



<b>Event Title:</b>	<b>Equity, Diversity &amp; Belonging Group OPEN Meeting</b>
<b>Name of Attendee(s):</b>	<b>See below</b>
<b>Date of Attendance:</b>	<b>16/02/2022</b>

#### **Attendees:**

##### **EDB Group Members**

Fiona Moore - FM  
Barry Johnstone - BJ  
Kasane Minowa-Astridge  
Diana Banjo  
Naomi Payton  
Shirley Hallett

##### **Others**

Joanne Nichols  
Ella Kajumba  
Wiz Chilton  
Hamza Anwar  
Una Murphy  
Doris Uchecchukwu Udo

#### **Highlights / Key Messages / Influencing:**

##### **Overview and Background (Barry Johnstone – EDB Group Chair)**

BJ welcomed everyone to the meeting and gave a short presentation explaining how the group started in 2021 linked to the CSP EDB strategy and outlining the aims and objectives of the Group.

##### **EDB Web Hub**

FM presented the new EDB Hub on the APCP website. The aim of these pages is to promote EDB issues to the APCP membership by bringing together relevant news, information and resource. These pages can be continually developed with information and content coming from the CSP, the EDB Group and members.



It will be important to signpost members to the hub to raise awareness of the EDB Group and to promote engagement in this work.

Members of the EDB Group were pleased with how the hub looked and felt that it had brought together many of the topics discussed over the previous year. It was suggested that it would be good to have a forum area for members to post comments / discussions.

All present were encouraged to submit content for the hub. The APCP membership will also be encouraged to do this.

### **EDB Open Discussion**

Key themes:

- 1) EDB Group needs to have a positive and practical impact – how do we do this?
- 2) Currently the group has the greatest representation related to BAME issues, but we want to include all marginalised groups and therefore need to reach out to members to try to increase representation from other areas. We also need to consider intersectionality.
- 3) Need to find out what the membership wants.
- 4) Objectives may relate to the APCP membership, paediatric physiotherapy workforce, health inequalities, and working with children and young people.
- 5) Conversations relating to EDB issues can be uncomfortable for everyone for different reasons, and we therefore need to be mindful and accepting of this. A steady trickle of positive reinforcement of messages can be impactful without being overly confrontational.

### **Key Objectives for 2022**

- 1) Survey membership to collate information about what members' priorities and suggestions.
- 2) Parent leaflets – FM reported that the APCP Publications Officer is currently reviewing options to modernise our parent leaflets which will include a move towards using an illustrator to produce images for these leaflets, and that this will include the remit to ensure that images reflect diversity. We still need to investigate the feasibility of making leaflets accessible in more languages.
- 3) To promote the EDB web hub to the membership and encourage members to submit content for this and to share their own personal stories and workplace initiatives.
- 4) To encourage APCP Regions to put EDB issues on their agenda and to consider proting issues within their Regions
- 5) To consider strategy for engaging with students to promote paediatrics generally (and in particular to students from marginalised groups). FM to follow-up contact with CSP's student officer to discuss.



- 6) To host webinars with guest speakers on EDB topics which are particularly relevant to paediatric physiotherapists (e.g. Liz Pemberton – The Black Nursery Manager).

**Date of Next Meeting – Wednesday, 13<sup>th</sup> April 2022 (7.30pm – 9.00pm)**

This meeting will be for members of the EDB (Steering) Group but all present were invited to join.

### **Outcomes / Actions**

- 1) EDB web hub to be 'launched' via an EDB New Bulletin (FM – 01/03/2022)
- 2) EDB strategy to be discussed with Regional Representatives (FM – 03/03/2022)
- 3) EDB survey to be discussed and drafted at next EDB Group Meeting (ALL – 13/04/2022)
- 4) Consult with CSP Student Officer (FM – by 13/04/2022)
- 5) Consult with CSP for advice re. leaflet translations (FM – by 13/04/2022)
- 6) Discuss ideas for webinar topics (ALL – by 13/04/2022)
- 7) To request inclusion of EDB objectives when reviewing EDB objectives at APCP National Committee Working Weekend (BJ – 01/04/2022)