

CAIRNGORMS NATIONAL PARK AUTHORITY

ÙGHDARRAS PÀIRC NÀISEANTA A'
MHONÀIDH RUAIDH

Cairngorms Equality Advisory Panel

30th March 2021

5:00pm – 6:30pm - Held virtually

Minutes

Present:

Fiona McLean (Chair)	Anita Howard
Bo	Celia
Heather Earnshaw	Kirsteen
Kevin	Linda Bamford
Pammy	Peter Kennedy

In Attendance:

Kate Christie	Vicky Walker
Louisa McDaid (Captioner)	Gail (Captioner)
Martyn Crawshaw	Katherine Willing

1. Introduction

- 1.1. Fiona welcomed the group and introduced Martyn Crawshaw, who was there to observe the meeting prior to attending the next meeting as a speaker.
- 1.2. The minutes from the previous meeting were agreed upon with the provision that minute 2.8 was changed to reflect that it had been suggested that clear face masks be bought by CNPA for use at reception and to be handed out to community groups.

2. Pammy Johal – Backbone Symposium

- 2.1. Pammy discussed that the symposium has invited a cross section of diverse community movers and shakers and sectoral organisations. The symposium will focus on internal organisations within the park with the aim of increasing diversity within workforces and volunteering to make it more representative.
- 2.2. So far diverse communities have been asked to complete a questionnaire discussing their experience of discrimination within the sector and out-with the sector. The next stage is to bring all those who have signed up together to action change and move beyond simply understanding the barriers to entry.

Response from the Group

- 2.3. The definition of “action change” was discussed. Pammy discussed that research currently focuses on barriers to entry, the hope for the symposium is that there will be creative ideas that organisations can action to create new opportunities for diverse communities.
- 2.4. The baseline for measuring a more diverse group of people was raised. Pammy discussed how Backbone does not want to set figures as targets themselves, this will be the role of the symposium when they come together to discuss how they wish to measure success.
- 2.5. Intersectionality was raised. Pammy discussed how Backbone current intersectional model is used to address barriers on the ground, this will continue but moving forward Backbone want to encourage working together between sector organisations and diverse communities as opposed to one doing something for the other.
- 2.6. Adding to discussion surrounding lack of diversity in volunteering, the lack of funding to make reasonable adjustments in volunteering was raised. Pammy discussed how they are talking to the Heritage Lottery Fund to address where resources are currently going and whether this needs to be re-addressed to provide equal-opportunities. It was suggested that volunteer Scotland may be interested in connecting with the symposium.
- 2.7. The risk of other organisations aspirations not meeting those of Backbone’s was raised and mitigation strategies were discussed. Pammy explained that they have had a conversation with all organisations who wish to sign up and this opportunity is used to explain that this is about creating action change, groups who are not committed to this are not able to sign up to the symposium.
- 2.8. Positive action training opportunities, creating opening’s for permanent jobs and increasing diversity at all levels of positions was discussed. Pammy explained that jobs in the sector include all departments. Regarding training roles not turning into permanent jobs, Pammy explained this is often due to location and this will require creative thinking.
- 2.9. The need to remove competition between sectors, groups and organisations for funding was raised. Pammy explained that the competition over funding or ego will be put to the symposium.

3. Vicky and Kate – Actions Paper and Internal Equalities Strategy

- 3.1. Vicky discussed the creation of the actions paper. Vicky felt this showed there was currently no feedback loop. Vicky asked the panel whether the paper was useful and were there other actions the panel would like to see regarding feedback.
- 3.2. Kate discussed ideas to help to improve CNPA’s equalities practice. Kate asked if any members had experience of internal focused equalities strategies or setting up an internal equalities group.

Response from the panel

- 3.3. Many panel members commented on how helpful the actions report was, it was felt that it had shown how much had been done by the panel however the panel believe more had been achieved than was reflected in the paper. It was discussed that it may be useful to have a quarterly actions report. Further clarification on the

differentiation between the parks gift and what would need to be approached through partnership working was requested.

- 3.4. The panel discussed previous experiences of setting up internal advisory panels. One suggestion focused on having an employee whose role focused purely on equalities as opposed to an 'add-on' to someone's role, however, the organisation size was noted as this may not be practicable. It was stressed those in equality roles need to work across the organisational structure as well as up and down.
- 3.5. Multiple panel members stressed the importance that even if there is one named person, equalities needs to be the role of everyone in the organisation to improve. Many panel members offered help or advice if needed when it came to setting up internal equalities panel and strategies.
- 3.6. It was stressed by the panel that for an internal strategy to work those who feel they are affected by equalities issues need to be involved but it is as important that those in a place of privilege are involved so that an echo-chamber effect is avoided. Those in a place of power or privilege need to become continuously invested with equalities issues and repeatedly show ally-ship. Presently the panel felt this was something that needed to be improved upon within CNPA.
- 3.7. Equality champions were discussed; the panel suggested that champions need to understand their role and the previous work that has been implemented to enable them to contribute successfully. Trello boards have been used in other organisations, all employees have an obligation to update what they are working on. Regarding equality champions it was suggested to link in with the recognised trade unions and link with their equalities policies and procedures.
- 3.8. An internal Equality audit was suggested.
- 3.9. The panel stressed that there can be an emotional and physical burden to those who are in minority groups feeling they have to continuously speak up. Therefore, everyone in the organisation, including those in management and senior leadership needs to be involved.

4. Fiona – Discussion of the Meeting Format

- 4.1. Fiona explained asked for the panel's opinion on the format of the meetings and whether we should be including anyone else as a panel member from groups that CNPA partners with.

Response from the Panel

- 4.2. Overall, the panel felt it had gone well. There was some disappointment that due to Covid there had not been an in-person meeting. Once in-person meetings are allowed it was hoped this could happen with the option for virtual attendance for those who preferred.
- 4.3. The panel suggested completing a work-plan and then conducting a skills/knowledge/geography audit. Extra panel members should only be brought in where there is a gap.
- 4.4. The hour-and-a-half meeting monthly was felt to be right. It was felt any longer could become tiring.

5. Any Other Business

- 5.1. Martyn Crawshaw explained what he will discuss the Badaguish Outdoor Centre at the next meeting of the equality advisory meeting.
- 5.2. A panel member raised a helpful resource for checking the accessibility of a website.

END OF MEETING