



Doing the Disability Equality Duty Better in the Highlands & Islands

CONFERENCE REPORT APPENDIX 9

Workshop 1 (pm) James Glover, DRC & Sandra Hogg, SCVO

Case Study on Action Planning, Flipchart Notes

CHALLENGES	SOLUTIONS
How to ensure voluntary groups are complying with the equality agenda themselves and that they encompass diversity – especially if laying claim to being the ‘voice’ of a specific group of people	Could/should DRC and OSCR (Charities regulator) work together on this?
How to ensure the involvement of voluntary groups is measured to assess the impact on the DES	
Challenges of mainstreaming DES throughout the org	
No communication between top level and front line. No buy-in to DES across the organisation.	<ul style="list-style-type: none"> • Increase awareness and understanding of disability by employing more disabled people and identifying disabled people in the organisation. • Actively sell the DES to all by having champions. • Have more training/awareness-raising. • Encourage a culture that allows feedback from disabled people
Communication doesn't always lead to action	<ul style="list-style-type: none"> • A variety of forms of communication are needed • Simple and easy to read communications are best • Reduce jargon
Skills/competency training needs to include diversity/disability training	<ul style="list-style-type: none"> • All staff need to understand the Duty applies to them and what they do • Organisations need to get the perspective of disabled people