

**CAIRNGORMS**  
NATIONAL PARK AUTHORITY  
ÙGHDARRAS PÀIRC NÀISEANTA A'  
MHONaidH RUaidH

**Cairngorms Equality Advisory Panel**

**29<sup>th</sup> March 2022**

**5:00pm – 6:30pm - Held virtually**

**Minutes**

**Present**

Anita Howard	Becca Mayo
Donald Ross	Heather Earnshaw
Kevin Hutchens	Liliana Corrieri
Linda Bamford	Peter Kennedy

**Attending**

Adam Streeter-Smith	Anna Ronayne
Fiona McLean	Kate Christie
Katherine Willing	Vicky Walker

**Apologies**

Lina Payne	Vanessa Altweck
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**1. Introduction**

- 1.1. Fiona welcomed the group, the minutes from the previous meeting were agreed and the action log was reviewed.
- 1.2. Matters arising were covered; Gavin Miles will be coming to the May to discuss the panel response to the National Park Partnership Plan (NPPP) and feedback was given on the progress of a review log.

**2. Item 1 – E-Bike Consultancy Brief**

- 2.1. Adam gave background and overview of the brief for the research consultant. The panel were asked to comment on the approach and any equalities issues that should be considered.
- 2.2. It was felt that the brief did not consider non-standard bike options. It was raised that the “Services for Supply” section of the brief was not clear on the current ack of non-standard bike options and how this excludes disabled people.

- 2.3. It was raised by the panel that there are several alternatives to standard bikes, such as, bi-tricycles or bikes where breaks have been adapted for individuals who have a muscle weakness on one side of their body. It was felt these should be considered and included in the project going forward.
- 2.4. It was suggested by the panel that when hearing Adam speak about the brief there was clear consideration of equalities issues however the brief does not reflect this verbal commitment. It was felt the brief did not include any equalities issues. The panel recommended making clearer in the brief the equalities issues faced and what the criteria will be for the project.
- 2.5. The panel raised that a key equality issue was to make sure that this remained affordable for all. Adam reassured the panel that this was a key consideration and that they hoped to manage this with effective pricing structures.
- 2.6. The panel asked whether the scheme was limited to just bikes or whether there would be other options such as off-road wheelchairs.
- 2.7. The panel explained that they liked the idea that hire points would be at transport hubs as current hire options are often based in remote areas making them difficult to get to which discourages active travel.
- 2.8. Adam reassured the group that this project is still at its early stages, and this is just the beginning of conversation, the project will be brought back to the panel as it develops.

### 3. Item 2 – Pronouns Paper

- 3.1. Kate introduced the paper and explained the background. The panel were asked to advise on the most appropriate way to implement this across the organisation.
- 3.2. The panel felt very strongly that it is not possible to prescribe one way of including pronouns. The panel re-enforced that it is an individual's choice as to whether they include their pronouns or not.
- 3.3. The panel felt it was important to communicate that displaying pronouns helps to normalise the conversation of asking for someone's preferred pronouns rather than just assuming.
- 3.4. The panel felt that to implement the recommendations of the paper it is key to have a consistent message explaining why it is important and relevant and provide clear consistent guidance on the format. For example, the name of the member of staff followed by brackets with their pronouns or followed with brackets with my preferred pronouns are.

### 4. Item 3 – Language and Terms

- 4.1. Kate and Vicky introduced the item and explained the background of internal conversations that have been had around this topic. Kate and Vicky explained to the panel that there is concern that as an organisation we are not always using the most appropriate terminology and that this could cause offence. The panel were asked to suggest what approach CNPA might take in future to respond to these concerns.
- 4.2. From the discussion it was demonstrated that the panel felt very clearly the most important part of any approach would be to first ask what people are comfortable with.

- 4.3. The panel felt when using terminology, it was important to prioritise the human aspect.
- 4.4. The panel discussed that after having recent conversations with various groups they had learned that some people now prefer support needs as opposed special needs and referring to mental health without labelling it as good or bad.
- 4.5. The term “wheeling” was discussed by the panel. It was felt in certain contexts where the background to this term was understood it may be appropriate however, in many situations it was felt this may be confusing and to ambiguous.

## 5. Item 4 – Internal Equalities Group Minutes

- 5.1. Kate explained the minutes from the internal equalities group.
- 5.2. The panel were reminded that if anyone from the panel would like to volunteer to attend the next internal meeting, they were to contact the equalities email address.

## 6. AOB

- 6.1. Vicky gave an update that Able Adventure would very much like to do a presentation for the EAP but cannot do the current time. It was suggested that this could possibly take place at the face-to-face meeting.
- 6.2. A panel member asked the group whether they knew of the report produced by Ewan’s Guide on the discrimination faced by disabled people. Some members of the panel had and explained that the full report should be available on their website.
- 6.3. The representative from the internal equalities group explained their may be some space on a training course they are organising, if any members of the EAP are interested, they are to contact the equalities address.
- 6.4. Kate updated the group on equalities training brief. It is now live, and the link has been forwarded to the panel. The panel were asked to share this with there networks.

**END OF MEETING**

**NEXT MEETING 26<sup>th</sup> April**