

Annual Report

2020 / 2021

rota
Race on the Agenda

rota

Race on the Agenda

Resource for London

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Registered Charity No. 1064975

Company limited by guarantee No. 3425664

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***Chair's
report***

Chair's report

Thank you for taking the time to read our annual report for the financial year 2020/2021.

2020 was a difficult year for us all where so many lives were lost due to the Covid-19 pandemic, our thoughts are with all the families that lost their loved ones.

March saw the start of the country going into national lockdown. ROTA continued to operate business as usual with our staff and volunteers reconfiguring service delivery.

I am extremely proud of the work we have achieved during in this very difficult period and adapting our ways of working online. I on behalf of the board are immensely grateful to the team for seamlessly adapting to home working and the new ways of working with increased use of technology.

In September, we recruited Maurice Mcleod as the Chief Executive, taking over from Andy Gregg who retired. On behalf of the board, we thank Andy for his service to ROTA and wish him the best of luck in his retirement.

We continued to work collaboratively with partner organisations, Runnymede Trust and BTEG on the Crème project, and with Voice4change England, to provide secretariat support for CORE

(Coalition for Race Equality).

We also supported Money4YOU with delivering the annual Dragons Den event, as part of the AVOCADO+ Accelerator programme.

You can read more about our project activities throughout the year, as you continue reading this report.

Let me take this opportunity to thank all our staff and volunteers for their innovation and continued dedication and commitment to ROTA's work.

I would also like to thank our members, supporters, donors and especially our funders for their support during the year and I look forward to supporting BAMER communities in the coming year.



Ali Ahmed - Chair

***Our Vision,
Mission and
Priorities***

1

VISION - THE WORLD WE WANT TO SEE

TOGETHER, WE WILL END RACISM IN BRITAIN

The Britain we want to live in, is one where race no longer has a negative impact on the lives of racialised groups. Everyone should be able to engage with, contribute to and benefit from society to their full potential. Black, Asian and minority ethnic groups will be able to focus their energies on thriving, rather than the challenges of racism.

An inclusive, fair and equal society where people from all groups can develop their full potential, and where the voluntary and community sector is fully participating in serving them.

2

MISSION - OUR ROLE IN GETTING US THERE

WE WORK WITH RACIALISED COMMUNITIES TO BRING ABOUT GENUINE STRUCTURAL CHANGE TO END RACIAL INEQUALITY

ROTA's role is to drive for structural change by using evidence and research. The evidence comes from working collaboratively with impacted communities and the organisations that support them. We believe communities impacted by racism, and the organisations which serve them, already know how best we can create anti-racist policies and practices. ROTA works with these groups and uses its lobbying and communications expertise to enable communities to exercise their power.

We abide by the principal of 'nothing about us without us'.

3

OUR PRIORITIES

ROTA works to challenge racism in all of its forms and in all of the areas it appears. We have identified six priority areas of British life where structural racism has the largest impact. The areas we have identified are:

- Housing
- Health
- Education
- Immigration
- Employment
- Criminal Justice

***Chief executive's
report***

Chief Executive's report

This was a year of huge change internally, nationally and globally.

The year started with the world in lockdown as the Covid-19 pandemic put the brakes on the world's economies.

The pandemic revealed the massive inequalities which we all knew existed and the vulnerability of minoritized communities in Britain was plain for all to see. Many people lost loved ones and many lives were changed forever.

For ROTA, the pandemic meant a total restructuring of our working practices and service delivery. Staff quickly transitioned to working from home and we learnt how to hold successful meetings online. Our CEO at the time, Andy Gregg, delayed his retirement and stayed in post for the early months of the pandemic to help aid the smooth transition. It is a testament to his skills and experience that the organisation was so quickly able to organise under the new restrictions.

Then, as the world was getting used to social distancing, face masks and curfews, George Floyd was murdered by police on the streets of Minneapolis and the largest global racial justice movement since the Civil Rights era was born. The demands for action on racism resounded around the country and the

sudden interest in anti-racist projects caused an upsurge in funding for the anti-racist sector.

In September, I took over from Andy Gregg as CEO and had to quickly work out what ROTA's direction should be in the new world brought about by the BLM protests. There was great interest in our work, and we made many media appearances, including co-producing a Channel 5 special and co-editing a special issue of the IPPR's Progressive Review.

I was able to continue Andy's excellent work running the Secretariat for CORE (the Coalition of Race Equality organisations) and we also recruited two volunteer coordinators who greatly increased the capacity of ROTA to carry out research projects. The Team was incredible, flexible and understanding of the various challenges we faced in transitioning. Despite the challenges of remote working, we have retained a great team spirit and a dedication to work towards ROTA's goals.

Together we will end Racism in Britain.

Maurice Mcleod
ROTA Chief Executive
(from September 2020)



*Summary of
activities in
relation to
charity's
objectives*

In planning our activities for the year, the trustees confirm we have had regard to the Charity Commission's guidance on public benefit. ROTA remains focused on its charitable mission. ROTA provides a unique combination of frontline and infrastructure services to all BAMER organisations and BAMER people, paying particular attention to those who tend to be marginalised or excluded. Some of ROTA's funding is restricted to London but we also operate more widely in England and our REACT Project brought us into a European partnership to develop solutions for online race hate.

ROTA's services in 2020 – 2021 can be grouped under four categories:

- a) **Policy Development, Voice and Representation** of issues affecting Britain's BAMER communities by developing responses to consultations and legislative changes, sitting on policy bodies and by supporting staff of other BAMER and equality organisations to sit at the decision-making table. Our partnership with Voice for Change England to provide the secretariat for the Coalition for Race Equality and our work with Equally Ours (the social justice coalition) were prime examples of this
- b) **Information, Research and Awareness Raising** through innovative research and publications, website, articles and blogs, external papers, holding events, attending and speaking

at external events, campaigning and by providing specialised support, training, consultancy and advice. ROTA produced research into BME workers and zero hours contracts with the TUC and statements on a number of issues via CORE.

- c) **Media representation and thought leadership** ROTA increased its media output vastly towards the end of 2020. Our CEO made over 50 media appearances including being the expert contributor to a Channel 5 special on race. ROTA also contributed to more than 20 press articles on race and greatly improved its public visibility immeasurable in this period.
- d) **Projects for capacity-building and Skills Development** through training, advice and support programmes to those working within the BAMER and equalities sector or providing services to BAMER and other equality groups and individuals. In particular, our Crème project saw ROTA support communications training for the sector by producing a range of accessible content to help organisations tell their stories more effectively.

During the year, ROTA's work was supported by 12 volunteers who committed a total of over 500 hours.

Additional information on objectives and activities 2020-21 was a year of transformation for ROTA. With the three most senior members of staff either leaving or seeing their projects come to an end,

there has been a change in how the organisation functions. The environmental changes (BLM, Covid etc) have meant that ROTA has had to re-evaluate its organisational strategy to take in the new opportunities and to mitigate for the new challenges. The organisation gained new funding during the year which resulted in ROTA taking on new staff. Due to the commitment of our staff team, volunteers, members and funders, we met all our set targets as well as developing new projects. ROTA reviewed and updated its Strategic Plan at a board and staff away day, facilitated by an external consultant. We were able to refresh and develop our

Fundraising

During the period we had a mixed record on fundraising with new funding from the National Lottery Community Fund through its Coronavirus Community Support Fund (CCSF) which enabled us to recruit two volunteer coordinators. We were less active at applying for funding than we have been in previous years as the organisational plan was developed and the new CEO bedded in. ROTA attracted more direct donations than ever before though with both individual and organisational donations increasing in the

strategic plan and analyse the complexities of the current environment for race equality and BAMER communities. We continued to collaborate with the Runnymede Trust, BTEG and Voice for Change England who we worked with on the Secretariat of the Coalition for Race Equality (CORE).

ROTA membership continued to grow, resulting in a 50% increase, composed of both individual and organisational membership. 2020/21 saw 915 new members join ROTA.

We continued to develop our online presence with over 8500 twitter followers and over 700 Facebook page followers.

months following George Floyd's killing. This has meant that existing staff have been retained without any need to reduce hours or make savings. Due to the commitment of our staff team, volunteers, members and funders, we met all our set targets as well as developing new projects and carrying out a full review of the ROTA Strategic Plan.

Our year in numbers



50% increase in membership
915 new members in 20/21



700 facebook page followers
850 twitter followers



Chief Executive made 50
media appearances



6 E-newsletters
2 Research Reports



51 thousand website visits

***Work carried out
in 2020/2021***

Work carried out in 2020/21

POLICY DEVELOPMENT, VOICE AND

REPRESENTATION: In 2020-21, ROTA staff was involved in 14 different policy and decision-making bodies, covering a wide range of issues including but not limited to: BME community development (HEAR, CORE), cross-equalities (e.g. Equally Ours), health inequalities and developing BME strategic policy (e.g. CORE), IntegratED (looking at school exclusions), campaigns to highlight changes to legislation such as the Elections Bill, the Police, Crime, Sentencing and Courts Bill and other Government proposals.

As part of CORE, we responded to the CRED and the Law Commission's consultation on Hate Crime and wrote to the PM asking him to consider racial disparity when planning the Government's Covid-19 response.

We met virtually with over 140 policy makers and stakeholders regionally and nationally. We put pressure on government and public services to promote equality of opportunity for BAME groups and respect human rights. ROTA's policy development work was facilitated by a part time Policy Development Officer post funded by Esmee Fairbairn and Barrow Cadbury charitable trusts. This post was shared with the Runnymede Trust. The increased demands on policy work which both organisations faced made sharing an officer challenging.

INFORMATION, RESEARCH AND

AWARENESS RAISING: Our principal target groups continue to be Black, Asian and minority ethnic communities, anti-racist

voluntary organisations, policy makers in government and public sector bodies, and funders. We believe in evidence-based policy. We disseminated information and increased awareness of issues affecting BAME communities and other equality groups through:

- **In-house publications:** Published 5 online blogs, 6 Policy E-Newsletters and a joint report with the TUC looking at zero-hour contracts. All of these publications are available from our website at rota.org.uk;
- **ROTA events:** Held an AGM for year 19/20 in March 2021 which was followed by a special conference on "Funding for the anti-racist sector" which saw over 40 people attend virtually. More details of this event are available on our website at rota.org.uk;
- **Consultancy and advice:** As an expert agency on race equality and equality, ROTA provided advice and support to public, private and third sector organisations and individuals. We also provided expert and specialised support and advice including the collection of data, carrying out research and helping others to understand and interpret quantitative and qualitative findings within a policy context.
- **External events:** ROTA staff attended online 48 external events and spoke

virtually at an additional 14 conferences, seminars and lectures;

- **Media representation and campaigning:** The change in CEO and huge increase in interest in race issues which followed George Floyd's death saw presented ROTA with the opportunity to drastically increase its media profile. ROTA was represented on over 50 media appearances and were quoted in more than 20 articles. ROTA's work is evidence based and supported by our research and networking activities and programmes. Examples of this include our research on zero-hours contracts and our statements on the exam fiasco and Covid response.

SPECIFIC ROTA PROJECTS

The CRÈME project (Communicating the Race Equality Message Effectively) which provided support and training to BAME groups on various communication skills as well as bringing together the communication strategies of Runnymede, BTEG and ROTA was in the second year of its three years programme. The pandemic and increased demand for commentary on race equality meant the project underwent major changes in its delivery. These were communicated to the funder. CRÈME pivoted to producing online content that the whole sector can use while the project also supported the increased media output from the partner organisations.

The project is a collaboration between ROTA, the Runnymede Trust and BTEG,

which began in July 2019. It also offers support and training around communications for other smaller race equality organisations based in London in developing their communications skills and strategies as well as providing support for the three partner organisations in developing their communication needs as well as providing comms support to the CORE collective. The pandemic made it much harder to meet organisations in person and so for the second year of its programme much of Crème's worked focussed on producing online tools for organisations to use and in helping to promote race equality messages via media platforms. The increase in media interest in race equality meant that CRÈME provided lots of support to the partner organisations in handling media enquiries and appearances. The project is funded by City Bridge Trust under their Cornerstone Project which brings the CRÈME project together with a number of other innovative projects designed to build the capacity of the voluntary and community sector in London.

Coalition for Race Equality (CORE) In partnership with Voice for Change England, we continue to deliver the secretariat and project development for the Coalition for Race Equality. The Secretariat continued its work ensuring the smooth running of the CORE network. ROTA manages the CORE Development Officer, Karun Maudgil who started in January 2020. The role of the Development Officer is to sharpen the administrative function of CORE, and ensure that meeting minutes are distributed in a

timely manner, in order to prevent any potential for miscommunication between CORE members. The Development Officer has also sought to improve engagement within CORE organisations and so set up a WhatsApp group to aid more immediate communications.

- 6 Steering Group meetings held;
- CORE Twitter: CORE increased its Twitter followers by 50% to almost 900 during this period;
- CORE events: CORE hosted an event to enable people from BME communities, who may have been hesitant about the COVID-19 vaccine, the opportunity to hear from and ask questions of black and Asian health experts. The event was a huge success and attracted over 250 viewers.
- Statements and responses: wrote to PM demanding that he consider race inequality in his response to COVID-19, wrote to the Health Secretary about his review into the disproportionate BME COVID-19 deaths, statement on the CRED, responded to the Law Commission's consultation on hate crimes, wrote to the EHRC about racial inequality in healthcare workplaces, supported the Runnymede Trust when it faced attack.

The Halo Collective is a youth-led Collective of organisations and individuals working to create a future without hair discrimination. Race-based hair discrimination has been illegal in the UK since the Equalities Act became law in 2010. But for many Black people, battling racist hair policies - official

or unofficial - is still part of everyday life.

The law is clear, but it's not enough. The Halo Collective is campaigning to help schools and workplaces understand how to fulfil their legal and moral obligations, and to help pupils, parents, and employees understand how to safeguard their right not to be discriminated against. ROTA was involved from the inception and was one of the first organisations to sign up to the Halo pledge not to discriminate.

Class Levelling Up The Government's 'levelling up' agenda looks like being a major driver of economic policy over the life time of the current administration. Class (The Centre for Labour and Social Studies) produced *What will it really take to level up?* The report argued that 'levelling up' does not exist in any meaningful sense and that the government approach of regional investment is doomed to failure because it ignores inter-regional imbalances; poverty; low pay and job insecurity; as well as, socio-economic, gender, age and ethnic disparities. ROTA provided the analysis on *Levelling up Black, Asian and minority ethnic communities* and wrote the chapter on this arguing that focusing on geographic inequality while ignoring the impact of structural racism will only serve to increase inequality.

It Takes a System A new report by Dr Sanjiv Lingayah (Beyond Race) and ROTA shone a light on the systemic nature of racism and explored pathways to systems change. It takes a system provides a clear definition of

this slippery concept and outlines an agenda for dismantling systemic racism. This includes creative efforts to bring to life how systems function as well as the development, by advocates and activists, of blueprints to show what a system that centres racial and other justice looks like. Volunteer Coordinator Funded by the London Community Response Fund, this award funded the hiring of a volunteer coordinator. ROTA's reputation for robust evidence-based research makes it a popular place for volunteers to gain some research and social policy experience. ROTA receives a large number of high-quality approaches from prospective volunteers but was not always able to make use of these approaches. The Volunteer Coordinator was employed on a job share and created on-rolling and engagement protocols for volunteers.

The Avocado+ project In November 2020 and in collaboration with Money4YOUTH (now known as Money4YOU) and Black Fundraisers UK, the AVOCADO+ Accelerator programme held its graduation. The event was held virtually because of the impact of the pandemic. This is an innovative project to improve sustainability, fundraising confidence and leadership of BAMER charities and social enterprises, funded by the Tudor Trust. The project supported 12 organisations with their fundraising and governance through training days and one-to-one support. ROTA supported the project throughout with a staff member being seconded onto their team.

Policy Officer Kimberly McIntosh continued to provide high quality policy interventions for ROTA as part of a partnership with the Runnymede Trust. She also provided the secretariat for the All-Party Parliamentary Group on Race and Community chaired by David Lammy MP. Kimberley left in August 2020 and was replaced by Alba Kapoor who continued to deliver high quality political support for both organisations. It became clear that this was not a sustainable situation as the level of work both organisations were requiring had increased so substantially in the wake of the Black Lives Matter movement. The decision was made for Alba to work exclusively for Runnymede and for ROTA to hire its own policy support.

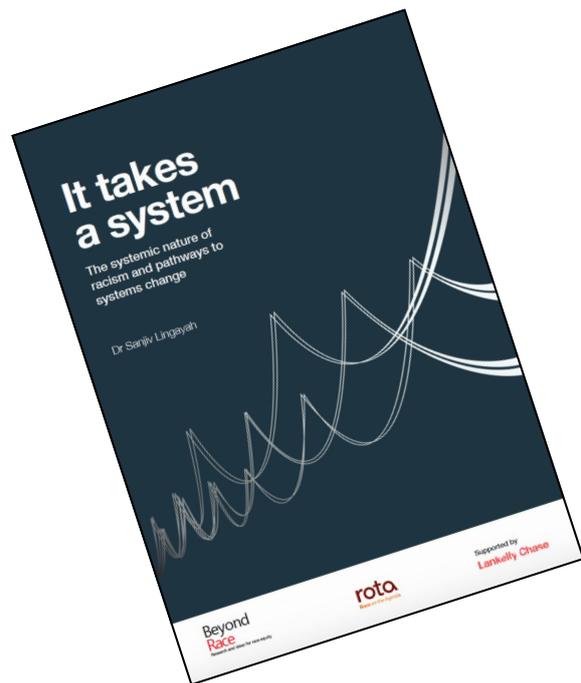
Education work ROTA's main educational research focused on changing and challenging the illegal practice of informal exclusions from school. Informal exclusions, which disproportionately affect some BAME young people, were investigated through desk research, Freedom of Information Requests to Local Authorities, focus groups with young BAME people and interviews with teachers, youth organisations, supplementary schools and youth offending teams. The report was badly hampered by the staff issues and the onset of the pandemic and the funder Porticus decided that they were not happy with the report we were able to produce. Eleanor Stokes took on a huge amount of work to get the Report completed and when the funder rejected ROTA's work, Eleanor committed to working on it voluntarily. Working with Alba and later volunteers ROTA decided the

information was too important to disregard and so we have decided to produce the report from our own resources and Eleanor's dedication.

SKILLS DEVELOPMENT

ROTA aims to increase the capacity of BAMER and equality organisations to get engaged in policy, develop partnerships and learn from best practice. We also aim to increase the skills and knowledge of BAMER individuals to fight discrimination and become champions in helping to promote equality of opportunity.

Pandemic restrictions precluded in-person meetings and so we produced online resources and delivered seminars and workshops. These were largely delivered via our work with the CRÈME project and CORE.



Future work

Future work

Subject to satisfactory funding arrangements, ROTA will continue delivering its work to meet its charitable objects. We will build on our reputation and strong partnerships to bring added value to the projects we have already undertaken and introduce new work reflecting the needs and wishes of the BAME Third Sector and the communities it was set up to serve.

We intend to:

- Continue to develop ROTA as an independent research and social policy charity which focuses on the issues facing Black, Asian, ethnic minority and Refugee communities;
- Seek new funding for education work and to develop new projects;
- Seek funding so as to continue to develop training on the Equalities Act 2010 and on Holding Public Authorities to Account using the Public Sector Equalities Duty
- Develop an Equality Assessment Framework and related training;
- Develop a micro-site for an on-line tool kit of communications resources;
- Continue producing publications;
- Hold events whether virtual or in-person on key policy issues;
- Contribute to producing external publications, speak at external events and sit on various decision-making bodies;
- Consult with the BAME sector on health, education, housing, employment, immigration and criminal justice and from the consultation develop policy responses and projects;
- Continue partnership working Money4YOU on the Avocado+ Accelerator Programme;
- Be a public voice against structural racism in the media;
- Facilitate and champion collaborative working in the BAME voluntary sector;
- Diversify our funding base by exploring appropriate relationships with private sector organisations;
- Work on a basis of collaboration rather than competition through projects like CORE and CRÈME with other BME-led organisations.

Funders and Partners

We would not be able to provide the support and influence policy change without our funders, supporters, members and volunteers. We would like to thank you all for your time and on-going support throughout this year.

In 2020-21 our work benefitted from funding relationships with:

- City Bridge Trust, Cornerstone Fund
- Trust for London
- Runnymede Trust
- The Tudor Trust
- Barrow Cadbury Trust
- City Bridge Trust - core
- London Funders - London Community Response Fund
- Lottery Community Fund
- Online donations



***Board members,
staff and
volunteers***

Board members, staff and volunteers

Current staff and volunteers

- Chief Executive: Maurice McLeod (From 14 Sept '20)
- Finance Manager: Evis Bodlli
- Office Manager: Saifur Valli
- Communications Project Officer: Lee Pinkerton
- Crème Network Coordinator: Kirit Mistry (left Mar '22)
- Policy Officer: Karun Maudgil
- Research Coordinator: Sasha Mckoy
- Education Policy Researcher: Eleanor Stokes
- Project & Development Manager: Katherine Odukoya (from Apr '22)

Current Board members

- Ali Ahmed (Chair)
- Gifford Sutherland
- Gurpreet Virdee (Treasurer)
- Dr Karim Murji
- Lorraine Dongo (Vice - Chair)
- Dr Tele Amuludun
- Keiko Okawa
- Jasber Singh

Staff and Volunteers who left during the year

- Part-Time Policy Officer: Kim McIntosh (1 May 2020)
- Part-Time Policy Officer: Alba Kapoor (Aug 2020)
- Chief Executive: Andy Gregg (Sept 2020)
- Project Officer: Poornima Karunacadacharan (Oct 2020)
- Crème Project Multi-Media Assistant: Eva Bor (Feb 2021)

Board members who left during the year

- Maurice McLeod (9 Jul 2020)

***Summary of
year end position***

The purpose of these pages is to provide a summary of the charity's year end position and income and expenditure for the period stated. This summary is derived from the audited annual accounts, and is not a full representation. This report may not be sufficient to give a full understanding of the charity's finances.

A full copy of the annual accounts and Independent Examiner's report can be obtained from Race on the Agenda (ROTA), Resource for London, 356 Holloway Road, London N7 6PA.

Summary of Year End Position - Balance sheet

as at 31 March 2021

	<u>2021</u>		<u>2020</u>	
	£	£	£	£
Fixed assets				
Tangible assets		439		0
Total fixed assets		439		0
Current assets				
Debtors	4,909		7,177	
Cash at bank and in hand	290,197		143,842	
Total current assets	295,106		151,020	
Creditors: amounts falling due within one year		(96,751)		(56,421)
Net current assets/(liabilities)		198,356		94,598
Total assets less current liabilities		198,795		94,598
Net assets		198,795		94,598
The funds of the charity:				
Restricted funds		40,262		28,890
Designated fund	75,000			
General fund	83,533		65,708	
Total unrestricted funds		158,533		65,708
Total charity funds		198,795		94,598

***Summary of
income and
expenditure***

Summary of Income and Expenditure
for the year ended
31 March 2021

	<u>Year ended 31 March 2021</u>			<u>Year ended 31 March 2020</u>		
	<u>Restricted</u>	<u>Unrestricted</u>	<u>Total</u>	<u>Restricted</u>	<u>Unrestricted</u>	<u>Total</u>
	<u>Funds</u>	<u>Funds</u>		<u>Funds</u>	<u>Funds</u>	
	£	£	£	£	£	£
Income from:						
Donations and legacies		90,915	90,915	-	1,764	1,764
Income from charitable activities:						
Voluntary income	240,646	-	240,646	186,656	-	186,656
Income from other activities:						
Fees and sundry	0	1,470	1,470	-	2,367	2,367
Investment income	-			-		
Total Income	£240,642	£92,385	£333,027	£186,656	£4,131	£190,786
Expenditure on:						
Raising funds	9,031	0	9,031	6,074	1,520	7,594
Charitable activities	220,238	(439)	219,799	199,940	13,892	213,831
Total Expenditure	£229,269	(£439)	£228,831	£206,014	£15,412	£221,425
Net income /(expenditure) and net movement of funds for the year	11,373	92,824	104,196	(19,358)	(11,281)	(30,639)
Net income /(expenditure) before other recognised gains and losses	11,373	92,824	104,196			
Reconciliation of funds						
Total funds brought forward	28,890	65,708	94,598	48,248	76,989	125,237
Total funds carried forward	£40,262	£158,533	£198,795	£28,890	£65,708	£84,598

The company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The directors/trustees acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime and in accordance with FRS102 SORP. These financial statements were approved by the board on 25 October 2021.

Registered Company number 3425664.



John Stone
John Stone
John Stone

John Stone

John Stone

John Stone

John Stone
Flixton Girls School (Trafford)

David Traxwell
Commissioning Support for
London

John Stone

Liz St Clair
Conservative Women's Party

Jonathan Taylor
Southwest (Cons)

John Stone

Helena Soteriou

John Stone

Gifford Sutherland
Foundation 4 Life

Katy Sheppard
Garnet 4

Carolyn Sullivan
Home Office

Isabel Wallace Smart

Katy Taylor

Jackie Stevenson
Staffordshire & West Midlands
Probation Trust

John Stone
S&C Probation and Forensic

Join us

If you're interested in being more involved in ROTA's work, why not think about becoming a member? You'll have a chance to take part in our work and help make a real difference to Black, Asian and minority ethnic (BAME) communities. Find out more by emailing saifur@rota.org.uk or visit our membership page at www.rota.org.uk/rotamembership

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Race on the Agenda

Resource for London

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