

Cairngorms Equality Advisory Panel

31st January 2023

5:00pm – 6:30pm - Held virtually

Minutes

Present

Anita Howard	Becca Mayo
Kevin Hutchens (Joined part way through meeting)	Liliana Corrieri
Lina Payne	Linda Bamford
Peter Kennedy	Stuart Hall
Vanessa Altweck	

Attending

Brenna Jessie	Fiona McLean (Chair)
Jenny Allen	Josie Slade
Kate Christie	Katherine Willing

1. Welcome

1.1. Fiona welcomed the group and guests to the meeting.

2. Recap and Actions from previous Meeting on 30th August 2022

2.1. The minutes from the previous meeting were agreed.

2.2. The action log was reviewed. It was agreed that actions four and five would be carried forward to the next meeting.

3. Item 1: Social Media Accessibility Guidance – Brenna Jessie

3.1. Brenna introduced herself to everyone and the panel members introduced themselves to Brenna.

3.2. Brenna gave an overview of some current projects such as the LGBT Charter Campaign. Brenna also briefly discussed the Content Working Group. Brenna explained her overall approach to communications which is based on making everyone feel involved and represented.

Panel Feedback

- 3.3. The panel felt the length and detail of the guidance was right for staff and would ensure it was useable. The panel reflected that the different sections made it user friendly and easy to follow. The panel suggested reviewing who the document is for, as not all users will be using it frequently. The panel suggested having a shorter, easy to follow, checklist for users who will not be referring to the larger guidance frequently. To help those who may not be using digital methods frequently, the document would benefit from examples to help contextualise it. The panel suggested a particular website which included useful and comprehensive accessibility information.
- 3.4. The panel felt there was a need within the document to bring in an intersectional approach. The panel gave the example of the first paragraph where the cross section of gender and safety information could be included. The panel felt the document lacked guidance on the use of generic language which may have connotations, such as, family or residents.
- 3.5. The panel suggested including information on the use of audio or podcasts as this helps those with low levels of literacy.
- 3.6. The panel advised that there should be a review of any image bank that CNPA utilises to ensure it is inclusive.
- 3.7. Finally, the panel commented on the need for information on affordability. The panel suggested including in the guidance ways to ensure events are affordable by including a digital link or version. The panel also suggested including links to local library services as not everyone has access to the internet.

4. Break

5. Item 2: Broader Discussion on Equalities and Communications – Brenna Jessie

- 5.1. It was agreed that there was not enough time to fully cover this discussion topic. It was agreed that Brenna would return to the EAP at the March meeting to allow detailed discussion of this topic.

6. Item 3: Discussion About the Cairngorms Nature Festival – Josie Slade

- 6.1. Josie gave an overview of the festival and explained what feedback she was looking for from the panel.

Panel Feedback

- 6.2. Panel thoughts based on any previous experience of the festival in terms of equalities and accessibility:
 - One of the main concerns around personal experience of the festival was the cost. It was often expensive to reach the festival and some events were expensive. It was recommended to ensure that in general there was a digital

option and that events coordinated with the times of public transport to allow for people to reach the event in a cost-effective way.

6.3. Suggestions of ways to make the festival more accessible from a coordination viewpoint:

- The panel suggested putting out education messaging prior to the festival around the use of assistance dogs and how people should behave around an assistance dog to make this accessible.
- The panel suggested looking at whether event locations could be planned around changing places toilets or whether a mobile changing places bus could be hired to make events accessible.
- The panel suggested, where possible, trying to coordinate event times with the public transport.
- The panel suggested where there was a requirement for face masks ensuring that there are clear facemasks available for when there may be individuals who need to be able to lip read.

6.4. Suggestions of Opportunities for Partnerships including ideas for activities:

- The panel suggested making connections with day centres.
- Where possible, the panel suggested thinking of different events that will help attract different groups of people, such as music to attract young people or career help events.
- The panel suggested involving groups who aim to get those from equality groups into the outdoors such as; such as Women in the Hills, Girls on Hills, Muslim Hikers and the Outward Bound Trust who has been working with Refugees.

6.5. Suggestions on how to help event providers create inclusive events:

- The panel suggested creating an accessibility checklist which can be past onto event providers.

6.6. The panel also gave some general comments on the festival:

- The panel suggested a park for all theme.
- The panel suggested using a prominent figure to help advertise the event or who could create a link with underrepresented groups such as a BBC Holiday Show presenter.
- The panel suggested including a testimonial from someone who had been disconnected from nature.

7. AOBs

7.1. The CNPA neurodiversity policy was raised, and it was agreed that this would be discussed via correspondence with the panel.

7.2. It was agreed that the LGBT Youth Charter Action Plan would be raised via correspondence. The panel were asked to comment as to whether there was anything missing or general comments.

END OF MEETING

NEXT MEETING TUESDAY 28th FEBRUARY