

IEDP Annual General Meeting: 12 July 2010
All members welcome! Followed by free member event

AGM: The Annual General Meeting of the IEDP will be held at 2.00 p.m. on 12 July 2010.

Venue: The Abbey Centre, Great Smith St. London SW1P 3BU

At 2.30 p.m., immediately following the AGM, the Institute will host a roundtable discussion about the challenges of preparing for the Equality Act 2010. The event will end at 4.00 p.m.

Roundtable discussion: Preparing for the Equality Act 2010

After short presentations from speakers, the floor will be thrown open to a question and answer session. Everyone should find the event exciting and inspiring!

Speakers

- Government Minister (to be announced)
- Esther Maynard, senior legal policy officer with the EHRC, currently working on the employment code of practice for the Equality Act 2010. She has worked with colleagues on the Equality Act 2010 since the Discrimination Law review.

Cost: Free to IEDP members.

Non-members may attend the roundtable event at a fee of £152.75, including VAT. This is the same price as annual membership, so join in advance and go to the AGM and event for free! To apply for IEDP membership, complete the application form on <http://www.iedp.org.uk/Become-a-member/Individual-membership.aspx>

Applications for Board Membership

The Board has one vacancy and welcomes applications from members who are willing to work hard to make the Institute a success for all members. The deadline for receipt of applications is **7 July 2010**.

To find out more about applying for Board membership, go to <http://www.iedp.org.uk/News/Applications-for-Board-Membership.aspx>

Directory of member practitioners

In response to requests from members, the Institute is publishing a list of unaccredited members who offer their services. This will be in the form of an online *Directory of Member Practitioners*. The directory will assist organisations seeking the types of services provided by our members.

Members must choose to be entered into the interim Directory, comply with the terms and conditions and pay an annual entry fee of £50.00 plus VAT. To apply for an entry to the Directory and read the full terms and conditions, go to <http://www.iedp.org.uk/News/Directory-of-member-practitioners.aspx>

Two Chairs Meet: Trevor Philips, EHRC and Linda Bellos, IEDP

Linda Bellos, IEDP chair, wrote in April 2010 to the Permanent Secretaries of all government departments on behalf of the IEDP Board. She copied each letter to Trevor Phillips, chair of the Equality and Human Rights Commission. She asked the Permanent Secretaries to provide the IEDP with their monitoring data on race, gender and disability. As a result of her intervention, Trevor Phillips invited Linda to meet with him and Sheila Kumar, Head of Enforcement. Linda was accompanied by Paul Carswell, IEDP Board member.

Members may know that Linda has expressed frequent criticism of the Commission's light touch in holding public authorities to account for effective delivery of their race, disability and gender equality duties. She says, "No doubt work goes on behind the scenes. But for those of us working within or with public authorities, it's clear that some don't make equality a priority because they think it's a low risk area and they can afford to ignore their legal requirements."

The meeting was productive. Linda and Paul made it clear that we do not expect the Commission merely to wield a big stick but enforcement action should be taken when organisations ignore their legal duties. No specific agreement was reached on how the Institute and Commission might work together. However, Trevor and Sheila recognised that practitioners have an essential role in helping organisations to deliver equality outcomes.

They all agreed that the Equality Act 2010 Codes of Practice have been written by lawyers for lawyers but many people cannot afford to go to court to get their rights. Our sector can help organisations implement the changes brought by the Act so that they actually reduce discrimination, not just defend themselves against discrimination allegations.

This positive approach is shared by the Institute and the Commission. In the months ahead, we hope to explore further how we can achieve this.

IEDP Conference – important date for your diary! Embedding Equality and Diversity into Procurement

Date: 27 September 2010

Venue: To be advised

Cost: IEDP members: £75 + VAT. Non-members: £175 + VAT.

Why attend?

Equality law, including the new Equality Act 2010, requires the public sector to promote equality through their procurement process. To win public sector contracts, private sector businesses and third sector organisations must follow suit. All businesses want more than legal compliance; they want to deliver their best offers and expand their marketplaces. This conference is organised by the Institute of Equality and Diversity Practitioners. It will emphasise ‘**how to**’ practical interventions, bringing to life the opportunities and challenges of embedding equality, diversity and human rights into procurement from buyer and supplier perspectives.

Speakers:

Alison Pritchard: Head of Strategy, Government Equalities Office

Professor Monder Ram OBE: Director, Centre for Research in Ethnic Minority Entrepreneurship (CREME) at De Montfort University

Alan Butt: West Midlands Common Standard (Equalities) Scheme Manager

Equality and Human Rights Commission: speaker to be confirmed

To download a booking form, go to <http://www.iedp.org.uk/News/IEDP-Conference---important-date-for-your-diary!.aspx>

Human Rights Act 1998 Training Course

In May, the Board attended a training session run by leading human rights lawyers, Melanie Colvin and Jonathan Cooper, at Doughty Street Chambers in London. We wanted to make sure we understood the relevance of the Act to the work of the Institute and all practitioners. Jonathan brought to life how each of the Articles underpins equality law in the UK. We found the course stimulating, enjoyable and essential to developing a better understanding of human rights and how they apply to every individual. We are now exploring how the course can be made available to all members.

Membership, Competencies & Assessment Framework

Consultation has ended following an open consultation with practitioners. The Board is grateful to the organisations and individuals who took the trouble to respond. All responses have been reviewed by the working group who are now drafting the final document for presentation to the Board. The agreed framework will be posted on the website.

IEDP Website

The members-only section of the website is now available and all members have been sent their user name and password by email. The resources are currently being compiled. Please send us links to equality, diversity and human rights material that you would like to see on the website.

LinkedIn IEDP Group

The newsletter editor, Caroline Jones, has created a LinkedIn Group called Institute of Equality and Diversity Practitioners. So far, 63 people have joined the group to keep informed about the Institute's events and other activities. You don't have to be an IEDP member to join the group. If you're not a LinkedIn member already, it's free to join this business networking service and very handy for keeping in touch with practitioners across the globe. To find the group, go to http://www.linkedin.com/groups?gid=2846234&trk=hb_side_g

Co-opted Board Members

Following a recruitment exercise, we have co-opted three new Board members: Terri Connor, Juliette Brown and Ray Bower. Our thanks to them for coming forward and getting stuck into work straight away. Their co-options will be ratified at the AGM.

Special Offer for IEDP members: subscribe to Equal Opportunities Review and save £100!

Michael Rubenstein Publishing is pleased to offer IEDP members* a special subscription price of **£270**** to **Equal Opportunities Review**, the UK's leading, and longest running, journal on equality, diversity and discrimination law and practice.

Why should you subscribe to EOR?

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*This offer is available to individual members only. To claim your reduced price, please state on the order form that you are an IEDP member. IEDP will confirm your current membership to EOR on their receipt of your order.

** Full price £370.

Finally...

I hope you enjoyed reading the Institute's newsletter. Your ideas for future editions are very welcome. If you'd like to send a letter for publication, please send it to info@iedp.org.uk marking it for the attention of the newsletter editor.

Feel free to circulate this newsletter to anyone who is interested in our work or wants to join the Institute.

Best wishes

Caroline Jones, newsletter editor

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