



Glasgow Equality Forum

Conference 2019

#GEFequality

Aims of the day

- ▶ Share what GEF and Glasgow equality networks are doing to amplify the voices of our members and to improve services for people with protected characteristics;
- ▶ Share best practice examples and highlight the experiences and barriers when equality groups try to access their rights;
- ▶ Give participants space to discuss their experiences, stimulate ideas and think about new solutions;
- ▶ Ingather feedback from workshops to inform GEF's work "What are top 3 priorities/ calls to action"?
- ▶ Make new contacts and have an enjoyable day!

Being Heard and Taking Action: Experiences of Equality Networks in Glasgow

Lorraine Barrie
GEF Manager

Who we are

- ▶ Glasgow Equality Forum (GEF) brings together representatives of voluntary sector equality networks in Glasgow to encourage better cooperation and cross-sector engagement on equality issues. We provide strategic and policy expertise, and through our members we can provide access to wider viewpoints, including opportunities to engage with grassroots community organisations. Forum members also provide advice and support on effective community engagement.
- ▶ Website <http://equalityupdates.org.uk/project/glasgow-equalityforum/>
- ▶ Twitter @gefequality

Our members

Full members are voluntary sector equality networks operating in Glasgow

- ▶ Glasgow LGBTI Voluntary Sector Network
- ▶ Glasgow Disability Alliance
- ▶ Glasgow Women's Voluntary Sector Network (coordinated by Wise Women)
- ▶ Glasgow Voluntary Sector Race Equality Network (coordinated by CRER)

Associate members

- ▶ Faith in Community Scotland
- ▶ WSREC
- ▶ Interfaith Glasgow
- ▶ Amina MWRC

What we do

2 main strands to our work

- Supporting community planning partners to embed good equalities practice in their services and policies;
- Building the capacity of equality networks and equality organisations to have the voices of their members heard.

What we actually do!

Feed in our members views to GCC Policy Committees- WECCE and General Purposes

Act as Equalities Advisor to IJB Committee Public Engagement Committee

Contribute views to consultations: Glasgow Community Plan, CPP Governance Review, Third Sector Concordat Review, New Grants Fund, HSCP Strategic Plan

Help facilitate the LGBT+ VS Network

Held Equality and Faith consultation event in 2018

Provide training and support - GWVSN's recruitment drive for new Management Committee

Being heard

- ▶ Glasgow City Council commitment to equality in Strategic Plan
- ▶ Commitment to equality in New Grants Fund, GEF suggestions incorporated into the grant application form and Equality Impact Assessment
- ▶ GEF invited to sit within Community Planning Partnership and HSCP structures
- ▶ LGBT+ VS Network Report 2017: All recommendations accepted by Leader of the Council, LGBT+ Working Group set up and discussions progressing about opening an LGBT+ Centre in Glasgow
- ▶ Work funded to ensure disabled people's participation in Participatory Budgeting pilots in Glasgow

Being heard?

GDA report: Budgeting for Equality

“1. Disabled people overwhelmingly want to be involved in deciding how public money is spent but are prevented from doing so by a web of complex barriers.

2. A cycle of exclusion prevents communities across Scotland from accessing disabled people’s insights and expertise.

3. Structural inequality cannot be addressed at the local level alone: wider culture change is essential if participation is to have meaningful impact. GDA members have been speaking out about barriers and how to improve services for many years, yet remain broadly disempowered across our lives: without resource realignment and a willingness to do things differently, barriers persist and outcomes remain the same - or get worse.”

<http://gda.scot//content/publications/Final-GDA-BudgetingforEquality.pdf>

Being heard?

LGBT+ VS Network

- ▶ 2017 Report "Meeting the Needs of the LGBTI+ Community in Glasgow: A Review of Services Provided and Identified Needs"

<http://77.104.153.122/~equalityupdates/wp-content/uploads/2018/04/FINAL-GEF-LGBTI-web-2018.pdf>

<https://biteable.com/watch/video-2384822>

Taking action

- ▶ Barriers to true participation for equality groups/ people with protected characteristics
- ▶ Even when we participate, sometimes not listened to!
- ▶ Number of consultations overwhelming
- ▶ Public sector and decisionmaking structures are confusing

True and meaningful community empowerment is the key to changing things for the better!

Table discussion

- ▶ Introduce yourself

Your name

Organisation (if you are representing one)

Why you came along today/what you would like to learn

15 minutes

- ▶ How can you/ your community/ your equality group be better represented in Glasgow? Please share any examples.
- ▶ What changes would you like to see- policies, services etc?

25 minutes

Please write down your feedback on post-it notes or flipchart paper.

Connect with GEF online

Kate Henderson

GCVS Equalities Information Service

Panel discussion/ feedback from workshops

- ▶ Each workshop- feeding back 3 priorities/ calls for action
- ▶ Comments from GEF and equality networks