

# EQUALITIES ACTION GROUP RE-LAUNCH

## 20th MAY 2010

### **Present:**

### **Nominees**

Pat Roberts	Age equality (older people)
Rowen Jade	Disability equality
Simon Bale	Religion or belief equality
Helen Mott	Gender equality (women)
Jane Emanuel	LGBT equality
Laura Welti	LGBT equality
Alex Raikes	Race equality

### **Attendees**

Di Robinson	Bristol City Council
Dave Salmon	Avon Fire & Rescue
Di Parkin	Avon Fire & Rescue
Valerie Russell Emmott	Equality South West
Wendy Stephenson	VOSCUR
Matthew Symonds	VOSCUR
Ayannah Griffiths	BDA
Alisha Wilson	NHS
Ruth Pitter	VOSCUR
Val Jenkins	Womens Forum
Margaret Gray	Womens Forum
Andy Coombs	West of England Centre for Inclusive Living (Disablist Incident & Crime Education)
Sarah Howard	West of England Centre for Inclusive Living
Yukiko Hosomi	UWE
Leon Quinn	The Care Forum

### **Bristol City Council/Bristol Partnership**

Irene Prentiss	Multi Faith Forum
Gillian Douglas	Equality & Community Cohesion Manager
Jo McDonald	Equalities Officer
Marvin Rees	Director, Bristol Partnership
Suzanne Ogborne	PA, Bristol Partnership
Debra Bisley	Modern Apprentice

### **1. Registration**

### **2. Welcome and introduction to the BP**

Marvin Rees introduced the group and explained the role the Equalities group will take within the Bristol Partnership. The EAG group will sit as a performance board to ensure that Equalities run through the Bristol Partnership on a day-to-day basis rather than being something that is overlooked.

Marvin Rees explained the 2020 plan to the group. This is a document explaining the actions that the Bristol Partnership wishes to achieve by 2020.

### **3. The EAG**

Ruth Pitter explained the history of the previous EAG group. Voscur were shocked to find that that the Bristol Partnership no longer had an EAG group so we have followed up on this and created the new EAG. Most of the Representatives from the old EAG group came from single strands so it was decided to continue this and to hold a nomination process. It was agreed that EAG must be a scrutiny body but also one which provides support for the themed boards.

Gillian Douglas was part of the previous EAG and she feels confident that the new Bristol Partnership wants to include equalities, The EAG must look at the things the Bristol Partnership have done well relating to equalities as well as things that can be improved.

### **4. Election Process**

The Rules of the elections were explained these were:-

- Each nominee could have a maximum of three minutes for their speech.
- Each organisation was only allowed one vote per an organisation.
- Some of the places were uncontested therefore if you did not want to vote for the nominee then you must leave the box blank.
- All nominees are allowed to vote for themselves.

Each nominee gave a three minute speech about why they felt they would be good as a representative on the EAG board.

Simon Bale - nominated for the religion or belief equality representative by the Multi faith forum)

Questions asked:-

- What extent does multi faith forum represent atheists?

We are open to everyone although mostly people from the seven main religions living in Bristol attend.

- How are the issues between lesbian and gay people and members of the forum addressed?

There are currently tensions but these will be addressed

Alex Raikes - nominated for the race equality representative by Avon and Bristol Law Centre.

No questions were asked

Helen Mott - nominated for the gender equality representative by Bristol Women's Forum.

No questions were asked

Pat Roberts - nominated as the age discrimination representative by Bristol Old Peoples Forum

No questions asked

Rowen Jade - nominated for the disability discrimination representative by the disability equality forum.

Questions asked:-

- Please explain your experience of strategic working?

Jane Emanuel - nominated for the LGBT representative nominated by Avon and Bristol Law Centre and by the Fire Service

Questions asked:-

- What do you think are the key issues for LGBT?

I feel that the key issues are:-

- Education
- Reluctance to enforce rights under the law

Laura Welti - nominated for the LGBT representative by the LGB forum

Questions asked:-

What do you feel are the key issues?

I feel the key issues are:-

- Faith
- Health issues
- Education

## **5. Voting**

Each organisation voted and put their votes into the Ballot box.

## **6. Break**

The votes were counted by Jo McDonald from the council and Ruth Pitter from VOSCUR, neither of whom had voted.

## **7. Confirmations**

It was confirmed that the following people would be on the EAG board:-

- Pat Roberts
- Rowen Jade
- Simon Bale
- Helen Mott
- Jane Emanuel
- Alex Raikes

## **8. What happens now?**

Ruth Pitter gave everyone a post it to write the issues that the EAG board should improve. These will be collected and discussed at the next EAG meeting.

It was questioned how the public were able to contact the group as they did not want their personal contact information published. The suggestions were:-

- A council email to be set up for each of the EAG members
- One council domain email to be set up for the EAG group
- It was confirmed that no personal information would be published.

## 9. End

### Topics for future meetings (from the post-it notes)

- Communicate what action the EAG plans to undertake, once you decide!
- Can we have a speaker on the Equalities Act to a meeting?
- Equality issues need to become inculcated into the thinking of all those involved in BP and NP strategies so that equality becomes automatic concept throughout the city
- Its vital that the word 'partnership' becomes more than just a 'cuddly' term. Bristol needs to ensure that the relationships between for example, transport providers and City Council is one of real parity and consultation with public
- Use community radio and non-city Council websites/facebook to engage wider group and include younger people
- Involve councillors in **own** awareness – organising training so that non-city councillors get more knowledge about BME/faiths not their own
- Help link up with schools at Inclusion working groups and actions
- Make Bristol's diversity more visible, known about and celebrated
- Facilitate sensitive and constructive awareness raising of homophobic and transphobia in schools and wider society
- Raising awareness in all communities re the LSP, NPs and what they are and can do
- Ensuring all NPs have equalities issues on their agenda including tackling hate crime
- Can you introduce opportunities for shadowing reps or observers in the meeting so that skills are being passed onto others? We need to widen the base
- I hope that EAG will take a real cross-cutting approach to common issues to its work such as mental health and really focus on the common barriers faced by all 7 strands
- Human trafficking – supporting the work of Safer Bristol, Police etc
- Gender equality – including promotion equality, equal pay for equal work, etc
- Clarify differences between Equalities reps and Neighbourhood partnership (and on PACT meetings)
- Follow-up Southmead Panorama in a holistic way
- Can you also produce 'easy read' version of key BP publications and in EAG papers? Often too long/too technical/not inviting in engagement. Can you be creative in promoting EAG/work of EAG?
- Can you publicise the roles of EAG and achievements/impact EAG work has brought so people can see what's happening
- Do public education on Education and Diversity and inclusion via mainstream media eg regular features in Evening Post

- Health inequalities include looking at inequalities for equalities groups as well as deprivation and city-wide level
- Effectively combating hate crime and encouraging people to report
- Tackling homophobic bullying in our education system at a strategic level across Bristol
- Rowen Jade – we need to give clear advice on how single strand issues still need to be rooted in equality
- Rowen Jade – we all need to work hard to make sure that the voices of young people are heard
- Ensuring socio economic strand is encompassed
- How the Bristol Partnership embraced the Equality Act
- Significant agenda items: Role of neighbourhood partnership's equality reps
- Who chairs?
- How does EAG develop and maintain communication with BP exec?
- Asylum seekers
- Roma
- Gypsies and travellers
- Significance of fire safety and inequality
- Class inequality
- Gender inequality at senior positions in most bodies
- Equal pay
- Rape and domestic violence