

Minutes

MOPAC External Reference Group Meeting
18th of April 2023 Team meeting 18:00pm-20:00pm

Attendees

Aba Abekah-Mensah, Jamila Bernard-Stevenson, Yusuf Deerow, Piran Dhillon-Starkings, Lynn Ferguson, Paul Mundy-Castle, Leona Smith, Sara Owusu, Dionne Usherwood,

Officers

Natasha Plummer, Mel Asare

1. Matters Arising from note of previous meeting

- JBS's name is misspelt correction made
- AAM's name is misspelt correction made

Members asked for update of the recruitment process, MA (MOPAC) updated that an advert is being prepared and this will go out to targeted organisations where we are seeking representation. MA proposed to pick this up in more detail with the agenda.

- #### 2. MA sought permission to record the meetings. Members wanted to clarify if the recording or transcripts would be made public. NP (MOPAC) informed that as these are considered drafts rather than the final note, they will not be made public. Only the final agreed note will be made public.

The Chair prompted for individual updates. In summary individuals completed the following activities: Evidence and Insight (E&I) induction, two public review meetings, community engagement consultation, Disproportionality Board, one spent the day with E&I and the Chair is a member of the new Safer Schools Panel. A member raised that she would like to be considered to attend this panel, she has a strong interest in this area, and she works with young people. The Chair proposed to put her name forward to the group as believes they will be expanding membership. It was also noted that members may want to be part of other relevant groups so this will remain on the table.

The Chair noted that it is great to hear of so many things going on away from the ERG and that some members have a particular interest in specific areas, and it just

shows member's dedication to public service, giving up their time to sit on these boards, attend events and training sessions. He wants this to be recognised and wants to thank members for the extra time they are giving to the different areas.

Additionally, members met collectively for an 'extra ordinary' meeting between quarterly meetings to discuss potential models they would like to use for their collective work as well as to inform a Casey response. (Separate papers have been circulated including feedback on the public review meetings, reflections on Casey and model suggestions for a way of working).

NP suggested agreeing a system of collating their feedback and information from conversations they are having with other people and to capture any related actions which we can then help progress and track.

Action: MOPAC to propose possible tools for feedback and actions.

3. Terms of Reference: The Chair suggested to revisit the ToR after the Casey discussion.

4. Casey Review Reflections

The Chair gave members the opportunity to reflect on their views. Viewpoints crossed different strands of thought including that its hard to believe that things will change and improve off the back of Casey given there have been similar reviews including Macpherson dating back to 1999 and there seems to be little change. Viewpoints also were made about the importance of attraction, recruitment and training and ensuring the right type of individuals are part of the Met. Having effective local oversight mechanisms in place to hold the Met to account was also expressed including effective scrutiny of body worn video footage, effective neighbourhood policing and associated training. Members expressed their disappointment that Sir Mark is not wanting to admit institutional racism and would like the opportunity to meet with him or a representative to explain this.

Action: MOPAC to support members to arrange a meeting with Sir Mark or with a representative

Action: MOPAC to arrange a meeting with Sophie Linden.

5. MAP Priorities

Members would like to note that they are passionate about wanting to make an impact and that they do not want to feel like they are a tick box exercise. Members believe that due to their skills, experience and expertise across many sectors and their independence to the Met and MOPAC, if given the right tools and access can, make great impact in this space. Members noted that once fully inducted they would

like to present the priority areas across the MAP where they believe they will make the most impact.

NP suggested that one area that would be helpful would be engagement and transparency as well as defining their relationship with the new London Policing Board and what their offer will be. Additionally, Casey noted that there should be a two- and five-year review but did not provide any specifics and this may be an area that members can look at.

Members also raised who is overseeing the overseers and the accountability of the mayor. Members expressed that they were dissatisfied that the mayor only spent approximately 5 minutes at the 2-year anniversary event for the MAP in December. Additionally, they felt that Sir Mark came across as defensive at this event when asked pressing questions from the audience.

Action: MOPAC to prepare a framework that will support members in identifying the areas that they would like to prioritise. This should include associated inputs including Casey, National Race Action Plan, the MAP, Governance outcome framework etc.

Action: From this framework, members to identify their mission statement and priority areas they believe can make the most impact as well how much time they can offer.

Action: Members to agree what working model that they believe will best deliver their mission including number of days per week/month/quarter.

Action: MOPAC to consider this model including relevant tools and budgets.

6. Individual interest and impact

MA raised that though members will identify areas that they will work co-productively on to add value and make an impact, it is recognised that members may have their own areas of interest that they may want to pursue in addition to these. MA went through each of the MAP activities and members agreed it would be more helpful to complete their induction to better understand these activities and for MA to expand on them in more detail before they identify what they want to take part in.

Action: MOPAC to provide a more detailed version of MAP activities to help aid their induction process and inform their individual and collective pursuits.

7. Training and Development

MA asked members what further training they would find useful, and members agreed training focused on the Met would be most beneficial and this stage.

Action: MOPAC to develop a Met induction programme consisting of the following: a visit to Hendon, Walkabouts, Ride- a-longs, ICV shadowing and meeting with key teams.

8. Disproportionality Board

Members agreed that at the next Board 26th April 2023 they would provide a quarterly update on their activities as well as their response on Casey. They agreed that not all members are required to attend each time. Members attending this Board include Paul, Yusuf, Sara, and Lynn.

9. Recruitment

Members discussed when the best time for recruiting additional members would be. Some felt it may be better to agree their priorities and what their work model and plan will be first whilst others thought seeking additional representation as soon as possible would be better especially as recruitment could take some time. It was agreed that recruitment would start as soon as possible. MA informed that an advert would be created, and this would be sent to them and relevant organisations. Any interested parties that they are aware of can apply. MA confirmed that MOPAC will not be using an external agency for this process. Representation we are looking for include young people, disability, LGBTQ, and males.

Action: MOPAC to circulate advert and targeted organisations for members to feed in

10.AOB

Members were informed that the ERG received an FOI request. The ERG expressed that they are happy for the information on who they are to be made public and shared with anyone interested as they want to be an open and accountable board to the London community

NP raised that it may be helpful for members to meet with the Alliance for Police Accountability (APA), a group that Lee Jasper chairs who have been a public voice in the space for some time. An induction could be helpful to both parties. The Chair noted that he will reach out via LinkedIn.

Members raised that it will be important for them to disseminate information coming from their work to the public and stakeholders and they need to think about the best means to do this and that its important the ERG is proactive in doing this.

Action: MOPAC to think about the most optimal platforms for this.

Member raised wanting to understand how the ERG may become involved in reviewing Body worn footage.

Action: MOPAC to help facilitate this should this become a priority area for the ERG.

Next meeting date: 11th of July 2023