

# Equity, Diversity and Inclusion at CYC

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# Overview

- EDI Strategy 2025-2028
- Key deliverables in Year 1
- Disability Equity Training
- Human Rights and Equity Assessment Tool

# Equity, diversity and inclusion strategy



## Objectives

1. Develop and promote anti-discrimination policies and practices at all levels of the council, and, in the delivery of our services to the public.

A dark silhouette of the York skyline, showing various buildings, spires, and a clock tower.

**Working together** to improve and make a difference

# EDI Strategy continued

2. Ensuring best practice in equity, diversity and inclusion at corporate, service and individual levels throughout the council.

# EDI Strategy continued

3. Launch our unique process of conducting human rights and equity impact analysis, across all service areas as an integral part of decision-making processes

# EDI Strategy continued

4. Provide training and support for staff and members to help them to meet their duties under the Equality Act and ensure citizens of York are treated with dignity and respect.

# EDI strategy continued

5. Implement our Equity, Diversity & Inclusion Action Plan and ensure we are leading edge as an inclusive employer and service provider

<b>Priority</b>	<b>Success measure</b>
EDI Strategy published	Annual progress report published for HREB public meeting
HRE Champions	Champions receive HREA Tool training (7 July).
Launch HREA Tool	Service areas must publish a completed assessment by March 2026
Disability equity training	Positive feedback on training, immediate, 3/6 months
All areas has data on PC	Show we are using data to inform service design, development and improvement.
Recruitment & Progression EIA	Complete assessment, work with networks, agree actions and targets.
EDI Training	Built into training plans. Reduction in staff and service user complaints



# Disability Equity Training

- External training provider
- Over 400 managers across CYC
- Sustainable
- Collaboration with YAF, YDRF and DSN

# HREA Tool

- Training for CYC Human Rights and Equity Champions
- Mandatory training for Leading Together – Heads of Service sign off
- Service areas must publish a completed assessment by March 2026

Any questions?

