

Equality, Diversity, Cohesion and Integration (EDCI) screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: City Development	Service area: Culture and Economy
Lead person: Executive Manager Leeds 2023 Partnership	Contact number: 3788531

1. Title: Securing the proposed new public artwork in memory of David Oluwale and for the City of Leeds and authority to enter into an agreement with Leeds Culture Trust

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

2. Please provide a brief description of what you are screening

The overarching ambition for LEEDS 2023 is for a transformational year of creative and cultural experiences, connecting and benefiting people now and into the future. The planned programme will promote Leeds' and the region's identity locally, nationally and internationally; celebrating and enhancing the region as a great place to live, work, visit and invest. LEEDS 2023 will be a significant driver in the city's social and economic recovery from the Covid-19 pandemic, as it enables the region to leverage its strength in the cultural and creative industries and tourism. As a forerunner of the region's Years of Culture 2023-25, its impacts and legacy will resonate for and across the city well beyond this period.

A new landmark public art commission for Leeds is proposed by internationally renowned artist Yinka Shonibare, designed to commemorate the life of David Oluwale and to provide representation and aspiration to the community he came from. The artwork is being developed in partnership by the David Oluwale Memorial Association (DOMA), Leeds City Council (LCC) and LEEDS 2023.

The protected characteristic of Race under the Equality Act provides a primary focus for the project's engagement criteria.

However, the project's inclusive approach recognises and enables access by all other protected characteristics: **disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion or belief and sexual orientation.**

The project is designed to empower, inspire, and educate all communities, including those with protected characteristics, across Leeds, West Yorkshire and beyond.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation. Also those areas that impact on or relate to equality: tackling poverty and improving health and well-being.

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?	x	
Have there been or likely to be any public concerns about the policy or proposal?	x	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	x	
Could the proposal affect our workforce or employment practices?	x	
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 	x	

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

- **How have you considered equality, diversity, cohesion and integration?** (think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

This proposal is to secure an artwork at Aire Park in the South Bank of Leeds as part of the LEEDS 2023 year of culture. The artwork will be created by Yinka Shonibare, who is a globally renowned British-Nigerian artist living in the UK. His work explores cultural identity, colonialism and postcolonialism within the contemporary context of globalisation. Working in painting, sculpture, photography, film and installation, Shonibare's work examines race, class and the construction of cultural identity through incisive political commentary on the tangled interrelationship between Africa and Europe, and their respective economic and political histories.

David Oluwale was a Nigerian migrant who endured mental ill-health, homelessness, racism and police persecution, culminating in what is believed to be his death by drowning on 18th April 1969 in the River Aire, near Leeds Bridge, at the hands of two policemen. The artwork will open up important discussions surrounding the themes of David Oluwale's life and death, including mental health, homelessness, racism, destitution, migration and policing, as well as conversations about the role of art and sculpture within the context of political commentary. Importantly, the project will profile the work of a black artist in a field where there has been increased criticism in recent years

for lack of diversity and will draw visitors to the area to admire its significance and beauty.

As part of Leeds' vision to be the best city in the UK, equality and diversity feature highly on the list of priorities for Leeds City Council and are key factors in the delivery of this project. LCC commissioned an independent Statues Review in November 2020 amid calls from anti-racism campaigners across the UK for sculptures and other public artwork to better reflect themes such as diversity and inclusivity. The review confirmed underrepresentation of diverse communities and their stories within the city's public spaces and public art portfolio, and it included recommendations that steps were taken to address this through new public artworks. It is hoped that Yinka Shonibare's artwork will underline the city's commitment to telling the story of all its residents, past and present.

Disabled access to the artwork and the wider Aire Park area will be ensured as part of the groundwork planning so that there is equal access to all communities to enjoy the artwork up close.

- **Key findings**

(think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

There could be a perception that the artwork will have a disproportionate impact on the Nigerian community in Leeds, as David Oluwale (the inspiration for the artwork) was a Nigerian migrant and Yinka Shonibare (the artist) is a British Nigerian living in the UK. However, the artwork is designed to commemorate the life of David Oluwale and to provide representation and aspiration to the communities of African heritage and to stimulate discussion of the issues his life and death represent for Leeds today.

It is being developed in partnership by Leeds City Council (LCC), Leeds 2023 and the David Oluwale Memorial Association (DOMA). DOMA have already engaged local communities in the project and are keen to widen the conversation with other groups and communities through the city.

The new artwork will provide a focal point for hope, aspiration and looking forward into a better future. It is important to note that the work is a celebration of progress made in racial equality/equity within the city as much as it is marking a difficult chapter of Leeds history – it will be bright, beautiful, eye catching and playful.

The recent theft of the blue plaque dedicated to David Oluwale just hours after it was unveiled on Leeds Bridge, led to local and national outrage and brought issues of racism to national media attention. The building of the David Oluwale footbridge, followed by the unveiling of the statue will add to the conversation around anti-racism and will ensure that new developments to the public realm in Leeds take diversity and inclusion into account, and are representative of Leeds' diverse communities.

<ul style="list-style-type: none"> • Actions (think about how you will promote positive impact and remove/ reduce negative impact) <p>An events programme linked to the artwork has been developed by LEEDS2023 to engage the whole community and reach diverse populations, rooting the artwork within the narrative of Leeds and its people. Events led by LEEDS 2023 will include work with a range of schools and education settings, with community groups and with families and individuals. This work will not only share the cultural and creative benefits of experiencing such an artwork, but also generate the anticipated cohesive impact of learning the story of David Oluwale and why this piece and its location is meaningful.</p> <p>Disabled access to the artwork and the wider Aire Park area will be ensured as part of the groundwork planning so that there is equal access to all communities to enjoy the artwork up close.</p>

5. If you are not already considering the impact on equality, diversity, cohesion and integration you will need to carry out an impact assessment.	
Date to scope and plan your impact assessment:	n/a
Date to complete your impact assessment	n/a
Lead person for your impact assessment (Include name and job title)	n/a

6. Governance, ownership and approval		
Please state here who has approved the actions and outcomes of the screening		
Name	Job title	Date
Eve Roodhouse	Chief Officer Culture and	26.5.22

	Economy	
Date screening completed	31.5.22	

7. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions or a Significant Operational Decision.**

A copy of this equality screening should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality screenings that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached screening was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: