



# Connected Through Our Catchment

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## Developing an EDI Plan on a Page

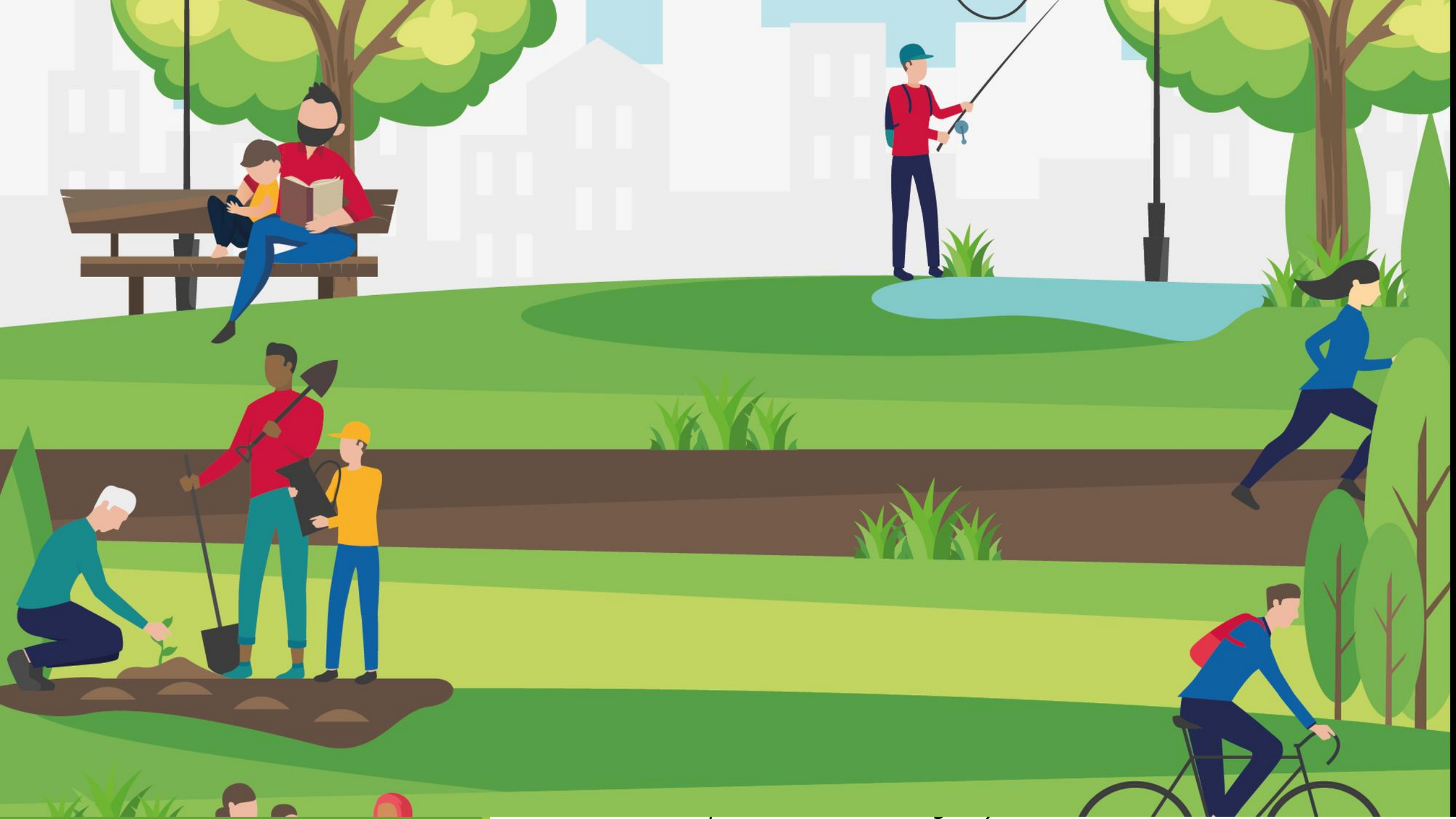
PAULA PEARSON – CATCHMENT COORDINATOR

What have we done?

Looked at a range of internal and external EDI approaches, documents and resources to develop our rationale

Developed aspects of our EDI Strategy

Developed our Action Plan on a Page



What have we done:

Developed aspects of our EDI Strategy and drafted our EDI Plan on a Page

What EDI Means to us (defining key terms Equity, Equality, Diversity, Inclusion)

Commitments, Approach

4 Strategic Objectives with no more than 4 associated 'we will' action statements – SMART as possible

Exemplified each Action with outcome measures

## Our Equality Diversity and Inclusion Plan 2023 - 24

**Vision:** The Upper Mersey Catchment Partnership will be an exemplar for Equality, Diversity and Inclusion under the Catchment Based Approach, reflecting the communities we work within.

**Our Main EDI priorities for 2023-4:** 1.Age demographics (older and younger); 2. Ethnicity; 3. Disability and illness (learning; mental health; physical)

Objective 1	Objective 2	Objective 3	Objective 4
Increase UMCP <u>capacity</u> to protect and improve the environment for all our catchment's communities with a view to achieving equity in access	Increase <u>diversity</u> in our partnership's <u>engagement</u> , consultation and participation	<u>Review and evaluate</u> our EDI progress, both as a partnership and within our projects	Develop an inclusive <u>culture</u> within the partnership
Actions	Actions	Actions	Actions
<p>Identify sources of information and seek to develop a shared understanding of the profile of communities in the Catchment</p> <p>Report back and share learning from partners' projects on embedding EDI Share data, resources, contacts and information about diverse groups between partners</p> <p>Develop a checklist to support partner to consider EDI in all project activities</p>	<p>Identify or develop and share a guide to / toolkit for inclusive community consultation processes</p> <p>Plan means and methods of consultation in our projects which are accessible to target communities (eg language; using video not forms for evaluation)</p> <p>Offer a range of community participation opportunities that are accessible to diverse communities</p>	<p>Include a standard EDI agenda item in all partnership meetings</p> <p>Conduct an annual partnership review of progress on EDI</p> <p>Collect data/learning/case studies from partners about where projects have supported EDI</p> <p>Reflect on how we have responded to all areas of diversity and seek external support in areas where the partnership does not have expertise</p>	<p>Challenge inappropriate behaviour</p> <p>Create a welcoming space by adapting behaviour and language to enable everyone to feel comfortable within the group</p> <p>Encourage partners to share learning on EDI</p> <p>Identify, build relationships and find ways to work with and learn from Diversity Reference Groups in our catchment</p>

### Outcomes / Success Measures

<p>Partners can demonstrate that they are discussing EDI in relation to all partnership projects</p> <p>Partners have access to information and tools to support their EDI actions</p> <p>Partners have access to a network of contacts who are able to reach representatives of the diverse communities in our catchment</p>	<p>Partners conducted consultation and engagement activities and can demonstrate that this has reached representative communities</p> <p>Partners have tried out innovative ways to engage diverse communities</p> <p>Projects are co-designed with people from diverse / representative communities</p> <p>There is increased participation from diverse communities in partner and partnership projects</p>	<p>The partnership has reflected on its progress on EDI identified key lessons and reviewed the Action Plan accordingly</p> <p>The partnership can point to positive examples of EDI activity in its projects and partnership activities</p>	<p>EDI is seen as everyone's responsibility</p> <p>Members of the partnership demonstrate inclusive behaviour</p>
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# What have we learned?

1. The EDI rationale / strategy needs to be agreed and owned by the Partnership
2. The agreed rationale is needed to drive the action
3. Our Partnership culture is as important as what we write down in a strategy or plan
4. It's a journey, with many steps along the way
5. It's hard to carve out time, but should become business as usual
6. The Action Plan needs to be manageable
7. Monitoring, oversight and accountability are required
8. We can start to picture what a partnership and it's activities will look like
9. We need to develop a better understanding of our stakeholders
10. Many partner organisations are already on this journey

# How will we Use this Work

