



STREAM 10

Whatever happened to equality impact assessment?

STREAM CHAIRS :

Diane Bebbington

diane@knowledgeperspectives.com

Victoria Showunmi

UCL

v.showunmi@ucl.ac.uk

Submissions to the conference can be in the form of long abstracts (up to 1500 words), developmental papers (3000-5000 words, including references) or full papers (8000 to 10000 words including references) by the deadline of **April 30th 2018**.

Submissions should be made via the EDI website: <https://www.edi-conference.org/index.php>

Winners and losers have resulted from the globalisation of market forces with wealth now concentrated in the hands of a small minority while millions live in poverty. Equality legislation provided a ray of hope that resources might be distributed more equitably, but as we progress into the 21st century the opposite seems to be happening. The UK Race Relations Amendment Act (2000) heralded a change in emphasis in equality law, placing a duty on public institutions to promote race equality. A cornerstone of this legislation was the concept of equality impact assessment that would assess the impact of policies on Black and Minority Ethnic people prior to implementation. The Equality Act 2010 extended the duty to promote equality on the basis of nine ‘protected’ characteristics including race, gender, age, disability and sexual orientation.

The hopes of these legislative developments have largely been dashed. In the last decade the UK has seen a gradual deterioration in the living standards of many groups, whilst the pay of senior executives has spiralled upwards. Certain people including disabled people, those from Black and Minority Ethnic groups, women and particularly people at the intersections of these groups including Black and disabled women have shouldered the burden of austerity with many now facing food poverty, unsafe and unsuitable housing, homelessness and reducing life expectancy. Poverty among children and pensioners is now on the rise after a gradual reduction over the last twenty years (Joseph Rowntree Foundation 2017). This scenario is a far cry from that envisaged in equality law, with governments escaping unchecked and unaccountable for the deterioration in living standards facing so many.



Equality, Diversity and Inclusion in 2018:
Progresses, Setbacks or New Challenges?
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Questions to consider:

- What has the impact of austerity been on particular groups of people?
- What can be done at grassroots level to hold those in power to account?
- Can the concept of equality impact assessment be reinvigorated and reintroduced?
- How can specific measures tackle these issues including mentoring/coaching, leadership development, radical curricula and innovative research methodologies?
- How useful is the concept of diversity or is this deflecting away from the core issue of creating a more equitable society? (see Ahmed 2012)
- Is intersectionality a useful term to consider when exploring poverty through the lens of gender and race?

We warmly welcome papers from academics and practitioners relating to this theme whether based on large-scale research, PhD research or papers that challenge thinking in this area.

References

Ahmed, S. (2012). *On Being Included: Racism and Diversity in Institutional Life*. Durham and London: Duke University Press.

Joseph Rowntree Foundation (2017) UK Poverty 2017: A comprehensive analysis of poverty trends and figures. Report by the JRF Analysis Unit. York: Joseph Rowntree Foundation.