

## Making Changes

**Based on the equality issues you identified in 2.2 and 2.3, what changes did you make or do you intend to make in relation to the policy or decision in order to promote equality of opportunity?**

<b><i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i></b>	<b><i>What do you intend to do in future to address the equality issues you identified?</i></b>
<p>A series of meetings are planned across the region. These focus groups, hosted by our involvement team, will focus on bringing the voice of marginalised groups to the table; VCSE groups working with these communities will be invited to help us promote their voice. These will be offered through online Zoom sessions, and, where there is a need for deaf interpreters, we will use the RIS to secure an interpreter.</p> <p>Relevant providers / service users / carers will be encouraged to engage in the consultation process. Young men, travellers, LGB&amp;T and black &amp; ethnic minorities communities have specifically been identified as groups who may be marginalised from taking part in public consultation. To meet their needs we intend to contact; Stronger Together Network, NICEM - Migrant Service, Youth Action, Rainbow, Cara-friend project, Bryson House, Extern, Barnardos, British Deaf Association.</p>	<p>The consultation will provide all stakeholders with an opportunity to shape future service delivery.</p> <p>Broader learning will be sought out; reflection <i>in action</i> will allow us to learn as we go through this process how to make future processes more open.</p> <p>A culture of openness and transparency is in place. The consultation process will be an opportunity to actively tackle discrimination and support people and communities to do so.</p>