

Cairngorms Equality Advisory Panel

28th June 2022

5:00pm – 6:30pm - Held virtually

Minutes

Present

Anita Howard	Bo Mansell
Kevin Hutchens	Lina Payne
Linda Bamford	Peter Kennedy
Vanessa Altweck	

Attending

Fiona McLean (Chair)	Kate Christie
Katherine Willing	Mike Woolvin
Tania Alliod	

Apologies

Heather Earnshaw	Lilliana Corrieri
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1. Welcome

- 1.1. Fiona Welcomed the panel and guests to the meeting.

2. Recap and Actions from Previous Meeting

- 2.1. The minutes from the previous meeting were agreed.
- 2.2. The action log was reviewed.

3. Item 1: Heritage Horizons Cairngorms 2030 – Mike Woolvin

- 3.1. Mike gave a short presentation, providing an overview of the research, monitoring and evaluating strand of Cairngorms 2030. Mike continued his presentation providing the panel with more detail about why and how the project are seeking to collect equalities information.
- 3.2. Mike asked for feedback on several questions
 - What works well when collecting equalities information in-person?
 - What doesn't work well when collecting equalities information in person?
 - Is there anything we should specifically be aware of when doing this online?

- What have approaches have you seen work well elsewhere... are there other approaches we should consider?
- Is there anything about the questions that we ask you would recommend we rephrase, include, or remove?
- How can we monitor whether we are involving a wide range of young people?

Panel Response

- 3.3. The panel felt there were a few things that were important to consider when collecting equalities information in person and online.
- The panel explained that it is important to consider how people will fill out the forms in person or online, some people will prefer a digital version some people will prefer paper.
 - The panel suggested ensuring that you are making provisions for those with low levels of literacy or limited access to the internet. The panel explained that the library service has helped. The panel suggested it may be helpful to work with organisations who help those with low levels of literacy.
- 3.4. The panel did not provide examples of specific approaches that have worked in the past. They did suggest that the groups the project is looking to collect data on is engaged as soon as possible, preferably in the developmental phase, as this will help to keep them engaged across the lifespan of the project.
- 3.5. The panel did not provide examples of specific approaches that have worked in the past. They did suggest that the groups the project is looking to collect data on is engaged as soon as possible, preferably in the developmental phase, as this will help to keep them engaged across the lifespan of the project.
- 3.6. The panel commented on the proposed equalities questions. The panel suggested that the question “what was your assigned gender at birth?” be changed to two questions. The first asking “what was your assigned sex at birth?” and the second asking “how do you currently identify your gender?”
- 3.7. The panel did not specifically comment on how to engage with a diverse set of young people. The panel did remind the speaker to be careful when focusing on one age group and recommended ensuring that older groups were also included as they can often feel excluded.

4. Item 2: Heritage Horizons Cairngorms 2030 – Tania Alliod

- 4.1. Tania gave a presentation to the panel on the progress of the five Heritage Horizons (HH) / Cairngorms 2030 projects that she supports.

Panel Response

- 4.2. The panel were interested in all the projects Tania presented. The panel reminded Tania that engagement is most successful when initiated in the development phase as opposed to delivery.
- 4.3. The panel felt that for evaluation of these projects it is important to use a wide range of indicators, such as the kindness index.
- 4.4. The panel felt that in relation to the community arts and culture projects that it is important to reach out to day centres and the workers educational association. Tania explained that she is currently working on including an Alzheimers project.

5. Item 3 – Steering Group Accessibility Criteria and Participation Support Form for Comments – Tania Alliod

- 5.1. This item was primarily for email correspondence, however, the panel asked Tania the specific purpose of the document to help them understand the context. Tania explained that the purpose of the document is to help the team supporting the steering group to identify any barriers to participating and understand how they can remove these.
- 5.2. Tania asked the group that any comments that they wished to make would need to be set by the 20th of July 2022.

6. AOB

- 6.1. Kate had intended to discuss the face-to-face event, but due to the meeting over-running it was decided that this would be set as an action point and conducted through email correspondence.
- 6.2. A member of the panel had attended The Gathering, an event organised by the Scottish Council for Voluntary Organisations. The panel member gave feedback on the organisations they had interacted with and the presentations they had seen.

END OF MEETING

NEXT MEETING 30th August 2022