

NAWRA

Notes from Equality and Diversity working group meeting 13 Sep 2022

Present:

Atif Kaudri – Mind (Chair)
Bhavani Sarma – Central Bedfordshire Council
Keith Thompson – Northumberland Council
Pamela Carysforth - UC Notes
Béatrice Humarau – The Bridge Trust
Maureen Arthur – Peabody
Lora Tabakova - Work Rights Centre
Daphne Hall – Rightsnet
Sonia Meikle – Croydon Sickle Cell and Thalassaemia Support Group
Riley Bartholomew – Deafblind Scotland
Michael Shanks – Norfolk Community Law Service
Kelly Smith – Child Poverty Action Group / NAWRA Secretary (minutes)

Apologies:

Alan Markey – Coventry Independent Advice Service
Will Hadwen – CPAG in Scotland and Benefits Training Company
Sangeeta Enright – Cystic Fibrosis Trust
Juan Ramirez – Derbyshire County Council
Jan Eberhart – Salford Welfare Rights
Darren Ely – Disability Law Service

1. Notes from the last meeting(s)

These can be found on the [Equality and Diversity page](#) of the NAWRA website. Notes agreed.

2. Researching and adopting good practice guides written by other organisations

Thanks to working group members who shared good practice guides and resources. They have been adopted and are now on the NAWRA website.

Action: All members to send good practice guides on protected characteristics to Kelly Smith at kelly@nawra.org.uk for discussion and adoption.

3. Promote the discounted/free membership scheme widely to allow small organisations with little funding to join NAWRA and ensuring a seamless service from nomination to joining for such organisations

So far, two organisations have been invited to join NAWRA for free and have accepted this offer.

Action: all members to consider nominating any organisation that they feel meets the criteria for free membership by emailing Atif Kaudri (Mind) at a.kaudri@mind.org.uk with the details.

Pamela Carysforth (UC Notes) offered to send out information on LinkedIn. NAWRA is not on LinkedIn at the moment. **Action:** Kelly Smith to mention this to the committee members with responsibility for social media.

Action: Atif Kaudri (Mind) to talk to Will Hadwen about his nominations of Somali community groups.

4. Contributing to work on equality and diversity in the wider rights and advice sector

Members of the working group were invited to share their views as and when they arise.

We discussed how to measure the protected characteristics of the NAWRA membership as a whole and those attending NAWRA conferences. **Action:** Keith Thompson (Northumberland Council) to draft survey questions.

5. AOB

Action: All members Please send any best practice guides on providing interpreting for clients to Beatrice Humarau (The Bridge Plus+) via Kelly at kelly@nawra.org.uk

6. Next meeting

Agreed that the next meeting of the equality and diversity working group will take place on 13 Dec at 1pm. **Action: Kelly** to circulate the invitation to the working group and the full NAWRA membership.