Organisation	Survey	Key Points	Sub Boards Existing	Accessibility of Services	Digital Literacy	Universal & Targeted Services	Person Centered Services	LA to recognise Leadership Role	Importance of Lived Experience in Co-Production	Importance of Partnership/Collaborative working	Diversity Valued
Southend Care Lee Manzoni	25/12/21 Straightforward - but hard to rank	Accessibility of services: Healthcare Employment Support mental Health Services Addiction Unpaid carers and support services Future of care digital - tablets for staff (13200 C-H)		yes	yes - for clients and staff		Yes			Yes	Yes
Pride- Sam Adams Youth Pride - Chair- Isabella Buffey Vice Chair: Pinnley Jerish-Adams Transport- Annette	25/12/21 Badly thought out 25/12/21 25/12/21	Impossible to rank Equalities: More sensitivity around language used Gender Reassignment - not skilled - gender identity would be better Preference to have an option to self-describe No recognition of intersectionality Survey should be more targeted - people with low incomes - ? Suggestion to have focus groups on survey questions for next time Pride covers a huge range of issues : Youth work with schools Mental health/substance abuse - higher in LGBTQ+ communities Impact of long-term unemployment Isolation	yes	Yes			yes	Yes	Yes	Yes	Yes
YMCA Southend Syrin Cox	27/12/21 Hard to rank	Under-investment in young people Importance of recognition of personal identity Suggestion to run small scale pilots 60% of occupants in Housing Unit have mental health issues Council has more resources than most - should be leading on this Diversity will increase Training/Facilitation is important - person-centred - Equinox	yes - no funding				yes	yes	yes	yes	yes
A Better Start Southend Jeff Banks	27/12/21 Straightforward	Importance of lived experience Not a matter of competence - should always be at 0 Inclusive practice Peak of interest in EDI at ABBS around George Floyd/BLM Couldn't find anywhere to go for this in SOUTHend More concerted efforts in partnership working/collaboration more systemic/holistic Draw people into co-production and foreground lived experience Universal and Targeted services needed		Yes		yes	yes	yes	yes	yes	yes
Age Concern Debbie Suffly	30/12/21 Clear and not too long Struggled to rank past 3	Crucial to have fast access to services During COVID online difficult due to lack of digital literacy in the elderly less BAME attendance at Age Concern - goo deno but tend to be Asian/Eastern European Ageism a problem - sense that elderly are invisible Language and cultural barriers to service uptake		yes	yes				yes	yes	
Citizens Advice Southend Rowena Awan	12/01/22	EDI embedded into work practices at CAB Person-centred approach - changed their practices too suit clients - ie not in waiting room but called back Maintained face to face during Covid, telephone, email, web chat, volunteer paper drop offs/Collections EUSS work Support with Benefit Systems Employment support need IBB/holistic approach and look at vulnerability Partnership working with SBC, DWP, Social Care, Education - systemic/holistic Example of all agencies working together in Afghan resettlement Reaching out - presence at food banks SBC should facilitate relationships with politicians! SBC should showcase work they are doing	yes	yes	higher than we thinks	yes	yes	yes	yes	yes	yes
South Essex Homes Sam Elliot Maria Medina	18/01/22 Not looked at Survey	Accessibility of Services Valued diverse perspectives Recruitment - diverse staff should reflect diversity of communities Lived experience in Policy Active Engagement		yes		yes		yes	yes	yes	yes
Viewnette Fenzey Southend Carers	20/01/22 Survey Fine	Need for reflection on practice Services to be inclusive Events of recent years brought EDI into sharper focus Bring Policies to life Training/Form Equinox	yes	yes	yes	yes	yes	yes	yes	yes	yes