

## CHAIRMAN'S REPORT CONTINUED

acknowledge and deal with the reality of living in a modern multicultural and multi-ethnic/tribal Britain. Or else lose their relevance and effectiveness and risk segregation and conflict.

### Governance

The second challenge is one of governance. There is need for RECs to work in partnership with one another and with the CRE, especially between now and 2009 in order to diversify the ethnic and religious membership of each REC Board, including ensuring support and recognition from local public bodies. This way RECs would distinguish themselves as representing the interests of communities rather than of particular "community" groups or organisations.

### Funding

The final challenge is one of resource allocation.

My proposal is that RECs, beginning with those who align their strategy and governance to the above principles, be core funded by central government (via the Scottish Executive in Scotland?) in addition to any funding from the CRE or public bodies. Again, it is essential, especially in Scotland with its culture of partnership working, that RECs work closely together (eg. Scottish Alliance of Race Equality Councils - SAREC) in order to build, with the CRE's assistance, the managerial Board capacity within each REC. It is also critical that, in this context, the BFOREC movement is also adequately resourced in

order to ensure the greatest possible participation from its members, as well as successful and effective management of the changes required.

As we look to the future, there is no doubt that we face huge opportunities and challenges; but I am convinced that with the right people, right strategy, strong management and effective governance, and adequate resources, we can do it.

I am also convinced that with your support and the support of all our stakeholders, we shall do it.

*Dr Philip K Muinde DL OBE*  
Chairman