

Welcome!

Equality, Diversity and Inclusion session

By Brighton and Hove City Council's Equality, Diversity, and Inclusion Team (EDIT)

Session outline

Activity

Welcome and introduction

EDI – definitions and meaning. What does it mean to you? Small group exercise

The Equality Act 2010 – key points and requirements

What an intersectional approach looks like:– group exercise

Feedback, comments, questions

Break

Monitoring your data

Practice writing equalities statement

Next steps for your organisation

Close and feedback

How we will engage today

- This is a confidential working space
- We welcome and respect each other's diverse identities including each other's names and pronouns.
- We will work respectfully with each other and will be conscious and aware of how our words affect others.
- We will not judge or criticise individuals in this space and will treat one another with respect, kindness, and how we would like to be treated as individuals.
- We will be aware of each other's time and the length of this session

Equalities Team at the council

- The Equality, Diversity, and Inclusion (EDI) team oversees, advises on, influences, and manages all EDI work council-wide, with communities, and statutory bodies in the city. There are limits to our influence and we work within similar constraints to any other team or organisation.
- We are part of Communities, Equality, and Third Sector (CETS) service within the Corporate Services directorate of the council. We are led by Emma McDermott, Head of Communities, Equality, and Third Sector.
- The EDI Manager, Sabah Holmes, leads all EDI work and a diverse EDI team which includes 4 Equality, Diversity, and Inclusion (EDI) Business Partners supporting all 4 council directorates, and an EDI Team Administrator. We work in hybrid, flexible, and intersectional ways.

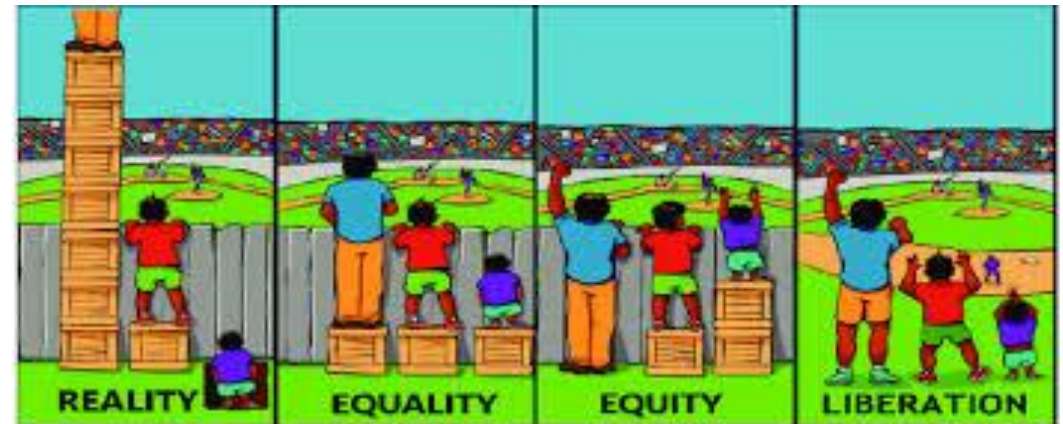
Introductions

- **Please share your:**
 - Name
 - Pronouns
 - Role
 - One word that sums up what EDI (Equality, Diversity and Inclusion) means to you

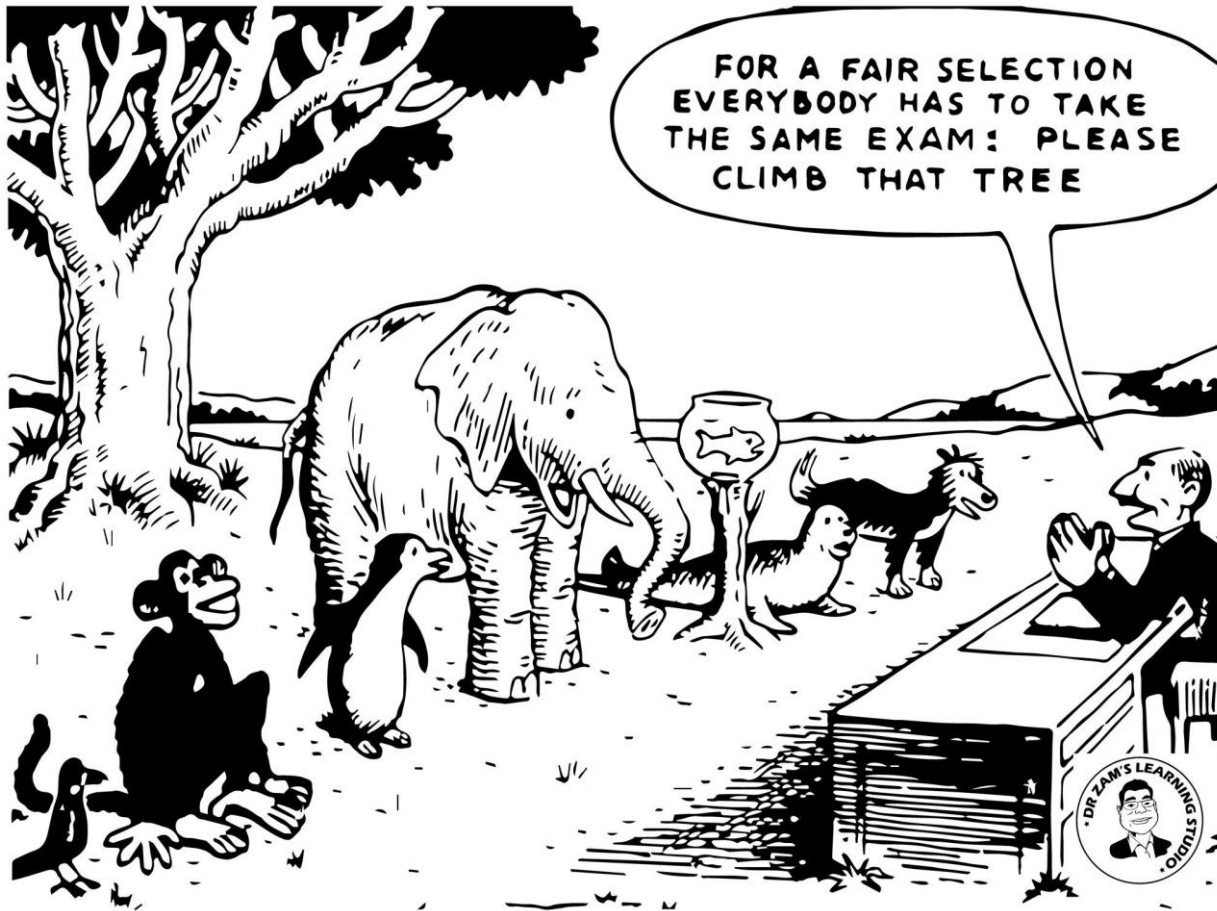
Equality, Diversity and Inclusion – and equity!

- ✓ **Equality:** Ensuring that everyone has the same rights, opportunities, and access regardless of their individual characteristics or circumstances.
- ✓ **Diversity:** Representing and involving people from a range of different backgrounds, identities, experiences, and perspectives.
- ✓ **Inclusion:** Creating an environment where everyone feels welcomed, respected, supported, and able to fully participate.

- ✓ **Equity:** Recognising that not everyone starts from the same place and providing different levels of support or resources to address imbalances or barriers. This is about belonging and ethics.



EQUAL ≠ SAME



- Equality is not the same as equity.
- Doing the same things for everyone will not create equality.
- To create equity, different adjustments are required for different people.

Why does EDI matter?

- Why does EDI matter to your project, service or organisation?
- Do you understand EDI in action?
- How confident are you about working with equality, diversity and inclusion topics? – fear, discomfort, biases, assumptions?
- Do you understand equity? What do you need to learn more about?
- What areas for development are there in your project, service or organisation?



Equality Act 2010

- Most significant piece of equality legislation for many years.
- Simplifies, streamlines and strengthens the law.
- Gives individuals greater protection from unfair discrimination.
- Makes it easier for employers and companies to understand their responsibilities.
- Sets a new standard for those who provide public services to treat everyone with dignity and respect.
- Groups should know of, and be able to apply, the Equality Act; they should follow advice firstly from the [Equality and Human Rights Commission](#) EHRC as the public body with a duty to advise.

Protected characteristics in the Equality Act

- **Age** – people of all ages
- **Disability** – broad definition, including mental / physical impairment and learning disabilities
- **Gender reassignment** – trans and non-binary people
- **Pregnancy and maternity**
- **Ethnicity/ 'Race'** – people of all ethnic/national backgrounds
- **Religion or belief** – people of all religions or beliefs – and none
- **Sex** – men and women, girls and boys
- **Sexual orientation** – bisexual, gay, heterosexual and lesbian people
- **Marriage and civil partnership**

Aims of the Equality Act

- Provide **better and fairer services** to meet diverse population – efficiency, value for money and satisfaction.
- Integrate **good, sensitive, and inclusive practice** into our day-to-day business.
- Consider how services can affect **different groups in different ways**, to better achieve our objectives
- Positive contribution to equality and **good relations**, supporting **community cohesion**.
- **Supportive working environment**, enabling staff to be their best
- Better informed **decision-making and policy development**, and better policy outcomes.
- **Removing barriers, creating systemic change, and addressing inequity** through policy, practice, and improved individual and collective awareness and action.

Public Sector Equality Duty (PSED)

The Equality Act 2010 introduced a public sector equality duty (PSED), which applies to public authorities and charities carrying out public functions

1. Eliminate Discrimination

- Charities must not discriminate in employment or service provision
- Need to have policies and practices to prevent discrimination

2. Advance Equality of Opportunity

- Remove/minimise disadvantages faced by those with protected characteristics
- Meet the needs of people with protected characteristics
- Encourage participation in public life for underrepresented groups

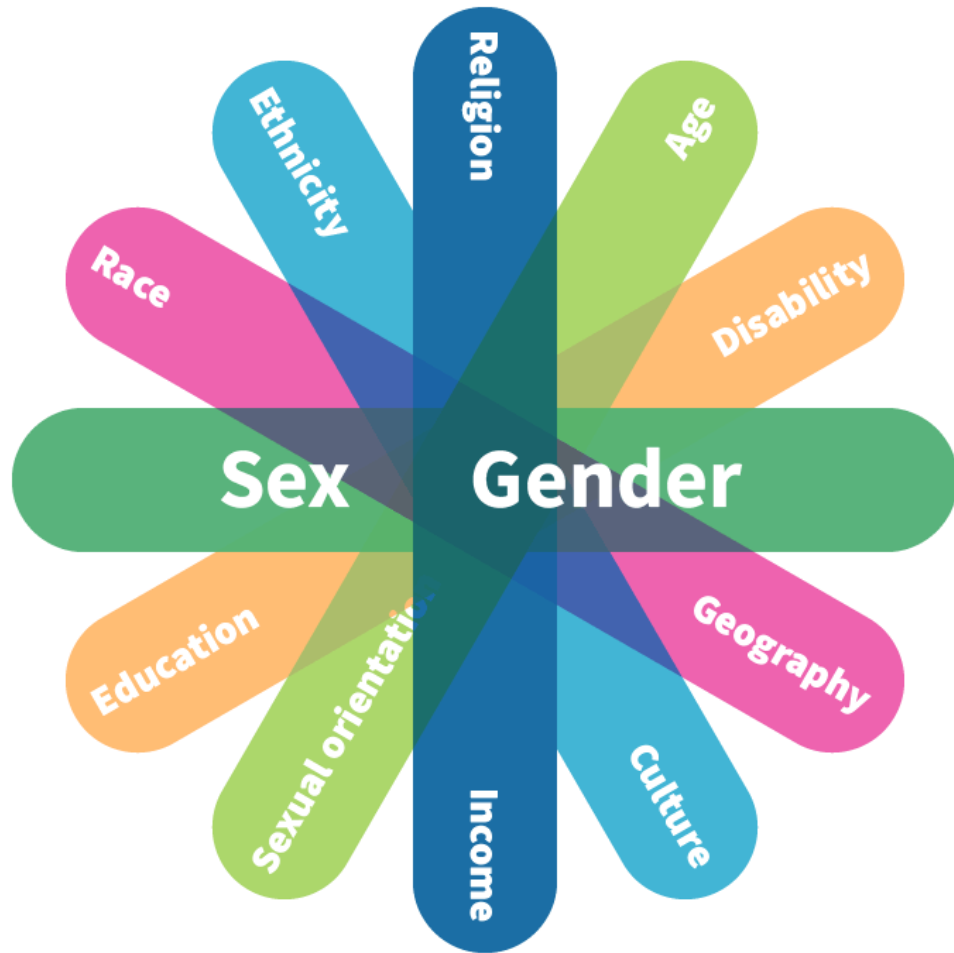
3. Foster Good Relations

- Tackle prejudice and promote understanding between people

Meeting the Public Sector Equality Duty

- ✓ Set equality objectives and monitor progress against them
- ✓ Carry out equality impact assessments (EIAs) on policies/practices
- ✓ Engage and involve stakeholders
- ✓ Publish equality information
- ✓ Train staff on equality duties

Intersectionality



[This Photo](#) by Unknown Author is licensed under [CC BY-SA-NC](#)

- This term is by [Professor Kimberlé Crenshaw](#), an American academic.
- Intersectionality is about recognising that people's identities and lived experiences are shaped by the intersection and overlap of different characteristics, backgrounds, and systemic barriers.
- Diversity is not the same as intersectionality.
- Non-homogenous, global and comprehensive, culturally and socially diverse, systems-based thinking.

What does an intersectional approach look like?

- ✓ For a charity, taking an intersectional approach means considering how different identities, exclusionary or non-UK non-English lived experiences, social locations, and structural inequities can create **unique forms of privilege or disadvantage**.
- ✓ It **involves listening to and centring the voices** of those navigating multiple, overlapping systems of oppression or exclusion.
- ✓ An intersectional lens allows the charity to see communities more wholly, **tailor support and advocacy** in nuanced ways, and work to **dismantle interrelated barriers**.
- ✓ Intentionally being non-homogenising, **culturally responsive**, inclusive and **embracing complexity and nuance** avoiding over-simplification
- ✓ The goal is **equitable policies, activities, and outcomes** for **all** individuals and groups, however their identities intersect.

Some practical steps

- ✓ **Think about** how people who experience multiple barriers will access and experience your services
- ✓ **Listen to** and learn from the voices of actual and potential service users who are navigating different types of exclusions, e.g. racism, classism, homo/bi/transphobia, ableism
- ✓ **Think about** how you can tailor your outreach to under-represented communities
- ✓ **Consider** how to include a broad range of identities to be truly representative and avoid speaking on behalf of others who are not included.
- ✓ **Involve** people with intersectional identities in developing policies, strategies and services
- ✓ **Reflect** upon whose voices are heard and valued and whose are silenced and not considered within your organisation
- ✓ **Look at** and understand your data: how do people with intersecting identities access and experience your services?
- ✓ **Ask:** What identities haven't been considered in your projects, events and campaigns? How could you include them?

See IGLYO
[Intersectionality
Toolkit](#) for more

Intersectionality

in practice

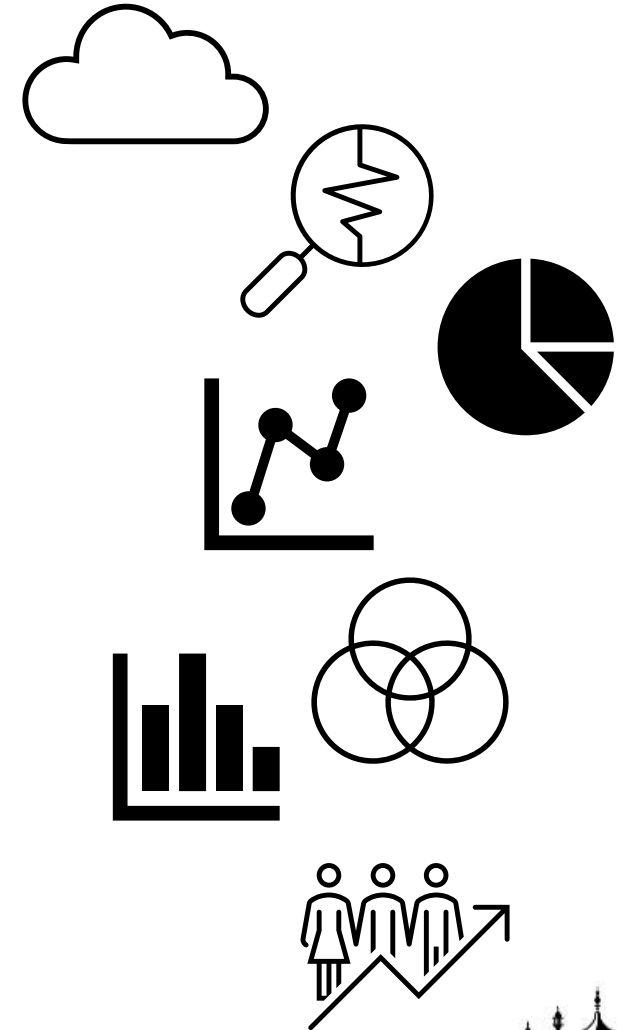
Q&A

Intersectionality Activity

- How do you encourage and support a wide range of people to access your service?
- Discuss in small groups for 6 minutes
- Feedback to whole group
- Resources will be shared with all after the session.

Equalities data and impact monitoring

1. What counts as data? (quantitative and qualitative)
2. Why is it important to monitor equalities data?
3. What equalities data do you think you should be monitoring? Think: Protected characteristics and/or more? Relevance, use, purpose?
4. How should you be recording, analysing and using your equalities and service experience data? Think: Staff and users? Security? Accessible Technology?
5. [Harmonised standards on Demographics, local intelligence data, joint staff needs assessment \(JSNA\)](#) and [census data](#) mapping.
6. Example of [Age-related data](#) and purpose of collection



Your equalities statement

Tell us

- ✓ The equality and inclusion issues that this proposal will help to address
- ✓ How you will work proactively to ensure that your project is accessible and inclusive – benefitting people with a range of legally protected characteristics (within your target beneficiary group/s).

Include:

- ✓ how you will encourage and support a wide range of people to access your project;
- ✓ how you will identify different groups' needs and make appropriate adjustments to your service/s to meet these;
- ✓ how you will monitor the impact and outcomes of the service/s in relation to people from different backgrounds or communities of identity; and
- ✓ what steps your organisation will take/is taking to increase the diversity in the profile of your staff/volunteer teams.

Please outline how your proposed project will ensure and enhance equality and diversity:

500 words

A comprehensive equalities statement

5. **An excellent response** clearly shows a detailed and layered understanding of the **needs of people from different backgrounds or communities of identity**.

There are **demonstrable plans** to effectively advance equality and inclusion underpinned by an intersectional approach – recognising the multifaceted identities and needs of beneficiaries.

Strong monitoring is linked to **effective systems** for enabling improvements.

Clear plans are in place to both actively **increase the diversity** of the staff/volunteer profile and **develop staff/volunteers**, particularly from **under-represented groups**, to support their ongoing progression.

Please address any specific queries to Emily Ballantyne, Community Works' Sector Support Manager: emily@communityworks.org.uk

Next steps for your organisation

Discuss in pairs for 5 minutes and make a note of your commitments

You can support your partner going forwards should you wish.

Helpful links and resources

Equalities and Equity Literacy resources

- News story link for the [Anti-Racism Strategy \(ARS\)](#) approved in March 2023.
- Read a one-minute guide to [Equality Impact Assessments](#) from Leeds University
- Read about our commitment to [being a fair and inclusive council \(brighton-hove.gov.uk\)](#).
- Increase your equity literacy through [the Equity Literacy Institute](#) and their [free and affordable learning resources](#).
- Community Insights available at <https://brighton-hove.communityinsight.org/>.
- The ONS website has interactive maps and charts at <https://www.ons.gov.uk/census>.
- The best place to find and download 2021 Census raw data is on https://www.nomisweb.co.uk/sources/census_2021.
- Local intelligence for Brighton and Hove can be found at <http://www.bhconnected.org.uk/content/local-intelligence>.

Unconscious bias self-education resources

- Learn [how to deal with unconscious bias and ways to avoid unconscious bias at work through this ACAS guidance.](#)
- Learn [5 ways to challenge unconscious bias in the workplace by reading guidance by ENEI \(Employers Network for Equality and Inclusion\)](#)
- Take an unconscious bias test to find out your implicit associations about race, gender, sexual orientation, and other topic by [visiting Harvard University's Project Implicit website.](#)
- Learn more about [Disability Related Microaggressions by Royal Pharmaceutical Society.](#)
- Learn more about Implicit bias through short 2 minute video lessons by checking out [The New York Times Implicit Bias Project - Who, Me? Biased? Series_T](#)
- Learn how to talk about race and understand the nuances in language and terminology better by visiting [The Seattle Times 'Under Our skin' project on 'what do we mean when we talk about race?'](#)

Intersectionality, Privilege and Allyship resources

- Learn how [Professor Kimberlé Crenshaw Defines Intersectionality through this YouTube video](#).
- Learn more about [‘What is intersectionality?’ by Newcastle University through this YouTube video](#).
- [Check out and use this Intersectionality Toolkit which includes an intersectionality checklist and action plan by IGLYO](#) – The International Lesbian, Gay, Bisexual, Transgender, Queer & Intersex Youth & Student Organisation.
- Learn about [‘What is Privilege?’ and reflect on this video about the Privilege Ladder activity by As/Is on YouTube](#).
- Learn more through this [‘Spin the Wheel of Power & Privilege’ \[\] post that helps you understand both marginalization & intersectionality by Sylvia Duckworth](#).
- Learn about the [10 Steps you can take to demonstrate Non-Optical Allyship by Mireille C Harper](#).
- Learn [‘How to Be a Good Ally’ and explore identity, privilege, resistance by Ahsante the Artist](#).
- Use these resources to learn more about [Race and Racism in this teaching toolkit by The New York Times \(nytimes.com\)](#)
- [George the poet on hate crime](#).
- [My Genderation Videos](#).

Equality Act self-learning resources

- Read information about [the Equality Act 2010, including protected characteristics and prohibited conduct.](#)
- Read the [core guidance for voluntary charity and community organisations](#) from the Equality and Human Rights Commission.
- Read information about the Public Sector Equality Duties for community and voluntary sector organisations [DueRegardJune2015.pdf \(equallyours.org.uk\)](#)
- Read the [explanation of positive action in the workplace by the Equality and Human Rights Commission.](#)
- Read the [Citizen's Advice Bureau's clear explanation of the Public Sector Equality Duty.](#)
- Read about [how a person can be discriminated against and a person's rights under the Equality Act 2010.](#)
- Learn about [Equality Act guidance for charities - GOV.UK \(www.gov.uk\)](#)

Activating empathy and leading with vulnerability

- Watch this [YouTube video on Dr. Brené Brown explaining what Empathy versus Sympathy is and why Empathy is what we should practice.](#)
- Watch this [YouTube video on Dr Brené Brown explaining what Blame is and how we can capitalise on missed opportunities for Empathy.](#)
- Watch this [YouTube video on Dr Brené Brown speaking about The Power of Vulnerability.](#)
- Learn the differences between [Sympathy, Empathy, and Compassion and How they differ and which one people prefer in this YouTube video by the Compassion Research Lab.](#)
- Learn how Systems Thinking creates long-term systemic change acknowledging the reality of the politics of change, the necessary need to work with inter-dependency, understanding complexity as a view problem, and more, in this talk on [Social innovation in the real world to move from silos to systems by Indy Johar at TEDxOxbridge.](#)

Intersectional and educational Instagram accounts

@alokvmenon

@ladyphyll

@blairimani

@rachel.cargle – The Great Unlearn

@ibramxk

@thebrownhijabi

@sholamos1

@emmanuelacho – Conversations with a Black Man

@runnymedetrust

@sldayfdn – Stephen Lawrence Day Foundation

@Blackculturalactivism

@writersofcolour

@bcaheritage

@brownhistory and @brownhistorypodcast

@browngirltherapy

@raceequality_uk

@stonewalluk

@weareblackjournos podcast

@everydayracism_

@migrant_rights_network

@refugeecouncil

@mermaidsgender

@sistahspace_

@Justforkidslaw

@thetravellermovement

@itmtrav

@blackmindsmatter

@wowglobal

@Qtipocnarratives

@Poclgbthistoricpage

@Mireillecharper

@Bellhooks_

@Ukblackpride

@blmuk

@blackequityorg

@raceequalityfoundation

@Mygenderation

@Chronicallybrown

@Intersectionalitymatters

@Kimberlecrenshaw

@freddy.mcconnell

@laylafsaad

@novareidofficial

@nowwhitesaviors

@resmaamenakem

@versobooks

@littleboxofbooks

@weareunedited

@theslowfactory

@raceappg

@feminist

Disability learning resources

- Read the [Definition of disability under the Equality Act 2010 on www.gov.uk.](#)
- Review [Guidance on Disability under Equality Act 2010.](#)
- Learn more about [Recurring or fluctuating conditions](#) as understood by the Equality Act.
- Review [Guidance on conditions that aren't covered by the disability definition.](#)
- Read [Scope's Everyday Equality strategy.](#)
- Read about [a person's disability rights under the Equality Act 2010.](#)
- Review the description of [reasonable adjustments under the Equality Act 2010.](#)

Anti-racism learning resources

- Read Toni Morrison's quotes in [Toni Morrison's Most Powerful Quotes On Racism | HuffPost UK Black Voices \(huffingtonpost.co.uk\)](https://www.huffpost.com/entry/toni-morrison-most-powerful-quotes-on-racism)
- See Britannica's definition of 'Race' in [Race | Definition, Ideologies, Constructions, & Facts | Britannica](https://www.britannica.com/define/race)
- [Births and infant mortality by ethnicity in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/people-population/ethnicity/births-and-infant-mortality-by-ethnicity-in-england-and-wales)
- [Black and Minority Ethnic Communities in Brighton & Hove – summary report \(bhconnected.org.uk\)](https://www.bhconnected.org.uk/black-and-minority-ethnic-communities-in-brighton-hove-summary-report)
- [Black and Minority Ethnic Communities in Brighton & Hove \(bhconnected.org.uk\)](https://www.bhconnected.org.uk/black-and-minority-ethnic-communities-in-brighton-hove)
- [brighton-hove.communityinsight.org.](https://www.brighton-hove.communityinsight.org/) (n.d.). *Local Insight*. [online] Available at: <https://brighton-hove.communityinsight.org/>.
- [Council's social care team turn anti-racist pledge into action \(brighton-hove.gov.uk\)](https://www.brighton-hove.gov.uk/councils-social-care-team-turn-anti-racist-pledge-into-action)
- [Anti-Racism Education Strategy](#)
- [Alone, Together \(oliverwyman.com\)](https://www.oliverwyman.com/alone-together)
- [Race in the workplace: The McGregor-Smith Review - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/reviews/race-in-the-workplace)
- [What works in diversity: turning evidence into practice | CIPD News](#)

Tools and guidelines

- [CIPD's guidance on Developing an anti-racism strategy.](#)
- [Charities and the Equality Act, Charity Commission guidance.](#)
- [University of Brighton's Anti-Racism Toolkit.](#)
- [LGBT Foundation's guidance on Monitoring Sexual Orientation, Gender Identity and Trans Status.](#)
- [Manchester University's Inclusive language guidelines.](#)
- [ACAS's guidance on Improving Equality, Diversity and Inclusion in Your Workplace.](#)
- [Vinciworks.com's guidance on Gathering intersectional data.](#)
- [ACAS's Guide on religion or belief discrimination.](#)
- [Shaping Our Lives' Venue Accessibility Checklist.](#)
- [Exeter University EDI calendar.](#)
- [Centre for Ethnicity and Racism Studies \(CERS, Leeds\) resources and homepage for lots of useful learning resources and organisational links.](#)

Equalities advice and support resources

- Read about the [Equality Advisory and Support Service's advice and support](#) provided to those if they think they have experienced discrimination; (Helpline 0808 800 0082)
- Read the [Equality and Human Rights Commission's advice and guidance](#) for individuals, organisations, and the public sector.
- Read the guidance from [Citizen's Advice on taking action about discrimination at work](#).
- [Equality Act: guidance for charities - GOV.UK \(www.gov.uk\)](#)
- [Good equality practice \(equalityhumanrights.com\)](#)
- reviewing and appropriately aligning practice or EDI considerations with the [Equality and diversity - The Charity Commission - GOV.UK \(www.gov.uk\)](#) > [Diversity and Inclusion at the Charity Commission 2024 to 2027 - GOV.UK \(www.gov.uk\)](#)
- While this guidance applies to Professional Bodies - it has some good guidance around monitoring and practices that can be helpful awareness for charity sector organisations, especially those wishing to plan or scale up their operations: [Equally Professional.indd \(equalityhumanrights.com\)](#)