

TOGETHER ACTIVE

Together Active
Equality Diversity and Inclusion Group Meeting
29th March 2022
Via Zoom
Meeting Minutes

Present Attendees		Apologies	Also Distributed To:
Toyin Higgs (TH)	Chair	Sarah Getley	
Malcolm Armstrong (MA)	TA Board Chair	Rebecca Roberts	
Jackie Brennan (JB)	TA Team Member	Charlotte Smith	
Charlotte Smith (CS)	TA Team Member	Lijana Kaziow	
Jude Taylor (JT)	TA Team Member		
Hazell Thorogood (HT)	TA Team Member		

No	Item Topic
1.	Apologies & Introductions As above
2	Actions from last meeting <i>Enc. 1</i>
3.	<p>Inclusion Framework and Consultation responses <i>Enc 2 and 3</i></p> <ul style="list-style-type: none"> - The Inclusion framework was shared via our networks and social media etc. with a request to feedback via a survey. We received 6 valid responses to the survey with some specific comments below. <p>Support Staffordshire Comments</p> <p><i>'Why match Staffordshire EDI stats when Staffordshire is inherently non-diverse, racially? Maybe try to match West Mids?'</i></p> <p>From the census data, diversity is at 17.4% across the WM compared with 6% across Staffordshire and Stoke-on-Trent. The figure in SOT is 11.5%. Staffordshire is 4.4%, however the available census data is almost ten years out of date. The first element of the most recent census data should come out later in 2022 (potentially diversity data could be released in late Summer early Autumn).</p> <p><i>'Its good, but feels a bit too passive'</i></p> <p>The group discussed that the delivery plan will be key to showing a proactive approach in addition to reviewing wording. JT has a regular catch up with Garry Jones and will invite JB to the next catch up to discuss.</p> <p>The group decided to continue using Staffordshire and Stoke-on-Trent data diversity figures and wait to see what the new census data provides.</p> <p>Action 1: JB/JT to discuss feedback comments with Garry Jones and following this make any adjustments needed before the April Board. JB also to link in with TH to develop a Foreword for the final ED&I Framework</p>

4.	Insight Evaluation and Engagement Manager - We have appointed John McRobie to this post: JM will be invited to these meetings and this area will be a priority for that role.
5.	Include Summit - The group discussed the Include Summit. There is a second summit coming up in the Summer, and it may be something that we keep on the agenda in terms of learning pieces. Action 2: JT will share the link of the EDI session ran during the Active Partnership Conference. - The team have discussed the united approach to the crisis in the Ukraine. JT highlighted that at this time we don't have the capacity to help in a more detailed manner with refugees or similar. The group discussed setting the organisations position on how we will support crisis' such as this. - Our pension fund / suppliers have been scrutinised to ensure there are no close links to Russia.
6	Priorities for next 12 months - Oversight of the delivery plan - Communications and using our voice locally; map out the year from a comms perspective and potentially the next 5 years. - Guide and engage the Board and team to reduce silo working - Operationalising the framework with timescales (when, how) - The group noted this will always be a constant process of development. - Implementing the advisory group. - The group discussed themed Together Fund funding rounds/hosting or partnering an event.
7	A.O.B. MA commented that this is a fantastic piece of work. TH echoed this and thanked the team in particular JB
8	Dates of Next Meetings Tuesday 28 th June 2022, 12- 1.30 pm. Tuesday 27 th September 2022, 12-1.30 pm. Tuesday 13 th December 2022, 12 – 1.30 pm.

Item	Actions	Owner	Date
1	JB/JT to discuss feedback comments with Garry Jones and following this make any adjustments needed before the April Board. JB also to link in with TH to develop a Foreword for the final ED&I Framework	JB/JT	Prior submission date for the EDI report to Board
2	JT will share the link of the EDI session ran during the Active Partnership Conference.	JT	Next meeting

Prepared By:	Date	Checked By	File Code
Hazell Thorogood	29.03.22	Jackie Brennan	EDI Minutes 29.03.22