

Member Champion for Equality and Diversity

Annual Report 2014 / 2015

(Councillor Love held the role of Member champion for Equality and Diversity for part of the year. The role is being taken on by Cllr Ali Ahmed, who is involved with the Welsh Government sponsored Diversifying in Democracy project – a springboard to bring about significant change in the diversity of people putting themselves forward for election at the next local elections, both at county and community level).

As Member Champion for Equality & Diversity I sought to work closely with the Council's equality and diversity officers to ensure that despite the very challenging times that we are facing as an organisation, issues such as disability, gender, ethnicity and economic and social inequalities are social considerations that are not forgotten by Cabinet Members in decision making processes.

My aim as Member Champion was to focus on three main issues over the year:

- Firstly to continue advocating the importance of our workforce to reflect the population that it serves at all levels of the organisation. This involve ensuring that we have flexible working practices that enable people to manage their work/life balance and still feel equally valued for their work.
- The second area of focus was to continue working towards increasing the levels of participation in local democracy so that the citizens we serve are not institutionally approached as passive recipients of Council services, but rather are seen as active contributors to the work of the Council at all levels.
- Initiatives such as engaging young people in scrutiny committees, implementation of the Cardiff Debate and creating co-produced community events or services in highly diverse areas of our City have all contributed to increasing levels of engagement with the work of the Council.
- The final area of focus is working towards increasing the diversity of representation in the community of local Councillors. I am working with the Welsh Local Government Association and Welsh Government equality group that involves Member Champions from across the whole of Wales to promote the work of local government. The Project aims to encourage people from all walks of life to consider standing as local representatives and will

actively put mechanisms in place to enable this to happen. I believe that having a diversity of life experience in our local representatives is a crucial component of a healthy democratic system, and I aim as Member Champion to work with others to sustain this democratic principle.

Former Councillor/ Cyn Cyngorydd Cecelia Love
July 2015