

## **Race Working Group**

### **Members:**

**Co-Chair:** Barbara Mills QC - FLBA

**Co-Chair:** Simon Regis - Employed Bar (GLD)

Glenn Parsons - North Eastern Circuit

Jason Pitter QC - North Eastern Circuit

Winston Hunter - Northern Circuit

Karen K. Namulemu - Midlands Circuit

Anjali Gohill - Western Circuit

Gemma de Cordova – Chancery Bar Association

Amanda Hardy QC - Chancery Bar Association

Nicola Rushton - Chancery Bar Association

David Joseph QC - COMBAR

Anne Jeavons - COMBAR

Laurie-Anne Power – Criminal Bar Association

Leon Lynch - Criminal Bar Association

Bibi Badejo – FLBA

Ijeoma Omambala QC – ELBA and Gray's Inn

Martina Murphy - ELBA

Charlotte Davies - ELBA

Diya Sen Gupta QC - ELBA

Mohinderpal Sethi QC - ELBA

Sharon Blackman - BACFI

Ruth Reid - Cake and Counsel

Beverley da Costa - Cake and Counsel

Adeola Fadipe - BME Legal

Mass Ndow Njie - Bridging the Bar

Natasha Shotunde - Black Barristers Network

Michael Etienne - Black Men in Law

Faye Appleton - Lincoln's Inn

Neil Chawla - Lincoln's Inn

Jennie Collis-Price - Inner Temple

Elaine Banton - Middle Temple

Emma Hughes - Middle Temple YBC

### **Terms or Reference:**

Recent events have re-ignited the debate on the racial disparities and inequalities that still pervade our society and the legal profession, placing particular focus on the Black community. Initially, this Group will therefore work to establish (i) factors that hinder access, retention and progression of Black barristers and to identify interventions to address barriers faced by Black practitioners; and (ii) the role Bar Council and Bar based organisations may play more widely in challenging systemic disadvantage faced by the Black community. It is intended this remit will extend to other ethnic minority groups as work progresses.

Initially, in particular:

- a) to establish, interrogate and analyse data relating to Black barristers (providing an evidence base for action);
- b) to audit existing Bar Council diversity programmes to establish gaps/opportunities to address unique barriers faced by Black and other discreet ethnic minority groups
- c) to identify positive action to address systemic discrimination within profession
- d) to agree with Bar Council's senior leadership what role Bar Council should play in challenging systemic disadvantage in England and Wales and to establish a modus operandi for doing so.
- e) To make recommendations to the EDSM for guidance protocols as well as practices and/or structures required to influence a culture change within

the profession as a whole. Noting that our findings will improve diversity amongst other protected characteristics and groups.

- f) To encourage information sharing and promote good practice and collaboration between Bar Council committees, Bar based stakeholders (e.g. the circuits, the Inns of Court, the specialist bar associations; special interest groups) and with solicitors, the judiciary and legal executives.