

DIVERSITY AND INCLUSION BOARD

Tuesday 16 May 2017

Attendance

Ian Stephenson (Chair) Chief Executive (IS)
 Paul Neville, Unison (PN)
 Amanda Elkin, HR Consultant, Corporate Resources (AE)
 John Cowings, Senior Policy Officer, Equalities, Policy and Research (JC)
 Michelle Collins, Community Safety Manager, Economy, Transport and Communities (MC)
 Simon Hobbs, Assistant Director of Legal Services (SH)
 Claire Austin, Workforce Development Manager, Children's Services (CA)
 Lisa Edwards, Co-Chair of BME Employee Network (LE)
 Sharon O'Hara, Service Manager, Adult Care (SO'H)
 Angela Glithero, Assistant Director, Resources and Improvement, Economy, Transport and Communities (AG)
 Alison Boyce, Co-Chair of LGBT Staff Network (AB)
 Rob Bounds, Co-Chair LGBT Employee Network (RB)

Apologies

Roger Miller, Assistant Director, Adult Care (RM)
 Wesley Downes, Policy Manager, Policy and Research (WD)
 Sarah Morris, Assistant Director, Corporate Property (SM)
 Kathryn Boulton, Assistant Director, Children's Services (KB)
 Melanie Teasdale, Head of Human Resources, Adult Care (MT)
 Dawn Kelly, Chair of Disabled Workers Group (DK)
 Jennie Hodgkinson, Communications (JH)
 Amanda Nadin, Chair of Women's Network (AN)

Item No	Notes	Action
12/17	Minutes and matters arising of the last Meeting held on 28 March 2017 The minutes of the meeting held on Tuesday 28 March 2017 were agreed as a true record with one amendment to 02.3 where the heading should read 'BME Employee Network'.	
12/17	Matters Arising	
12.1	"I Can" Learning Disability film	

	The film was shown at CMT on 26 April and CMT asked for a strategy to be developed on creating employment opportunities for people with learning disabilities as a result. This has been referred to the Employment and Skills Board for action.	
12.2	Autism Initiatives Report SH reported that the task and finish working group has had its first meeting.	
12.3	LGBT Staff Network DCC came 102 nd in the Stonewall Index. The staff network won an award for best employee network and the certificate will be presented at full Council on 24 May. Democratic Services to provide a note for the Chair.	RA
12.4	Women's Network IS to speak to Dean Wallace, Director of Public Health, with regard to a possible men's health event.	IS/ DW
12.5	Equality Framework <ul style="list-style-type: none"> Looking at LGA doing a full council peer review. IS to report back. IS to speak to JC regarding the Diversity Allies Programme 	IS IS/JC
13/17	DisabledGo DisabledGo is a company which audits premises to see how disabled friendly the building is for the general public. At a cost of £30,000 for 5 buildings the Group thought this was expensive and IWS agreed to follow this up with Sarah Morris from Property Division to see if we have the skills in house. IS said in rationalising accommodation we need to ensure we are sensitive to staff and public needs and the knock-on effect could be our lack of recruitment and retention of staff. DCC policy is to provide buildings of a high quality and we must therefore spend money better, develop our own expertise to maintain buildings to an excellent quality. JC to go back to the organisation and let them know the decision of the Board.	IS JC
14/17	Future Priorities and Strategy	

	<p>JC produced a note for group discussion to see how future strategy for Equality and Diversity could align with the new administration's priorities. Departmental representatives to also identify and forward priorities to JC.</p> <ul style="list-style-type: none"> • Adult Care – SO'H identified that employment learning disabilities was an area the council was planning to make improvements and would welcome mental health issues and Time to Change being included in the new strategy and action plan. • Workforce Planning – PN asked for action to be taken to encourage female workers in all aspects of Council employment including non-traditional occupations such as those in ETE. The current percentage of female workers across the Council as of 31/03/2017 are: Adult Care 87% Chief Exec 72% Childrens 88% Corporate 52% ETC 56% • Steve Smith to be invited to the next DIB meeting to discuss apprenticeships. • The group to forward any more thoughts to JC. • JC to develop a strategy for the next 4 years for future adoption by the Council after consideration by CMT 	<p>JC</p> <p>JC</p> <p>ALL JC</p>
15/17	Up and Coming Diversity Events	
15.1	<p>17 May – IDAHOT Day</p> <ul style="list-style-type: none"> • The rainbow flag will be flown at a number of DCC buildings and locations • It is hoped to be able to project the Rainbow flag onto the bridge walkway over Smedley Street West during darkness. • Two shops in Matlock have placed the rainbow stickers and other materials in their window. • Letters have gone to schools, academies, libraries etc to raise awareness of IDOHOT and LGBT equality. • DCC, Police, PCC and the Fire Service have all agreed to do some work around LGBT jointly with the Council. • AG will ensure that ETE vehicles are continued to be fitted with the rainbow sticker. 	

	<ul style="list-style-type: none"> JC asked for information to be placed on social media and the web site to be updated so the public are aware that the Council is actively marking IDAHOT. A stall will be in main reception of County Hall to promote awareness with employees and visitors. 	
15.2	15 June – National Clean Air Day IS to speak to Dean Wallace, Director of Public Health to ask how DCC can take part.	IS/ DW
15.3	19 – 25 June - Learning Disabilities Awareness week Adult care will be hosting an event and running an information stall during this week and will be encouraging attendance.	
15.4	Step Up Beat Hate Campaign Community Safety Team will be working in the community on behalf of the PCC to raise awareness.	MC
16/17	Update from Employee Networks:	
16.1	BME Staff Network – Lisa Edwards <ul style="list-style-type: none"> Group Leadership – Sheila Cole from Children's Services to join Lisa Edwards and Linda Munroe as a Co-Chair. BME Forum – Mick Evans to attend the next Network Group to discuss how the two groups can work more closely together. Representatives from the Group will attend the next BME Forum meeting on 11 July 2017. Guest Speaker – Charlotte Baldwin from Derbyshire Victim Services to attend the Group meeting on 8 June to talk about hate crime. Black History Month – IWS offered to open or close the event at County Hall scheduled for October. 	IS
16.2	Disabled Workers Group <ul style="list-style-type: none"> Welfare Rights attended the meeting last month and spoke about the benefits system. Tinnitus and stress will be discussed at the next meeting in July. 	
16.3	LGBT Staff Network – AE <ul style="list-style-type: none"> Good attendance at the LGBT History Month event held at the Record Office and the Members' room. 	

	<ul style="list-style-type: none"> The Stonewall East Midlands Employee Network of the Year was award to Derbyshire network chair. JC, AE, AB and RB attended a joint meeting with partners at Police HQ to discuss how the organisations can work together more closely in relation to LGBT equality. 	
16.4	Women's Network <ul style="list-style-type: none"> Discussions to identify topics to focus on and to liaise with other networks. Awaiting contact from Vox Feminarum over possible plans to mark 100 Years of Women getting the Vote in 2018. 	
17/17	Any Other Business	
17.1	Consideration was requested that DCC be represented at the Stonewall conference at Birmingham University on 28 June where the results will be announced.	
17.2	'Tired of Walking on Egg Shells' leaflet re-printed with the rainbow flag on.	
17.3	James Creaghan from Public Health will now be chairing the Time to Change Working Group rather than JC.	
17.4	The Deaf Charter has one year left to run – JC to write a report summarising progress and identify the next steps. The Group will then make a recommendation on how best to proceed.	JC
17.5	Holbrook School of Autism RB spoke about how DCC are promoting sustainable travel to schools and working with the residential students of Holbrook on how to access public transport for leisure. Holbrook is the first special school in Derbyshire to achieve a national award and is close to getting a silver award. RB to produce a note for IS to share at the Derbyshire Chief Executive's meeting on 26 May.	RB
	Date of Next Meeting Tuesday 15 August 2017 at 10am in Committee Room 3, County Hall, Matlock	ALL

