



Greater Manchester Equality Alliance

GM Equality Alliance Year Two Report

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Hosted by

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Message from the Chair

Permacrisis. It's the word of the year, 2022, according to Collins Dictionary. Feels like they're onto something, doesn't it? While 2021 - the first full year of GM=EqAI in its current form - was all about Covid, 2022 was meant to be about *recovery*. Building back better, building back *fairer*. With the underlying message that this meant better or fairer *than before the pandemic*. Meanwhile, the UK has had three prime ministers, two heads of state and a period of national mourning, attempted at least two opposing economic strategies (one of which nearly crashed the economy), all while dealing with an international context of increasing climate and geopolitical instability, the first war in continental Europe since 1945 and the practical consequences of leaving the EU. The pound hit a (nearly) all time low, and inflation an all-time high, leading to the return of austerity policies, a worsening cost-of-living crisis, strikes affecting almost every area of life, the NHS on a precipice and the possibility of winter blackouts. So you'd be forgiven for feeling like we're not quite there yet.

That's not for any lack of motivation or effectiveness on our part or on the part of our statutory partners. I've been working in, around and alongside the VCSE sector in GM for more than a quarter of a century and I've never known a time when it felt more like we were pushing on an open door. I don't recall any other time when public sector colleagues were more appreciative of the specific needs of our sector and the people and communities we serve and represent, more keen to collaborate with us, more willing to listen to and learn from us and more open to doing things differently. Sometimes, progress can feel frustratingly slow, particularly for us (because we've often been telling people the same things for decades) but it's important to acknowledge where progress is being made. Small victories and incremental gains are still victories and gains and we should celebrate our successes as we use our collective voice to keep the momentum.

And we have had successes. We've welcomed 20 new people to the GM=EqAI working group, which has grown to 45 members; we've had clear, positive influence in the development of the GM Strategy and the ICS/ICP/ICB; supported the development of the LGBTQ+ Equality Panel; influenced the design of social prescribing in GM and nationally; developed ambitious, if still very early stage, plans for a GM equalities framework, an experts-by-experience brokerage and a VCSE workforce diversity project. Our Inclusive Language Subgroup has produced new guidance on Neurodivergence, Learning Disability, Trans and Non-binary Identities, Gypsy, Roma and Traveller communities, with plans to expand to video content to share some of the complexity and nuance of these conversations. We've also had influence across criminal justice, transport and travel, and both Greater Manchester systems and national issues, as the report below sets out.

Just reading the list makes me incredibly proud to have played a part in making this happen, and I hope it makes our members proud too. It has been a pleasure and a genuine privilege to work with and learn from such a diverse, talented and committed group of people. I'm grateful for the opportunity GM=EqAI gives me to do better, to hold myself and others to a higher standard, and to say difficult things to important people. Even as things look set to get harder, now more than ever, we are stronger together.

We have allies. Keep the faith. Hold the line.

Jules Palfreyman

Chair of the Greater Manchester Equality Alliance (GM=EqAI)

About GM=EqAI

The Greater Manchester Equality Alliance (GM=EqAI) was launched in September 2020 as a successor to the smaller Greater Manchester Inclusion and Wellbeing Partnership (IWP). The Covid-19 pandemic had exposed the need for a robust pan-equalities forum to support decision makers and strengthen the Voluntary, Community and Social Enterprise (VCSE) equalities sector.

The GM=EqAI Working Group has 45 members (see [Who We Are](#)). They are a diverse mix of grass roots community organisers and voluntary sector strategic operators who volunteer time each month to influencing policy at a GM level.

An elected chair (Jules Palfreyman) and small Steering Group provide an executive function alongside a small staff team based at GMCVO. We are funded through the GM VSCE Accord, a joint project of the Greater Manchester Combined Authority (GMCA), NHS Greater Manchester Integrated Care, and the Greater Manchester VCSE Leadership Group.

The fortnightly GM=EqAI e-bulletin is aimed at anyone working in equality, diversity and inclusion (EDI) in Greater Manchester. It shares local as well as national reports, resources and opportunities - the registration link is [here](#) and information for inclusion can be sent to hannah.berry@GMCVO.org.uk. Our Twitter handle is [@GM_EqAI](#).

GM=EqAI Aims	GM=EqAI Objectives
<ul style="list-style-type: none"> To ensure equality, diversity and inclusion are at the forefront of decision making at the highest levels in all governance structures across the Greater Manchester sub-region To ensure transformational change in the way that issues are considered, information collected and acted upon, and to be led by the expertise coming from communities and grassroots organisations. 	<ul style="list-style-type: none"> To contribute to policy debates, influence strategies and advise stakeholders, drawing on our collective pan-equalities expertise and direct links to communities experiencing inequality To complement and support the work of the eight GM Equality Panels, and other equalities leads and initiatives across the sub-region, by sharing information, identifying intersections and providing space for collaboration To flag up issues and campaign for concrete actions to address the root causes of structural inequality in the city-region To push for measures that will ensure leadership better reflects the diversity of the GM population in all sectors To encourage better data collection and monitoring of the changing demographics of the sub-region to inform policy making To facilitate greater collaboration between GM commissioning structures and the communities they exist to serve, underpinned by the recommendations set out in the VCSE Commissioning Framework.

GM VCSE Accord

GM=EqAI is a key delivery partner in the Accord, which was signed in October 2021 and has been adopted by all ten GM local authorities. We have the following objectives under the Accord Implementation Plan, which started in April 2022:

7.1 Equalities infrastructure - Help to develop the VCSE ecosystem and grow VCSE infrastructure capacity and ‘scaffolding’ for equalities organisations.

(Progress on 7.1 is covered p.6 and p.7)

7.2 Health and equalities - Supporting VCSE equalities sector engagement in NHS Greater Manchester Integrated Care.

(Progress on 7.2 is covered on p.8)

7.3 Develop a GM Equality Framework - Identifying the most effective approaches to equality policy and practice (establishing the evidence base) to form a set of practical pan-equalities commitments for partner organisations to sign up to.

(Progress on 7.3 is covered on p.5 and p.6)

7.4 Lived experience - Develop shared set of principles to ensure the voice of lived experience is heard in policymaking, including remuneration arrangements.

(Discussions have been held with various partners - this piece of work is being led by GMCVO staff who aim to publish outputs by March 2023).

The Accord Implementation Plan requires its cross-sector stakeholders to connect to deliver the Accord across GM, whilst retaining their own identity and work streams. Although some of the work of GM=EqAI is informed by the Accord, we are free to develop other priorities and areas of work away from the Accord agenda, and to secure funding to do this.

GM=EqAI Activity - September 2021 to October 2022

Internal development

In Summer 2022 GM=EqAI recruited 20 new provisional members to the Working Group, of whom 15 have now joined permanently. This has greatly boosted the diversity, expertise and connectivity of the group, and means that we are always confident of a strong attendance at monthly meetings and a guarantee that the discussions and consultations will include the insights from a wide range of communities and perspectives.

Over the course of the year, new membership resources were created and shared with other GMCA panel facilitators: an induction pack and a set of ground rules for online meetings.

A survey of GM=EqAI e-Bulletin subscriber engagement and views was conducted. Open and read rates were found to be high, and feedback very positive. There were a couple of requests for more narrative content, e.g. "Please include case studies showcasing successful social enterprises across GM so we can learn from each other. Interview small organisations' leaders". For now it will stay as a listings bulletin, but when GMCVO gets its new website next year the GM=EqAI page will include a blog section where members can share stories, news and ideas.

Inclusive Language Subgroup

The subgroup has continued to meet and produce guidance to help ourselves and others avoid insensitive language and ensure consistent and respectful communications. GM=EqAI is keen for other partners to engage with these documents, and welcomes dialogue to keep them evolving along with our understanding. Guidance added since September 2021:

Neurodivergence, Learning Disability, Trans and Non-binary identities, Gypsy, Roma and Traveller communities. They can be accessed [here](#). We have also reviewed the slides on language about race and ethnicity, and will be replacing them with an updated version alongside a video in which members of the group discuss the complexities of this topic.

Equalities Framework Project

When GM=EqAI canvassed members' ideas for proactive project in 2021, one suggestion was to set up a sub-group to run EDI / cultural awareness training workshops. The idea was for GMCVO / GM=EqAI to run a train-the-trainer programme to establish competence and a common curriculum, and then advertise and broker this service to organisations and businesses.

Meanwhile the Steering Group was considering an ambitious plan, inspired by the [GM Good Employment Charter](#) (GEC) model, to pull together a cross-sector task group to review current EDI and single equality strand policies, schemes, guidelines and initiatives and produce a framework for GM organisations to sign up to. It would seek to identify the most effective policies and practices already in existence across different themed domains, and signpost organisations to these, simultaneously filling any gaps with our own material and backing everything up with user-friendly, web-based guidance and information.

This represented an exciting potential framework on which to could hang GM=EqAI's ambitions to work with VCSE partners to support skilling up and culture change across GM. There was positive feedback from the various forums where the proposals were presented (VCSE Leadership Group, Tackling Inequalities Board, GM Equality Officers Group, GM Equality Panel Facilitators, GM EDI Professionals Network, GM Public and Community Involvement and Engagement (PCIE) Forum), and as a result, scoping and determining the feasibility of this project was made one of GM=EqAI's Accord objectives (7.3).

The GM ICP EDI transition team was approached to see if it would make sense to target the health domain initially, which gave rise to an alternative suggestion that GM=EqAI pilot an experts-by-experience consultancy service to support health and social care partners with their EIA processes. In the meantime, a member has proposed a task and finish group with the narrower focus of supporting organisations to improve their recruitment strategies to attract a more diverse workforce.

All of these possible projects are on the table and conversations are underway to determine the exact course of action.

Strategic engagement and networking

A central element of GM=EqAI's Accord work is to build relationships between those parts of the VCSE sector which support marginalised communities, and the other Accord partners and structures. The focus is on connectivity and ensuring that intelligence and insight from GM=EqAI members are shared at GM level.

There is a direct link between GM=EqAI and each of the seven GM equality panels, either via cross-over membership or a standing invitation to the panel chairs to attend the Working Group (and inclusion in Working Group communications). Representatives of 10GM, GMCA, and the GM Integrated Care Partnership (ICP) are also non-member attenders of the GM=EqAI Working Group.

The additional capacity to fulfil GM=EqAI's strategic role has so far been provided by Jules, our Chair.

Jules and the chairs of the GMCA equality panels meet at the bi-monthly Tackling Inequalities Board, which is chaired by Councillor Amanda Chadderton, GM Portfolio Lead for Equalities, Inclusion and Cohesion. This group is overseeing the implementation of the recommendations of the Independent Inequalities Commission (IIC), which reported in March 2021.

He also attends:

- Accord Shadow Delivery Board / Commitments Group
- GMCA Equality Panel Chairs and Portfolio Leads
- VCSE Leadership Group
- NHS GM EDI Steering Group
- Live Well Working Group
- VCSE Population Health Group (& Data Subgroup)

Three other members of GM=EqAI were part of the VCSE Leadership Group this year: Charles Kwako-Odoi, Atiha Choudhury and Gail Heath (Gail has now been replaced at GM=EqAI by her colleague Uzma Ansari).

The Project officer attends the following meetings to further communication and collaboration:

- VCSE Accord Delivery Officers meeting (fortnightly)
- Equality Panel Officers meeting (monthly)
- Locality Equality Officers meeting (monthly)
- GM EDI Professionals Network

GM=EqAI is in dialogue with the lead officers at GM's local infrastructure organisations (LIO) about how GM=EqAI can support their work in the ten localities to address systemic inequalities and bring excluded groups into local networks and decision making. We are working with the rest of the Accord delivery team to ensure that all Accord tasks prioritise EDI considerations, and that equality impact assessments (EIA) are carried out wherever appropriate. It is part of our role (alongside other Accord partners) to consider what the equalities issues and required actions are for the GM VCSE sector as an employer, a deliverer of services and as a conduit through which communities can play their full role in society.

Ongoing relationships are also established with Policy@ Manchester and the GM Public and Community Involvement and Engagement (PCIE) Forum, both at the University of Manchester.

Discussions and consultations

GM=EqAI meetings have supported member organisations to engage in conversations with a number of organisations and programmes this year. In some cases there were follow-up meetings or ongoing involvement by individual members or GM=EqAI staff. In other cases, speakers attended to brief members on a topic rather than to seek input, either as a way of disseminating information to under-served communities, or at our request to further our understanding of a particular issue. Other discussions have been instigated by members of the Working Group themselves.

These different types of activity can be grouped under the following themes:

Criminal Justice

- **Hate crime:** GM=EqAI has had various conversations with Greater Manchester Police (GMP) and their liaison colleagues at the GMCA on the topics of **Neighbourhood Policing** and how teams work with the community, voluntary and faith sector; GMP's internal **Hate Crime Policy and Procedure**; and on how to improve the community-based reporting infrastructure, awareness-raising and prevention of hate crime.
- A session with the NW area **Crown Prosecution Service (CPS)**, on its work around equalities, also focussed primarily on hate crime. We learned that in response to a drop hate crime reports being referred to the CPS, in Bolton and Salford a special initiative is underway (which might be rolled out GM-wide) whereby all hate crime reports are scrutinised weekly by a CPS lawyer and a police officer to establish what action has been taken and if further intervention is needed to strengthen cases before they are referred to the CPS.
- **Probation:** Input from GM=EqAI was sought on how the **Regional Outcomes and Innovation Fund (ROIF)** could achieve its aims of helping probation and allied services better meet the needs of marginalised communities. We promoted the opportunity through our networks and at least one member organisation was funded through the programme.
- **Impact of new laws on travelling communities:** In July, GM=EqAI wrote an [open letter](#) to the heads of GMP, the CPS and the GM Police and Crime Commissioner to raise concerns about the Government's new trespass laws, which threaten to criminalise Gypsies and Travellers who are nomadic. GMP has committed to developing a common GM approach

to policing this issue, and Single Point of Contact (SPOC) officers have been appointed at GMP and the CPS. Meanwhile, the GMCA Community Safety Partnership is developing a GM-wide policy on 'stopping places', to share with the ten local authorities. GM=EqAI will meet again with all partners in January to review progress.

Health and Social Care

- **GM ICP transition EDI team:** GM=EqAI members and staff have had ongoing dialogue and involvement with this team, especially Jackie Driver, Sharmila Kar and Elaine Morgan, as they develop the EDI function, objectives and operating model for GM's new integrated health and care system. Our Chair Jules sits on the **EDI Transformation Group**.
- **Equality Impact Assessments (EIA):** GM=EqAI staff have attended training and disseminated the EIA template and tools developed by the above EDI team for use across GMIC and GM institutions more widely, with a view to their adoption within the VCSE sector including in areas of work linked to the VCSE Accord.
- **Population Health:** A session was held with the head of Population Health Transformation, Dave Boulger, to kick-start an ongoing working relationship between his team and GM=EqAI. The discussion focused on the need for better sharing of data with VCSE organisations, the need to build capability at all levels about the needs of culturally diverse communities, and the potential for GM=EqAI to work in partnership with the system to co-design training and development packages. GM=EqAI is also connected to the **GM VCSE Population Health Subgroup**. The Project officer and Chair met with health system **Data and Research Leads** to discuss NHS and other health data which is becoming accessible to the VCSE sector to inform funding bids and service design etc.
- **Maternity:** A team from the **GM and Eastern Cheshire (GMEC) Local Maternity System** brought their draft Equity and Equality Action Plan to GM=EqAI for feedback. As a result of the conversation they acknowledged that institutional racism was not as visibly or explicitly acknowledged as it should be in the plan, and this was rectified.
- **Social prescribing:** GM=EqAI generated ideas for an equalities 'toolkit' to help guide and inform practitioners, commissioners and designers of social prescribing services. Our Chair presented them at a national conference run by the Salford Social Prescribing Unit, to advance the creation of the guide.
- **ICP People and Communities Engagement Strategy:** Members were unable to endorse the first draft of this strategy, for reasons including an emphasis on individuals and their problems rather than on tackling and redress systemic and historic inequalities, the fact that it was not informed by and evaluation of previous approaches to engagement, a lack of clarity about the role and accountabilities of different partners, and a lack of reference to the Equalities Act 2010. We secured an acknowledgement that was incomplete and a commitment to an ongoing co-design process to ensure the ICP has a workable and effective system for hearing from and involving GM's least well-served communities and demographics. It will draw in part on experience and learning gained through the '**Big Conversation**' exercise, phase one involving distribution of a digital survey to 'sense-check' ten engagement principles set by NHS England, and phase two involving a series of focus groups to identify people's concerns and priorities for future NHS and care provision in their area, to feed into the five-year **NHS GM Integrated Care Strategy**. Eight conversations were brokered in each locality, Healthwatch organisations gathered evidence through a range of methods and GM=EqAI coordinated conversations with eight communities of identity which may not have had a chance to feed in otherwise.
- **Build Back Fairer Framework:** Members and staff provided and facilitated feedback on the proposed framework.
- Five members joined the subgroup to help design and deliver a **cancer inequalities project for GM Cancer**.
- Several members are involved in setting up the **Culturally Appropriate Mental Health Fund**, and our Chair is part of the 'Writers Room' currently working to refresh the **GM Mental Health Strategy**.

Transport and travel

- **Transport for Greater Manchester (TfGM) - Clean Air Plan** (presentation and discussion with Working Group)
- **TfGM Bee Network plan and draft equality objectives** (presentation and discussion with Working Group)
- **TfGM and GM Moving 'Big Active Conversation'** – quarterly stakeholder conversations promoted to Working Group
- **GM Moving Volunteering Research Advisory Group** – several GM=EqAI members taking part in paid capacity

GM equalities work

- **IIC report outcomes:** Adrian Bates from GMCA drew attention to the [six-month report](#) highlighting progress against the IIC recommendations from a GM and local authority perspective. He outlined the GMCA's efforts to produce the baseline information needed to be able to measure progress and hold decision-makers to account for action or inaction in addressing the inequalities identified.
- **Inclusive Economy:** GM=EqAI was briefed on the work of this GM Accord workstream, and staff and some members contributed to a co-design workshop for the creation of a **GM Community Wealth Hub**. One of the IIC report recommendations, this body would support social enterprises, co-ops and businesses in GM that act socially and promote inclusivity and profit-sharing.
- **Racial equality:** Nigel de Noronha from the **Centre on the Dynamics of Ethnicity (CoDE)** presented the findings of research to identify cross-cutting race equality issues in GM, across education, employment, health and wellbeing and the criminal justice system. It complements a GMCA review of available data for measuring progress on racial equality in relation to the GM Strategy (GMS) and both are intended to support the co-design of a Greater Manchester race equality strategy, another of the IIC recommendations.
- **GM Disabled People's (DPP) Panel Cost of Living Survey:** Jane Bevan from the DPP presented the top level findings of the survey, leading to a workshop next month to enrich the survey with more intersectional data from the GM=EqAI Working Group.
- **GM Autism Strategy:** Several GM=EqAI Working Group members brokered connections or themselves contributed important insights to the new GM Autism Strategy, which was coordinated by Mari Saeki, who is also a member of the group.
- **Black History Month (BHM):** The period of this report straddles October 2021 and 2022, and in both years the Working Group monthly meeting focused on Black history – the purpose of the month itself, the role of GM=EqAI in promoting BHM in GM, and a masterclass from Black historian Linford Sweeney
- **Islamophobia:** In November 2021 (Islamophobia Awareness Month) Muslim Education and Development (MEND) ran a training session on recognising and combatting anti-Muslim prejudice and discrimination.

GM systems and strategies

- **Greater Manchester Strategy (GMS):** GMCVO staff and the GM=EqAI chair attended the launch of the GMS. We are working alongside VCSE Accord colleagues to develop a process for engaging with the GMS 6-month progress reports and dashboards, to keep a critical pan-equalities eye on what's happening and ensure push for better data or new policy as needed.
- **GM Information Strategy (GMIS) Consultation:** The November 2022 Working Group session is focussed on three of the six missions being consulted on by GMCA: Trust, Principles, and Information Standards.
- **GM Peoples Panel for Artificial Intelligence (AI):** GM=EqAI was a partner in a bid to the Turing Trust for a public engagement grant to run pilot panels to increase scrutiny of AI applications by business and the public sector. The benefit to GM=EqAI is that we will be

able to access the training package to allow members to build our knowledge and understanding of the ethical issues and dangers of increasing use of AI, in order to engage with the debate at GM level (for example, all GM bodies may have to commit to transparency around their use of AI).

National issues

- **National Infrastructure Committee (NIC)** –The Working Group generated ideas around equalities implications for national infrastructure Transport, Low Carbon and the Digital Economy, and presented them to NIC delegates on their visit to Manchester.
- GM=EqAI collectively backed a number of open letters including:
 - A statement regarding Immigration and Borders Bill
 - A response to the UK Government consultation on conversion therapy
 - A response to the Equality and Human Rights Commission’s letter to the Scottish Government
- A member drew, Elizabeth Stanley from the Wraparound Partnership, drew the group’s attention to the Government’s **Special Educational Needs and Disabilities (SEND) Green Paper** and coordinated a collective response to its many failing from an inequalities standpoint.
- Support given to the **GM Coalition of Disabled People (GMCDP)** in their challenge to the Department of Work and Pensions (DWP) on their use of algorithms to determine benefits entitlement.
- **Data Protection Reform** – contributed to a GM response to Government consultation on changes to the data protection and information rights regime.

Challenges

As a pan-equalities group there is occasionally a tension between a desire to give all marginalised communities individual attention from time to time, and recognition that our unique role in GM is to look at issues whenever possible from multiple perspectives, and to consider how identities intersect.

Something to always keep in mind is that GM=EqAI is not and shouldn’t be considered purely a strategic group – the Working Group is a collection of volunteers from the grassroots who come together to make change, but who are also there to learn from and collaborate with one another.

An ongoing challenge is having little or no ability to influence national policy. For example, the criminal justice system fails on a national level, and is where most pressure for change needs to be targeted.

Systemic challenges with engagement

Our work over the last year has brought up come of the well-known challenges inherent in engaging communities in the policy process:

- GM=EqAI needs to ensure that engagement is broad and reaches beyond our own communities
- Many marginalised communities are entirely self-reliant in fixing the problems placed on them by the system and do not have the energy or mind space to challenge or engage with decision makers. There is an emotional energy deficit in these communities which must be recognised and included as context within the ways we respond. We need to find a way to meet in the middle with these communities in terms of what we can offer to each other in terms of collaboration.
- Those with the greatest level of need / ‘easiest to ignore’ don’t tend to be present or have a voice in meetings where priorities get set. Once reached, some lack the understanding or confidence to engage meaningfully and productively unless there is thoughtful, tailored support and sufficient time given to the process.

- Language needs to be simplified if the agenda is to be co-owned by communities.
- Meanwhile, other communities are consulted to death and nothing changes - "The follow-up is always my worry. People say something and if it's not applied we end up having to tell people, 'sorry, life's tough!'"
- There is a need for credible engagement with communities needing the highest levels of support – GM=EqAI needs to support the public sector to 'tap into' the knowledge of VCSE organisations without undermining that credibility,
- Engagement should involve wider stakeholders in e.g. education or housing, as a means of reaching people.
- Demographic data collection from marginalised communities is still hampered by nervousness among engagement professionals about how to do it and why.
- While increased focus on collecting better demographic data is good, some of the greatest inequities exist for people/groups who are not named or collected in the data. We need to see inequalities issues through multiple and intersectional lenses and not just listen to the loudest voices and issues. Need to ensure that more time is spend on meaningful co-production and discussions within communities.

Member reflections on the benefits and challenges of being part of the Working Group:

"As a Black woman you can have many experiences of not being heard and being isolated, but being part of a group conversation can help"

"Covid impacted all organisations, sometimes very differently, but coming together to talk had been very helpful"

"I am glad to be in a group with a systematic process for challenging policies before they are completely formulated or implemented – if it was only a talking shop I would have left by now"

"GM=EqAI offers opportunities to challenge the oppressive systems including through the ways that the group addresses communication within the group, with members taking up space and speaking from own lived experiences and marginalised identities. Even though the work and the change can sometimes feel painfully incrementally slow, it does happen!"

"if this was another talking shop I wouldn't be here, as I won't do tokenism any more. An example is our refusal to endorse the ICP People and Communities Engagement Framework in its original form"

"The group is not quite there yet with making the changes it aims to, but it is on the right journey. Also the group is a place to pick up important information and important opportunities that we may not hear elsewhere, so is important for personal and strategic development and opportunities. Is also a great place to meet and hear of others in the rich equalities community."

"It is an opportunity not only to meet but also collaborate with these others!"

"If you are in GM=EqAI you need to educate yourself to create a firm foundation in order to be able to make change happen"

Next steps

Ideas for general projects

Various projects have been suggested by members over the course of the year, all of which are viable options for action over the next 12 months:

- Begin hosting a regular, themed equalities conference for partners, to hold space for conversations about what we want to collectively achieve and how, then publish co-produced briefings / toolkits etc. arising from the conversations.
- The Inclusive Language Subgroup to create guidelines to assist difficult political conversations to be held, e.g. on gender identity or the Israel / Palestine conflict.
- The Inclusive Language Subgroup to combine all its language guidance, once a full range of topics has been covered, into one document.
- GM=EqAI to issue guidance on the minimum levels of diversity needed for VCSE sector selection panels, including funding panels.
- Review the GMS six-month progress report and dashboards to identify areas where GM=EqAI would like to see faster action - making use of the research team at GMCA for data analysis if needed.
- Audit members' skills, "to make clear our breath of knowledge and skills and so we know where to go for certain things."
- Find out what national VCSE organisations and networks are doing to achieve race equality, and bring the strongest ideas to attention of the relevant bodies in GM.
- Support efforts towards better collection of ethnicity and disability data across Greater Manchester systems and services, including the VCSE sector.

Option for further work on criminal justice issues

- A session at which the CPS/GMP share their learning from the Bolton and Salford hate crime evaluation initiative.
- Continue to feed in to attempts to improve hate crime reporting, response and data collection and reporting.
- Keep up pressure to ensure more and better statistics are kept by GMP and able to be shared at GM level.
- Work with the CPS to ensure there is competency around neurodiversity, cultural factors, and other hidden disabilities, including developing links to the CPS scrutiny panels (e.g. on race, religion, disability) to see how intersectional cases are dealt with and to provide advice or a listening exercise.
- Support GMP to implement aspects of its Race Equality Plan.

Options for further work on health and care

- Support VCSE organisations to produce a list of questions and challenges around mental health provision and neurodiversity, to bring to the attention of commissioners. This would involve working alongside the VCSE Mental Health Leaders Group.
- Linking in with the Population Health Data Subgroup, which Jules attends, look further into the health inequalities data available to the VCSE sector (e.g. [Tableau](#)) and share it via the GM=EqAI bulletin. Also, to explore how GM NHS Integrated Care can make use of data sources beyond the Office for National Statistics(ONS).
- Develop a Memorandum of Understanding to cover GM=EqAI's relationship with GM NHS Integrated Care, the support we can provide and how it will be resourced.
- Ensure VCSE organisations are able to act as connectors and are systematically involved in translating what is happening in health and care into 'everyday language'
- Co-design some kind of EDI training and development package for the ICP.

- Contribute to the conversations on how 'social value' can be effectively embedded in NHS commissioning, procurement and employment.
- Help ensure work is ongoing to combat the current lack of research and evidence on the intersections of race and disability.