






Consultation Results

Draft Equality, Diversity & Inclusion Policy & Objectives

1. The Equality, Diversity and Inclusion Policy is clear and understandable, including what the Policy is trying to achieve.

1.			Response Percent
1	Strongly agree		20.83%
2	Agree		41.67%
3	Neither agree nor disagree		16.67%
4	Disagree		4.17%
5	Strongly disagree		16.67%

Comment: (9)

		Response to comments
1	Very clear what the regime is trying to achieve.	Thank you for your comment – no further action to include
2	I want all our statues and landmarks to stay the same if people have a problem with them then they should move	This relates to a separate consultation being undertaken
3	Yes this looks comprehensive and straight forward....as long it is actively implemented.	Thank you for your comment – the action plan will be regularly reviewed to ensure implementation
4	No. The EDI is far too vague. Leaves room for anti-EDI behaviour and actions to take place. There needs to be specific section on race, wording to address racism, white fragility, white supremacy, white privilege.	Sections 1.3 and 1.11 of the EDI action plan identified to answer this comment. We will continue to develop the action plan in consultation with Community Groups
5	I am writing my comments with a particular focus on eradicating racism. However, I am also aware that without recognition by white, heterosexual, cis-gendered, able-bodied men and women that they have unearned and unspoken privileges and greater access to power in our society, there are many people of marginalised identities who will continue to suffer also from lack of consideration, access to power and decision making and resources. This draft is not adequate for the intentions that it sets out for SDC and are not taking into account the responsibility and accountability of white people to do our own cultural enquiry as to how we are perpetuating racist systems and beliefs every minute of every day when we pay lip service to E D & I. White people need to get to grips with how we are still involved and integral to perpetuating various iterations of the structural racist legacy of white colonialism and slavery. If you read this and don't get it, this means you need to read into the history, the impact of generations of oppressive behaviour and beliefs that have made and continue to make the lives of black and brown-skinned and people of faiths perceived to be dangerous to white christian British people arduous survival <i>Point 3 - Equality is fairness, however, who decides what 'fair' is?</i>	Sections 1.3, 1.7 and 1.9 – 1.12 of the EDI action plan identified to answer this comment. We will continue to develop the action plan in consultation with Community Groups

This statement does not acknowledge the reality of white patriarchal dominance and the economic oppression of any who are already disadvantaged. It seems radical and important to name the fact of an unlevel playing field to start and what the levelling process asks of those who hold the advantages in this system.

Diversity needs to name the fact dominance of access to power by a white supremacist culture. When we talk about diversity in our country, the unspoken assumption is that all other identities diverge from the dominant culture. Only by naming the dominant white, male gendered, able-bodied heteronormative and cisgendered privilege will we be able to take diversity seriously. Inclusivity needs to recognise who is doing the including - who holds the power?

Point 4 is the reference to legal requirements which given the Act was legislated in 2010 means there is some serious updating to do with regard to understanding systemic racism as a result of the oppressions by dominant cultural white supremacist, patriarchal and ableist norms and ideals or anyone who does not match these norms and ideals. Diversity implies there is a norm from which people 'diverge'. There is no reference to whiteness as a racial identity and that there is diversity

"minimising" disadvantages suffered by people with protected characteristics' is not enough. Disadvantages need to be eradicated, not minimised. The policy does not acknowledge intergenerational legacies of oppressive conditions and relationships which we now know have had a huge impact on how 'diverse' people feel in a dominant mindset that does not welcome them.

It is not about encouraging people from supposedly divergent communities to participate in more public spaces and services, but about removing the source of the normalising and homogenising mindset and acknowledging power structures that privilege and empower middle-aged white heterosexual, educated, able-bodied men and women of English origin over anyone else. If the power structures are revealed more fully - who makes decisions and who has power over budgets - then these can be redesigned to make a more caring and equal arrangement for everyone. At present hierarchies are pre-dominant and what we need are seriously levelled out decision making processes like people's assemblies.






Some of the statements of intention sound very good to the white well-meaning person, but how do people of colour feel when they read these statements? Do they match the experience they've had of what life here is like and how their experiences are validated or dismissed? The statements are just statements unless we can deeply unravel centuries of dominant mindsets like male white middle class educated ones who rationalise and think they know best. Humility is needed here, even to understand how people of colour have had to pander to these power structures and people in order to get access to services and opportunities. The whole system of socioeconomic control is founded on inequality and disempowerment of divergent minds, rather than being willing to deeply listen to and respond to the needs for changes in our society. The intentions sound great, but let's dive deep within ourselves and in community in real-time. Consultation is a good start, a good intention but can often be a tick-box or 'evidence that we consulted' but rarely do all the radical suggestions get integrated. we need radical - roots - changes here for this policy to have any profound impact.

6	Far too long, rambling and repetitive	Thank you for your comment
7	Has Free Speech gone because it is part of the Human Rights Act. This country ought to remember something I was told many years ago and today's WOKE SHOULD TAKE NOTE. STICKS AND STONES WILL BREAK MY BONES BUT WORDS WILL NEVER HURT ME. The Statue in Stroud Blackboy Clock is a very attractive Statue and the Council should not give into a bunch of pathetic twits in my opinion.	This relates to a separate consultation being undertaken
8	What it's trying to achieve is clear and relatively easy to understand, but some bits are easy to skim over if not looking at the detail.	Thank you for your comment – the action plan will be regularly

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		reviewed to ensure implementation
9	Exhausting set of cliched and unmeasurable vague statements. Terribly written. Largely meaningless. Will achieve nothing.	Thank you for your comment

2. The Council has identified appropriate commitments to meet our equality responsibilities (sections 5 & 6).

			Response Percent
1	Strongly agree		8.33%
2	Agree		45.83%
3	Neither agree nor disagree		20.83%
4	Disagree		8.33%
5	Strongly disagree		16.67%

Comment: (11)






Response to comments

1	The ruling coalition is very clear what the outcome should be.	Thank you for your comment
2	I fell a stranger in my home town of which I was born 70+ years ago shame on all trying to eradicate our history	This relates to a separate consultation being undertaken
3	The statement that only women in senior roles will be encouraged to apply in the "Leadership and Organisation" section seems to imply that women in more junior roles aren't encouraged to apply	Section 3 of the EDI action plan identified to answer this comment.
4	Important to also to know how Stroud District Council is addressing unintentional discriminatory bias awareness and promote intentional inclusion in all areas?	The EDI action plan identified to answer this comment, and will be review annually.
5	No. Without clarity and specificity, responsibilities cannot be met. There is no accountability plan.	The EDI action plan identified to answer this comment, and will be review annually.
6	Point 5 in the policy does not go far enough and avoids the now imperative work of examining what has been termed 'white privilege' or 'white advantage' within our country's cultural, political and economic fabric. The above is the piece that has been avoided til now and must be taken on in order for this policy to go anywhere near its intended aims. Whiteness is the unspoken racialised dominance under which every non-white person has to struggle to find themselves as equals. Unless this is integrated within the policy, I cannot endorse any of the commitments because they can easily overlook the ways in which white privilege harms people who don't have the right skin colour to benefit. White privilege thus harms everyone because white people are the unwitting participants in this harm. Even though some people are overtly racist, most white people would not wish to be but also do not recognise that they are complicit in the racist social system.	The EDI action plan identified to answer this comment. We will continue to develop the action plan in consultation with Community Groups
7	I don't see a real commitment to understand equality issues and to assess the council's further policies, behaviours and commitments on that. Using the mentioned codes of practice and guidance is a bit of a wishy-washy statement and does not actively set the council on a path to find and address inequality. I would prefer to see a statement where the council is looking to identify inequalities and address them by undertaking their own surveys and	The EDI action plan identified to answer this comment. We will continue to develop the action plan in consultation with

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	consultations as well.	Community Groups
8	It is a good start, modifications over time when more is understood would be appropriate	Thank you for your comment
9	These equality group in my opinion are a pathetic bunch who have nothing better to do with their lives.	Thank you for your comment
10	What does fairness mean regarding this policy?...what does fairness look like? Definition of fairness? Currently, sections 5 and 6 are slightly 'woolly', some points are quite subjective. Need to have greater definition. What does 'carrying out recruitment fairly' means or look like?	The EDI action plan identified to answer this comment. We will continue to develop the action plan in consultation with Community Groups
11	You cannot force equality when people are individuals. We are not all the same. We cannot ALL "have the best chances" because some of us create chances, and others sit back and expect others to make the sacrifices and pay for their lifestyle. Your approach to inclusion is sheer madness, as is your focus on a diversity based on skin colour and other meaningless characteristics.	Thank you for your comment

3. The Policy promotes equality and good relations.

			Response Percent
1	Strongly agree		8.70%
2	Agree		47.83%
3	Neither agree nor disagree		13.04%
4	Disagree		8.70%
5	Strongly disagree		21.74%

Comments: (9)






Response to comments

1	Cancel culture is highly divisive.	Thank you for your comment
2	All this is doing is making people resentful and mad for being labelled racists when we are not we just don't keep shouting about things	This relates to a separate consultation being undertaken
3	As above..	Thank you for your comment
4	The term diversity is in itself problematic. Diverse from what? The word implies that white, heteronormative ableist is the standard.	Thank you for your comment
5	Good relations depends upon a feeling of mutuality and understanding together. The policy will only be seen to promote equality and good relations when the work of undoing white supremacist unconscious bias, plus the pro-active anti-racism inner and outer work of undoing structural cultural racism and oppression will be explicitly directed and supported by this policy and action plan. It is only when deep empathy can be felt by white people for the experience of people of colour and likewise by the able-bodied cis-gendered, heterosexual people who are more valued by our social norms than people who are not so identified.	The EDI action plan identified to answer this comment. We will continue to develop the action plan in consultation with Community Groups
6	Has the Policy invited comments from Non-White members of the community? although they are a small percentage of the ethnicity of our district, their voices need to be heard in order to effect positive change. I believe their need to be heard is in inverse proportion to their numbers/representation. It's too easy to	Yes, see list of consultee invitations at Appendix 1 of the report

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	<p>THINK you have asked a question (of non-white/ non- christian / non-heterosexual people) in a way such that it will be responded to.</p> <p>I believe the Policy sincerely wishes to promote equality at a conscious level, but I find I do have resistance to even engaging with the question. I know what i SHOULD do and say, but the challenges are relatively new in my life/ our society. Sometimes I feel weary or confused, which is a form of hopeless resistance, I believe.</p>	
7	<p>In my opinion all this rubbish creates Racism by all people. I have a mixed race Grand Son who does not know who to stick up for, isn't that awful. What it is doing is promoting Black people as goody goodies who are not RACIST whilst the indiginos people of THIS COUNTRY are. Blame Government for MASS IMIGRATION and NO DISCUSSION ON THE SUBJECT</p>	<p>Thank you for your comment</p>
8	<p>It does to a point.</p> <p>The Council should take a stronger position on the aspects of no. 4 (legal responsibilities).</p> <p>Make the Councils position clearer in relation to the 'Section 1 of the Equality Act, socio-economic duty' and state how the Council upholds the measures laid out, despite the current position of the UK government.</p> <p>The Council needs to fully recognise the potential of discrimination, and the subsequent impact, that result from differences in occupation, education, place of residence or social class, even though they are not consider in law as protected characteristics.</p>	<p>The EDI action plan identified to answer this comment, and will be reviewed annually.</p>
9	<p>From start to finish, it's a meaningless cliché.</p>	<p>Thank you for your comment</p>

4. The Council's equality objectives are specific and appear to focus on the biggest equality challenges facing the Council.

			Response Percent
1	Strongly agree		4.17%
2	Agree		54.17%
3	Neither agree nor disagree		16.67%
4	Disagree		8.33%
5	Strongly disagree		16.67%

If you disagree or strongly disagree, what changes would you suggest? (9)

			Response to comments
1	Yes according to the coalition's definition.		Thank you for your comment
2	there should be no need for all this nonsense money could be spent on better things		Thank you for your comment
3	Some of the objectives are not specific and therefore not easily measurable		The EDI action plan identified to answer this comment, and will be reviewed annually.
4	They are bolt-on objectives to an otherwise unchanging system. We need a paradigm shift.		
5	<p>Consultation of this nature, involving proposed commitments to minority demographic groups needs to be direct interpersonal dialogue between service developers and the people they are aiming to serve. Following the word of the law is not enough, though the law is definitely needed to be integral.</p> <p>I suggest that this survey is wholly inadequate as a consultation. It will tick boxes</p>		Section 1 of the EDI action plan identified to answer this comment. The action plan will be regularly reviewed to

but it won't gather the real data needed for change, nor will it foster the relationships needed for lasting and meaningful changes to be made. We need facilitated workshops where the aims of the consultation and the content of the enquiry are given appropriate explanations that the consulted parties will understand and feel engaged with. Facilitation will be necessary because conversations and dialogues around change will feel uncomfortable at times, but with good enough facilitation the outcomes will feel much more satisfying for everyone and create a much safer community with better relationships and interest in each other.

Sending a draft document of the length that the EDI policy and associated documents like action plan etc to a broad public by email or post and asking them to read on their own and cross-reference the questions and policies in detail and depth that befits this matter is asking people to take hours out of their life and not know by whom and how the data will be received and processed. This is not relational and will not foster any new sense of collaborative change or empowerment even if people do take the time to do this. This is my feeling and I echo the feelings of others I've spoken to.

Equality cannot be embedded anywhere with the policy as it stands and with the method of consultation as it is. Equality can be embedded through time spent relating with real people, not pieces of paper. Although we need documents to record decisions made and policies to follow, the consultation is futile if it is a paper exercise.





In terms of the workforce, without a specific clear intention for white employees and white councillors to undertake personal enquiry work to understand white ableist, heterosexual, cisgender supremacy as a cultural bedrock in UK, and to recognise how white people make assumptions about everyone including themselves based on this bedrock of unconscious bias, the workforce will never be equipped to tackle inequality. Instead, the same tacit beliefs will continue to sabotage any meaningful radical changes in culture at SDC and any policies or commitments will as likely be overturned by any less inclined council leadership. The changes need to be supported by the individual and collective efforts of staff to uncover their own reasons for wanting change to happen, by understanding how the inequality of power - hugely weighted toward favour of the dominant identities - will continue.

The one hope for all of this to happen is that there is a committed Equalities Working Group however, SDC must as a whole embrace their suggestions which are coming directly from consultation and relationship in real-time with local residents of colour who are saying what needs to be heard within the council. Actions need to match words and what is realistic is whatever enough people with power want to realise.

ensure implementation. We will continue to develop the action plan in consultation with Community Groups

6	Not everyone is equal but everyone should have the opportunity to fulfil their individual potential. Of course black lives matter but so do white, yellow and red ones (and any others) By harping on BLM racism is being constantly stirred. Change the slogan to "ALL lives matter". This includes all diversity groups, whatever they call themselves, and includes everyone without making any distinctions.	The EDI action plan identified to answer this comment, and will be reviewed annually.
7	PROMOTE WHITE BOYS	Thank you for your comment
8	The statements are fine, but they are not specific. They are designed to be relevant enough to enable services to apply correct approaches and delivery methods in which to meet this policy – which means they cannot be specific. They need to be relevant rather than specific.	The EDI action plan identified to answer this comment, and will be reviewed annually.
9	Why do you not focus on examining the real reasons why some sections of society fail to contribute to society, fail to achieve jobs, fail to excel?	The EDI action plan identified to answer this comment, and will be reviewed annually.

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5.1.			Response Percent
1	Strongly agree		0.00%
2	Agree		41.67%
3	Neither agree nor disagree		20.83%
4	Disagree		16.67%
5	Strongly disagree		20.83%

If you disagree or strongly disagree, what changes would you suggest? (9)

Response to comments

1	Cancel culture is divisive.	Thank you for your comment
2	leave well alone	This relates to a separate consultation being undertaken
3	Could they be more creatively proactive?	Thank you for your comment
4	See above	Thank you for your comment
5	The equality objectives are only appropriate if the above is taken on board. What is real is whatever people are willing to consider opening their minds to and letting go their fear of deep-rooted change and commitment to sharing power.	The EDI action plan identified to answer this comment, and will be reviewed annually.
6	The bit about "ensure our employees feel equal and included." I think they need to feel truly included first and then they MIGHT begin to feel equal, but it will take time. The tricky thing is, if you single specific protected characteristics out, it can create tension and separation when it's trying to do the opposite.	Section 3 of the EDI action plan identified to answer this comment.
7	See above	Thank you for your comment
8	DAFT	Thank you for your comment
9	You're completely missing the point and the problem. All your policy will achieve is MORE inequality, unfair advantage to some based on skin colour, and exclusion.	Thank you for your comment

6. Do you have any other comments about the Equality, Diversity & Inclusion Policy and Action Plan?

1 Open-Ended Question

Response to comments

1	None	Thank you for your comment
2	Complete waste of time and money.	Thank you for your comment
3	How about the council start to do what they are paid for and sort out all the rubbish rules they have already made and not implemented they are useless	Section 1 of the EDI action plan identified to answer this comment.
4	Reviewing a policy every 4 years can't really be defined as a regular basis which is what the policy states	The EDI action plan will be regularly reviewed at least annually

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5	How are you going to go out and engage with the public, in all walks of life and age groups with this policy?	Section 1 of the EDI action plan identified to answer this comment.
6	Seems like the same old stuff that could allow the continuation of discrimination of certain groups of people. The EWG is a good addition though.	Thank you for your comment
7	The action plan indicates consultation with a group representing Stroud residents of colour. This is great, and yet the consultation needs to be even more broad and deeper than that. For instance, the draft consultation for the EDI policy etc would achieve so much more by being conducted in person, as with the town public and green spaces design consultation which was held in a shop front in Stroud high street for weeks and people could drop in, speak to each other and give feedback. Please allocate resources to this style of consultation - if not in a shop front, then in specific facilitated workshops.	The EDI action plan identified to answer this comment. The action plan will be regularly reviewed to ensure implementation. We will continue to develop the action plan in consultation with Community Groups.
8	<p>I am absolutely shocked and astounded by your recent diversity and inclusion 8 week consultation review that is asking the community to name and shame any person, or event that simply needs to be eradicated from history. It seems unbelievable that the 'Orwellian' concept of constantly re-writing history is now becoming a part of the fabric of our current society and worse still, one that is being promoted by a County Council! This seems to be a complete and utter spineless reaction to modern diversity demands.</p> <p>Whilst the recent Black Lives Matter movement has re-highlighted racism in society it is in itself too insular in its focus in that we should be whole-heartedly fighting for 'All Lives Matter' and NOT singling out one ethnic group. We should not become a complete apologist society for people and events that have shaped the history of our country for better or worse. The value of history is for us to learn from it - to understand how history shaped society, how we can improve society as a result not simply deny its existence.</p> <p>The education of our children must include what can be learned from history yet it is so sad that a recent survey of a 1,000 children under 14 indicates that 4 out of 10 have no idea what 'The Battle of Britain' was, with 1 in 10 thinking it was a Scotland v England football match. More than half don't know Romans spoke Latin. Also, a few years ago a Lecturer in Cardiff polled 100 undergraduates and found that only 17% knew that the Duke of Wellington led the British Army at Waterloo, while only 12% could name a single 19th century Prime Minister - so much for Gladstone & Disraeli?</p> <p>The lack of 'proper' history teaching within schools must be a contributory factor to the lack of awareness of how it has shaped our lives. History apparently disappears from the national curriculum when children reach 14, and even before that point many were only receiving 40 minutes a week history education. It's hardly surprising therefore that there is a complete lack of understanding of the events which led to the establishment of the British Empire or our relationship with Ireland.</p> <p>History is now simply a battle ground for political and racial activists, obsessed with a need to totally eradicate anything that is no longer palatable to today's society with an almost fanatical obsession for moralistic purity. As a result, we have seen statues daubed with graffiti or toppled over, dead writers shamed, memorials removed, country houses re-contextualised because of our colonial "guilt". You seem to be perpetuating this with your consultation review.</p> <p>We should now, more than ever be educating our children (and perhaps our adults too) about the past and the impact on culture and society not trying to sweep history aside to make it a safe discussion subject that has no bias that will upset. We cannot and should not apologise</p> <p>for events in the past that we had no control over but work together to ensure that a fair society for all prevails for the future. This continual frenzied 'attack' on anything unpalatable from the past will do nothing more than create an</p>	This relates to a separate consultation being undertaken

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	undercurrent of negative racist reaction and possible ongoing tension.	
9	<p>I have concerns over using "Communities: Specific to Black Lives Matter" as a heading/tag line on the action plan. BLM is a movement and although today the council is aligned to its views, that may change over time and as such it could be that the council no longer wishes to use that as a baseline/guideline.</p> <p>In a similar way - I couldn't see the council having a heading that says "Communities: Specific to Extinction Rebellion". There must be a way to describe the aim without aligning to a specific movement?</p>	<p>Thank you for your comment.</p> <p>The EDI action plan will be regularly reviewed.</p>
10	Good luck and I hope the survey is helpful.	Thank you for your comment.
11	Just use a bit of common sense please	Thank you for your comment.
12	<p>This QUANGO made up by Government who have failed on stopping Immigration and realise Enoch might be right in the future so are trying to stop what could happen but will happen if White people keep being alienated and called Racists That word was not used in years gone by it was called JOKES or BANTER.but because of these WOKE Quango's HUMAN RIGHTS are disapearing for us White's and I am afraid people cannot change their thoughts or words because Government e.c.t says so, we are goingdown a DANGEROUS PATH.</p> <p>Inmy opinion Ben Aaron wants to GROW UP, he is acting like a SILLY BOY</p>	Thank you for your comment
13	Re Action Plan – the SDYC Anti-Bullying survey outcomes will not be known by September 2021 – please liaise with SDYC for a more accurate timescale.	Thank you for your comment
14	Wake up, become more intelligent and bin it.	Thank you for your comment

Equality monitoring questions


7. Are you...

Answer Choices	Response Percent
1 Male 	9.09%
2 Female 	77.27%
3 Non Binary	0.00%
4 Gender Diverse	0.00%
5 Prefer not to say 	9.09%
6 Other (please specify): 	4.55%








8. Is your gender identity different from your gender at birth?

Answer Choices	Response Percent
1 Yes 	13.64%
2 No 	72.73%
3 Prefer not to say 	13.64%








9. Which age range do you fall into? Please select from the drop-down box

Answer Choices	Response Percent
1 under 18 	4.55%






9. Which age range do you fall into? Please select from the drop-down box

2	18-24		0.00%
3	25-34		13.64%
4	35-54		22.73%
5	55-64		27.27%
6	65-74		13.64%
7	75-84		4.55%
8	85+		4.55%
9	Prefer not to say		9.09%


10. Do you have a health problem or disability which has lasted at least 12 months, which affects your day-to-day activities?

Answer Choices			Response Percent
1	No disability		58.82%
2	Hearing impairment		11.76%
3	Learning disability/difficulty		0.00%
4	Mental ill health		11.76%
5	Mobility		5.88%
6	Progressive illness		0.00%
7	Speech impairment		0.00%
8	Visual impairment		5.88%
9	Prefer not to say		17.65%
10	Other (please specify):		5.88%




11. What is your ethnicity? Please select from the drop-down box

Answer Choices			Response Percent
White			
1	British		57.14%
2	Irish		4.76%
3	Gypsy Or Irish Traveller		0.00%
4	Other White		9.52%
Asian or Asian British			
5	Indian		0.00%
6	Pakistani		0.00%
7	Bangladeshi		0.00%
8	Chinese		4.76%
9	Any other Asian background		0.00%
Mixed/multiple ethnic groups			
10	White and Black Caribbean		0.00%
11	White and black African		0.00%
12	White and Asian		4.76%




11. What is your ethnicity? Please select from the drop-down box

13	Any other mixed background		0.00%
Black or Black British			
14	African		0.00%
15	Caribbean		0.00%
16	Any other black background		0.00%
Other Ethnic Group			
17	Arab		0.00%
18	Any other Ethnic Group		0.00%
19	Prefer not to say		19.05%

12. What is your religion or belief? Please select from the drop-down box

Answer Choices			Response Percent
1	No religion		45.00%
2	Christian (all denominations)		35.00%
3	Buddhist		0.00%
4	Hindu		0.00%
5	Jewish		0.00%
6	Muslim		0.00%
7	Sikh		0.00%
8	Prefer not to say		20.00%

13. What is your sexual orientation? Please select from the drop-down box

Answer Choices			Response Percent
1	Heterosexual / straight		80.00%
2	Gay man		0.00%
3	Gay woman / Lesbian		0.00%
4	Bi-sexual		5.00%
5	Other		0.00%
6	Prefer not to say		15.00%