

# CAIRNGORMS NATIONAL PARK AUTHORITY

ÙGHDARRAS PÀIRC NÀISEANTA A'  
MHONÀIDH RUAIDH

## Cairngorms Equality Advisory Panel

29<sup>th</sup> June 2021

5:00pm – 6:30pm - Held virtually

### Minutes

#### Present

Anita Howard	Bo Hickey
Heather Earnshaw	Kevin Hutchens
Linda Bamford	

#### Attending

Donald Ross	Fiona McLean
Jacki Munro	Kate Christie
Katherine Willing	Oliver Davies
Omer Zur	Vicky Walker

#### Apologies From:

Stewart Hall	Vanessa Altweck
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#### 1. Introduction – Fiona McLean

- 1.1. The panel members were welcomed, the minutes and action log from the previous meeting were agreed upon.
- 1.2. All speakers were reminded of the #onething for the end of their presentation.

#### 2. Paratrek – Omer Zur

- 2.1. Omer presented Paratrek to the panel. He explained how the organisation was created, what it offered and the future plans. Omer specifically asked the panel whether they felt the product offering would be adaptable to work in Scotland.

*Panel Response*

- 2.2. The group discussed funding, who the training was aimed at and how many people had been included in the design of the Paratreker. The panel thought the video was useful for explaining the concept and particularly liked the tag line used.
- 2.3. When focusing on how the model would work in Scotland it was discussed that key to this would be adapting any training programmes or products to work with Scottish regulations, which may pose a challenge.
- 2.4. The panel also discussed that it would be useful for Omer to be put in contact with other outdoor organisations such as Badaguish, Outwardly Mobile and equal adventures as they are more specialised in this area. The panel were asked to pass any contacts on that may be useful for Omer.

### 3. Communications – Oliver Davies

- 3.1. Oliver discussed several aspects that the communications department are currently working on including:
  - Equality outcome four.
  - Broadcasting, captioning and BSL for in-person board meetings.
  - Website accessibility audit with the Shaw Trust to identify areas for improvement.
  - Communication of the National Park Partnership Plan.
- 3.2. Oliver asked the group to consider the following:
  - What would you prioritise over the next 12 months?
  - Is there anything I've covered that you don't agree with?
  - Is there anything I've covered we should do more / less of?
  - Are there any audiences we're not covering sufficiently?
  - Are there examples of where we can learn from others?
  - Which partners should we work with to make it happen?

#### Panel Response

- 3.3. The panel identified some groups that were felt to not be fully represented in the current communications approach, such as, those with low literacy levels or no access to the internet. It was also felt that the LGBT community were missing from the communications approach, the panel identified this is important due to outward migration from rural communities. It was suggested that there needs to be a focus on making communications welcoming.
- 3.4. Focusing specifically on Equality Outcome Four, the panel explained that there will need to be caution when designing consultation and considering wording of questions to ensure it is open and invites opinion from all groups to obtain a high response rate from a wide range of groups. Further when designing consultations the panel reminded that it is important to use the social model of disability and consider EQIA's.
- 3.5. It was felt that the presentation was interesting and the panel would appreciate additional time at another meeting to discuss the topic due to its importance as opposed to just email correspondence. It was agreed that Oliver would be invited back to further discuss this after the summer break.
- 3.6. Oliver's #onething was to focus on creating a sense of welcoming and focus on the outward migration of LGBT youth.

#### 4. Any Other Business

4.1. No AOBs

#### 5. Conclusion

5.1. Fiona thanked the group for their time and wished them a good summer break.

5.2. The group will take a break over summer and the next meeting will be the 31<sup>st</sup> August.

End Of Meeting