

West Midlands Race Equity Taskforce

Terms of Reference (2025)

ABOUT THE TASKFORCE

The Race Equity Taskforce (RET) is a strategic partnership launched by the WMCA Board to tackle race disparities and improve opportunity for all communities. Its role is to provide strategic advice and constructive challenge. The RET works collaboratively to embed race equity into decision making, amplify community voice, champion inclusion and hold the WMCA and its partners accountable for improving outcomes for residents.

PURPOSE

The Race Equity Taskforce (RET) provides strategic advice and constructive challenge to the WMCA and its partners, to embed race equity and community voice within decision making and improve outcomes for residents. It aims to tackle race disparities, improve opportunity, champion inclusion and make our region fairer for everyone.

ACCOUNTABLE TO

Established by and accountable to the WMCA Board.

MEMBERSHIP

- Independent Chair (mayoral appointment).
- 12 independent members, bringing community voice and strategic experience.
- 7 public service representatives; a senior officer and named substitute from each WMCA constituent Local Authority. Their role is to advise and enable RET activity, ensuring it adds value to existing work.
- 1 representative from the RET may join each of the Mayoral Taskforces to bring an equity perspective into discussion.
- RET members will lead and support wider community engagement to ensure all voices can be heard.

FREQUENCY AND SERVICING

- The RET will meet 6 times per year once fully established.
- It is facilitated by the WMCA (Systems Change and Inclusion Team).

FUNCTIONS

Function	Indicator
Strategic influence: provide strategic advice and constructive challenge to embed race equity and community voice into decision making and improve resident outcomes. This includes identifying advancements in national policy and driving forward the implementation of existing equity-related findings and reports.	<p>Number and significance of decisions influenced.</p> <p>Implementation of equity-related findings and reports (e.g., “Golden Decade”).</p> <p>Examples of positive impact on resident outcomes.</p>
Amplify community voice: build trusted two-way relationships with communities and ensure their perspectives and lived experience shape decisions and solutions.	<p>Number of community groups engaged within WMCA decision making.</p> <p>Feedback from community partners.</p>
Data driven decisions: use robust data to embed race equity within decision making, programme design and delivery.	<p>Use of equity data within outcome measures.</p> <p>Completion of Health and Equity Impact Assessments.</p>
Social innovation: scale effective practice and support community-led approaches to drive systems change.	<p>Examples of best practice shared between WMCA partners.</p> <p>Number of community-led initiatives supported; external funding secured.</p>
Accountability: hold WMCA and partners to account for delivering measurable improvements and report publicly on progress and impact.	<p>WMCA Board to review and publish an annual progress report.</p> <p>RET to track the implementation of strategic equity commitments.</p>
Champion inclusion: promote antiracism, allyship, intersectionality, and inclusive leadership for the region, advocating for all communities and protected groups.	<p>Increased leadership diversity within WMCA.</p>

CONDUCT

RET members will uphold the highest standards of integrity, transparency and collaboration. Members will sign and uphold the behaviours within the Volunteers Agreement.

REVIEW

Annually from May 2027.