

# Institute of Equality & Diversity Practitioners

## **IEDP Seminar on Disability Equality 21st May 2014 Notes from the Roundtable Discussions**

### **Good Practice**

- Local news reporting positive stories
- Integrating disability into annual organisation plan
- Valuing people and life experiences / focus on what people **can** do
- Genuine and effective involvement of disabled people
- Co-production: 'experts by experience' and experts
- Visible role models – disabled people in high status roles, e.g. national directors, being vocal
- At a university:
  - Equality and Diversity Committee across departments and sites
  - Advice groups in faculties
  - Strand groups
  - Disabled student application support process, information, meet similarly disabled students
  - Well-being centres – disability, mental health
- Social enterprise training:
  - Core trainers - very good feedback
  - Voluntary sector, parent forums, police
  - 2 hour sessions, Equality Act 2010, protected characteristics
- Promoting good practice and celebrating success
- Commercial competitive advantage of diversity / making the business case
- Reviewing action plans – becoming the norm
- Monitoring progress
- Disability engagement plan / champions
- Employee network
- People declaring diverse characteristics in surveys at work
- Commitment to disability from the top (e.g. during Olympic planning)
- Taking diversity down the supply chain:
  - How employers demand this
  - Standards for employment regulators
  - Culture
- Good practice for disability is good practice for everyone
- Empowerment to achieve full potential
  - For employer and employee
  - Promote success
  - Market testing / pilots

### **Barriers**

- Conflict in central government
- Burn out and stress of disability equality champions
- Dilution of equality agenda nationally by government
- Need for more input of 'experts by experience' / lack of involvement of disabled people
- Hesitance to disclose impairment / hidden disability:
  - Anxiety about response
  - Stigma
- Physical barriers – government grant to improve access but it takes time
- Media messages
- Need to review learning and have time to implement
- Financial means
- Patchiness / lack of consistency
- Perception of industry
- Negative social attitudes
- Job centre response to the jobless, especially disabled people
- Lack of clarity from government dictating public perception

## **Role of IEDP and/or other organisations**

- Stories of good practice that could be shared:
  - Templates for Small and Medium Sized Enterprises (SMEs)
  - Podcasts of good practice
  - Positive stories / case studies from members
- Working on positive social attitudes:
  - Training for frontline staff
  - Media images
- Approval of training providers
- Promotion of Equality Diversity and Inclusion (EDI) sector as a profession
- Sharing good practice, celebrating success
- Reduce IEDP membership rates for Voluntary and Community Organisations (VCOs), charities and people on low wages
- Establish regional IEDP network meetings
- Building networks with related organisations
- IEDP contact universities re EDI manager and membership (Leeds Metropolitan would be interested)
- Investigate the possibility of chartered status
- More events like this one
- Lobby government about:
  - Employment of disabled people
  - Job centres
  - Recruitment agencies
  - Percentage of workforce that is disabled (7%)