Equity, Diversity and Inclusion:

Data, monitoring and evaluation

Note of breakout session

Agnes Fletcher, Access Matters

The group heard from **Cainan Loubon**, Head of In-Form Sales, who presented the case study of 1625ip, kindly provided by **Vicky Harwood**, Operations Director. The group then had a Q&A and open discussion on the topic.

Delegates felt that diversity data strategy was complex but important.

The learning from the case study included the importance of:

- contextualising data to the local area and/or diversity profile of service users;
- creating a sense of trust when collecting data;
- a clear rationale for collecting, storing and using data, e.g. setting objectives to promote EDI, supporting the argument for particular services; funding bids, etc;
- only collecting and storing data that would be used for a valid purpose;
- complying with GDPR;
- considering intersectionality when available data allows;
- providing regular opportunities to share diversity data, not just during recruitment; and
- feeding back to service users on the difference sharing their data has made.

There was confirmation from some delegates about how useful the In-form platform, both paid for and free versions.

Alongside the excellent 1625ap case study, the group heard from Jo Tripney at AKT about how they co-produced questions for monitoring with LGBTQ+ young people and got case workers on board. They were further behind with employees. AKT are also introducing a guaranteed interview scheme for candidates from ethnic minorities.

Suggested resources which would be helpful:

- collecting, analysing and using diversity data webinar.
- guidance on types of question and wording and what range of questions (characteristics) might be relevant for different size and type of organisation for different purposes.
- action research to see who in the sector is using guaranteed interviews for which characteristics and with what impact – to inform a piece of guidance on when and how to use this tool to increase diversity.