

## Westmorland & Furness Diversity, Equity & Inclusion Partnership

### Terms of Reference

#### Our vision

Our shared vision is to make Westmorland & Furness a place where:

- Everyone is welcome to live, learn, work, visit and conduct business.
- All member organisations and communities work together to advance equity, celebrate diversity, and promote inclusion.

#### Our aims

To reduce inequality for those living, learning, working, visiting, and conducting business in Westmorland and Furness, on the grounds of:

- Age, disability (including neurodiversity), gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation<sup>1</sup>.
- We also include armed forces families, socio-economic status, rurality, and people who are care experienced, to align with the scope of Westmorland and Furness Council's EDI work<sup>2</sup>.

#### Our values

##### **We are fair, open and honest.**

- We treat everyone with fairness and respect.
- We act with integrity.
- We are true to our commitments.

##### **We take ownership.**

- We respond swiftly to execute our promises.
- We take responsibility for providing solutions.
- We hold ourselves accountable for our actions.

##### **We work together.**

- We work in partnership and build sustainable trusted relationships.
- We value a diverse workforce and respect the contributions of all.
- We support our communities, customers, and colleagues in achieving their goals.

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<sup>1</sup> [Protected characteristics | EHRC](#)

<sup>2</sup> [Equity, diversity and inclusion in Westmorland and Furness | Westmorland and Furness Council](#)

## Our definitions

- **Equity** – equity refers to fairness and justice and is distinguished from equality. Equity means that in some circumstances people need to be treated differently to provide meaningful equality of opportunity.
- **Diversity** – recognising, and celebrating, that people have different characteristics, backgrounds, attributes, cultures and experience.
- **Inclusion** – the practice of including people in a way that is fair for all, values everyone's differences, and empowers and enables each person to be themselves and achieve their full potential.
- **Power** – we recognise that all forms of oppression and marginalisation are upheld by power as prejudice against marginalised groups is backed up by institutional and systemic forms of oppression<sup>3</sup>.

## Membership

The partnership is a collective group of third sector and community organisations, and key local services (e.g. emergency services, health, education), who are passionate about working together to advance equity, celebrate diversity, and promote inclusion across the Westmorland and Furness area.

Membership of the group is not limited; we welcome anyone with shared vision and values to join us and help us work towards achieving our aims. The full list of current members are on the [Council's website here](#).

All members are committed to demonstrate both accountability for their actions and ownership for delivering on the objectives and targets for which they are responsible.

## Governance

The partnership is convened by Westmorland and Furness Council, and it is managed and maintained by a core working group of volunteers from the wider partnership group.

Although convened by the Council, this group is an independent entity and will work with the Council, and all other key stakeholders in the area to achieve its aims.

This group will provide updates to Westmorland and Furness Council's Corporate Equality, Diversity, and Inclusion Action Group.

## Decision making

The partnership group will meet at least quarterly every year and will publish minutes from these meetings. Details of meetings and meeting minutes will be kept up to date on Westmorland and Furness Council's website<sup>4</sup>.

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<sup>3</sup> [I Wish I Knew What to Say! - Anti Racist Cumbria](#)

<sup>4</sup> [Westmorland and Furness Diversity, Equity, and Inclusion Partnership Network | Westmorland and Furness Council](#)