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PEOPLE IN HARMONY

Annual Report 2023

Making Mixed Race Matter

People in Harmony ♦ 20-22 Wenlock Road ♦ London ♦ N1 7GU ♦ Tel no 0845 468 0755*

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Charity reg. no. 1045356 Company limited by guarantee reg. no. 2424930 in England

*calls cost 5p per minute plus your phone company's access charge

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About the Charity

People in Harmony (PIH), a charity and a company limited by guarantee, was established in 1972 to offer support, information and advice for, and about, mixed race people, couples and families. Also, to raise awareness of, and try to address, experiences of prejudice and isolation. The organisation has developed and grown in many ways since those early days. Over the years attitudes to, and, experiences of mixed race living has changed, but the need for support is as important as ever. Statistical information from the 2021 Census showed that mixed race continues to be one of the fastest growing ethnic minority groups in the younger age group and there is now a greater acceptance that mixed race issues cannot be swept under the carpet or subsumed into the 'black' or 'other' designations. It requires investigation and services that are more sensitively appropriate for mixed race people and families.

The charity's mission statement is '*making mixed race matter*' and its main aim is to raise awareness of mixed race issues and support for mixed race people and families by working to influence and improve ways in which public services such as education, health, social care and criminal justice are delivered to the mixed race population through discussion and debate, research, campaigns and the arts. PIH continues to contribute to debates and to respond to media requests for information and discussion. It also offers support to those experiencing problems, for example within the education system and social care. This has been an important aspect of charity's work over the decades, as has been the encouragement offered to people seeking to examine their social experiences. The newsletter, website, Facebook and Twitter accounts offer ample opportunities for such activity.

The trustees confirm PIH has complied with the duty in section 17(5) of the Charities Act 2011 to have due regard to public benefit guidance published by the Commission. The service that the charity provides to its members, the public, voluntary and statutory organisations and researchers, as well as the media, includes support and information on a range of mixed race issues. PIH is able to assist with finding people among its members who are willing to be interviewed by the media, to support and participate in research projects, to link up with other members and to facilitate, or speak, at conferences and seminars. PIH also sells a range of resources including conference reports and books.

These services are all part of the core work of the charity that meet its objectives to promote good race relations and the elimination of discrimination on the grounds of race and to encourage equality of opportunity for persons of different racial groups. Also, to advance the education of the public in matters pertaining to the promotion and achievement of equality of opportunity for persons of different racial groups.

People in Harmony Members Monthly CHAT Zooms



Committee activity

- The Trustees have continued to work with the aims and objectives when planning for the future of the organisation and have maintained a consistent approach in staying up to date with research and topics for and about mixed race for the work carried out. Two magazines per year continue to be produced and published in full colour and were distributed by post and email. They promote PIH well and have been positively received by members and supporters.
- The administration of the charity has been carried out by a number of the trustees during the year. Trustee and volunteer vacancies were one of the activities carried during the year with new trustees co-opted to join the board. Adverts were placed in our magazine and news e-bulletins, on our web and social media and with Reach volunteering.
- The Independent Examiner continued their voluntary role to examine the charity accounts.
- Joint work with other organisations has been considered in the planning of future activities including conferences and other events. It is essential that PIH continues to offer relevant events and activities to younger people of mixed race and young mixed families enabling it to grow and expand its influence.
- The website continues to be hosted by New Information Paradigms with the internal email groups now hosted externally. The website continues to provide information about the work of the charity, events, new research, and reports and books which relate to mixed race issues and Links to useful resources. It also includes personal articles and poetry and provides a platform for discussion with insights into the lives of mixed race people and families. The PIH Facebook page and Twitter account continue to be well populated with relevant current issues and links to useful websites. Members also continued to usefully access and contribute to the PIH WhatsApp group and the online members monthly CHAT Zoom meeting. The membership and subscription forms can be completed online, which together with our programme of activities, has increased our membership.
- Monthly CHAT Zooms, initially started during Lockdown, continue to bring members and supporters across the country and abroad together to share their experiences and focus on topics of specific interest for our attendees.
- Canva Pro is regularly used at no cost, for media and communications, events publicity and information
- MailerLite provides us with an excellent resource to use for members news e-bulletins, events and regular information
- Google workspace is an excellent resource that provides an online storage facility for the charity
- Valuable training for trustees and volunteers was by provided by SCC, Trust Advice and NCVO using online webinars.
- We have a busy and exciting time ahead with the development of increased sources of online communication available for members and the public. We look forward to members' and volunteers' continued involvement and support in the growth of the charity.

Annual General Meeting & Event 2023

The AGM / Event 2023 is scheduled to take place in November at the Living Space, London.

Our Stories – Our Voices – Our Families: *Past – Present – Future*



There is a long history of mixed race in the UK, with People in Harmony having been a consistent presence since it was established 52 years ago, at that time known as "Harmony".

There is still much to listen to and learn from those past experiences and research studies. These are valuable resources that can be used to enhance the provision of services needed for members and the general public.

Review of Annual Business and Future plans.

Our core functions are maintained through the year by subscriptions and donations. The annual subscription is due to be paid on 1st April each year and the increasing number of members paying subscriptions online and BACS assists with the administrative work of the charity. We thank members for their ongoing support.

Our registered office address is: 20-22 Wenlock Road, London N1 7GU. The Constitution allows for meetings to take place online and this has allowed many more members living in the different regions of UK to participate in using in our online meetings that has been one positive outcome of the covid restrictions those past few years. This will continue where appropriate.

Trustees find the support from NCVO, CVS and Volunteer Services in London and online to be essential for the ongoing work and development of the charity.

The trustees have committed to considering the following in relation to the future of PIH:

- Continuing to plan and organise future events, including those online, using evaluation of previous events
- Recruitment of new trustees and volunteers from the membership to undertake some of the governing and administration work
- Outsourcing voluntary work that is being carried out by trustees in addition to their trustee governance responsibilities and duties
- Pursuance of research funding opportunities and application for funds to support the work of the charity
- Identify applications for funding to archive and digitalise newsletters published from 1972
- Collaboration with universities, students and the NHS Maternity on matters pertaining to issues of mixed race experiences that are in need of further investigation
- Continue to support research development and studies into mixed race matters being carried out by students and professionals
- The attendance, interaction and contribution to our events, the evaluation and feedback we receive, all strongly indicate that the work of the organisation is valued and needed and still has an important role to play in Britain and the world today.

Staffing

The charity has no employed staff and the work of the organisation in providing services to both members and the public has been carried out by the trustees with support from volunteers.

Communication lines by telephone, email and Zoom are kept maintained and available not only for the charity's use but also to offer information and support for families and people under pressure from statutory services.

Volunteers

We thank those who carry out many hours of voluntary work and who have supported the aims and objectives of People in Harmony. We appreciate the web and communication work that continued to be done by Matt Hoskins supported by New Information Paradigm. We would like to record our thanks for the work contributed during the year by membership volunteers: Sue Adeyemo; Jenna Arrindell-Carty; Cindy Matthews for their work towards the publication and distribution of the magazine. Also, thanks to Remi Fairweather-Stride, who has contributed with regular support and input for the members monthly chat zoom meetings, the events and much more.

We also thank Pauline Collins, for her work as Independent Examiner of PIH Accounts.

Management Committee 2022

Committee members, who are all members of the charity, are the Trustees of the charity and are Directors for the purpose of company law. Those who served during the year are:

Val Hoskins Chairperson; Amos Hurst Vice Chairperson; Dr Michelle Balach-Ali; Dinah Morley; Luke Stark; Dan Lewin; Jennifer Smith, Lee Hemmings, Hanna Candassamy; Melanie Hadaway.

The committee are thanked for the valuable work they carried out, and their dedication and commitment given to their roles.

