FCE YOYP Equality Conference
Evaluation Report

Key points

- **The #YOYP Equality Conference** is an engagement initiative by FCE supporting YOYP to enable young people to take the lead in challenging prejudice and discrimination and to give young people to influence decisions that affect their lives.

- Through this platform FCE is reinforcing the position that mobilising equality requires evolving thinking past single-issue campaigns to wide-ranging understanding about equality and inclusion.

Impact

- **Contribution to Strategic Outcome 1**: Individuals feel respected, safe and have the freedom to lead a fulfilling life where they live, work or study.

- **Contribution to Strategic Outcome 2**: Individuals and groups feel better connected and are able to contribute to public policy and the planning and delivery of local services.

- **Contribution to Strategic Outcome 3**: Groups, whether already established or just getting started, have the tools they need to engage with their local community in a positive and inclusive way.

- **Contribution to Strategic Outcome 4**: Third, public and private sector organisations demonstrate best practice in equality, diversity and inclusion.

- **Contribution to Strategic Outcome 5**: FCE is recognised as a centre of excellence for championing equality, diversity and social justice.
Programme

18:00  Welcome and Registration
18:10  About Today, Parking Agreements
18:20  Icebreaker: Human Pizzas
18:30  About FCE and YOYP Equality

Privilege, Equality and You
18:45  Where to Lead Change?
19:00  Pizza Break
19:30  Over to you: What do we do about it?
20:00  Proposals and Votes
20:30  Call to Action

Participants

17 people attended the workshop on 08/11/2018, or representing/attending the following organisations:

Fife Council
Scottish Parliament
Enable
Kirkcaldy High School
Harris Academy
Active Schools Fife

The participants' age range spanned from 16 to 26. 6 of the participants identify as female and 5 as male, 4 as other / not applicable.

7 participants stated that they have a disability.

8 self-classified as Scottish, 2 as other British, 1 as Other and one as mixed ethnicity.

10 of the participants stated they have no religion, and 1 stated Judaism and Buddhism.
5 participants self-classified as Heterosexual/Straight, 1 as Lesbian/Gay Woman, 2 as Gay Man, 1 as Bisexual, 1 as Other / Pansexual.

2 participants had caring responsibilities, for a disabled adult and for a disabled adult and child.

8 were single and 2 in long-term relationships.

4 were in further/higher education, 4 were at school, 2 were employed part-time 1 was self-employed, 1 was at school and employed.

**On the day**

We were really impressed by the energy and enthusiasm of participants. We started off dropping our labels by being Human Pizzas (click [here](#) to find out more) and then we got stuck in more serious discussions around equality and privilege.

**Understanding Privilege**

We screen [this 4-minute long video](#) that went viral in America last year, it explains the impact of discrimination on young people’s life chances.

**Working with Representatives**

Ewan Masson from the Scottish Parliament Outreach Team gave us an insight of how the political system works and how we can make sure participants have their voice heard on the right platform.

**Vote of Hands: What matters (now)?**
To gauge what was the most important topics that should be dealt with, we held a vote of hands at the start over the long-term inequality issues identified at local, national and international level (see Equality in Fife, Is Scotland Fairer and Scotland’s Sustainable Development Goals).

The highest priority topics were voted as being Poverty and wealth inequality; Migration, Refugees and Displaced people; Climate Change; Hate Crimes due to protected characteristics of Disability, Ethnic Minority, LGBT and poverty; and lack of access to Mental Health services.

Groupwork: what could we do to lead progress in equality?

In groups we discussed what would what should be done and why it matters. The challenge was to come up with ideas that were fair, inclusive and sustainable so that not one group would come out as more disadvantaged than another through the proposal.

We narrowed those down to 3 proposals in a short time – it was not easy and we all agreed that having some practice and training in pitching ideas would be beneficial.
The groups came up with 5 proposals that were pitched and debated across all participants in regards to why they mattered and how fair they were. Key points in those are summarised below:

- **Inequality of opportunity by treatment**
  Increasing awareness of barriers faced by minority groups in key areas of life (access to employment and access to education) and resulting poverty.

- **Mental Health Education**
  This involves increasing awareness of mental health, as well as increasing safe spaces, support for families and individuals via mental health first aiders and peer educators.

- **Transition across education**
  To address the issue of people being segregated in education through early tests that do not take into account circumstances and this persisting afterwards (primary, secondary, and tertiary/college).

- **LGBTQ+**
  This involves increasing education on LGBTQ* (with links to TIE – Time for Inclusive Education) and aiming for increased awareness, less discrimination, fair judgement, getting rid of labels and increase use and number of safe spaces.

- **Teacher Training**
  Involves increasing mental health awareness and training, and support in addressing bullying; this could be facilitated through peer educators.

**Votes**
The floor was then open for proposals and we voted on those using the **Scottish Single Transferrable Vote system**. There were several overlaps in the proposal across Mental Health Education and several ideas for Teacher Training, this came through clearly in the ballots with Mental Health Education in the clear leads at 53.8% in the first round.

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**Round 1**

*next*

<table>
<thead>
<tr>
<th>Proposal</th>
<th>Votes</th>
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<tbody>
<tr>
<td>Mental Health Education</td>
<td>53.8%</td>
</tr>
<tr>
<td>Inequality of opportunity by treatment</td>
<td>7.7%</td>
</tr>
<tr>
<td>Transition across education</td>
<td>7.7%</td>
</tr>
<tr>
<td>Teacher Training</td>
<td>23.1%</td>
</tr>
<tr>
<td>LGTBIQ+</td>
<td>7.7%</td>
</tr>
<tr>
<td>Exhausted</td>
<td></td>
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</tbody>
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Count of first choices. Candidate Mental Health Education has reached the threshold and is elected. Candidates have surplus votes so surplus votes will be transferred for the next round.

**Call to Action and Next steps: Equality Collective**

As a follow up from this event, we are now moving to plan a young-person led event on Saturday 15 December to improve equality in Mental Health Education. Our planning group is meeting on Friday 23 November.
12 participants scored the workshop. Prior to the workshop, 4 participants scored their own knowledge at 5 out of 5, 7 at 4, 0 at 3, 1 at 2 and 0 at 1.

After the workshop, 6 participants scored their knowledge on the subject as 5 out of 5 and 5 at 4. This marked a significant improvement of their knowledge of the field of equality as a result of this event.

Other Comments:

I will use this event to inform others of equality issues

It will be of use for my own initiatives
Future training needs/request:

“To allow more time for pitches and to incorporate the highschools”

“Better organisation & time. More discussion needed around protected characteristics. Good starting point for discussion!!”

“To allow younger people/high schools to speak more compared to college students/workers. Maybe approach high schools to have a campaign. To start earlier to allow less time constraints.”

Keywords

#YOYP #equality #BEMIS #mentalhealth #education

Further Information

More information about Inclusive Communication or other equality, diversity or inclusion matters, please contact Fife Centre for Equalities by email info@centreforequalities.org.uk or telephone 01592 645 310.
Fife Centre for Equalities aims to build a collective voice to champion equality, diversity, inclusion and social justice across Fife and beyond.

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