

NAWRA

Notes from Equality and Diversity working group meeting 13 Dec 2022

Present:

Atif Kaudri – Mind (Chair)

Daphne Hall – Rightsnet

Jacob Cain – Bristol Council

Lindsey Poole – Advice Services Alliance

Rita Chadha – Advice Services Alliance

Michael Shanks – Norfolk Community Law Service

Kelly Smith – Child Poverty Action Group / NAWRA Secretary (minutes)

Apologies:

Béatrice Humarau – The Bridge Trust

Keith Thompson – Northumberland Council

Sangeeta Enright – Cystic Fibrosis Trust

Juan Ramirez – Derbyshire County Council

Stuart Goodman – Rainbow Money Advice

Lora Tabakova – Work Rights Centre

Will Hadwen

Bhavani Sarma – Central Bedfordshire Council

Bronwen Banner – National Energy Action

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: Kelly Smith (NAWRA/CPAG) to send Jacob Cain (Bristol City Council) a letter for Bristol Black Carers about our free membership offer. Jacob will also raise at a ACFA meeting.

Action: Lindsey Poole (ASA) to send details of Inclusion London to Kelly Smith (NAWRA/CPAG).

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.

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.

- **Measuring the diversity of the NAWRA membership**

We discussed how to measure the characteristics of the NAWRA membership as a whole and compare that to the profile of those attending NAWRA conferences.

As well as protected characteristics as defined by the Equality Act, Rita Chadha (ASA) provided a link to a guide to measuring socio-economic diversity:
<https://socialmobilityworks.org/toolkit/measurement/>

Action: Jacob Cain (Bristol Council) to draft a monitoring form on the characteristics of our members and the groups their organisations serve. All agreed that ethnicity options should be listed in alphabetical order.

- **Equality and diversity considerations at NAWRA conferences**

All agreed that we should consider equality and diversity when organising conferences and make it a fundamental part of everything we do, including specifically asking speakers to think about how the topic they are presenting on impacts upon different groups. Michael Shanks (Norfolk Community Law Service) suggested inviting Jo Chimes. Lindsey Poole (ASA) suggested looking at the recent Law Centres conference.

Action: Kelly Smith (NAWRA/CPAG) to add to the agenda for the NAWRA committee planning meeting on 9 March 2023.

5. **AOB**

Action: Kelly Smith (NAWRA/CPAG) to contact Rita Chadha (ASA) about her offer to talk about 'global majority' organisations in London project at a future NAWRA conference. This could include information on the '[Charities so white](#)' incident and the funding model of BAME organisations.

6. **Next meeting**

The next meeting of the equality and diversity working group will take place on 14 March 2023 at 1pm.

Action: Kelly to circulate the invitation and Zoom link to the working group and the full NAWRA membership.