

# Equality, Diversity and Inclusion

## Blackburn with Darwen Borough Council

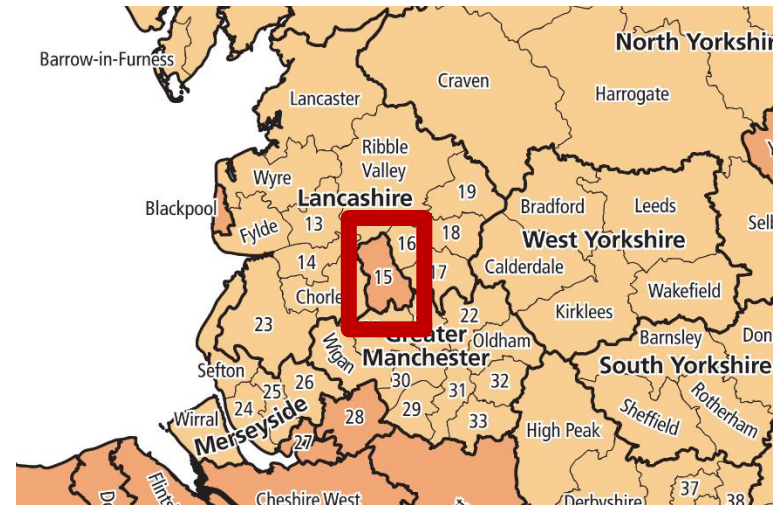
Mohsin Mulla, Business Manager

Nathan Richards, Policy Officer

# Introduction to Blackburn with Darwen

## Population profile:

- **39.6%** from an Ethnic Minority Background
- **35%** is Muslim
- **22.8%** is aged 15 years and under
- **20.8%** is Disabled\*




\*as defined by the Equality Act 2010

# The Revival of our EDI Journey

News > UK > Home News

## Coronavirus tracked: Top 20 worst affected local authority areas for Covid-19 infections in England

Blackburn with Darwen has highest infection rate, with 78.6 cases per 100,000 people

Samuel Lovett • Monday 03 August 2020 12:35 BST •  Comments



# Partnership with EHRC

- Increased narrative in our Equality Watch Report.
- Published our Service User Data.
- Published our Equality Objectives 2023-27.



# Recent Activities to Boost EDI Awareness

- Invited EHRC to our internal Leadership Conference
- Face-to-face EDI Training for all Senior Leaders and Elected Members
- Embedded EDI into our Staff Induction.
- Creation of Services and Workforce EDI Groups

# How has a clearer EDI lens changed things?

- Increased awareness and commitment to EDI from senior Officers and Elected Members.
- Positive feedback from workforce
- Increased buy-in from staff
- Increased willingness to share experiences
- More confidence to 'ask' of employer

# Thank you for listening!

Please feel free to ask any questions.

