

## JERSEY COMMUNITY RELATIONS TRUST

### Minutes

Meeting of the Trustees of Jersey Community Relations Trust  
held on Tuesday 10 January 2023 at 4.30pm at Jersey Library, Eagle Lab (EL CWS).

#### In attendance:

Kate Wright (KW)  
Kaye Nicholson-Horn (KNH)  
Dan Read (DR) (online)  
Selina Zenonos (SZ)  
Tina Jhurry (TJ)  
Sean Madden (SM)  
Cormac Timothy (CT)  
Flora Newman (FN)  
Hannah Maden-Adams (HMA)

*Apologies Louise Doublet (LD), Phillipa Galan-Caballero (PGC)*

#### 1. Immediate Actions and Notes for Minutes

*Agreed and to be actioned by 31 January 2023*

- a. Changes to constitution outstanding. Formal Ministerial approval to be sought, followed by presenting record to the Royal Court (DR)
- b. Complete formal process to confirm KW as Chair of JCRT (KW)
- c. Martin Richardson (MR) former treasurer has now formally resigned from JCRT
- d. DBS checks to be carried out for KW, SM and FN (SZ).  
Proof of address to be sent to SZ.
- e. SM to be set-up as signatory for JCRT bank account to be discussed at Treasurer handover meeting with Martin Richardson (MR) next week.
- f. Produce a condensed version of Poverty Report and publish to website whilst data is still fresh (FN, HMA, KW).
- g. 'Board Apprentice' recruitment plan to be progressed (SZ)
- h. JCRT communications strategy to be written and presented (FN, HMA)

- i. Vote to make Tina Jhurry a new JCRT trustee
- j. Vote to make Sean Madden Treasurer and JCRT trustee

Votes as follows:

(DR, KW, KNH, CT, SZ)

**KW proposes:**

- Sean Madden as a new JCRT trustee and treasurer: all in favour (DR, KW, KNH, CT, SZ)
- Tina Jhurry as a new JCRT trustee: all in favour (DR, KW, KNH, CT, SZ)

**DECISION:** Sean Madden is a new JCRT trustee and treasurer

**DECISION:** Tina Jhurry is a new JCRT trustee

## 2. Meeting Focus – JCRT STRATEGY, led by KW

### a) JCRT's why, what and how

*Why: "Enabling an equitable and inclusive society."*

**Purpose:** *"To effect change and to increase understanding and awareness of JCRT."*

*How: "Being a critical friend to Government regarding equity related issues."*

Trustees agreed to remove the word "equality" and replace with "equity" when describing their 'why'.

JCRT aims to improve equity and inclusion to empower communities.

JCRT is a critical friend of the Government of Jersey (GoJ) and aims to use this relationship to influence change. GoJ and policy makers are not aware of depth of issues experienced in and by the community.

**Action:** JCRT needs to implement a reporting system into the Minister for Home Affairs following the removal of a States Member trustee. Trustees proposed quarterly updates to the Minister and an Annual Report. (KW)

**Action:** Discussion around JCRT increasing its community engagement to explore equity issues that matter to islanders. However, parameters are necessary for how it consults, connects, and interacts with the community. Consider SMART outcomes to ascertain parameters (see Figure 1.)

### b) Who are our target audiences and how do we effectively engage with them?

Target audiences:

- Diverse communities
- Policy makers and influencers

How do we engage effectively?

General awareness and understanding of JCRT is low, although improving. JCRT social media has improved over the past 12 months with a focus on broadcast.

Suggested channels for engagement:

- D&I cluster group
- Social media
- Focus groups
- Polls
- The Media
- Word of mouth
- Government surveys
- Attendance at community events e.g., Pride
- Visual representation of brand

**Action:** Engagement to be considered more extensively as part of the communications strategy. (FN, HMA)

**Action:** Explore engaging (as opposed to broadcast only) with audiences via social media. (FN, HMA)

**c) Major projects for 2023/24 and project leads:**

- 1) Building on and completing UBI/Poverty in Jersey research (KW)
- 2) Researching inequalities in migrant communities, specifically those with less than 5 years residency. What can we do to improve inclusion and sense of belonging in migrant communities? (SZ and TH)
- 3) Understanding what effective adult SEN support looks like in Jersey (CT)
- 4) Discrimination law review 10 years on (DR)
- 5) Same sex parental rights (KNH)
- 6) Building knowledge and data and ascertain how we distribute it by commissioning research (SM)

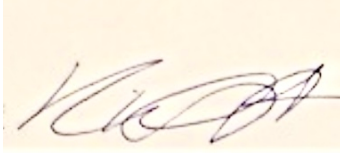
Other projects considered:

- Human rights law in Jersey
- Gender Pay Gap updates in Jersey

See Figures 2,3,4,5 and 6.

**d) Scope and agree next steps for UBI/Poverty report engagement**

Publish full report on JCRT website but focus on publicising shorter version and / or specific points (FN).

A handwritten signature in black ink on a light yellow rectangular background. The signature is cursive and appears to read 'Kate Wright'.

Signed:

Kate Wright, Chair

Figure 1.

## How do we make a difference?

\* Critical friend to govt re <sup>equality + inclusion issues.</sup>

↳ how are having the conversation?

We should: update HM quarterly  
an annual report?

We are not engaging with the  
community so how can we be an  
effective critical friend?

To effect change (influence).

Increase understanding + awareness  
(evidence)

Govt +  
policy  
makers  
don't  
know.

Replace 'equality' with 'equity'

↳ "Enabling an equitable +  
inclusive society."

↳ Empowering individuals +  
communities  
people to  
communities?

Figures 2, 3, 4, 5 and 6

Discrimination  
law review  
10 yrs on.

Gender  
inequalities

Inequalities in migrant issues

Researching inequality/ex in migrant Communities

Migrant Communities

Inequalities in migrant Communities

Modern slavery/ migrant workers

→ Expats inclusion in the Jersey Community -  
① the 'qualification' for housing  
↳ to ease access for housing

migrant communities less than 5 years residency

Residency/housing

lack of human  
rights law



Same sex  
parental rights!

parental rights:

- Same sex
- \$ Surrogate used

Research on diversity  
in roles in different  
industries and linking  
that with roles at all  
levels.

Working with a  
Specialist research  
company who can  
identify problems,  
using off island  
knowledge.

Adult SEN  
Support.

Adults SEN.

Education  
SEN / social  
mob.

Adult SEN  
Support

Search on diversity  
roles in different  
series and linking  
with roles at all  
levels.

with a  
research  
who can  
problems,  
hand

POVERTY /  
UBI  
REPORT

Benefit  
System

working parents