

**NYSP conference workshops – 15<sup>th</sup> October 2009**

**Key points / outcomes note**

<b>Name of workshop</b>	Equality
<b>Name of note-taker</b>	<b>Kay Ritchie</b>
<b>Format of session</b> Please note briefly the outline format used, e.g. quiz/presentation etc.	Full workshop – group brainstorm on ‘what is equality’, small group discussion on ‘How do we currently engage/involve different communities in our work?’ and ‘What are the gaps?’. As a group we agreed the key points to feed back at the plenary and there were a few minutes for personal action planning
<b>Key points highlighted during speaker presentations (if applicable)</b>	N/A
<b>Key points arising during main discussion</b>	<p><b>Group definitions of what we mean by ‘equality’:</b></p> <ul style="list-style-type: none"> <li>• <b>Equality is not doing the same or treating people the same</b></li> <li>• <b>Not discriminating on the basis of inherent characteristics</b></li> <li>• <b>Being heard, listened to and understood</b></li> <li>• <b>Equality of access and rights to goods/services</b></li> <li>• <b>Not thinking in terms of stereotypes</b></li> <li>• <b>Empowerment</b></li> <li>• <b>Looking at the whole community</b></li> <li>• <b>Valuing and celebrating difference and diversity in our community as a whole</b></li> <li>• <b>Treating different needs differently</b></li> </ul>

	<ul style="list-style-type: none"> <li>• One size does not fit all</li> </ul> <p>Groups were asked to share current practice and identify the most unusual/innovative/successful example in their group;</p> <ul style="list-style-type: none"> <li>• Selby Together – work originally to support new Polish community in Selby, led to a Welcome Pack for Selby – idea led to development of a North Yorkshire Welcome Pack <a href="http://www.nysp.org.uk/welcomepack">www.nysp.org.uk/welcomepack</a> Also grew to include a range of new and existing communities/community cohesion work</li> <li>• Scarborough Gay Pride Picnic – celebrating diversity, open to all. Partners worked together to support it.</li> <li>• Ryedale community blog – mechanism for community to support itself; access to information, share experiences and advice. Targeted at migrant worker community/new arrivals – open to all.</li> </ul>
<p>Did the group identify any obstacles/barriers to progress?</p>	<p>Groups were asked to review their areas of good practice and identify their most crucial gap;</p> <ul style="list-style-type: none"> <li>• Adults with learning difficulties particularly those with multiple needs; age, sensory impairment, health issues, access/transport, education, rurality.</li> <li>• Lack of capacity in voluntary sector to support access to information for vulnerable groups – more challenging in economic downturn as demand/expectations rise and resources are diminished</li> <li>• ‘unlabelled’ groups are not catered for – how are we engaging these groups?</li> </ul>
<p>Key outcomes and/or</p>	<p>Key challenge to face together: Engaging with the whole community (rather than some sections)</p>

<b>action points identified</b>	<b>– the good practice solutions identified were all partnership solutions where the VCS had played a key role. The challenge is capacity, especially in the VCS and particularly in the current financial climate.</b>
<b>Any other observations?</b>	<b>The participants appeared to get a lot out of being able to share practice with each other and some useful contacts were made.</b>