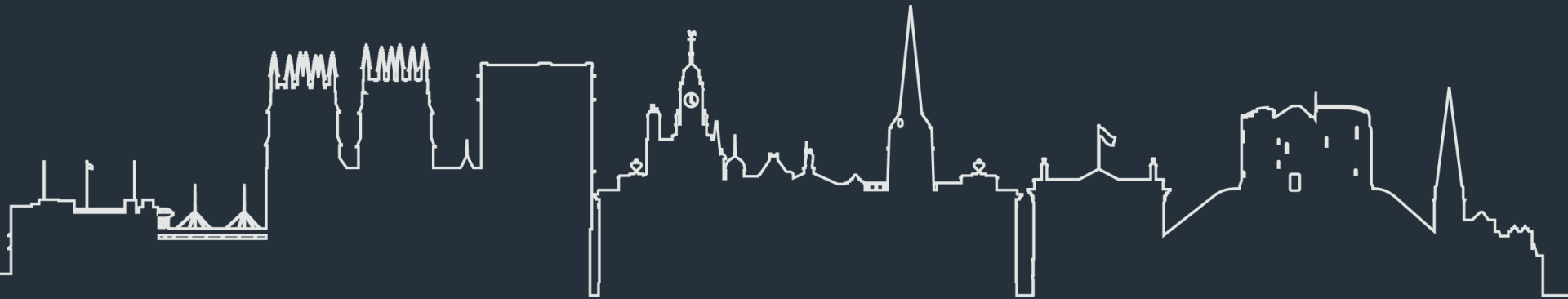


ANNEX A



CYC Equity, Diversity & Inclusion Strategy consultation

March 2025



Methodology

- Qualitative and quantitative focus
- Survey (on and offline)
- Five focus groups and one public meeting
- Engagement on social media

* The quotes in this presentation are all authentic ones from respondents to the consultation

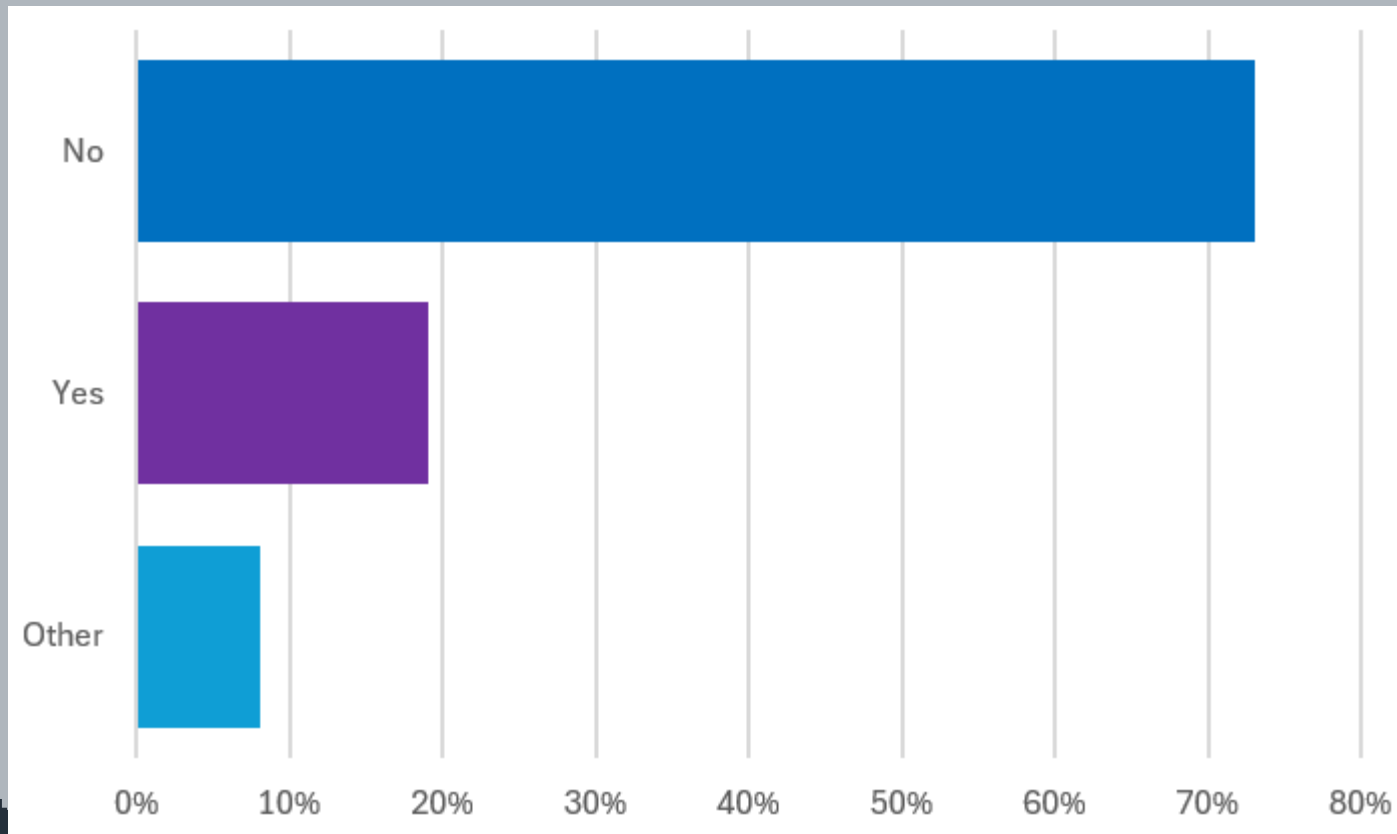
Headlines

- 1 in 5 have **experienced or witnessed** intolerance or discrimination from CYC
- Respondents want a **clear and actionable** commitment on EDI from the Council (only 55% agree the commitment in the Strategy is clear)
- 1 in 4 disagree that Council's services are accessible to **all** its communities
- Only 35% believe the Council provides opportunities for community groups to **influence decision-making**
- The public wants **concrete action, leadership to drive** the strategy forward and **continuous engagement** with protected groups



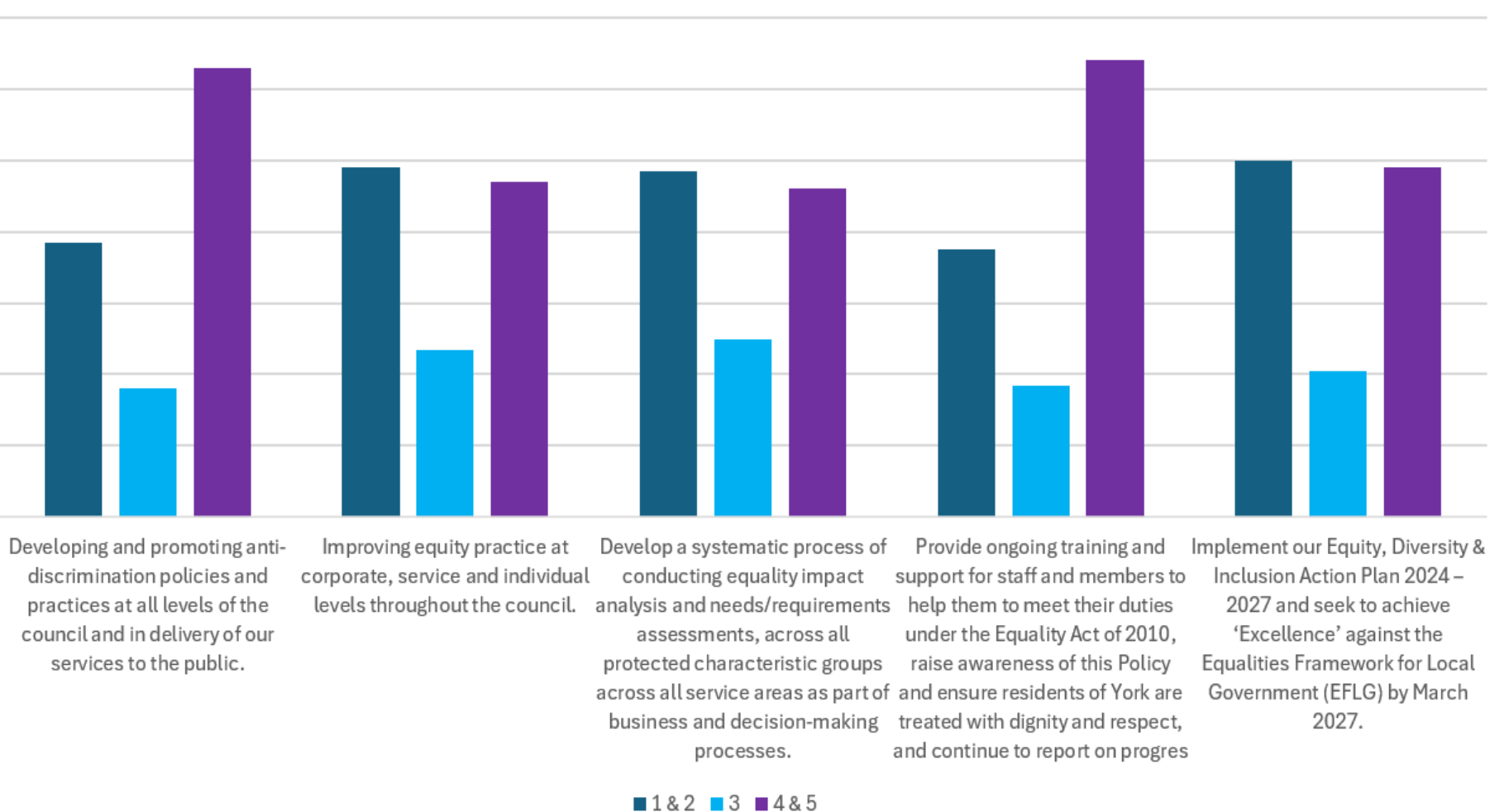
Working together to improve and make a difference

Have you experienced or witnessed any instances of intolerance or discrimination within Council services or employment practices?



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Council's EDI objectives ranked (1 – least important to 5 – most important)



Key issues

Children & Young People

- Many respondents felt that EDI work in York should have a strong focus on children and young people
- In particular, it was felt that there is a need for support for children and young people who are neurodiverse and those with learning disabilities and difficulties

Gypsy & Traveller communities

Identified as a group to focus on

“The Gypsy and Traveller Community are York's largest ethnical minority and racist attitudes towards this group sadly remains rife and is not seen as unacceptable in the way racism towards other minorities perhaps is.”



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Disabled people

Disabled people feel that York is not a very accessible city – key issues include:

- Bus travel
- Parking
- The built environment
- Accessing council buildings

Disabled people need to be considered at the starting point of any new build. We must come first – someone who is not disabled can adapt to anything; I cannot. Going forward things have to change

Blue Badge parking - ensuring appropriate alternatives are always available when access is suspended for road works


Trans people

There were some negative comments about Trans identities and concerns over single sex spaces

In law, gender critical views fall within the protected characteristic of religion/belief

Trans people told us that need more support and understanding

A trans man in one of the focus groups said they had recently been turned down for a job because of their protected characteristic



The Trans+ community need to know you are here for them.

CYC Workforce

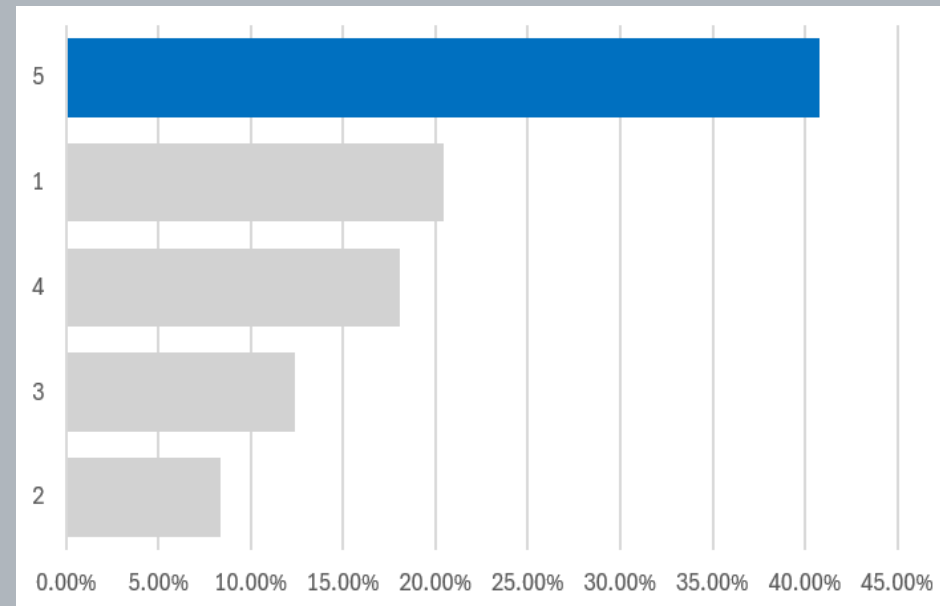
59% ranked a workforce that reflects York's diversity as important or very important

A proportion of respondents felt that recruitment and promotion should be on the basis of merit alone

Staff training - respondents identified a lack of understanding amongst staff about protected characteristics and how to meet individual needs

How important is it for you that the Council's workforce reflects York's diversity?

(1 = not important and 5 = very important)



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Implementation

- Respondents asked for more detail about how this work will be delivered
- Specific actions and details of the measures we will use to monitor the implementation of the strategy
- Continuous engagement with communities was seen as important

Driven by leadership

“People need confidence that the vision will be taken seriously, and this starts from the top. All staff need to hear the message... to understand it is a serious proposition, not just because of the law but that, in a civilised society, it is the right thing to do.”



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Changes to the strategy

- **Make it simple** – consolidate the objectives with the aims and commitments, have a succinct vision with clear ‘business case’
- **Concrete action** – share the Key performance indicators we will use to show we have taken action
- **Continuous engagement** – publish annual report on progress as part of public HREB meeting, share progress in a way that is accessible to all groups
- **Driven by leadership** – Members and officers seen to address EDI in service plans, publishing impact assessments



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