

**Belfast City Council**  
**Section 75 and Schedule 9**

Northern Ireland Act 1998

**THE COUNCIL'S POLICY ON**

**BELFAST CITY HALL:  
PROMOTING A GOOD  
AND  
HARMONIOUS ENVIRONMENT**

Equality Impact Assessment

**FINAL DECISION REPORT**

November 2012



**Belfast City Council**

**Belfast City Hall:  
Promoting a Good and Harmonious Working Environment**

**An Equality Impact Assessment**

**FINAL DECISION REPORT**

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## 1: INTRODUCTION

In its approved Equality Scheme, Belfast City Council gave an undertaking to carry out an Equality Impact Assessment (EQIA) on each policy or group of co-joined policies where screening had indicated that there may be significant implications in relation to one or more of the nine Section 75 grounds. A draft report<sup>1</sup> was made available as part of the formal consultation stage of the EQIA.

In keeping with guidance on best practice as issued by the Equality Commission for Northern Ireland, the Council consulted widely on its draft EQIA report and preliminary recommendations. This period of formal consultation followed from earlier pre-consultation that helped inform the development of the EQIA, and including a series of face-to-face meetings with political parties and a visitor survey in September 2011.

During the period of formal consultation, the draft EQIA report was made available on the Council website, and those with a particular interest in the policy area were written to directly and asked to respond to the draft recommendations as contained in the EQIA.

The Draft Consultation report, along with a summary of the responses obtained during the consultation period, was presented for approval to the Council's Diversity Group at its meeting on December 2<sup>nd</sup> 2011. The report was approved, and hence the Council has now moved to a final decision on the EQIA, as presented in this report.

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## 2: THE POLICY

### Brief Description & History

The EQIA concerns the Council's policy in relation to displays within the City Hall and its grounds, and in particular to their promotion of a good and harmonious environment. This policy area forms part of the Council's wider good relations strategy<sup>2</sup> but also draws on corporate values and principles as outlined in the Council's Corporate Plan 2008 – 2011.

While the City Hall is a place of employment for many people, it is also a building that is used for a range of functions by a variety of users and including:

- **Those who work in the City Hall as Council employees**
- **Those who act as political representatives for the people of Belfast**
- **Those who attend events and functions in the City Hall**
- **Those who provide goods and services within the City Hall**
- **Those who avail of goods and services within the City hall**
- **Those who visit the City Hall and its grounds as a tourist attraction**

It is acknowledged that any decision must reference the following Council policies and strategies:

- **Good Relations Strategy 2004**
- **Corporate & Business Plan 2008 - 2011**
- **Language Policy 2006**
- **Growing a Shared City Project 2010<sup>3</sup>**

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<sup>1</sup> <http://www.belfastcity.gov.uk/equality/impact.asp>

<sup>2</sup> <http://www.belfastcity.gov.uk/publications/GoodRelationsStrategy.pdf>

<sup>3</sup> This is an EU Peace III funded project.

- **Draft Proposals for a Revised Belfast City Hall Management Strategy 2011**
- **Criteria for use of the City Hall**

### **City Hall Displays**

On January 16<sup>th</sup> 2009, in consideration of the Equality Commission's guide to *Promoting a Good & Harmonious Working Environment*, the Council's Memorabilia Working Group agreed that, 'the major public areas of the City Hall should be kept free of any permanent memorabilia that could be construed as being partisan in nature. However, temporary exhibitions or installations in these public areas and function rooms should be permitted to allow for diversity of expression.' (3.6). In a subsequent meeting on September 15<sup>th</sup> 2009, the Group further agreed that:

*'In the return to the City Hall, as general principles, the major public areas – the Marble Reception Area, Great Hall, Banqueting Hall, Reception Hall and Rotunda etc. – should be kept free of any permanent memorabilia that could be construed as being partisan in nature. However, temporary exhibitions or installations in these public areas and function rooms should be permitted, to allow for diversity of expression e.g. emblems, flags or banners which are expressions of cultural identity and form key elements in a particular event/exhibition; such objects are to be removed immediately after the event/exhibition.'*

The Group felt it was important to take on-board the spirit of the times by seeing ways in which the Council could begin to move away from the construct of a 'neutral and harmonious' environment and towards one which is 'good and harmonious'. In April 2011, the Group was dissolved by its overseeing body, the Strategic Policy and Resources Committee. Up to that time and beyond, the Committee has continued to address issues relating to the management of the City Hall and including displays, exhibitions and events. Its deliberations have continued to be underpinned by the principle that the Council should move towards more balanced and inclusive displays in the City Hall and that these should be:

- **Welcoming**
- **Attractive**
- **Interesting**
- **Representative of the history and heritage of Belfast**
- **Representative of the diversity of the City**

The Council has sought funding (unsuccessfully) to implement major changes but is still aware that there remains a need to address, 'the current imbalance in the City Hall memorabilia' (15<sup>th</sup> April 2011 minutes), and the matter remains politically sensitive.

In summary, the policy aspires to meet the following aim:

**To manage Belfast City Hall and its grounds in order to help promote a good and harmonious environment for those who visit and work in the building, while reflecting both the diverse identities of its users and the several functions served by the City Hall, and acknowledging its prominent role in the civic life and history of Belfast.**

Associated objectives include the following:

- To provide a good and harmonious environment for Council staff, elected members and those both providing and using services within the City Hall and its grounds.
- To offer an enjoyable and interesting experience for those visiting the City Hall as a tourist attraction.
- To present a welcoming and appropriate environment for those attending functions, receptions, ceremonies and other events in the City Hall.

The management of displays in the City Hall must aim to accommodate not only legislative imperatives but also guidance from statutory bodies including the Equality Commission, including the Commission's Guide to Promoting a Good and Harmonious Working Environment (2009: [www.equalityni.org/archive/pdf/Harmonyatwork.pdf](http://www.equalityni.org/archive/pdf/Harmonyatwork.pdf)) and OFM/DFM's Strategy on Cohesion, Sharing & Integration (2010; [www.ofmdfmni.gov.uk/reformatted\\_final\\_print\\_version\\_csi - 26.07.10.pdf](http://www.ofmdfmni.gov.uk/reformatted_final_print_version_csi_-_26.07.10.pdf)).

### **3: CONSIDERATION OF AVAILABLE DATA AND RESEARCH**

In carrying out the EQIA, a wide range of data was considered and this has been reported in full in the Draft Consultation Report<sup>4</sup>. By way of summary, key findings are presented below

#### **3.1 Demographic Profile of Belfast City**

Residents of the City comprise an increasingly diverse mix of identities. According to the last census (2001), 47.2% were from a Catholic community background and 48.6% from a Protestant or other Christian related community background.

#### **3.2 Survey of Visitors, September 2011**

The survey revealed high levels of satisfaction among visitors in general but also identified significant differences between the two communities with regard to how welcoming they found the displays within the City Hall and its grounds to be. In general, Protestant visitors from Belfast itself found the City hall to be welcoming, good and harmonious while a significant proportion from the Catholic community gave strong indications that a chill factor continued to be felt within the City Hall and its grounds.

#### **3.3 Conservation Report, National Museums Northern Ireland (NMNI), Sept 2011**

In summary, the technical report supports an argument for a need to consider the preservation and/or relocation of a number of displays with three goals in mind:

1. To help preserve significant artefacts for future generations
2. To develop a visitor/user experience that is more coherent in telling the stories of Belfast
3. To display artefacts in keeping with the diverse functions that the City Hall serves for those who use and visit the building

#### **3.4 Reflecting the People: A City Hall for the 21<sup>st</sup> Century Report (Maureen Mackin), May 2011**

The report advocated 'a gradual and long term approach based on adherence to good practice in cultural diversity and which has inclusivity at its core'.

#### **3.5 Legal Opinion: 2002 & 2011**

<sup>4</sup> This document is still available for scrutiny at <http://www.belfastcity.gov.uk/equality/impact.asp>

A range of statutes have the potential to impact on the implementation of this policy and including the Fair Employment and Treatment (NI) Order 1998, which includes provisions not only in relation to employment but also goods, facilities and services. While case law is far from definitive, the legal opinion confirmed that the Council was unlikely to be vulnerable to legal challenge on either grounds, from either employees, service users or visitors. In the words of the most recent opinion:

- 'The Council is obviously free to change its policies and practices in relation to the display of artefacts and memorabilia by democratic decision at any time – provided that what is decided is lawful.'
- 'There is no legislative provision or rule of law which directly controls the maintenance and display by the Council of memorabilia and artefacts.' (p.24)

### **3.6 Complaints**

Between October 2001 and September 2011 the Council had received seven letters of complaint with regard to displays within the City Hall and its grounds. The common concern noted in all correspondence was in relation to the preponderance of Unionist/Protestant displays across the City Hall, and the need to complement these displays with material that was more reflective of the life and times of the City as a whole.

### **3.7 Pre-Consultation Meetings with Political Representatives**

Between July 2011 and September 2011, separate meetings were held on two occasions with elected members from all six political parties currently represented in the Council Chamber. While a wide range of views and opinions were put forward, there was an acknowledgment that Council had a responsibility to ensure that the City Hall was welcoming to those from all communities, with appropriate displays that reflected the past, present and future of Belfast. A presentation of the draft consultation report was also made to the Council's Diversity Working Group on December 2<sup>nd</sup> 2011.

### **3.8 VisitScotland Visitor Attraction Report, Belfast City Hall, April 12<sup>th</sup> 2011**

In 2011 VisitScotland were commissioned by the Council to grade the City Hall and to 'help focus on the specific elements that have an effect on the visitor experience; to offer a clear indication of where there may be room for improvement and also where the current strengths are'. While overall Belfast City Hall was scored in the 4 star bracket (out of 5), the arrival experience was seen as falling short of a 3 star award. In the words of the report, 'Improvements in the arrival experience would easily mean an award of 4 stars with a clear potential for a 5 star award.'

## **4: ASSESSMENT OF IMPACT**

The existing policy was examined in the light of information obtained to assess whether or not there was an adverse impact on any of the nine Section 75 grounds, and to ascertain if action could be taken to better promote good relations.

The EQIA addresses the promotion of a good and harmonious environment within the City Hall and its grounds. Therefore the default position is that the existing displays already help to promote a good and harmonious environment. The accumulated evidence would suggest that this is not likely, according not only to those who use or visit the building but also legal opinion. This is not to suggest that current displays are unlawful but instead that there may be an opportunity to better promote a good and harmonious environment through the selective repositioning of displays, or the supplementing of displays with material from elsewhere. Furthermore, with conservation and preservation of existing displays in mind, the maintenance of the status quo (i.e. no

change) is not a viable option. Hence, an opportunity exists to build on earlier reviews by considering ways in which the existing displays can be re-organised in order to help better promote a good and harmonious environment for all those who use or visit the City Hall.

To ignore this evidence will impact primarily on the following Section 75 grounds:

- **Political Opinion**
- **Religious Belief**
- **Gender**
- **Race/ethnic origin**
- **Disability**

At the present time, there is an accumulation of material that naturally reflects the predominantly white, male, Protestant and Unionist history of the City Hall, the business of the City, the governance of the City and its Council. This impression is compounded by military regalia stretching back to Victorian times; in the main this focuses on those of only one identity. While it could be argued that this is an accurate portrayal of one significant strand of Belfast's history, it is unlikely that these displays in combination serve to provide a contemporary image of Belfast that truly reflects the vibrancy and diversity of the City.

Given these competing concerns and perceptions, it is proposed that rather than removing these displays, instead they should be reviewed and repositioned in order to create an environment that is not only more welcoming to those from diverse community backgrounds but also presents this historical material in a more coherent fashion. In addition, opportunities for supplementing these displays with materials from elsewhere should also be explored.

## **5: CONSIDERATION OF MEASURES TO MITIGATE ANY ADVERSE IMPACT**

The Draft EQIA Consultation Report initially set out 14 preliminary recommendations for public consultation. Together these represent a continuation and consolidation of the work of the Council's Strategic Policy and Resources Committee and the Memorabilia Working Group.

1: Existing artefacts other than statues should be removed from the main reception areas (i.e. the Marble Hall and Rotunda) and repositioned in alternative contexts so as not to detract attention from the impressive grandeur of the building itself.

2: The Council should be encouraged to seek expert advice on how its existing collection can be presented most effectively for those visiting the City Hall and its grounds. This should extend to specific advice on the preservation of individual items.

3: It is recommended that those parts of the building that are routinely visited by the public, including thoroughfares, corridors and designated display areas, should continue to portray the story of Belfast through the appropriate display of artefacts and memorabilia.

4: The Council will continue to work with those skilled in interpretive design to develop appropriate narratives in those parts of the building that are frequented

by visitors and tours, including thoroughfares, corridors and designated display areas.

5: The Council shall continue to liaise with local communities to facilitate the provision and management of temporary exhibitions in the City Hall and its grounds, and to ensure that these exhibitions are deemed appropriate.

6: Any signage and accompanying information throughout the City Hall and its grounds must aspire reasonably to accommodate those who may not be able to access written English.

7: In designated work areas (e.g. staff offices, kitchens), further to the Fair Employment and Treatment Order 1998, an obligation should fall on the Council to provide an environment where 'no worker feels threatened or intimidated on grounds of religious belief and/or political opinion'; the display of materials more closely associated with one community than another should be avoided in these designated work areas.

8: In designated political party rooms, it is recommended that responsibility should continue to rest with each political party to provide and manage what they regard as a good and harmonious environment within that space.

9: Where a Council employee may have concerns about working in an environment containing certain displays that he or she regards as likely to disrupt a good and harmonious working environment, then the Council will aspire to accommodate these concerns through an examination of his or her duties, on a case-by-case basis.

10: In public function rooms, and including the Registrar's Offices, it is recommended that the Council should continue to ensure that these environments are maintained in a welcoming manner that is not likely to cause offence to those attending functions from any section of the community.

11: Displays in the Lord Mayor's Parlour shall continue to be managed by the incumbent Lord Mayor in a reasonable manner that accommodates not only his or her freedom of expression of political opinion but also is mindful of the identities of those visiting that room.

12: The Council will continue to liaise with those organisations hosting functions and events to ensure that any temporary displays are not likely to disrupt a good and harmonious environment, and are in keeping with the function in question.

13: Where a Council employee may have concerns about working at a function associated with certain temporary displays that he or she regards as likely to disrupt a good and harmonious working environment, then the Council will aspire to accommodate these concerns through an examination of his or her duties, on a case-by-case basis.

14: The Council Chamber should be preserved in its present form.



## 6: SUMMARY OF CONSULTATION RESPONSES

### Public Consultation

Consultation on this EQIA was carried out alongside that for the Flying of The Union Flag. The overwhelming majority of responses received by the Council during the period of public consultation related solely to the flying of the Union Flag. For example, during the two public meetings held on September 13<sup>th</sup> 2012 in the Ulster Hall, almost the entire discussion focused on the flying of the flag and where comment was made on displays in the City Hall these comments tended to be non-specific.

By the end of the consultation period, 79 written responses had been received in relation to the City Hall. These were all copies of the same letter, the contents of which are attached at Appendix One. In summary, this letter presents an argument to resist attempts to remove or reposition displays within the City Hall, maintaining that this would detract from the cultural wealth of the building and that rebalancing can be better achieved by, 'addition to what it contains not through removal'.

Two questionnaire responses were received in relation to the City Hall and its grounds. However, on closer examination, it was clear that both made reference only to the flying of the Union Flag on the City Hall and so have not been taken into consideration in this EQIA. More generally, within the questionnaire directed towards the flying of the Union Flag, under Q3. 'What else needs to be included in an EQIA?', 266 respondents each stated:

*'The Armed Forces Flag & memorabilia'.*

### Staff Consultation

The staff survey on both EQIAs contained one question, in four parts, directed towards this EQIA.

7A: The Council is using the City Hall and its grounds to its best potential regarding displays and exhibits.

7B: The displays and exhibits in the City Hall and its grounds present a balanced history of Belfast.

7C: I feel unwelcome or offended by displays and exhibits within the City Hall and its grounds.

7D: More generally, I feel that members of my community would feel unwelcome or offended by displays and exhibits within the City Hall and its grounds.

Responses to the four questions, broken down by community background, are shown in Appendix Two. By way of summary, the questionnaire responses from nearly 1000 employees reveal the depth of division between staff with regard to the perception of displays in and around the City Hall.

By way of example, in response to the statement (7C), 'I feel unwelcome or offended by displays and exhibits within the City Hall and its grounds', only 3.7% of Protestant employees agreed, while the overwhelming majority (81.6%) disagreed; in contrast, among Catholic employees, 21.9% agreed while 42.4% disagreed. When the statement was generalised (7D) to, 'More generally, I feel that members of my community would feel unwelcome or offended by displays and exhibits within the City Hall and its grounds', attitudes became yet more polarised. 3.4% of Protestant staff agreed and 76.9% disagreed while among Catholic employees, 35.0% agreed and 32.8% disagreed.

In summary, these questions reveal a significant difference of opinion between Protestant and Catholic employees in relation to their perceptions of the City Hall and grounds.

## **7: CONCLUSIONS**

The draft consultation report contained 14 preliminary recommendations to help promote a good and harmonious working environment within the City Hall and its grounds. The consultation has yielded few reactions to each specific recommendation, other than a concern expressed that any repositioning may have an adverse effect on the 'cultural wealth' of the building, and that there would be resistance to the removal of displays.

Among staff, the division of opinion between those from the two communities cannot be ignored, and does suggest that this issue must be handled with great care to ensure that good relations within the Council's workforce are not adversely affected. This sentiment could also be extended to the wider community. Meetings with political representatives during pre-consultation also highlighted sensitivities attaching to the displays, and resistance to change from certain quarters. At the same time, from a conservation perspective, the imperative to reposition certain displays to ensure their long-term preservation cannot be ignored.

This EQIA cannot be taken in isolation but must be seen in the context of the ongoing work over many years by the Council, through its Strategic Policy and Resources Committee and Diversity Working Group, to move towards more balanced and inclusive displays in the City Hall and its grounds that are:

- **Welcoming**
- **Attractive**
- **Interesting**
- **Representative of the history and heritage of the City**
- **Representative of the diversity of the City**

With this in mind, it is proposed that the preliminary recommendations are not used to establish a specific action plan or schedule of work over coming years but instead may help consolidate broad principles that can continue to inform the Council's policy on displays within the City Hall and its grounds, based on the principle of repositioning and supplementation but not removal.

As a further broad principle, the EQIA has established the need to consider the building not as a whole but as the sum of its parts, and including areas that are used for a wide range of diverse functions. Displays within each of these areas or zones should be appropriate to that use or function, and including the following categories:

- **Work areas / staff offices**
- **Exhibit / visitor areas (including the Bobbin café)**
- **Multi-user thoroughfares and reception areas**
- **Registrar's offices**
- **Function rooms and halls**
- **Elected members' rooms and offices**
- **The Council Chamber**

Furthermore, within each area or zone the duty of care towards visitors, those attending functions, service users, service providers, elected members and Council staff will vary. In reaching a decision on appropriate displays then each of these various duties of care cannot be ignored. Equally, opportunities for enhancing the visitor experience through the manner in which displays are presented should be considered, supported by expert advice.

A further duty of care extends not to people but to the important artefacts contained within the City Hall. Here again, expert advice should be sought to ensure that these are maintained and preserved for the benefit of future generations.

## **8: MONITORING FOR ADVERSE IMPACT**

Following formal ratification by Council, the EQIA decision will be published in the press and will also be posted on the Council's website.

Schedule 9 of the Northern Ireland Act 1998 requires that a system be established to monitor the impact of the final policy in order to find out its effect on the relevant groups and sub groups within the equality categories. The results of ongoing monitoring must be reviewed and published on an annual basis (para. 4 (2) (b)). If the monitoring and analysis of results over a two year period show that the policy results in greater adverse impact than predicted, or if opportunities arise which would allow for greater equality of opportunity to be promoted, the public authority must ensure that the policy is revised to achieve better outcomes for the relevant equality groups (Annex 1, para. 7.2).

The Council therefore needs to agree how the impact of the final policy will be monitored. This may involve some or all of the following:

- collation and analysis of all comments received;
- further surveys of visitors to the City Hall;
- further staff surveys;
- inclusion of appropriate questions in omnibus surveys.

## Appendix One: Written Responses<sup>5</sup>

'On Belfast City Hall and the memorabilia within it, the EQIA fails to make a convincing case that its proposals will be a positive development overall for City Hall rather it could constitute civic vandalism by unnecessarily and insensitively stripping the building of the cultural wealth it contains. I believe the approach should be:

**Addition not removal** – The rebalancing of City Hall can be achieved by addition to what it contains not through removal.

**Architecture** – The argument presented that some items should be removed so that architectural features can be appreciated is weak.

**Marble Entry** – The area should not be stripped. The small exhibition within it provides a casual visitor with a brief description to the civic history of the city. This role should be retained. However the items on display could be better presented and the space behind the reception desk provides an opportunity for its expansion / development.

**Rotunda** - The area should not be stripped. The underlying theme of much of these displays is the value of service. This is a social and civic value that should be both recognised and encouraged by the Council not hidden away. Improvements can be made to the displays to draw this theme out better.

**Preservation of artefacts** – Removal on the grounds of preservation should be solely as a last resort. Preservation in situ or in the very near vicinity should be the goal. For example, a number of the flags identified as in poor condition are not stand alone items but integral parts of memorials that are part of the fabric of the building. To remove them entirely from the proper context is inappropriate. The preservation of the North Irish Horse flag provides a role model. This approach would retain the linkage between exhibits and also address the architectural feature concerns.'

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<sup>5</sup> Verbatim copy of letter received (x79)

## Appendix Two: Staff Survey (Q7)

**Q7A: 'The Council is using the City Hall and its grounds to its best potential regarding displays and exhibits.'**

			The Council is using the City Hall and its grounds to its best potential regarding displays and exhibits					Total
			Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	
COMMUNITY BACKGROUND OF EMPLOYEE	CATHOLIC	Count	39	120	86	45	24	314
		Row %	12.4%	38.2%	27.4%	14.3%	7.6%	100.0%
	PROTESTANT	Count	175	180	60	15	6	436
		Row %	40.1%	41.3%	13.8%	3.4%	1.4%	100.0%
	NEITHER C NOR P	Count	32	58	33	22	4	149
		Row %	21.5%	38.9%	22.1%	14.8%	2.7%	100.0%
	NOT STATED	Count	38	40	11	7	1	97
		Row %	39.2%	41.2%	11.3%	7.2%	1.0%	100.0%
<b>Total</b>		<b>Count</b>	<b>284</b>	<b>398</b>	<b>190</b>	<b>89</b>	<b>35</b>	<b>996</b>
		<b>Row %</b>	<b>28.5%</b>	<b>40.0%</b>	<b>19.1%</b>	<b>8.9%</b>	<b>3.5%</b>	<b>100.0%</b>

**Q7B: 'The displays and exhibits in the City Hall and its grounds present a balanced history of Belfast.'**

			The display and exhibits in the City Hall and its grounds present a balanced history of Belfast					Total
			Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	
COMMUNITY BACKGROUND OF EMPLOYEE	CATHOLIC	Count	32	82	85	70	44	313
		Row %	10.2%	26.2%	27.2%	22.4%	14.1%	100.0%
	PROTESTANT	Count	139	193	70	15	5	422
		Row %	32.9%	45.7%	16.6%	3.6%	1.2%	100.0%
	NEITHER C NOR P	Count	31	57	42	11	7	148
		Row %	20.9%	38.5%	28.4%	7.4%	4.7%	100.0%
	NOT STATED	Count	24	38	20	6	2	90
		Row %	26.7%	42.2%	22.2%	6.7%	2.2%	100.0%
<b>Total</b>		<b>Count</b>	<b>226</b>	<b>370</b>	<b>217</b>	<b>102</b>	<b>58</b>	<b>973</b>
		<b>Row %</b>	<b>23.2%</b>	<b>38.0%</b>	<b>22.3%</b>	<b>10.5%</b>	<b>6.0%</b>	<b>100.0%</b>

**Q7C: 'I feel unwelcome or offended by the displays and exhibits within the City Hall and its grounds.'**

			I feel unwelcome or offended by the displays and exhibits within the City Hall and its grounds					Total
			Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	
RELIGION COMMUNITY BACKGROUND OF EMPLOYEE	CATHOLIC	Count	30	38	111	90	42	311
		Row %	9.6%	12.2%	35.7%	28.9%	13.5%	100.0%
	PROTESTANT	Count	7	8	60	148	184	407
		Row %	1.7%	2.0%	14.7%	36.4%	45.2%	100.0%
	NEITHER C NOR P	Count	4	5	38	50	49	146
		Row %	2.7%	3.4%	26.0%	34.2%	33.6%	100.0%
	NOT STATED	Count	0	3	21	33	31	88
		Row %	.0%	3.4%	23.9%	37.5%	35.2%	100.0%
Total	Count	41	54	230	321	306	952	
	Row %	4.3%	5.7%	24.2%	33.7%	32.1%	100.0%	

**Q7D: More generally I feel that members of my community would feel unwelcome or offended by the displays and exhibits within the City Hall and its grounds**

			More generally I feel that members of my community would feel unwelcome or offended by the displays and exhibits within the City Hall and its grounds					Total
			Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	
RELIGION COMMUNITY BACKGROUND OF EMPLOYEE	CATHOLIC	Count	44	65	100	73	29	311
		Row %	14.1%	20.9%	32.2%	23.5%	9.3%	100.0%
	PROTESTANT	Count	7	7	81	148	169	412
		Row %	1.7%	1.7%	19.7%	35.9%	41.0%	100.0%
	NEITHER C NOR P	Count	7	4	42	48	44	145
		Row %	4.8%	2.8%	29.0%	33.1%	30.3%	100.0%
	NOT STATED	Count	4	5	22	28	30	89
		Row %	4.5%	5.6%	24.7%	31.5%	33.7%	100.0%
Total	Count	62	81	245	297	272	957	
	Row %	6.5%	8.5%	25.6%	31.0%	28.4%	100.0%	