



## North Yorkshire Equality and Inclusion Partnership Meeting

Wednesday 9 April 2025

2pm -3.30pm

# Welcome

Please introduce yourself in the chat with your name, role and organisation.



## Before we begin...

Some things to consider:



# Today's meeting

Welcome, introductions, notes of previous meeting

## Speakers

- **Dr Gill Kelly**, Consultant in Public Health, Children and Young People, North Yorkshire Council.
- **Erin Outram**, Involvement Manager, North Yorkshire Council
- **Robert Brennan**, Community Development Manager, Diverse Ethnic Background Service, Sefton CVS
- **Laura Harris**, Sport Welfare Manager, North Yorkshire Sport

AOB

Coming up

Thank you



## Thank you

### Coming up and AOB

- Mentoring for Impact
- Safeguarding Week
- [Questionnaire](#)



## Thank you

Contact us at:  
[carole.roberts@communityfirstyorkshire.org.uk](mailto:carole.roberts@communityfirstyorkshire.org.uk)

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Slides and notes will be sent out to all who registered.

# NAVCA Allyship programme

- Presented by Robert Brennan
- Manager Diverse Ethnic Background Service
- Sefton CVS

# NAVCA Allyship Programme



**Networks and peer support**



**Access to resources and information**



**Training and development opportunities**



**Advocacy and solidarity**



## NAVCA Allyship programme

- Local infrastructure organisations are leaders in their local voluntary, community and social enterprise sectors, and the NAVCA network reaches around 165,000 charities and community groups across England. The programme gives NAVCA members the opportunity to make a real difference locally and nationally, emphasising the important role of local infrastructure and the wider VCSE sector in driving social change and improving community wellbeing

## What is the Allyship Programme?

- Allyship is the practice of actively supporting and advocating for individuals or groups who are marginalised, underrepresented, or facing discrimination. It involves using one's own privilege, power, or position to promote equality, equity, inclusion, and social justice.
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## The following are key aspects of Allyship:

- **Awareness:** Recognising and understanding systemic inequalities and biases.
- **Education:** Continuously learning about the experiences and challenges faced by marginalised groups.
- **Action:** Actively working to challenge discrimination and promote inclusivity.
- **Support:** Amplifying the voices of marginalised individuals and groups.
- **Responsibility:** Taking accountability for one's own biases and mistakes.
- **Listening:** Paying attention to the needs and perspectives of marginalised communities.
- **Solidarity:** Standing alongside marginalised groups in their fight for equality.
- **Self-reflection:** Examining one's own privileges and how they can be used to benefit others.
- **Ongoing commitment:** Recognising that Allyship is a continual process, not a one-time action.

## Why is Allyship important?

- **Amplifying voices:** Allies can use their privilege to elevate marginalised voices that might otherwise go unheard.
- **Sharing the burden:** It relieves marginalised groups from always having to advocate for themselves.
- **Building understanding:** Allyship promotes empathy and cross-cultural understanding among diverse groups.
- **Challenging norms:** It helps question and dismantle harmful societal norms and stereotypes.
- **Supporting mental health:** Allyship can reduce feelings of isolation and stress among marginalised individuals.
- **Enhancing diversity:** It encourages diverse representation in leadership and decision making roles.
- **Creating safer spaces:** Allies help create environments where people feel safe to be themselves.

We are already doing this and well along the road on our EEDI journey?

- **Ongoing commitment:** Recognising that Allyship is a continual process, not a one-time action.
- **Education:** Continuously learning about the experiences and challenges faced by marginalised groups.
- Changing landscape globally
- Difficult conversations & building community cohesion





Do you have  
any  
Questions?

