

# AGENDA ITEM 11



## **Chichester Pride Parade – Initial Information**

On the morning of Saturday 25<sup>th</sup> May 2024, Chichester Pride will hold their first, historic Pride parade through its city centre. Chichester Pride will also hold their third annual Pride festival from 12 noon to 7pm at Chichester College following the parade. More detailed information will follow towards the date of the event. For now, please be advised of the following.

1 – The parade will start from Priory Park at 10.30am and follow a short route via Guildhall Street and North Street to West Street in front of the Cathedral. The parade should arrive round 11.15am. Once all participants arrive, there will be some short speeches after which the parade will need to disperse by 11.30am and ticket holders can then make their way to our main event on the front lawn of Chichester College.

2 – Parade participants should arrive at 10am to register and get into formation prior to the planned start time of 10.30am. Please note that all groups over 10 will need to provide two marshalls to walk alongside their group in high-vis vests (provided) to assist with the safe management of the parade.

3 – Permission to close certain roads to facilitate the parade has been gained from Chichester District Council and an experienced traffic management company are being employed to ensure the safety of all participants. The local police have also offered to be in attendance. Medical support will also be in place.

4 – The parade will be supported by fully briefed volunteer marshals.

5 – As this is our first Pride parade, we are limiting the parade participants to around 200-250 people. We hope to increase the scale of the parade in future years once we have understood the process of its organisation. We will advise the maximum number of participants for your group should you wish to take part.

6 – Any under eighteen-year-olds will be the responsibility of their group leaders. Confirmation that all group leaders over eighteen who take this responsibility are fully DBS checked will be required.

7 – We would love to make a splash with this parade! A full list of “dos and don’ts” will be provided but bright clothing, flags, banners to identify your group, placards, whistles etc. are encouraged. Chichester Pride is a family friendly community group so no offensive language or clothing will be permitted.

If you are interested in participating in this historic event, please email [parade@chichesterpride.co.uk](mailto:parade@chichesterpride.co.uk) to register your interest and we will be in contact with much more information towards the event. Please do let us know asap and by end of April at the latest. Do also feel free to contact us with any immediate questions by emailing [parade@chichesterpride.co.uk](mailto:parade@chichesterpride.co.uk).

With very best wishes

The Chichester Pride Committee

# AGENDA ITEM 12

## **Equality, Diversity and Inclusion Briefing:**

Proposer: Cllr Louise Pramas

April 2024

### **Introduction:**

A key priority for this council is to make Chichester a more inclusive city for its residents. I'm conscious that equality, diversity and inclusion is a regular topic of discussion and learning in many workplaces, increasingly so over the last 5-10 years. Many fellow councillors may not be exposed to these discussions and resources, and therefore I offer this briefing in the hope of stimulating curiosity and interest for wider learning in support of all facets of our community.

### **The Legal landscape:**

#### **Equality Act 2010<sup>1</sup>**

The Equality Act came into effect in 2010. It replaced the following existing legislation:

- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Sexual Orientation Regulations 2003
- Religion or Belief Regulations 2003

The Act protects people from discrimination on the grounds of "protected characteristics":

- (a) Age
- (b) Disability
- (c) Gender Reassignment
- (d) Marriage and Civil Partnership
- (e) Pregnancy and Maternity
- (f) Race (incl. ethnic, national origins, colour and nationality)
- (g) Religion or Belief (incl. no belief)
- (h) Sex
- (i) Sexual Orientation

The Act protects people from direct (i.e. treating a person less favourably because of their protected characteristic) and indirect discrimination (i.e. when a policy or rule is the same for everyone but has a worse effect on someone because of a 'protected characteristic') as well as from harassment (i.e. unwanted behaviour which has either: violated the person's dignity; or created an intimidating, hostile, degrading, humiliating or offensive environment for the person) and victimisation (i.e. when

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<sup>1</sup> [Equality Act 2010: guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/equality-act-2010)

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someone is treated less favourably as a result of being involved with a discrimination or harassment complaint).

## Public Sector Equality Duty<sup>2</sup>

Since April 2011 public authorities like Chichester City Council are required, in carrying out their functions, to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010 to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

To ensure transparency, and to assist in the performance of this duty, the Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities, named on , to publish:

- equality objectives, at least every four years (from 6th April 2012)
- information to demonstrate their compliance with the public sector equality duty (from 31st January 2012)

## **Equality, diversity and Inclusion in practice:**

Whilst there are specific legal requirements rooted in the Equality Act, the principle is about recognising and showing compassion towards individual need, acknowledging that people with different backgrounds and experiences will have different needs and perspectives. Actively making space to recognise and honour those needs, and reaching out to include traditionally marginalised voices in our planning, consideration and actions becomes a key feature of engagement activity within this Council. In particular, it's important to not make assumptions about the needs of traditionally marginalised groups.

## Difference between equality and equity:

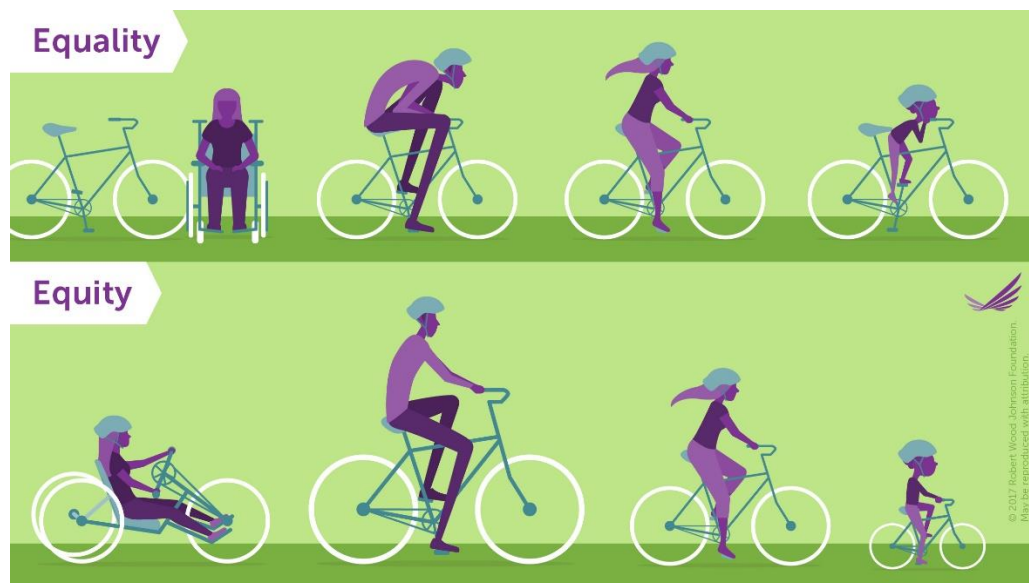
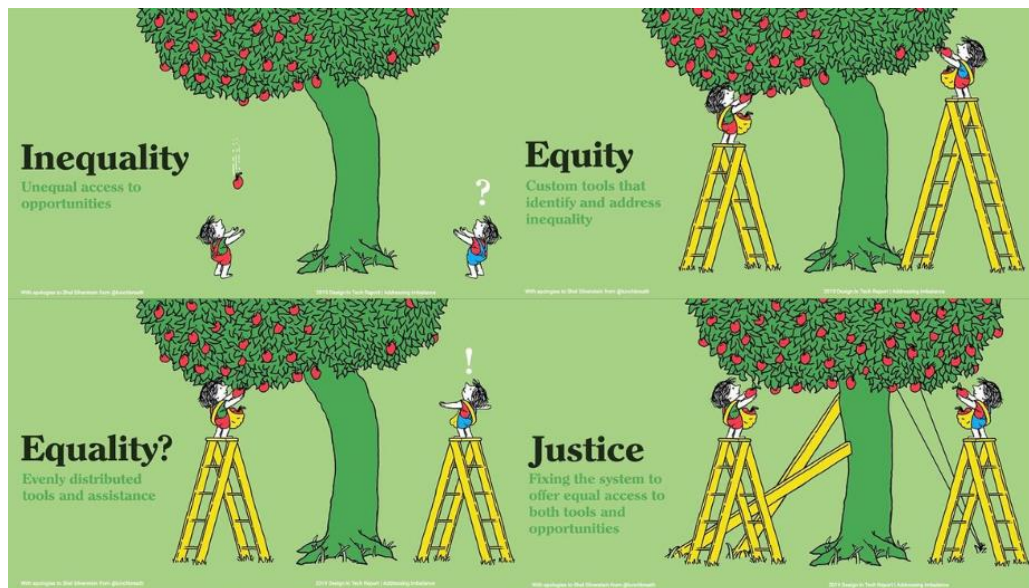
Traditionally, discussion at a societal level has focused on “equality” or treating everyone the same. However, this relies upon a common paradigm which works for everyone. In practice, this has been a paradigm which works best for those with the most ‘power’ or ‘privilege’ in society – the people who have traditionally been in a position to be able to create the status quo. Those who fall outside of that group then need to adapt to fit in order to ensure that they can benefit from the equal treatment, which can have detrimental effects over time.

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<sup>2</sup> [Public sector equality duty - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

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Discussion has therefore moved more towards focusing on “equity” (recognising and responding to individual need) instead of “equality” (treating everyone the same). This can be illustrated in the following illustrations:

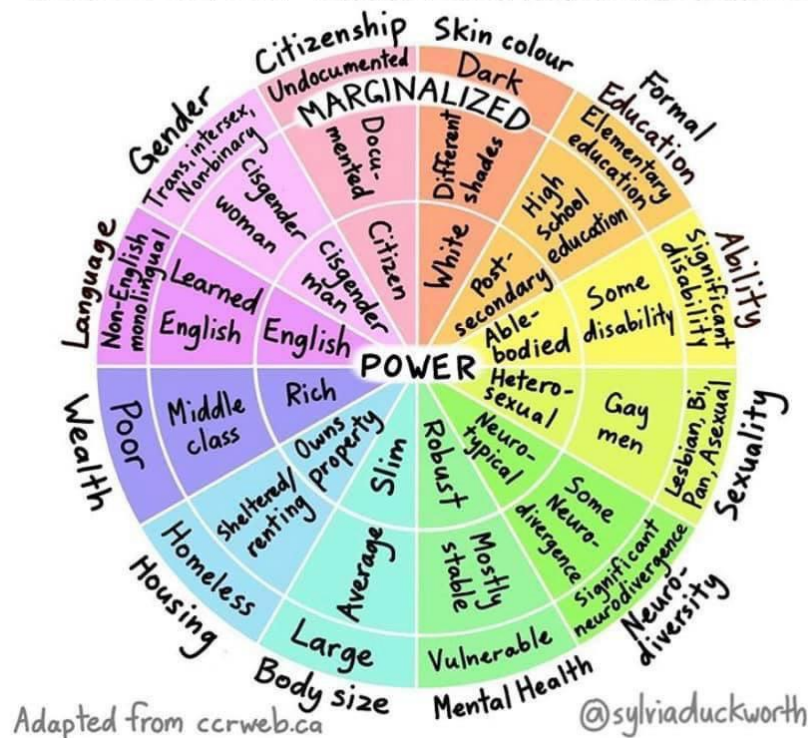


## Power or privilege:

The concept of ‘power’ or ‘privilege’ is being recognised ever more. The concept doesn’t mean that individuals haven’t worked hard or had struggles to overcome in order to achieve what they have in life. It means that specific features of the protected characteristics they occupy haven’t been an obstacle for them to overcome in order to realise their achievements. In Britain/the West, people in positions of power (e.g. national and local Government, Police, Education etc.) have traditionally been male, white, married, straight, identify as the gender they were recorded at birth (i.e. Cis-gender), with no disability, and educated to at least secondary school level. Over the last century this has begun to be broken down, but systemic privilege remains. The following image provides a helpful layout for understanding the traditional power/privilege balance.

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## WHEEL OF POWER/PRIVILEGE



Alternatively, this video also provides a helpful illustration:

<https://youtu.be/PJAgPF5FNTQ?feature=shared>

### Intersectionality:

Whilst the Equality Act recognises separate protected characteristics, in reality these are not separate or isolated characteristics for individuals – people identify as many of these characteristics simultaneously. However, where the characteristics overlap (or intersect) they can compound the absence of privilege. For example, I'm white, ciswoman, straight, Christian, without a disability, in my late-thirties, married and prefer the pronouns she/her. I “conform” to a number of British society’s expectations of me, and therefore I have privilege even those being a ciswoman (identified as female at birth and recognising as that identity) can be a challenge to overcome in society (e.g. women’s safety at night versus men’s). If I was a black lesbian woman with a disability and all else remained equal, there would be three intersections which could present additional challenges to me in British society.

### Allyship:

The concept of Allyship has been growing to describe efforts by groups of people to advance the interests of marginalised groups both in society at large and in particular social contexts. It recognises the actions, behaviours, and practices that people (usually from a “majority social group” or less-marginalised groups) take to support, amplify, and advocate with others, most especially with individuals who don’t belong to the same social identities as themselves (often in a “minority social group” or “traditionally marginalised groups”) and demonstrate solidarity leading to greater inclusivity across the spectrum of society.

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## **Conclusion:**

In conclusion, I invite members of this Council (Councillors and Officers) to reflect on the brief overview I've provided here and to seek opportunities to continue to develop our collective awareness and understanding of the varying needs of our community so that we can deliver on our commitment to being an inclusive Council.

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## **A start to find out more:**

### **Videos:**

John Amaechi OBE in conversation with Nico Lutkins:

<https://www.linkedin.com/posts/activity-6722823258229481472-Pwlg>

### **Podcasts:**

BBC Radio 4 Word of Mouth - The language of power and inequality in education and leadership: <https://www.bbc.co.uk/programmes/m000i0s0>

Angela Davis: women, race and class in the post-Trump era: [Angela Davis: women, race and class in the post-Trump era by Southbank Centre: Think Aloud](#)

The Kings Fund - Professor David Williams on racism, discrimination and the impact they have on health: <https://www.kingsfund.org.uk/audio-video/podcast/david-williams-racism-discrimination-health>

The Guilty Feminist - Black Trans Lives Matter: <https://aca.st/6da5e2>

### **Books:**

Reni Eddo-Lodge: "Why I'm No Longer Talking to White People About Race"

Robin DiAngelo: "White Fragility"

### **Blogs/Websites:**

The Guide to Allyship: <https://guidetoallyship.com/>

The Anti-Racist Starter Pack: 40 TV Series, Documentaries, Movies, TED Talks, and Books to Add to Your List: <https://parade.com/1046031/breabaker/anti-racist-tv-movies-documentaries-ted-talks-books/>

My own reflections shared in a blog: [Sometimes all it takes is a conversation: redressing BME injustice | NHS Confederation](#)