

CAIRNGORMS
NATIONAL PARK AUTHORITY
ÙGHDARRAS PÀIRC NÀISEANTA A'
MHONÀIDH RUAIDH

Cairngorms Equality Advisory Panel

Tuesday 1st December 2020

5:00pm – 6:30pm - Held virtually

Minutes

Present:

Fiona Maclean (Chair)	Kirsteen Allison
Vanessa Altweck	Kevin Hutchens
Heather Earnshaw	Stuart Hall
Willow May	Linda Bamford
Celia Sweeny	Bo Hickey
Anita Howard	Anna Philbrick
Patrycja Kupiec	Peter Kennedy

In Attendance:

David Clyne (CNPA)	Katherine Willing (CNPA, Notes)
Kate Christie (CNPA)	Louisa McDaid (Captioner)
Vicky Walker (CNPA)	Gail Richardson (Captioner)

Apologies: Pammy Johal

I. Welcome and Introduction

- 1.1. Fiona welcomed everyone to the meeting.
- 1.2. Fiona asked if any individuals would like to give a short introduction on their personal experience, it would be welcomed to help the group on our learning journey. Please use the equalities email to express interest.
- 1.3. The first speaker was then introduced who gave a short introduction on Autism and Communication.

2. Autism and Communication

- 2.1. It is important to understand what language is appropriate. Terms such as low functioning and high functioning are no longer used. These terms have unhelpful perceived connotations and can have a big impact on the individual. The use of the word 'disorder' is also no longer an appropriate term to use when referring to Autism. Diagnosis now refers to the term 'Autism Spectrum Condition'.
- 2.2. Diagnosis is important no matter what age this is obtained at. Diagnosis can be a difficult process and is often misdiagnosed as mental health conditions. Many women struggle to get a timely diagnosis or are missed due to diagnosis criteria originally being built around males.
- 2.3. When an individual is struggling with their mental health it is important that there are autism appropriate resources.
- 2.4. Communication differences are not always immediately obvious and are often only seen after some time. For those who are autistic, when put in a high sensory environment this can cause sensory overload. This may mean others miss important information as communication then becomes difficult. Carefully managing the sensory environment and consulting with someone who is autistic can help to create a better environment which is not going to cause sensory overload.
- 2.5. As an organisation it is important to learn how to make environments more accessible for those who are Autistic. It is frustrating for those who are Autistic when non-autistic people's services are engaged to give advice.
- 2.6. It is important to remember every person who is Autistic is different, Autism is something which should be celebrated.

Response from Panel:

- 2.7. The group was asked to send any questions to the equalities email which would then be forwarded on.
- 2.8. Kate explained that silence is not being interpreted as disengagement. All input provided is valued. If an individual is not comfortable speaking at the meeting that is fine, the equalities email address can be used to provide feedback as well.

3. Notes from the last meeting

- 3.1. Everyone was in agreement about the notes from the previous meeting. The notes do not attribute what was said to individuals as this is published on the website. The action log does and this is for use of the panel only, to remind the group of what actions they have taken on.

4. David Clyne - Heritage Horizons Project Update

- 4.1. Prior to the meeting, papers were circulated on the Heritage Horizons Project, it was also covered within the induction session for panel members.
- 4.2. The group was specifically asked to think about the cross-cutting strategic principles, the range and scope of the proposed projects outline. Within the meeting the group was also asked if anything that could be added to the project descriptors to make them more equalities focused. This included any potential additional partners that should be involved with the project. Further, the group was asked to identify any 'Golden Threads' which are themes which run throughout the application.
- 4.3. David explained that since the last meeting the team has consulted and taken advice from a wide range of organisations and advisory boards which led to changes of the strategic layout.
- 4.4. Three new cross-cutting principles were added following advice:
- 4.5. Inclusion and diversity – to highlight that the programmes' theory of change is going to be based on involvement and empowerment.
- 4.6. System change and the wellbeing economy – fundamental to the programme's goal of a more sustainable future based on that transformative system change, led by community co-design.
- 4.7. Knowledge exchange – it was previously stated as an overarching theme, it is now critical to achieving National Lottery Heritage Fund (NLHF) support.
- 4.8. Support has been finalised from Edinburgh University and the Centre of Understanding for Sustainable Prosperity, collectively providing a PHD studentship as part of the project.
- 4.9. The papers are still text heavy, a graphic design company has been engaged to create engaging visuals.
- 4.10. A range of projects has now been created to accompany the people, power and place themes. Collectively ambitious and challenging, but achievable within the time frame.

- 4.11. The development phase has been costed at £2.5 million. A number of organisations have already agreed their budget allocations. Delivery phase is currently costed at £40 million. Part of those significant funds are coming from the Scottish Government to cover peatland and woodland restoration. There are also applications with Sustrans Scotland to cover active travel.
- 4.12. Within the next few months there will be an advisory panel meeting and a CNPA board meeting to sign off the application. The application, report to sell the aims, and three minute film to be presented to the board of the national lottery are all currently being developed.
- 4.13. Current documents are not public facing, they are written with the NLHF in mind. In the next few months there will be a communications plan formulated and designed for a broad range of audiences with clearer language and graphics.

Response from Panel:

- 4.14. Overall the project showed enthusiasm and excitement. It was viewed as a good opportunity for the park to engage with a diverse range of communities.
- 4.15. It was identified that people, power and place themes could be linked to the National Performance Framework.
- 4.16. Several members of the group identified that the golden thread running throughout the project was 'nobody left behind'. The feedback suggested that the aim of inclusivity and diversity is clear but sometimes it fails to run throughout the project details. Individual projects could complete mapping exercises to identify areas where they could improve inclusivity and diversity.
- 4.17. This became particularly apparent within the e-bike project. There is little mention of non-standard bikes which creates an access issue. Further, if non-standard bikes were to be used work would need to be done to remove barriers to accessibility, for example, non-standard bikes require items such as kissing gates to be removed.
- 4.18. The projects within the wellbeing economy cross-section benefits the same groups of people, to strengthen the application the group felt it would be beneficial to look at how other groups could also benefit from the projects.
- 4.19. Some terminology in the document was questioned, in particular the use of "unusual suspects". It was felt that this reinforced stereotyping and the othering of those not normally included. Suggestions for better wording included marginalised voices, seldom heard voices or lesser heard voices.
- 4.20. It was discussed that community engagement is important but planning would need to be undertaken to ensure these groups were diverse. The National Park lacks

diversity within local communities, thought would be needed to ensure that community feedback was coming from diverse groups. Access Panel Networks were felt to be a network to engage with to encourage diversity.

- 4.21. It was felt an area that could benefit from further development was understanding how to address social inequalities. This could be done through linking in with Scottish Governments Fairer Scotland Scheme.
- 4.22. Accessibility needs to remain a key principle throughout the project, this includes venues and meeting rooms for post Covid-19. Publicising meetings via easy read format is important. Potentially, the inclusion of electric car clubs could be beneficial. This removes many barriers which stop people from being able to own a car and therefore access the park.
- 4.23. The plan lacked clarity on how it would manage poverty and inequality. This includes understanding transport for individuals. It was suggested that the team contact the Scottish Government team which concentrate on poverty related concerns.
- 4.24. Creating partnerships is important. Partnerships were suggested with day centre for the elderly. Partnerships were also suggested with “Contacts for Families with Disabled Children”.
- 4.25. Encourage the use of greener forms of transport is important. Work needs to be done to make the infrastructure more accessible and safe for projects such as the electric buses. The current bus stops do not allow for this.
- 4.26. Due to the large numbers of partners within the project it is important that all partners have equalities training.

5. Any Other Business

5.1. Equalities Training

- 5.1.1. CNPA wants to offer their staff new equalities training. New staff complete a short online course during induction which covers the protected characteristics and how this impacts their work.
- 5.1.2. CNPA’s last additional equalities training was in 2017. It consisted of two half day sessions covering protected characteristics, policy and equality impact assessments (EQIA).
- 5.1.3. The training would be online and CNPA would like to prioritise the use of interactive training.

5.1.4. CNPA is looking for a number of training providers to obtain quotes from. The panel were asked to give feedback on potential providers and how to design training to be effective.

Response from Panel:

5.1.5. The group felt that equality and diversity training is best delivered by those who have lived experience.

5.1.6. It was felt that the training should include unconscious bias training.

5.1.7. It was felt by the group that it was important to understand what change was going to come from the training. A single training session by itself is not going to create lasting change. Training needs to be supported by other activity specific work with managers. The people strategy needs to include a follow up to check the training has had an effect.

6. Next Meeting

The next meeting will be within the New Year. No date has currently been set.

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