

MAYOR OF LONDON



Mayor's Commission for Diversity in the Public Realm

COMMISSION MEMBERS APPLICATION PACK

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Dear Applicant,

Membership to the Commission for Diversity in the Public Realm

Thank you for your interest in becoming a Member of the Commission for Diversity in the Public Realm. This is an exciting opportunity to use your skills, knowledge and expertise to support our efforts to create a truly inclusive London.

I want London to be a city for all Londoners, regardless of race, religion, class, gender or sexual orientation. But in order to achieve that, we first need to make sure that our public realm reflects our city's amazing diversity and the contributions of our many different communities. Now more than ever, we must seek to bring people together and unite them

around this vision of a city where everyone feels included and represented, and nobody is left behind or left out.

The reality is that for too long our public spaces have overlooked – and even outright neglected - the achievements of many in our city. The limited range of people immortalised in our statues, street names, memorials and buildings has left a distorted view of the past that fails to capture who we are as a modern, progressive city. It's time now for this to change. We must work together to tell the complete story of our history and to commemorate those, from every community, who have made London what it is. As we seek to bring change – and ensure that everyone can take pride in our public landscape – it's vital that we take the right advice and enlist the support of experts and community representatives from all walks of life and backgrounds. That's why I am setting up a Commission for Diversity in the Public Realm.

The Commission will review London's public realm, further the discussion into what legacies should be celebrated and how and make a series of recommendations aimed at establishing best practice and standards. It will be ambitious in scope, making sure that new developments proactively engage with London's diversity and amplify the voices of those who have been historically excluded. Most crucially, it will also directly engage with the views of London's communities and help to address the long-standing inequalities and institutional discrimination many of them have faced.

This application pack provides you with detailed information on the role and responsibilities of Commission Members and details about the application process for the role.

If you have any queries relating to the content of this pack, please contact Kirsten Dunne on 07925 126 866 or Natasha Graham on 07926 077 820, or email CDPR@london.gov.uk

Thank you in advance for your interest in this role and we look forward to receiving your application.

Yours sincerely,



Sadiq Khan
Mayor of London

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Image: English Heritage

1 Introduction

London is one of the most diverse cities in the world, with more than 300 languages spoken every day. Yet statues, plaques and street names largely reflect Victorian Britain – as highlighted by the recent Black Lives Matter protests. Our capital's diversity is our greatest strength, yet our public spaces mostly reflect a bygone era.

The Mayor is committed to ensuring that the capital's population and history are celebrated and commemorated. Following the unveiling of the statue of suffragist leader Millicent Fawcett in Parliament Square in 2018, the first statue of a woman in the Square, the Mayor and his senior team have held discussions with council, community and arts leaders across the capital to explore how to improve diversity across our public realm.

The Mayor has previously pledged his support for a number of new memorials in the capital, including for Stephen Lawrence, the Windrush generation, a National Slavery Museum or Memorial, and a National Sikh War Memorial. He has supported LDNWMN, a series of commissions by Black Asian and Minority Ethnic women artists celebrating overlooked women who have played a crucial role in the capital's history, and continues to support the Fourth Plinth Programme, which is recognised as best practice in contemporary public art commissioning, with a history of presenting diversity both through the artists commissioned and the subject matter of their works.

There is currently no pan-London approach to the visual public realm or to who is portrayed within it, be that through street signs and names, public art commissions, statues, memorials, street art or plaques. The Mayor is therefore bringing this Commission together to develop a more joined up approach and create a shared understanding of the importance of diversity in London's public realm.



Michael Rakowitz, "The Invisible Enemy Should Not Exist", 2018. A Mayor of London Fourth Plinth Commission. Image: James O Jenkins

2 Role of the Commission for Diversity in the Public Realm

The purpose of the Commission for Diversity in the Public Realm is to lead a London-wide conversation on how to practically achieve greater diversity of representation across the public realm and heritage sites. This will have a focus on increasing presence and visibility of underrepresented groups including Black, Asian and minority ethnic, women, LGTBQ+ and disabled groups and to include consideration of representation of socio-economic diversity. The key principles for the Commission are:

Debate: Open a wide conversation across society including creating space for debate about contested heritage. This may include public panels, thought provocations, published texts and policy recommendations.

Listen: Ensure that a wide range of voices contribute to the Commission at all stages. This will include hosting speakers and representations from diverse groups to give evidence at Commission meetings, community conversations, workshops and public surveys.

Delivery: A tangible programme of work that signals change and protects London's international reputation as a fair and equitable world city, which could include support for new public realm commissions and recommendations for approaches to existing works.

Best Practice: Establish best practice, case studies and standards, for example commissioning guidance about processes, decision making and fair pay. Engage with and share expertise and approaches with other global cities in partnership with the World Cities Culture Forum.

Leadership: Create opportunities for long term change in London's public realm, building shared understanding and engagement. Advocate for changes in working practice, supported by the Partners Board and other key stakeholder groups.

Outputs related to the following five areas of work will be agreed by the Commission once in place but may broadly cover:

Contested Heritage

The Commission will review contested heritage in London, with cases gathered by independent and neutral bodies and crowd sourced through public channels. The Commission will recognise that ownership and planning powers are complex but will seek to operate within this context.

Public Engagement

The Commission will establish the scope of wider public engagement through activities which might include a public talks programme and community conversations. The work of the Commission will be accompanied by a continued programme of community engagement, which will contribute to the Commission's workplan. The first phase of engagement will be an independently led community research project which will report to the Commission in two phases on the aspirations of Londoners for the capital's public realm.

Improving Representation

The Commission will consider how best to improve representation of overlooked narratives that have contributed to London's story. It will propose and advocate for new publicly and privately funded interventions in the public realm and educational resources.

Guidance/Frameworks

The Commission will recommend and oversee the development of new or dissemination of existing guidance, resources, case studies and frameworks to empower local communities and themselves to better understand statutory processes around commissioning in the public realm.

Commissioning Fund

The Commission will explore a programme of support, in partnership with funders and public agencies that could galvanise overlooked communities and create new professional pathways for diverse, new talent, resulting in lasting examples of the Mayor's commitment to reflecting and celebrating all Londoners in our shared spaces.

Future Proofing

The Commission will be asked to make a series of proposals that will ensure the principles of increasing representation in the public realm are embedded and continually reviewed and refreshed.

The Partners Board

The work of the Commission will be supported by a Partners Board comprising of statutory bodies, funders, policy makers and expert groups. This board will act as a reference and advisory group supporting the Commission, providing expert advice on the interests of the voluntary and community sector, artistic community, heritage and the wider public realm. It will:

- Share information, data, consultation initiatives, best practice and resources freely as much as possible (while bearing in mind, and declaring as necessary, any conflicts of interest);
- Provide a forum for discussion of strategic/statutory issues, for example those relating to planning and heritage sites; and
- Support the Commission and the Mayor's team at the Greater London Authority (GLA) on evidence sessions and with presentations to the Commission.

Members will be nominated and recruited based on their capacity to represent their organisations and not their individual interests.

Arts Council England (ACE), Black Cultural Archives (BCA), Historic England and INIVA (Institute of International Visual Arts) have been confirmed as the first organisations to join the new Partners board, and more will be recruited in the coming months.

3 Role of the Commission for Diversity in the Public Realm

Membership and Governance

The Commission will comprise two Co-Chairs:

- Justine Simons OBE, Deputy Mayor for Culture and Creative Industries, and
- Dr Debbie Weekes-Bernard, Deputy Mayor, Social Integration, Social Mobility and Community Engagement (“Co-Chairs”)

There will be up to 15 independent members (“Commission Members”). Members will be appointed as set out below, for an initial period of up to two years.

The Commission will bring together a range of people with proven leadership ability and influence, working across some or all of the following fields: the arts, public art, built environment, architecture, community engagement and planning. Members will have complementary skills and experience. The membership will be representative of London’s diversity.

Members are required to attend meetings of the Commission, which will take place monthly until Spring 2021 to set out a workplan and then continue approximately every three months.

Members may be asked to lead on individual areas of the Commission’s work or convene time-limited working groups of others in their sector, to enable the Commission to quickly develop a deep understanding of an issue and develop policy or programme recommendations.

The Commission will agree a programme of work subject to compliance with the Terms of Reference. Members will assist in developing the programme of work.

The Commission will present an initial report of findings and recommendations to the Mayor in 2021. Individual members will be asked to contribute to the report.

Members are asked to become champions of Diversity in the Public Realm in their own sectors and to advance the mission of the Commission via their networks.

Subject to their availability and particular experience, Members may be invited by the Co-Chairs and the GLA to undertake the following activities on behalf of the Commission:

- give public speeches

- participate in roundtables and panel discussions
- write or contribute to press articles and GLA publications
- give media interviews
- provide quotes for media activity

Where members are unable to attend Commission meetings, delegates are not accepted.

The Commission has no political affiliation and will not propose any recommendations or solutions related to political affiliation.

Members will not be required to do media activity on their role in the Commission without GLA approval.

Biographies of Co-Chairs



Justine Simons is Deputy Mayor for Culture and the Creative Industries. She was Head of Culture for the Mayor of London for over a decade and has played a central role in the cultural revitalisation of London. Justine was awarded an OBE in the 2015 Queen's New Year honours list for Services to Culture in London. She believes culture is central to London's success as a global city and has the power to transform lives and places.

She has conceived and delivered the Mayor's statutory culture strategy since the inception of the GLA, enshrining culture at the core of public life. She has shaped the Mayor's Investment Strategy for the creative industries and overseen City Hall's work across

music, theatre, film, fashion, design, games and art – including building the Fourth Plinth Commission into the UK's biggest sculpture prize.

Justine founded and is Chair of the World Cities Culture Forum – a major global initiative on culture and the future of cities, involving 30 cities worldwide.

Justine also played a lead role in the cultural programme for the London 2012 Olympic and Paralympic Games – staging the capital's biggest ever festival with over 5000 events. Prior to the Mayor's Office, Justine spent over a decade in the field of contemporary dance, producing, commissioning and running festivals and venues.



Debbie Weekes-Bernard became Deputy Mayor for Social Integration, Social Mobility and Community Engagement in November 2018.

Debbie works to improve Londoners' life chances and to boost social integration and community voice across the Mayor's programmes. She leads the promotion of equalities and active citizenship across London and makes sure City Hall actively seeks to tackle poverty for Londoners across all groups.

Debbie joined the mayoral team from the Joseph Rowntree Foundation where she led the organisation's work on poverty and ethnicity with additional areas of expertise on labour markets, education, lone parents, young people and society. Prior to this Debbie worked at the Runnymede Trust as Head of Research, running their work on inclusive curriculum

development, education attainment gaps and school exclusion as well as work on community cohesion, race and criminal justice and youth transitions. She also worked as a lecturer on social psychology and criminology, teaching students in both the further education and higher education sector.

Alongside professional work, Debbie has a longstanding professional and personal interest in social justice, social mobility and community engagement. Debbie is a trustee of the Equality and Diversity Forum and has sat on a number of other influential panels and working parties including the Poverty Commissions for both the National Union of Students and the London borough of Lewisham and is a member of the British Journal of Sociology of Education Editorial Board. She has also served locally as a chair of governors for two federated primary schools in East London.

Debbie has a PhD in psychology and sociology and lives in Waltham Forest.

4 Role of the Commission Members

Duties:

- Attend and actively participate in Commission meetings, advising on the emerging issues pertinent to the brief;
- Steer the delivery of the Mayor's Commission objectives by providing expertise and guidance;
- Listen and respond to a wide range of positions across London's communities
- Advocate for the importance of culture in growing the capital's global reputation as a creative hub;
- Advocate for importance of diversity of representation in public realm;
- Catalyse new strategic partnerships to deliver the Mayor's culture programme; and
- Work with GLA officers to convene stakeholder networks drawing in wider expertise to inform the development of the work of the Commission.

Criteria:

To fulfil the role of Commission Member, applicants with a diverse range of experience will be welcomed, including:

- Demonstrable experience of leadership and influence of peers;
- Highly developed interpersonal and communication skills;
- A broad knowledge of the culture sector with experience of culture in London;
- The ability to lead by example and share expertise, knowledge and skills with other Commission Members and Stakeholders;
- Ability to represent the Mayor and the Commission effectively to external stakeholders; and
- A commitment to diversity and equality, public service values and the principles of public life.

Profile of successful candidates:

We aim to achieve diversity in our Commission Members with a broad range of experience. The successful candidates will be the individuals who best meet the criteria section listed in the role specification above and have relevant expertise, experience or understanding of one or more of the areas identified below:

- Cultural and/or Public History
- Community Activism
- Built Environment and Architecture
- Planning and development
- Placemaking and regeneration
- The creative industries and wider creative economy

- Visual art/public art
- Street art/community arts
- Building communities
- Improving access and engagement with arts and culture
- Education and engagement
- Global positioning and reputation
- Informal and formal heritage
- Social cohesion and community integration
- Local government

All Members are required to understand and embrace the '[Principles of Public Life](#)' as defined by the Nolan Committee and outlined in the [Protocol on Mayoral Appointments](#).

London's diversity is its biggest asset, and we strive to reflect London's diversity in all appointments. To that end we welcome applications from all sections of the community, regardless of age, gender, ethnicity, sexual orientation, faith or disability.



Gillian Wearing CBE, "Millicent Fawcett", 2018. Commissioned by the Mayor of London with 14-18 NOW, Firstsite and INIVA to commemorate the Centenary of the Representation of the People Act 1918, through the Government's national centenary fund. Image: Caroline Teo.

5 Appointment Details

Timescale

Commission Members will be appointed for up to two years. The Commission meeting schedule will be set by the Co-Chairs in consultation with the Commission Members starting from December 2020 until March 2021 at which point the scope of work and meeting schedule will be reviewed and agreed.

Start Date

Appointees are expected to be available to take up their role by December 2020 at the latest, with the inaugural meeting of the newly appointed members expected to take place soon afterwards.

Remuneration, Expenses and Access

The Commission Members will be entitled to be reimbursed, in accordance with the GLA's Expenses and Benefits Framework, for travel and other expenses reasonably incurred in performing their role with the Commission.

We are committed to creating an inclusive structure. Support will be considered to ensure individuals working as independent practitioners or in small civil society organisations or charities whose capacity may be limited to take part are able to participate.

Term of the Appointment

The terms of all Commission Members' appointments will be set out in writing to them at the time of their appointment.



Jasmin Kaur Sehra, "Portrait of Mala Sen", 2018. Curated by Tate Collective as part of the Mayor of London's #BehindEveryGreatCity campaign. Image: Caroline Teo

6 Appointment Process

Following assessment of applications against criteria for appointment, shortlisted applicants will be invited for interview. A selection review panel will make recommendations for appointment to the Mayor of London.

Interviews are expected to take place beginning at the end of October through mid-November. Please notify us if you are not available during this time.

The GLA promotes an equal opportunities policy. Appointments are made on merit, following a fair and transparent process, and these appointments are governed by Nolan principles and the Mayor of London's protocol on appointments. Please view our [Protocol on Mayoral appointments](#) for further details.

How to Apply for the Commission for Diversity in the Public Realm

If you would like to apply, please submit your CV and a covering letter (max 5 sides in total) via our online recruitment system. You will also be asked to provide recruitment monitoring information.

The covering letter should provide details of your relevant experience for the Commission. Please address the criteria section the role specification above and include any expertise or understanding of the sectors identified in the 'Profile of successful candidates.'

Your CV should contain details of employment, public appointments, qualifications history and the name and contact details of two people who are willing to provide a reference for you. It should also include any relevant information regarding your eligibility for appointment and any directorships you hold.

Candidates should provide details of any business, or other interests, or any personal connections which, if appointed, could be misconstrued or cause embarrassment to the Mayor or the Greater London Authority. This includes financial interests or share ownership, active connections or memberships of societies or other conflicts of interest.

The aim is that Commission Members should be representative of London's diversity, so we welcome applications from all sections of the community.

You must submit your CV and covering letter via the GLA [online recruitment system](#). You will also be asked to provide recruitment monitoring information.

If you require information in an alternative format please contact the GLA recruitment team, emailing Andrew Baxter at andrew.baxter@london.gov.uk.

The closing date for submission of applications including the recruitment monitoring form is Sunday 4 October at 23:59 GMT.

Thank you for taking the time to apply for this role. All data will be processed in accordance with the provisions of the Data Protection Act.

Other formats and languages

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