

Cairngorms Equality Advisory Panel

29th November 2022

5:00pm – 6:30pm - Held virtually

Minutes

Present

Anita Howard	Becca Mayo
Bo	Heather Earnshaw
Kevin Hutchens	Liliana Corrieri
Lina Payne	Linda Bamford
Stuart Hall	Vanessa Altweck

Attending

Fiona McLean (Chair)	Jenny Allen
Katherine Willing	Oliver Davies

Apologies

Peter Kennedy	Kate Christie
---------------	---------------

1. Welcome

- 1.1. Fiona Welcomed the panel to the meeting.
- 1.2. The minutes from the previous meeting were agreed and the action log was reviewed.
- 1.3. To help with time management the schedule was changed, item 2 was discussed first followed by item 1.

2. Item 2 EAP Face to Face Event

- 2.1. Fiona asked the panel to feedback one thing that they had taken away from the face-to-face event.
- 2.2. The panel suggested the following:
 - The depth and breadth of the knowledge that the panel possesses.
 - It was more personable to meet in-person, and this allowed panel members to get to know each other better.
 - Meeting in the area that the panel wishes to make an impact on provided the panel members with a good sense of place.

- The importance of meeting people informally and having conversations about others professional lives helped to really understand the skills that each panel member brings to discussions.
- It was identified that it may be useful to look at alternative ways to communicate out with meetings to encourage those conversations outside of meetings. The panel suggested a team's channel where people could share documents and have chats in between meetings which did not rely on email.
- The panel felt the activities planned helped to understand the stakeholder engagement and how the park authority engages with stakeholders.
- From seeing the projects there was an enhanced understanding that the work the park authority does and the park itself is not focused solely on nature, there are a range of projects and focuses.
- There was praise for the catering in that it felt inclusive of a range of dietary requirements.
- It was suggested that if future face-to-face meetings were to take place that it maybe helpful to fit less in as at times it felt rushed and did not always allow for time to reflect and enjoy in the moment. This was echoed by several panel members as it may help those who experience fatigue and help make the event more accessible.
- The panel reflected that not being restricted to an agenda had allowed for the identification of aspirational goals and not just reactionary comments which had been helpful.
- It was raised that it was helpful for the panel to be able to meet the team and staff at the authority and for them to meet the panel.
- It was raised that if there are future face to face meetings it would be good to hold it in a different place for example Moray or Aberdeenshire.

3. Item 1 – Discussion on How the Equality Panel has done over the last 2 years

- 3.1. Fiona opened the discussion by explaining to the panel that this was an opportunity to discuss what had gone well, the effectiveness of the panel and where there could be improvements.
- 3.2. The panel discussed the profile of the panel. It was suggested that more could be done to raise the profile of the panel within the park, areas external to the park and at CNPA board level. It was recommended that there should be more sharing of the work done by the panel. To raise the profile of the group it was suggested that the panel should engage with:
 - local community groups
 - external media sources such as the Press and Journal and Radio Scotland
 - Attending more external events as a member of the panel such as the SCVO conference.
 - Having an article or section on the work of the panel in the new Cairn Magazine for park residents.
- 3.3. The panel reflected that it was useful to be presented with a paper that discussed the topics suggested and where there was feedback. It was suggested that to

improve, the panel may need a more systematic way of evaluating how the information provided by the panel has been used by those presenting and that focuses on the action points that have been completed.

Action: Create a list of resources suggested by the panel.

Action: Create a guidance document for presenters and staff members.

- 3.4. The panel also commented that it was important to not become focused on reviews but to consider what should be prioritised. The panel felt it would be useful to identify what they do particularly well and seek out opportunities to continue this work. The panel felt it was important to consider resources and set priorities for the coming year. This discussion covered the possibility of revisiting the goals and the objectives of the panel to ensure the panel is covering the most appropriate topics.

Action: Discuss the revised draft of the National Planning Framework 4 with Gavin Miles to find out whether there is anything that the Panel should be focusing on regarding this.

- 3.5. There was a discussion that to improve the membership of the panel needed to be more diverse as it was noted that there are some areas which are not currently represented at the meetings. It was suggested to engage with ethnic minority groups, travellers within the park, Gaelic speakers and potentially a youth representative.

- 3.6. There was a discussion as to whether the panel were engaging with the right projects and whether this was representative of the work of the park as it is currently self-selected. It was suggested that the work being presented to the panel was self-selected so there may be a risk some key projects are being missed. It was agreed that the panel had commented and engaged on key pieces of work such as the National Park Partnership Plan and the Heritage Horizons projects. There was also evidence that those who have attended the meetings are sharing the information and resources with their teams.

- 3.7. The panel suggested that they were not involved in the creation of the agenda and that this could restrict the comments or engagement. The panel also suggested that there should be a review of goals and what the panel would like to be involved in. It was agreed moving forward that there would be consultation with the panel as to what should be on the agenda.

Action: Revisit the objectives and goals of the panel and ensure there is a clear distinction as to which groups the panel focuses on.

- 3.8. The panel were interested in working with other panels or relevant groups. The panel suggested that in any consultation on a new national park in Scotland the response should state that there should be a similar panel set up.

Action: Revisit this discussion at the January 2023 meeting so any further ideas can be discussed.

Action: Set up meeting invites for 2023 meetings.

No AOBs

Next Meeting 31st January 2023

End of Meeting