



**Independent Community Inclusion Board (ICIB)
Friday, 10th May 2019, 10.00 am – 12.00 noon
Community Room Notts Road Fire Station**

In attendance:

Lukasz Gazda	Inclusion Officer	LG
Marc Redford	WM Prevention and Inclusion	MR
Rachel Salmon	Positive Action Officer	RS
Zoe Wilson	Prevention and Inclusion Admin	ZW
George Mighty	Derby West Indian Community Association	GM
Tania Thomas	Derbyshire LGBT+	TT
Ed Duay	Filipino Association	ED
Ferid Kevric	Bosnia Herzegovina Centre	FK
Ruth Peat	Derbyshire County Council Youth	RP
Jane Cork	DFRS – Collaboration Partnership	JC

Apologies:

Didier Matamba	African Caribbean Partnership	DM
Ray Gumbley	Age UK	RG
John O'Brien	Hearing Help UK	JOB
Joe Kupranec	Ukrainian Community Association	JK
Marcin Amroz	Polish Community	MA
Rob Taylor	DFRS- Area Manager	RT
Phil Mitchell	DFRS – Area Manager	PM

1	WELCOME AND APOLOGIES	MR
1.1	MR welcomed the attendees and accepted apologies.	
2.	REVIEW OF MINUTES OF 25.1.19	MR
2.1	Minutes were agreed as being a true reflection of last meeting - LG to send an e-mail to encourage more participation in the ICIB forum	LG
3.	POSITIVE ACTION UPDATE	RS
3.1	RS ran through presentation detailing employment demographics and the role of PA in breakdown down the disparities. Discussion as to engagement with schools and wider community; discussion as to awareness days and how this has impacted on engaging with minority groups. Registration of interest has increased substantially and we are continuing to work on this. PA Calendar now on Fireview; LGBT+ Conference scheduled for June, also looking at the use role model such as Dani Heathcote for advertising view social media.	

	MR raised that we were looking to engage with parents of minority groups, to dispel any myths about being employed within the fire service. Both George and Ed said that this was not a problem within their communities.	
4.	COLLABORATION	JC
4.1	JC ran through the collaboration power point detailing the joint work streams. JC explained how Collaboration between services was being pushed by the home office in 2017, and will not change how the community see the services, but would expedite some work streams behind the scenes. There have been a number of initiative have already identified in particular Inclusion, Youth. Notts and DFRS control are collaborating at Ascot Drive, and Swad Fire Station is now how to EMAS. FK enquired who would heading the collaboration of the service to which JC went into detail as to who would be heading which of the work streams. MR clarified that management decisions and voting rights were on an equal footing with none of the organisations having a majority rule.	
5.	DIVERSITY CALENDAR AND EVENTS 2019	ALL
5.1	<p>TT - Pride – Derby Pride 7/9 from 11 am; Belper Pride 3/8 from 12 noon; Chesterfield Pride –will be attending; DFRS will be present at all 3 events. TT will also be attending Nottm Pride. It is also Stonewall 5th Anniversary and RS suggested that we will be doing ‘Lunch and Learn’ at HQ 27/6.</p> <p>ED – Filipino Carnival 16/6</p> <p>– LG will enquire if crews can support.</p> <p>RP - DCC are holding a BME Youth Group 31/7 at Donut Studio, Chesterfield RS suggested PA be linked in.</p> <p>- RS to liaise with RP directly.</p> <p>GM – Caribbean Carnival 21/7, Nazreen aware and will be in attendance. Windrush 23/6 at 117 London Road 6.30 pm - -8 pm and then onto the West Indian Centre across the road.</p> <p>- LG will attend.</p>	



	<p>FK – 30/6 is Bosnia & Herzegovina Community Celebration & School Gathering. 300+ school pupils will be gathering at Derby Moor College 10 am – 5 pm.. There is also Genocide memorial on the 11/7 at the Bosnian Centre from 5 pm onwards.</p> <ul style="list-style-type: none">- MR suggested that we may be able to get a crew with an appliance to attend <p>JK – There is an annual Youth Summer Camp to Ukrainian Youth Centre Tarasivka near Weston-on-Trent on the 7th August.</p> <p>JOB – Hearing Help UK continue to hold their social club every 2nd Wednesday of each month at the Ripley base.</p> <p>DM – Black History month later in the year.</p>	
8.	ANY OTHER BUSINESS	ALL
9.	DATE AND TIME OF NEXT MEETING	LG
9.1	13 th September 2019 – Ascot Drive	