

Sun explorer spacecraft leaves for launch site

Due to launch in February 2020, Solar Orbiter will perform unprecedented close-up observations of the Sun. It will allow scientists to study the Sun in much more detail than previously possible and to observe specific features for longer periods than can be reached by any spacecraft circling the Earth. In addition, Solar Orbiter will measure the solar wind close to the Sun and provide high-resolution images of the uncharted polar regions of the Sun.

Solar Orbiter's journey around the Sun.

The UK is at the heart of this European Space Agency (ESA) mission to uncover the secrets of our planet's star. The UK has key industrial roles on the spacecraft build and operations and has won €200 million worth of contracts, while the UK Space Agency has invested £20 million for the development and build of the instruments and will continue to support them.

Science Minister Chris Skidmore said:

I am delighted that the UK has played such a leading role in this mission to observe uncharted regions of the Sun. From mobile phones to electricity networks, our scientists will make new discoveries about the impacts of space weather on our daily lives.

Our commitment to the European Space Agency means UK research and engineering teams will continue to be at the heart of the new space age after we've left the EU, creating highly-skilled jobs and supporting our economy.

Solar Orbiter will carry 10 state-of-the-art instruments. Remote sensing payloads will perform high-resolution imaging of the Sun's atmosphere – the corona – as well as the solar disk. Other instruments will measure the solar wind and the solar magnetic fields in the vicinity of the orbiter. This will give us unprecedented insight into how the Sun works, and how we can better predict periods of stormy space weather, which are related to coronal mass ejections (CMEs) that the Sun throws towards Earth from time to time.

UK scientists were instrumental in proposing the Solar Orbiter mission to ESA. The UK Space Agency provided funding for four of the 10 scientific instruments on board the spacecraft. Imperial College London, the Science and Technology Facilities Council's RAL Space and UCL led international teams to design and build three instruments, while UCL also contributed to the fourth.

Chris Lee, Chief Scientist at the UK Space Agency, said:

Solar Orbiter is the most important UK space science mission for a generation, both because of its leading roles for UK science and industry but also because of the crucial information it will give us about living near a star like the Sun. It has never been more important to understand this interaction because of the impact space weather can have on our satellite enabled economy.

Solar Orbiter, which will take just under two years to reach its initial operational orbit, will follow in the footsteps of NASA's Solar Parker Probe, which launched in 2018. The two missions will offer complementary perspectives of the Sun – Parker Solar Probe will travel through the Sun's atmosphere, while Solar Orbiter will observe the surface.

Professor Chris Owen, Principal Investigator on the Solar Wind Analyser instrument, from the UCL Mullard Space Science Laboratory, said:

We're leading an international consortium from the UK, Europe and US to provide three sensors for an instrument on Solar Orbiter so it can robotically 'sniff' the solar wind, which is the steady outflow of charged particles from the Sun.

From this, we will learn how activity of the Sun links into interplanetary space, which is an essential step in successfully mitigating the damaging effects of solar weather on Earth. It's a brave mission and one we can only achieve by collaborating with experts globally.

Helen O'Brien, Solar Orbiter MAG Instrument Manager, from Imperial College London, said:

Ten years after proposing our original design, we are delighted our magnetometer instrument aboard Solar Orbiter is setting out on its final terrestrial journey. We have had to prove our instrument can withstand vibration loads up to 22g and thermal cycling between 90°C and -150°C, but now the payload and spacecraft are ready for the final preparations ahead of launch to explore a whole new region of space.

The Sun is the source of the particles dominating the near-Earth environment, so getting up close and combining observations from the surface, with measurements such as the magnetic field of the newly released solar wind is critical to understanding how the Sun's behaviour impacts on our planet. The magnetometer will be switched on soon after launch and we can't wait to get started!

Dr Andrzej Fludra, lead on the SPICE instrument consortium from STFC's RAL Space, said:

Building SPICE has been a great achievement for our international team, led by RAL Space. For several years, engineers and scientists from the UK, France, Germany, Norway, Switzerland, the US and ESA worked closely together on specifying the science requirements, designing, building and testing the instrument.

We are now getting ready to make observations of the Sun, preparing software and onboard procedures that will control the instrument. I have great hopes and expectations that we will be able to solve the remaining mysteries about the solar activity and how it affects the heliosphere.

Engineers at Airbus have designed and built the spacecraft to withstand the scorching heat from the Sun that will hit one side, while the other is frozen as the orbit keeps it in shadow. The design is based on ESA's BepiColombo mission to Mercury, the closest planet to the Sun, which launched in 2018 with significant involvement from UK engineers and scientists.

Ian Walters, Airbus' Solar Orbiter project manager, said:

Solar Orbiter has been one of the most challenging and exciting missions we have ever designed and built here at Stevenage. Not only have we engineered a spacecraft that can withstand the intense solar radiation that is 13 times more powerful than that in Earth's orbit, we have also made it virtually invisible to its sensors so that it can take accurate measurements to enable a step change in the understanding of the Sun.

The UK's space sector is going from strength to strength, employing around 42,000 people and carrying out world-class science while growing the economy. The UK continues to be a leading member of ESA, which is independent of the EU.

[Dounreay waste store construction work ahead of schedule](#)



The team and members of senior management are pictured before work begins on the final concrete pour

The concrete floor slab has just been completed ahead of schedule and with an excellent safety record. More than 3,100 tonnes of concrete and 184 tonnes of reinforced metal bars have gone into creating the floor of the building which will hold intermediate waste in long term storage in accordance with Scottish Government policy.

Contractor GRAHAM Construction was awarded the contract to construct the facility which is due to be complete by the end of 2021.

Dounreay Programme Delivery Director, David Hubbard, said:

This is a significant milestone for the project, and has been completed without an accident. We are on course to deliver the work on behalf of the Nuclear Decommissioning Authority on time, but the safety of the workforce remains our highest priority always.

Tony Perry, the NDA's Head of Programme, welcomed the news of progress on the new storage facility:

It's good to see this important project progressing quickly, with our colleagues at Dounreay maintaining their continued focus on safety, quality, cost and schedule.

[Dounreay's latest waste store ahead of schedule](#)

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Government recommits support to victims on Anti-Slavery Day

The Home Secretary has pledged to consign modern slavery to the history books as the government marks Anti-Slavery Day by urging the public to play their part in stamping out this barbaric practice.

Today, (Friday 18 October) a series of events will take place aimed at raising public awareness of how to spot the signs of modern slavery and highlighting what the government is doing to tackle this crime.

The International Slavery Museum in Liverpool will feature an interactive nail bar – a business which is often linked to modern slavery – as well as talks from law enforcement to inform the public about slavery in the UK.

The event comes as the Home Office published the [2019 Annual Modern Slavery report](#), which shows that there were more than 1,400 active investigations into modern slavery cases in the year to July 2019 – a rise of more than 64% on the previous year.

Home Secretary Priti Patel said:

The shadow of modern slavery can fall across any aspect of our lives – the clothes we wear, the food we eat, and the services we pay for. This is an outrage I refuse to ignore.

That's why the government is determined to end this vile crime and protect its victims. I'll not stop until slavery is truly consigned to the history books.

This is the ninth year Anti-Slavery Day has been marked in the UK. The aim is to raise awareness of the need to eradicate all forms of slavery, human trafficking and exploitation.

In addition to the event at the International Slavery Museum, Border Force will be raising awareness of modern slavery at railway stations, ports and airports throughout the UK and educating people on what they can do if they suspect someone is being exploited.

Minister for Safeguarding and Vulnerability Victoria Atkins said:

However much we may think of slavery as a historic crime, the truth is people are being trafficked, abused and exploited in the 21st century.

Raising awareness of modern slavery is crucial in the fight against this crime, which is why Anti-Slavery Day and events like this one

in Liverpool are so important.

The Cabinet Office has also today launched a campaign in London to help frontline professionals spot the signs of modern slavery and take action. The “Hidden in Plain Sight” campaign will ask workers in healthcare, job centres and banks to “take a second look” at the people they interact with for the tell-tale signs of exploitation.

These include:

- being forced to pay wages into someone else’s account
- not being in possession of their own documents
- being accompanied by someone who appears controlling or unwilling to leave them alone

The government also today announced the appointment of Jennifer Townson as the first Migration and Modern Slavery Envoy. In this new role, Ms Townson will be an advocate for tackling modern slavery globally, helping the UK to co-ordinate its efforts with other nations.

Establishing the role was one of the recommendations following the Independent Review of the Modern Slavery Act. Ms Townson has a range of expertise in the area.

Foreign and Commonwealth Minister of State for Human Rights Lord Ahmad of Wimbledon said:

I welcome the appointment of Jennifer as the first Migration and Modern Slavery Envoy. The UK is at the forefront of the fight against modern slavery, and this appointment gives us a focal point for our international effort.

Jennifer will be a strong voice for the UK in bilateral and multilateral discussions on these issues.

The government’s 2019 Annual Report shows significant progress in tackling this crime with almost 7,000 potential victims referred to the National Referral Mechanism (NRM) in 2018, a 36% increase on the previous year. There has also been an uplift in operational activity to tackle modern slavery, with more than 1,400 active law enforcement investigations, compared with 850 in July 2018.

The report also outlines the progress made in improving the support received by victims of modern slavery through NRM reform, including the launch of the Home Office Single Competent Authority, a new single, expert unit to make all decisions on whether someone is a victim of modern slavery; and continuing the rollout of Independent Child Trafficking Guardians across England and Wales.

The Home Office has also committed to strengthen the effectiveness of the

transparency in supply chains provisions. This included consulting on potential changes to the legislation such as extending transparency reporting to the public sector and announcing plans to create a free government-run central reporting service for business' modern slavery statements.

[Nationwide to pay up to £2m in refunds for PPI breaches](#)

The Competition and Markets Authority (CMA) has issued Nationwide with [legal directions](#) after it both failed to send – and sent inaccurate – payment protection insurance (PPI) reminders. The directions require Nationwide to put in place procedures to ensure that similar problems do not happen again.

As well as these legally-binding directions, Nationwide has already repaid more than £100,000 to customers who did not receive reminders. The building society is also in the process of refunding thousands more customers who received inaccurate information, with total repayments of up to £2 million expected. It is the CMA's view that companies breaking the rules should refund their customers if they are left worse off as a result of their PPI provider's failure to provide important information.

The CMA has now issued directions to 5 of the largest providers of PPI in the UK. It most recently took [action against RBS](#), leading to customer refunds of £1.5 million. It follows an investigation into PPI by the Competition Commission in 2011, which resulted in a legally-binding Order requiring PPI providers to send customers annual reminders that clearly set out how much they have paid for their policy, the type of cover they have, and reminders of their right to cancel.

Nationwide breached the Order in two ways. First, by failing to provide reminders to customers over a six-year period, from 2012 to 2017, meaning those affected did not have all the relevant information to help them decide if they wanted to continue paying for PPI. It also meant that people could have been stopped from shopping around effectively or might not have known they were still paying for PPI.

Second, the building society sent out inaccurate reminders from 2012 to 2019. These reminders contained incorrect information about the yearly cost of insurance, meaning customers may have been misled into thinking their PPI was cheaper than it actually was. Again, this may have stopped people from shopping around effectively and could have encouraged customers to keep or renew their insurance with Nationwide.

Adam Land, Senior Director of Remedies, Business and Financial Analysis at the CMA, said:

Nationwide has broken the rules by not sending essential PPI reminders to their customers. 8 years on from our legally-binding Order, it is simply unacceptable that the CMA is having to remind Britain's biggest banks of their legal obligations.

Nationwide has failed its customers by denying them important information, and the directions we've issued today will lead to affected customers receiving the refunds they deserve.

Such breaches are serious and, if we had the extra powers we've proposed to the government, could have resulted in fines.

The CMA cannot currently impose financial penalties for breaches of this kind, but it has called for the power to do so. Enhanced CMA powers would increase incentives for businesses to comply with market and merger remedies and allow it to rectify any breaches quickly. The Government is set to consult on this proposal.

Notes to editors

1. The CMA is the UK's primary competition and consumer authority. It is an independent non-ministerial government department with responsibility for carrying out investigations into mergers, markets and the regulated industries and enforcing competition and consumer law.
2. Nationwide is in breach of the Payment Protection Insurance Market Investigation Order 2011 (the PPI Order). One of the requirements of the Order is that all PPI customers would receive an annual reminder from their provider setting out information including how much they had paid into their policy and the underlying credit product.
3. Directions are a formal enforcement instrument, which can be used to ensure that an Enterprise Act 2002 remedy imposed by the CMA, in this case the PPI Order, is complied with fully.
4. The Directions require Nationwide to appoint an independent body to audit its PPI processes, the results of which will be fed back to the CMA.
5. In August 2019, the CMA issued Directions under the PPI Order to [RBS and Santander](#). In 2018, it issued similar Directions to [Barclays](#) and [Lloyds](#).
6. For CMA updates, follow us on [Twitter](#), [Facebook](#) and [LinkedIn](#).

[Race and the City: from demonstrations to data](#)

Black History Month and the British Civil Rights Movement

For many reasons that will become clear, I was delighted to be asked to speak at Bristol's Race and Equality Conference. The timing coincides with a couple of important events as well. As you all know it's Black History Month, and it is also the 2 year anniversary of the ground-breaking, internationally renowned Race Disparity Audit, whose Advisory Group I chair.

Let me first turn to Black History Month. Of course everyone knows about Dr Martin Luther King, Malcolm X, Rosa Parks, Angela Davis... the 'Heroes and Sheroes' of the US. But I also want to pay tribute to the barely acknowledged, and much less acclaimed British Civil Rights Movement which was happening at the same time.

In Britain we had our own protests and demonstrations against violent racism and discrimination, akin to those of Alabama, Georgia, Oakland and Chicago. They took place in cities such as London, Manchester, Birmingham and in Bristol itself.

Here we had our own 'Heroes' and 'Sheroes', like Sir Learie Constantine, Darcus Howe, Claudia Jones, Paul Stephenson and Bernie Grant – all of whom campaigned hard to transform our institutions. One of their biggest achievements was the 1965 Race Relations Act – which was the very first time that the Government not only formally recognised the fact that racism and discrimination against ethnic minorities existed, it took action to prevent it, and provide legal protection for those who suffered from it.

It's a tragedy, and something that I am hellbent on changing, that we haven't named this struggle in the same way. But if you stitched a golden thread through the decades... through the protests, the demonstrations, the marches on Westminster, the traumas, and sadly the deaths... you'd see that it is we in Britain who became the epicentre of Civil Rights in Europe. It was our movement that opened up the dialogue in Europe to protect the rights of ethnic minorities living there. It is because of our activism – British activism – that every country in the EU now has a Race Directive to secure equality for all their citizens. Yet these facts are not even talked about in our schools. We need to acknowledge and disseminate it. And, above all, celebrate it.

With this in mind, as I mentioned the RDA had its 2nd anniversary this week. As part of the celebration of achievements – which I will come on to – I am delighted to say that we have created a new National Award – the RDA Advisory Group's Award for Outstanding Contribution to Equalities. A tribute to honour the lifetime's work of an individual who has furthered the cause of racial and social equality, the recipient this year is Bristol's very own superhero Paul Stephenson OBE. I'll be presenting him with it later this afternoon, right here, so you can all honour him with me.

Race and the City

We've come a long way since the 1960s. And fought many battles against racism and discrimination since, despite the legislation that existed to prevent us from having to do so. The Mangrove Nine, the Battle of Lewisham, St Paul's, the Brixton Riots... All in the pursuit of equality and social justice.

Stephen Lawrence's brutal murder over 25 years ago, and the inquiry that followed, was a watershed moment. It was during this time and in the aftermath that Doreen Lawrence and other activists came together to campaign for change once again. And then we had the Race Relations Amendment Act 2000. A stunning victory that mandated every public service in the country to promote race equality. Every public service had to show that they were closing the gap. That was the high point. Civil society made so many gains through it, and we gave our children the freedom to aspire to be whoever and whatever they wanted to be.

Fast forward from then to 2011 and we witnessed the worst riots the UK has ever seen. Unleashed following the death of Mark Duggan, and catalysed by the economic crisis as austerity started to bite, the issues of racism and discrimination viciously resurfaced. Once again, demonstrations against injustice took place. Frustration, violence and destruction spread... anti-establishment feeling festered, racial divisions grew...and hope was losing ground to deep cynicism.

Whilst reflecting on events, a certain clarity came into focus: We had made gains, but the dial still hadn't moved enough to make inroads into the country's biggest institutions or into their way of thinking. The colour, class, and even the gender of power was – and overwhelmingly still is – White, privileged, and male. So there was an awful inevitability about this. And even though it was true, many in power would still doubt the disparate data available as 'unproven'.

From demonstrations to data

Many of us knew that we needed to be smarter with data, and get others to lay bare the harsh truths. At Operation Black Vote – an organisation started back in the 90s – we're used to leading from the front. So, with the support of The Guardian, we published 'The Colour of Power' – a ground-breaking piece of research which clearly showed that pathways to the very top jobs for Britain's ethnic minorities are almost non-existent. Covering a broad spectrum of public, private and democratic institutions, it demonstrated that only 3% of the 1049 top posts were held by people of colour – less than 1% of them women. This translated to Britain's most powerful elite being 97% White. Where were the ethnic minorities among the Supreme Court judges? Or in the upper echelons of the Armed Forces or the Police? Or Permanent Secretaries in Whitehall? Or leaders of the Trade Unions that represent a huge number of ethnic minorities in lower grades across the public sector?

The Race Disparity Audit (RDA)

It was a massive wake-up call. But, fortunately, one which resonated with conversations I'd been having with Theresa May whilst she was Home Secretary. Once Prime Minister, her team informed me that the ideas we'd spoken about would now become Government policy. And so the 'Race Disparity Audit' was launched in October 2017.

For those who don't know, the purpose of the Audit is to expose disparities – differences in treatment or outcomes – which affect people from diverse ethnic or social backgrounds. The RDA's website – Ethnicity Facts and Figures – brings together all Government's own data and analyses it across 176 topics on education, healthcare, housing, criminal justice, the economy and infrastructure. Regularly updated, it constantly evolves to include new areas of public interest or concern – like unemployment rates, organ donations, hate crime and even the Honours system.

In this way the RDA helps us to demonstrate, to 'evidence', the real – and sometimes stark – inequalities that people of colour or class experience. Inequalities that can now no longer be dismissed as apocryphal. The data looks at how national policies are reflecting communities with different ethnic or social backgrounds across the country. It looks at how women are reflected. It highlights what is working and what isn't.

The RDA is run by the Cabinet Office's Race Disparity Unit and supported by the Advisory Group that I chair. Together we use the Audit's findings to highlight some worrying issues across a range of sectors and geographical regions. Through the data we give a voice to communities who didn't have one previously, and challenge – at national and local level – government, the public and the private sectors to act on the persistent inequalities that are being suffered.

It has been a game-changer. I'll give you a couple of examples to show how:

What the RDA has achieved

In education the RDA's data found that, for years, many children and young people from Black Caribbean, GRT and White working-class backgrounds have experienced high levels of school exclusions, poor grades at GCSE, lack of admissions into top universities and drop-out rates in higher education.

This led to a Government-sponsored Review into exclusions which, among its recommendations, said that schools needed new guidance to make clear when and how children can be removed; and to make them responsible for ensuring that those excluded continue to get a good education. The Office for Students was given new powers to hold Universities to account for how well their students do; and independent university league tables agreed to highlight progress made on reducing student disparities. The Sunday Times Good University Guide is now including ethnic minority attainment gaps as part of theirs. These now give us a platform from which we can drive those further changes so urgently needed – especially for Black and GRT children who continue to be the worst

affected.

In employment, the data for the private sector showed that ethnic minorities are under-represented in workforces, despite making up 14% of the working age population. The Black, Mixed and Other ethnic groups were more likely to be in the lowest skilled types of jobs. Ethnic minority staff were hardly to be found in senior leadership roles. And young people from Bangladeshi, Mixed and Pakistani ethnic groups were the least likely to be in education, employment or training.

Together with Business in The Community, a pioneering Race at Work Charter was launched to increase ethnic minority representation in all sectors. So far 196 national and global businesses – from banking to the film industry – have signed up to it. They have committed to growing a diverse workforce, unlocking its potential, and creating real and lasting career opportunities for all. Major government contractors are now required to provide reports on the work they are doing to end modern slavery, the gender pay gap and increase the representation of ethnic minorities in their workforce. And a new, independent organisation called the Youth Futures Foundation was created and given £90m specifically to address the ethnic disparities the RDA found in youth unemployment.

In the public sector the national story was not much better. Again, those from ethnic minorities were grossly under-represented. Headlines included the facts that 94% of the Senior Civil Service grade, 94% of prison officers and 93% of police officers were White.

We used this data to challenge Whitehall departments and their agencies to change their approach. The Civil Service published a Diversity and Inclusion strategy, with clear steps to increase ethnic minority representation at senior levels; the Ministry of Justice is now supporting prisons to recruit local workforces that reflect the communities they are working in; the National Police Chiefs Council launched a new strategy to increase diversity in local police forces; and the Policing Minister wrote to Police and Crime Commissioners and Chief Constables requesting an audit of ethnic disparities of staff for each police force. This last action was particularly significant – it took the framework of the RDA to local level.

The RDA as a framework for all cities

There are many more examples of how the RDA has catalysed real change. And behind the scenes we continue to work closely with departments, agencies and businesses on other serious disparities, such as in criminal justice, housing, and mental health.

But the success of the RDA has not just been confined to Westminster. The team at the Cabinet Office has won national awards for its data, analysis and policy work. The RDA itself has also been commended cross-Party in Parliament, and it received international acclaim from the United Nations, the OECD, and the US Congress – all of whom are keen to see how they can replicate it to act on inequalities on the world-stage.

Perhaps the greatest achievement though is the fact that cities across the country now want to apply the Audit's framework to their own communities. Local leaders have so much more power and ability to control, deliver and change things for the better. Bristol is one of them. Under the leadership of my dear friend, and OBV alumni, Mayor Marvin Rees and his brilliant Deputy – Councillor Asher Craig – an Audit has been developed to improve workforce diversity in Bristol's public services and private businesses.

I'm also delighted to say that Liverpool's Mayor, Joe Anderson, has pledged to take the RDA forward in his city. And this afternoon Marvin, Liverpool's Lord Mayor Anna Rothery and the RDA's Advisory Group will be meeting with council leaders from Nottingham, Lewisham and Southampton to discuss how they can adopt the RDA's framework in their cities.

Leadership – 'the standards we walk past are the ones we accept'

Using data to demonstrate inequalities really does work. It is one of the RDA's most compelling features. A big positive that we found from schools, universities, Ministers, public servants, and businesses has been an acceptance of most of the data, and a willingness to collaborate to put things right. It's difficult for powerful people and their institutions to say 'we got this wrong, we should change our approach, help us change it'. It takes real courage to do so.

It also takes leadership – the biggest contributing factor towards the success of the RDA.

At national level the Government showed leadership from the very top and consolidated this by putting the RDA at the heart of Whitehall policy-making. Strong support from the Centre was assured.

In the last 2 years, the data from the Audit has elevated the tackling of persistent inequalities above party politics. Because issues such as race, gender, poverty are frankly more important than that.

I am pleased that this Government has publicly said that the RDA and its team will continue its work. They are standing by what has been created – as they should. There is a real opportunity here to lead from the front and turbo-charge policy-making and initiatives to literally change foundations which have, for far too long, delivered racial and social inequality.

Not doing so would be tantamount to wilfully condemning the next and future generations from these communities to be given the crumbs once again. The crumbs in education. The crumbs in employment. The crumbs in opportunities to advance and fulfil their potential.

But Government can't do this all by itself. It takes leadership at all levels – in every sector. These leaders should also be looking at what the data says about the impact of their own policies. If it doesn't show a diverse workforce, they need to act. If it shows that people of colour and women are

being paid less than their White peers, they need to act. If it shows that children from ethnic minority or socially deprived backgrounds are less likely to do well at school, are less able to access mental health services when they need them, are less likely to live in a house that is safe, clean and warm at night, they need to act. Otherwise they are tacitly enabling inequality.

The standards we walk past are the ones we accept.

Unlock and unleash talent

At a time when tectonic plates are shifting politically, we need a stabilising approach that both improves the status quo and helps to prepare us all for what may come. The RDA provides a blueprint for that – it benefits everyone.

We also need all the talent we can muster to turbo-charge 'Britain Plc'. So every pathway to success should be opened up. In every street, in every city, in every corner of the country there is potential talent. I encourage you all to use the RDA as the framework to unlock and unleash it. Opportunities and life chances should not be dependent upon how light your skin colour is, or whether you're from the 'right' background.

At the end of the day this is about all of us. It's everyone's struggle. It's about breaking down barriers, consolidating past gains into meaningful and lasting pathways to better futures for everyone, regardless of who they are or where they come from.

I know you know that Dr King had a dream. But, more than the dream, he had a plan. As a 'disciple' of his I say to you that this is now our plan. With the data, we can make a clarion call for racial and social justice. This knowledge is a powerful tool for change. Use it to hold the organisations and companies you work in, or work with, to account. Where it shows persistent inequalities, challenge those in charge. Ask why. Be strong, but be smart. For real change we have to take people with us on this incredible journey

And remember. We're no long asking for people to be decent...to show equality...to do the right thing. In the spirit of Dr King, Bernie Grant, Rosa Parks, and Claudia Jones, we're demanding it. We owe it to them and to ourselves to do so.

Thank you.