the manufacturing of consent for racism and towards the building of community infrastructure, Jacqui concludes with the point of how moving against policy requires rethinking the broader process of community development.

## CRIMINAL JUSTICE

This research theme aims to rethink the intersection between policing, race and criminal justice. Given the Home Office has been criticised by the Wendy Williams Lessons Learned Review for an inadequate understanding of race, how can existing research be curated, in relation to community testimony, to open channels of deliberation and accountability to move against the reproduction of racial disparities in the criminal justice system?

### Charles Crichlow

Charles Crichlow is a former Police Officer who served for 30 years in Greater Manchester Police (GMP). He was elected President of the National Black Police Association in 2009 and served in that position for four years. He is an experienced community organiser in the Manchester area where he lives and has been instrumental in supporting and developing numerous community organisations and activities. He is a graduate of the University of Manchester School of Law and holds a Masters in Criminology. His research focused on measures to reduce serious violence within communities in the United Kingdom. Charles was an Independent Special Advisor to the recently concluded Tutu Foundation UK Review into Institutional Racism at the Westway Trust, North Kensington.

- **Unjust State Murders - US to the UK:** Unjust state murders are not exclusive to the United States. Not only does the UK have a long history of over policing black and brown communities, the UK Police Federation (PF) has consistently acted to protect offending police officers from the justice system in a way that even the American system is not able to. In these opening remarks Charles used personal reflections from discrimination that he faced in the Police to draw a comparison with wider structural racism that still pervades British Policing. He noted that institutional actors in the UK, such as the Police Federation, designed to hold officers to account for their actions, have instead accommodated a culture of inaction and indifference to the injustices of discriminatory policing and state murders that persist.
- **Transparency & Accountability Deficits in UK Policing:** In the face of discriminatory policing institutions and practices, the smart camera phenomenon in filming and facilitating the sharing of police behaviour has revolutionised our ability to observe and organise around police misconduct. However, Charles noted that this same public facilitation which brings Police conduct into the spotlight, enabled by digital tools, has not yet taken place in the all important Police Boardrooms where key strategic decisions around Race Equality strategies are designed and monitored. The result is a creation of a transparency deficit at crucial levels of the Police. Building on this idea of a transparency deficit, Charles noted that a similar deficit exists when we look at the ways in which the Police hold themselves accountable via the Police Professional Standards. In effect, as Charles notes, we allow the Police to “mark their own homework” when they review their own conduct and shortcomings. Instead, Charles argues that we need to take accountability outside the hands of the Police’s Professional Standards and design an “entirely independent” institution in its place to provide real accountability to the public.
- **Next Steps for UK Policing:** In light of the racial inequalities, transparency and accountability deficits that persist in the criminal justice system, Charles was asked whether a legal duty to reduce these disparities would be effective in Policing and what the contours of such duty would look like. Charles noted that such a legislative duty to reduce racial disparities, going beyond the current duties under Equality Act, would be incredibly useful. However, he cautioned that such duties would be ineffective if not enforced by a body of professional, independent scrutineers rather than by the Police themselves. Returning to this notion of accountability in Police, Charles finished his contribution to the

session by answering a pertinent question regarding the effectiveness of the Black and Asian Police Association (BAPA). Formed as a result of concerns around deaths in custody and increased stop and search, BAPA initially emerged as a form of internal accountability and as a network to speak truth to power. Charles notes that this ethos remains within BAPA but that increased work with the community must be coordinated. This opens up space to discuss what design could facilitate community work in conjunction with BAPA and what role this vehicle could play in organising around the deficits, inequalities and discriminatory practices that persist in British Policing as highlighted by Charles.

### Carson Cole Arthur

Carson is studying MPhil Criminology at Birkbeck, University of London, School of Law. Supported by the Economic and Social Research Council (ESRC), he is researching inquests of Black British people killed in police custody with a focus on accountability, testimony, memory, and racial violence.

- **Widening our understanding of State Racial Violence:** In broadening the terms of reference in how we discuss the criminal justice system and looking at how the state also polices black communities in immigration tribunals, detention centres, probation services, education, access to healthcare and the youth justice system Carson argued that we can develop stronger arguments, connections and parallels of the way in which the state discriminates against Black communities that move beyond single issue campaigns. In this way not only is our understanding of the criminal justice system, policing and the control of Black communities by the state widened, but it also allows us to design more effective lines of solidarity with existing campaigns which tackle state racial violence. Through the lens of his research into Black British deaths in custody, Carson broadened this point regarding state racial violence in noting how legal justifications in the coroner's court which defend the killing of Black people have become common sense in the language of decision making. Tying into Charles point regarding Police accountability, Carson asked us to think critically about this legal "common sense" and how we can act to shift the legal and political terrain that enables these decisions.
- **Testimony as a form of resistance:** Referring to Windrush testimonies that were presented earlier in the day, Carson noted the power of testimony as a tool for community organisation, care and resistance against the government. He asked us to think critically about how we, as a community, could think about how to bring together testimony to investigate patterns of injustice and map how violence is meted out against our communities. In this way, he argues testimony becomes stronger as it forms part of a collective effort to cohere and coordinate arguments against discriminatory treatment.
- **Defunding the Police in the UK:** With calls to Defund the Police gaining traction in the US and the UK, Carson cautioned that there is danger in such a narrative that funds are simply directed to civic roles to carry out the enforcement functions of the police rather than a fundamental questioning of the value of these functions and what state funding of public safety should look like. Noting the importance of the current political moment where the British economy will be reconfigured in light of Brexit, Carson asked what opportunities this juncture provides for Black community organisation in light of the dependence that the state has on Black communities within the UK but also internationally as trade deals are designed and argued for in the public domain.

## EDUCATION

This research theme aims to rethink the role of education and the understanding of British Colonial history in the construction of government policy. A further objective is to curate and amplify decolonial teaching methods which respond to community testimony. This is in order to understand the foundations on which new forms of community organisation and legal duties could abolish racial disparities in education outcomes.

### Sir Geoff Palmer OBE

Sir Geoff Palmer OBE: award-winning chemist, Professor Emeritus in School of Life Sciences at Heriot-Watt University in Edinburgh.

Sir Geoff began his presentation on the UK's approach to the education of Black students with his recollection of being considered, along with other Black students, as "educationally subnormal." Black parents were considered by the educational establishment to have "unrealistic expectations" if they wanted their children to become doctors or other such professionals, because those children spoke patois and therefore could not understand complex concepts. Sir Geoff wrote a number of articles in the Times Educational Supplement in the 1960s challenging this narrative as slavery-derived, in light of research carried out by Hans Eysenck that argued that Black people were genetically inferior to whites in terms of IQ. Sir Geoff believes that these "slavery-derived" attitudes still linger in education today, and that context frames our interactions with the system as a community.

### How do we then address this? Sir Geoff made the following points:

Although ingrained prejudices are difficult to challenge, we need to interrogate the reasons for any underachievement by Black pupils at school. We need to speak with those in positions of power in order to really effect change - another feature of navigating the system is ensuring that we do not fall into the trap of only communicating with those without institutional influence as the system often leads us to do.

- **Decolonising the curriculum:** Slavery must be taught (it should not be optional) and taught properly. For example, William Wilberforce's role in abolishing the slave trade is well known. However, Henry Dundas's role in delaying that process is practically unheard of despite there being a large statue of him in Edinburgh (the plaque for which Sir Geoff has successfully lobbied to have amended). White teachers also need to be taught about history properly, so we do not pass down racism to another generation.
- **Statutory funding for working Black parents:** The community would benefit from funding for community-based initiatives and structures that address immediate needs for Black children and support Black parents in providing for their children so they can focus on their education.

### Louis Brown

Louis Brown is a 2nd year Mathematics student at Oxford University and tutor at the Louise DaCocodia Education Trust Supplementary School.

Similarly to Sir Geoff, Louis frames his presentation around the stereotype of Black people being of lower IQ by narrating the story of the Larry P case from San Francisco, where IQ tests were carried out on children who were subsequently placed in classes for the "educable



mentally retarded” if they failed to achieve the required score. Unsurprisingly, there was an overrepresentation of Black children in these classes, not least because the questions were racially and culturally biased; for example, one of the questions cited by Louis was “What would you do if you found someone’s wallet [in a shop]?” - a moral question in a test that ought to be measuring intelligence and capacity to learn. With this framing in mind, Louis went on to address how Black children can succeed in an education system that contains these biases.

- **Encourage independent learning where possible:** Unfortunately Black students cannot rely completely on the education system in its current form, so we need to learn and share tools to broaden the terms of reference. Teaching students how to work independently to supplement their own learning will give them a ‘head start’. This will in turn enable them to improve marks, consequently enabling them to be placed in higher sets. This will also encourage and build self-belief that is necessary to prompt Black students to apply to top universities and pursue opportunities as they are presented to them.
- **Use of Saturday Schools:** Louis volunteers with the Louise Da-Cocodia Supplementary School, where he assists Black children with Maths and English. The school not only fills in the gaps in children’s education, but also incorporates Black studies into their teaching. For example, the English department at the school created a writing programme based on Black figures such as space scientist Maggie Aderin-Pocock. These schools are invaluable to the community and ought to be invested in; they help Black students who have fallen through the cracks in mainstream education and they push those who are succeeding to further excel. Additionally, the cultural and pastoral importance of African and Caribbean teachers teaching African and Caribbean children must also be noted.

## HEALTH

This research theme aims to rethink the intersection between health, law and race. The Windrush Scandal exposed the fact that those living in fear of deportation are less likely to interact with state institutions such as hospitals. Therefore, a further objective is to examine institutional practices and curate research on new forms of community organisation and legal duties that could abolish racial disparities in health.

### Faye Bruce

Faye Bruce is a Senior Lecturer at Manchester Metropolitan University in the Faculty of Health, Psychology and Social Care. She is also the Chair of the Caribbean & African Health Network for Greater Manchester, an organisation established with a vision to transform the way Caribbean and African Community access appropriate health information and shape healthcare systems as a result.

- **Stress Kills:** Despite many acts of parliament and recommended industry guidelines, deep racial disparities persist in health. By favouring qualitative research over quantitative, Faye began to uncover some of the reasons why current legislation was not adequate to end racial disparities in health. A major factor Faye identified was heightened allostatic load, or ‘wear and tear on the body’. This condition is caused by chronic stresses directly and indirectly caused as a result of structural and everyday racism. Trauma is also a factor that relates to this condition. She states how as Black people, we not only carry our own traumatic experiences, but must live through and be reminded constantly of how our experience relates to an intergenerational condition reproduced along lines of race.
- **Listening to Testimony:** The Caribbean and African Health Network (CAHN) came about as a result of Faye’s research process which aims to stop work being conducted in silos. She believes that the more we gather around our common experiences, the greater our ability to identify the changes we need to make, and speak with a united voice to enact a new approach to improve our health. The key part of the process commonly missing is locating what specific changes need to be made. Problems can be identified through analysing the data, but it’s only through listening to the testimony of those affected and sharing what we find that we can discover solutions. The CAHN infrastructure allows information collected from communities to travel to authorities and decision makers, while also allowing information to effectively travel into communities, empowering them with knowledge.
- **COVID-19:** The statistic that Black and Asian people are four times as likely to contract Covid-19 has triggered calls for a public inquiry. In response to this statistic, combined with the national praise of healthcare workers, Faye states how “Black people play the role of frontier, acting as a protective yet insufficiently protected barrier”. Hypocrisy underpins the outpouring of sentiment for health care workers versus the reality of racial disparities in the death toll. While there is a quick response to reduce freedoms in order to stop people spreading the virus further, there is little interest in understanding and reducing racial disparities in the disproportionate infection rate.

## Dawn Edge

Professor Dawn Edge is the Professor of Mental Health & Inclusivity and the Academic Lead for Equality, Diversity & Inclusion at The University of Manchester. Dawn's research work is focused on Mental Health issues within the Psychology Department. In this role she leads research and community projects which challenge the racial inequalities that persist in Mental Health provision and support.

- **The State of Black Mental Health:** Dawn Edge witnessed the extent of how Black people are disenfranchised from mental health services, through conducting a series of interviews at mothers and babies hospital wards during her postdoctoral research. "We don't tend to see many Black women here" a nurse told her. Of course it wasn't that Black women weren't giving birth at that hospital, the problem was that they were not recommending the specialist care available to help mothers deal with postnatal depression and bonding with their babies. Dawn Edge found that the nurses were 'colour blind'. In a health service set up to deliver equality of care to anybody who comes through the door, this makes sense. But when there are cultural differences in how people respond to questions around mental health, colour blindness can result in Black mental health issues becoming invisible. The misdiagnosis of mental health issues leads to Black people being categorised through the 'strong black narrative', resulting in the denial of care they may need.
- **A Danger To Society:** Through her research, Prof. Edge found that Black people may not be receiving the care they need, meaning many treatable issues remain undiagnosed. On the other hand, she also found a major problem of Black people being disproportionately over-diagnosed and over-medicated for certain mental health conditions. Caribbean people are nine times more likely to be diagnosed with schizophrenia. For people from African backgrounds, it is six times as likely than a white British person. They are also given longer courses of medication to treat the same conditions. These points raise questions around how medical judgements intersect with race to reproduce racial disparities.
- **Nobody To Talk To, Nobody trained to Listen:** Professor Dawn Edge builds on an earlier point on how Black people are less likely to communicate mental health issues through existing channels. In addition, when speaking to therapists, she explains how Black people often find they are not listened to or understood by professional therapists. Everyday experiences are not the same for Black and white people and so where practices are built upon deviating from the 'norm', there is warped ground from which to base decisions on. "I feel like I get followed around shops" - is a very common experience for a Black person. Whereas therapists may understand this as the patient perceiving something that is not real, as they can't relate to the realities of a racialized experience. Dawn makes the point of how she finds it truly shocking that medical professionals are able to graduate from studies with no cultural education which evidently creates huge holes in the delivery of healthcare.

## WORK

This research theme aims to rethink the intersection between employment, law and race. One of the primary effects of the Windrush Scandal was the loss of employment by those affected. Their testimony has drawn attention to the psychological and economic effects of unemployment, a labour market outcome twice as likely to be represented by African-Caribbean people. Therefore, a further objective is to examine institutional practices and curate research on new forms of community infrastructure and legal duties that could abolish racial disparities in employment.

## Paul Obinna

Paul Obinna was born in 1959 of Igbo (Nigerian) and English (British) parentage in Preston, U.K. To better understand the historical relationship between these African & European worlds he designed the Lineage Timeline displaying a 9,000-year continuum to expand the viewer's comprehension of both histories, past the contentious periods of Arab & European Colonization & Slavery and Hystory. This information is vital at what Paul terms 'The Lineage Interface' in any work place where this extended sense of history is used to lay the foundation of becoming fully "P.C.," meaning Personal Confidence and Professional Competence.

- **Anti-Black Consciousness:** The Twin Pillars of Consciousness process, developed by Dr. Molefi Asante, puts forward that although a consciousness towards victory exists in our society which promotes wealth, abundance and success, a consciousness towards oppression also exists and works to associate notions of inferiority, disease, poverty, failure & misery with blackness. Reflecting on his own upbringing, Paul noted how such internalised feelings of Black inferiority were common amongst many of his Black peers. He asked us to think critically about how such a consciousness is still reproduced in our media and in narratives that surround Black political campaigns and how a knowledge of history must be used to counteract this and build self confidence in Black communities.
- **Becoming Professionally Competent and Personally Confident:** Building on the Twin Pillars of Consciousness process Paul reflected on a demarcation exercise he carried out at the University of Warwick which revealed an internalised anti-Blackness that affected the Black members of staff. Reflecting on his work in prisons as well as his work with the University of Warwick staff, Paul noted this pervasive feeling of inferiority must be seen in conjunction with wider professional practice whereby a lack of self confidence acts to impede professional competence. In this way, Paul notes that these two aspects of professional competence and personal confidence are inseparable, as such we must work as a community to develop methods to build personal confidence through the study of history and knowledge of self.
- **Lineage Timeline - Education as Fundamental:** Tying in these notions of consciousness and building professional competence and personal confidence Paul ended his presentation by noting the fundamental importance of education and knowledge of history for building self confidence within our communities. With the Lineage Timeline, an interactive map of world history that goes beyond a view of Black history beginning with slavery, he invites us to think practically about how our understanding of history affects our understanding of the world, our place in it and where our place ought to be

## Paul Davidson

Paul Davidson is a Director of Tyfidsai, African Diaspora Business Acquisition Club Limited. A Non Profit company focused on developing the power of the Black Pound and encouraging Black business, entrepreneurship and community development through the development of a Black economic platform. Paul is also the Director of Fresh Start Independence Project which



provides housing, support and training for young people in Manchester who require it.

- **Black economic exclusion:** From his experience as an entrepreneur and business owner, Paul reflected on an awareness that he has built up of the lack of participation of Black people in business ownership and economic development. Acutely so in Manchester, the fastest growing city in Europe, where he shared a feeling of disappointment of not seeing other Black community representatives present in key economic development forums. This lack of representation led him to ask the question: Why are we not there?
- **TYFDSAI and the Black Pound:** To answer the question of Black economic exclusion and development, Paul challenges us to examine the value of the Black pound and organise around Black economic development. Through Thank you for Doing Something About It (TYFDSAI), Paul, alongside the African Diaspora Finance Initiative has developed a platform which asks members of the Diaspora to commit £2 week to the worldwide democratic fund which aims to reach a spending power of £2 million pounds a week. The fund will then be invested in growing and creating Black owned businesses in countries around the world.
- **Job Creation and Community Ethos:** Paul argues that Black Lives will continue to not matter as long as the Black Pound and dollar are facing the wrong direction and not directed towards community economic development. Noting that the current organisation of the economy under capitalism fails Black communities, Paul notes that TYFDSAI aims to open up a space to support the Black community in light of these failings by directing the fund's capital to projects which will create well paid jobs in the community. Referring to Paul Obinna's discussion of the Twin Pillars of Consciousness, Paul Davidson noted that this notion of positive consciousness is crucial to TYFDSAI's core aim of bringing the Black community together, which is reflected in its four key principles which guide the fund in: coming together, staying together, supporting each other and achieving together.

## CLOSING PLENARY

After returning from the breakout sessions, attendees were invited to hear from each of the panel chairs for a short debrief on the issues raised in each session. Before ending the digital forum and thanking attendees for joining the forum, the Conference Chair invited Professor Carol Baxter to share closing remarks with the forum based on the themes and issues she picked up on during the conference.

### Professor Carol Baxter

Former head of Diversity, Inclusion & Human rights at the NHS, she is now a consultant and campaigner for equality.

- **Things have Changed:** After tuning in to each session at the digital forum, Professor Baxter remarked on how the level of awareness, determination and tools to address race relations have evidently increased. The five themes of Community Cohesion, Criminal Justice, Education, Health and Work, reminded her of the complex structure of racism. As something that we are all born into, for Professor Baxter, like air, racism exists and whether white people know it or not, this is the case - it will find a way to affect us no matter what.
- **Techniques:** Professor Baxter reflected on a time when the conversation at gatherings such as the Burning Work digital forum typically focused around the necessary act of ducking and diving through society. She noted how we now have more tools and power at our disposal. Tools such as the technology of video conferencing used to virtually bring people together and another crucial tool being language itself. As a community, Professor Baxter points to how we now link disparities to causes and outcomes and recognise racism beyond being personally discriminated against. Professor Baxter draws attention to the creation of new media tools and techniques which allow us to visualise the set of socio-economic traps built into the organisation of society. She then ends by reflecting on how this Burning Work is something we are required to tend to at every opportunity.
- **Burning Work:** Professor Baxter commented on how Burning Work is an appropriate conference title which draws attention to the urgency and exhaustive nature of the work to undo and abolish racial injustice. It is intergenerational work across centuries of fighting. Yet there is still a need to constantly be creative which can lead to burn out due to balancing front line work with responsibilities to care for children and grandchildren.

“If you know your history then you know where you’re coming from. Connecting present, past and future.” - Bob Marley

## RECOMMENDATIONS: BURNING FUTURES

This event stemmed from a community of organisations based in Manchester made up of Windrush Defenders Legal C.I.C., the West Indian Sports and Social Club, Arawak Walton Housing Association and Louise Da-Cocodia Education Trust. Channels Research Group were pleased to be asked to design and facilitate the forum which would not have sounded right without the mix from Megadread of Megatone Sound Foundation playing throughout the morning.

The invited speakers expanded the frame of the “Windrush Scandal,” exposing the limits in the current design of justice, with the Director of the Windrush Task Force himself admitting the compensation scheme cannot deliver justice. From the personal testimonies of those affected by the Windrush Scandal, we were able to see the multiple ways institutional racism affects areas of individual and community life. Channels Research Group would therefore like to again thank the panelists invited to speak across the five themes of Community Cohesion, Criminal Justice, Education, Health and Work.

The report recommendations drawn from this Burning Work Digital Forum and the work of Windrush Defenders Legal C.I.C. legal surgeries:

### Community Cohesion

- Create new legislation for a permanent African Caribbean community cohesion fund for organisations to apply for funding projects which seek to address and abolish racial disparities. Design the fund to deliver social, cultural, and economic projects in the UK and the Caribbean that engages victims and their wider communities to tell stories and inspire social re-engagement and economic reconstruction that repairs the ‘serious harm’ reported in the Windrush Lessons Learned Review.
- Design independent forums to workshop the process of constructing, communicating and implementing policy decisions to ensure new measures don’t cause disproportionate harm along lines of class, race, gender and disability.
- Develop a network of lawyers to provide pro bono legal assistance to challenge unsatisfactory compensation decisions and the impact on African Caribbeans from the ‘hostile environment’ across the five themes of Community Cohesion, Criminal Justice, Education, Health, and Work.
- Build publishing houses and digital community infrastructure to inform and connect organisations, recruit volunteers and coordinate the aims of strategic partners working to abolish racial disparities across the five themes of Community Cohesion, Criminal Justice, Education, Health, and Work.

### Criminal Justice

- Create and amplify independent, democratic and community led structures to examine and abolish the reproduction of racial disparities in the criminal justice system.
- Workshop and develop Charles Crichtlow’s T-A-S-E-R (Transparency, Accountability, Scrutiny, Education, Reparation) criminal justice reform model with communities.
- Increase funding for community organisations working against the school-to-prison-pipeline in order to prevent the requirement for police and probation interventions.

### Education

- Gather insights from organisations aiming to “decolonise the curriculum” to widen Black historical perspectives in education and abolish the institutional structures which reproduce racial disparities in achievement.
- Formulate statutory legislation to increase funding for community initiatives addressing the needs of Black families in supporting pupils.
- Develop online networks of Supplementary Schools to raise educational attainment.

### Health

- Design an independent inquiry to investigate the racial disparities in the Covid-19 fatality rate.
- Work in collaboration with community health network groups which platform testimony as a means to identify and organise around structural health inequalities.
- Examine institutional practices and curate research on new legal duties that would abolish racial disparities in health.

### Work

- Critically examine public policy infrastructures designed to reduce ethnic labour market disadvantages such as the Ethnic Minority Employment Task Force.
- Fund the design and implementation of projects that offer training, internships and employment opportunities to the African Caribbean community.
- Design forums which examine anti-racist institutional practices and procedures; amplify and develop techniques towards abolishing racial discrimination within work places.



## APPENDIX

1. Windrush Scheme Update from May 2018 - April 2020
  - 5913 people have been granted citizenship
  - 3614 people were granted Leave to Remain and No Time Limit
  - 7061 people had arrived before 1 January 1973
  - 1598 people had arrived after 31 December 1972
  - 868 received status documents as family members
  - 2413 applications were refused from within the UK
  - 11332 applications were refused from overseas
  - 288 applications refused due to prior criminal convictions
  - 3720 current cases outstanding
  - 11800 people of Caribbean Commonwealth nationality were born before 1 January 1973, but “removed” from the UK since 2002
  - 164 are said to have been wrongly detained or deported, 24 of whom have died and many can’t be found
2. Windrush Defenders Legal C.I.C. sent a letter<sup>15</sup> to Home Secretary Priti Patel on Windrush Day 2020, recommending all people born as either British Subjects prior to 1948 or as Citizens of the UK and Colonies post-1948 and who had been settled in the UK for a period of 5 years by 1 January 1983, should, for the purposes of the Immigration Act 1971 and the British Nationality Act 1981, be treated as having continued to be Citizens of the UK and Colonies throughout this period irrespective of the impact of any independence legislation passed in relation to their countries of origin.
3. Anthony Brown argues an additional payment should be made on top of any compensation to everyone that successfully applies to the Windrush Scheme from the Caribbean who came before 1st January 1973 of £10,000 automatically as a symbolic payment of reparation for the removal of Citizen of the United Kingdom and Colonies status of those of the Windrush Generation who were settled in the UK and the ‘serious harm’ cited in recommendation (1) of the Wendy Williams Windrush Lessons Learned Review.
4. Windrush Defenders Legal C.I.C **Model motion for a ‘Windrush Act’**:
  - This (branch/region/committee/trades council/union/conference) notes that:
    - The 2014 Immigration Act has had a significant negative effect on the Windrush Generation and their descendants. People have been affected by the Windrush Scandal even if they had legal status, such as those who came to Britain from Commonwealth countries before 1973 and their descendants. They and their descendants have been subjected to cruel and inhuman treatment including deportation, loss of employment, housing and services including the denial of prompt medical treatment.
  - This (branch/region/committee/trades council/union/conference) believes that:
    - The Windrush Compensation Scheme does not compensate all victims for their losses and is being unreasonably slow to pay out. Many of the current problems have their roots in the racist 1971 Immigration Act which ended the right of people from the British Commonwealth to obtain UK citizenship unless they had a parent or grandparent with UK citizenship. This ensured that many white people in the Commonwealth could come to the UK but denied the same rights to most black people from the same countries. The right of abode should be restored to the Windrush Generation who were settled in the UK and their descendants.
  - This (branch/region/committee/trades council/union/conference) resolves to campaign for a Windrush Act which:
    - Places a duty on public bodies to reduce race disparities for outcomes in their work as exposed by the Government’s Race Disparity Audit 2017
    - Establishes a commonwealth community cohesion fund for the development of projects in the UK and the Commonwealth to tackle race disparities in Criminal Justice, Education, Health and Work, and rebuild social and economic ties of communities damaged by the Windrush scandal.
    - To campaign for legislation ending the Hostile Environment
    - To campaign for a judge-led independent Public Inquiry into the circumstances which led to the treatment of the Windrush Generation
    - To campaign against the deportations resulting from racist immigration legislation

<sup>15</sup> <http://current-edit.com/Links.html>

## CONTRIBUTORS

### Channels Research Group

**Jerome Bond** is a Law graduate, tutor and aspiring solicitor. His research interests are in immigration, asylum, environmental and youth justice law. In the lead up to the conference he acted as the Communications and Research Officer and helped develop strategy input for the forum which he greatly enjoyed. His role on the day was to facilitate the Criminal Justice Breakout Session and he is the Burning Work Report co-editor. Going forward he looks forward to continuing political work and legal journalism to support the community wherever necessary.

**Christxpher Oliver** is a writer, researcher and art director. His research interests focus on issues in political economy through the lens of Black Studies, with current questions at the intersection of coloniality, migration, sound and law. In addition, his technical practice examines the process of creating fxrums (or forums) as mediums to do political work, through using mixed media and writing techniques to translate insights from the field into various forms of pedagogical, political and performance based interventions. He is also a 2019 graduate from the Centre for Research Architecture masters program at Goldsmiths, University of London. Christxpher was the Research Editor for the Burning Work digital forum, chaired the Community Cohesion Breakout Session and edited the Burning Work Article and Report.

[www.current-edit.com](http://www.current-edit.com)

**Sara Burke** is a legal professional, blogger and former Subject Leader for English. Since 2018 she has been an active Windrush campaigner, planning and attending days of action which has culminated in her work with the Channels Research Group and Windrush Defenders Legal C.I.C. Sara also runs the blog and book club Purple Hued Views, where she writes about a range of socio-political issues (including the Windrush Scandal) from her perspective as a Black feminist, as well as reading and reviewing a wide range of fiction and non-fiction works. Sara was the Conference Chair at the Burning Work Conference as well as the Chair of the Education panel.

[www.purplehuedviews.com](http://www.purplehuedviews.com)

**George Brown** is a multidisciplinary creative with experience in Design Thinking, Production, Photography, Filmmaking & Graphic Design. He aims to create positive social change through creative outputs and broader strategic solutions. At time of publication he is working with ViacomCBS on international social impact media campaigns but has also helped to bring experiential events to life, toured internationally with Grammy nominated artists and briefly taught photography and film workshops as part of undergraduate and postgraduate Design degree courses at Goldsmiths, University of London. In the Burning Work digital forum George acted as the **Graphic Designer & Technical Director**, creating the Burning Work website, promotional artwork and oversaw the video conferencing software during the event.

[www.georgebrown.co](http://www.georgebrown.co)

### Windrush Defenders Legal C.I.C

[wdlegal.co.uk](http://wdlegal.co.uk)

The objectives of the company are to carry on activities that benefit the community and in particular (without limitation) to The 'Windrush Generation' and their descendants. The Company strives for a just and equal society where everyone's rights are valued, defended, and protected. We believe in providing an accessible, accountable, and effective specialist service in those non-restricted areas of law that have the greatest impact on vulnerable and disadvantaged sections of the community. Windrush Defenders Legal C.I.C led the commissioning process for this work, co-designed the digital forum and made significant **editorial** contributions to the Burning Work **Article** and **Report**.

### Louise Da-Cocodia Education Trust

[dacocodiatrust.com](http://dacocodiatrust.com)

Louise Da-Cocodia Education Trust's mission is to provide relevant and accessible education, employment and enterprise services, in particular to people of African and Caribbean heritage, so they can fulfil their potential and achieve their aspirations. The Trust carries out its mission statement via a number of educational community initiatives such as the Getting Ahead Project, its GAP Summer Programmes as well as its Supplementary Saturday School which hosts English, Maths and Sciences lessons for the community.

### Arawak Walton Housing Association

[arawakwalton.com](http://arawakwalton.com)

Arawak Walton Housing Association has its roots in the African Caribbean community and has been championing the provision of quality affordable homes in the heart of Manchester for nearly 30 years. They specialise in meeting the housing needs of Black and Minority communities in cohesive, multi-cultural sustainable communities as well as through their commitment to community campaigns and groups such as the Housing Associations' Pledge To Migrant People, the Owning our future campaign and the BME National collective as part of the National Housing Federation.

### West Indian Sports and Social Club

[wisscmanchester.org](http://wisscmanchester.org)

The West Indian Sports and Social Club is a Manchester based holistic Sports Club with additional interests in family services, events and features a flagship touring domino team. WISSC encourages partnerships and sharing community resources by offering education, counselling, training and events services to multi-heritage & inter-generational people of Great Manchester and beyond.

### Megatone Sound Foundation

Megatone Sound Foundation opened the Burning Work Digital Forum with a mix from Megadread of the Men of Sound project at the West Indian Sports and Social Club. Drawing from Caribbean modes of constructing community space through sound, his mix framed the Burning Work forum with music echoing the routes and roots which connect the United Kingdom, the Caribbean and the continent of Africa. Established in 1978, the legendary Megatone Sound Foundation is one of the original sounds from Manchester having played alongside the likes of Sir Coxsone, Saxon, Sugar Minott, Jackie Mittoo and Dennis Brown.



## **Guest Breakout Session Chairs**

**Asia Stewart** is a recent graduate from the University of Cambridge where she completed her M.Phil degree in the Sociology of Marginality and Exclusion. She is currently based in New York, where she works as a singer and performance artist. When she is not on stage, she is continuing her academic research on queer migration and diaspora. She is currently directing and producing a feature-length documentary that explores how Afro-Caribbean immigrants in the UK understand, experience, and embody notions of home and homecoming.

**Trishauna Stewart** is an educator, researcher, and writer. Trishauna's research belongs to the field of history, literature, politics, migration studies and more. Trishauna is a valued and proud team member at Louise Da-cocodia Education Trust where she has worked as a teacher for several years. She has completed a biographic novel, entitled *Eyes to the Stars: My Journey*, based on the life and achievements of Louise Da-Cocodia. Trishauna also intends to inspire through the tuition services she offers. Trishauna Chaired the Health breakout session at the Burning Work Digital Forum.

Follow Trishauna's multi-subject tuition/mentoring service on Instagram: @icantuition.

## **Guest Assistant Editor**

**Véronique Belinga** is a podcast editor and sound designer. She focuses on articulating critical readings of historical archives and encouraging community engagement through access to cultural memory and political education. Véronique co-edited the Burning Work Audio Archive and made editorial contributions to the Burning Work Article.