EQUALITY IMPACT REPORT

2023-2024

COLEG CAMBRIA

1. Introduction

Coleg Cambria is dedicated to being a fully inclusive college, where equality and diversity are holistically embedded throughout our services. We strive to create a Coleg Cambria that is inclusive, supportive, equitable, kind, safe and understanding. At Coleg Cambria we are committed to liberating communities that experience marginalisation in society by identifying and removing barriers that are stopping them from equitably thriving. The college is committed to ensuring that our equality, diversity and inclusion approach is underpinned by an intersectional and collective approach. We recognise that many groups and people experience discrimination in society because of their identity. We take a person centred approach to addressing discrimination in all forms, and want to support and value every member of our community regardless of their identity, characteristics, or whatever makes them, themselves. All members of the Coleg Cambria community are expected to treat each other with respect, dignity and kindness. In recent years we have developed a new approach to equality and diversity by auditing our current status and widening the reach and prevalence of EDI throughout the college. We have made significant progress in enhancing equality, diversity and inclusion within our college, however we are continually improving. We will continue to be proactive towards equality, diversity and inclusion, and create a Coleg Cambria where everyone is valued and liberated.

As we strive to improve our equality, diversity and inclusion provision at our organisation, we want to focus on the impact that this has on our community. This Equality Impact Report will review the development we have made under our equality objectives, but also the impact we have made to improving equality at Coleg Cambria. It will also publish our Equality Action Plan that shows the actions we will undertake over the next 12 months to uphold our equality objectives.

About Coleg Cambria

Coleg Cambria has rapidly established itself as a leading UK education provider. The overriding priority of the College is to deliver excellent teaching and learning, in order to stretch, challenge and inspire all learners to explore and achieve their full potential. One of the largest colleges in the UK, Coleg Cambria has 6,300 full-time students and 6,500 part-time learners. Across its six sites, Cambria offers a vast array of full-time and part-time courses including A-Levels, vocational qualifications, Welsh for Adults and Higher Education programmes. Working in partnership with over 1,000 employers, the College also offers many Apprenticeship and Traineeship opportunities with strong links to local employment.

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1. Introduction

The Law

The Equality Act 2010 introduces a single Public Sector Equality Duty (PSED). The Act prohibits discrimination in employment, education and the provision of goods and services in respect of nine 'protected characteristics' which are as follows:

Age, Disability, Gender Reassignment, Marriage or Civil Partnership, Pregnancy or Maternity, Race or Ethnicity, Religion or Belief, Sex, Sexual Orientation.

The Public Sector Equality Duty states we must have due regard for the need to:

- **eliminate discrimination, harassment and victimisation** and other conduct prohibited by the Act

- **advance equality of opportunity** between people who share a protected characteristic and those who do not

- **foster good relations** between people who share a protected characteristic and those who do not

Meeting the duty will involve treating people according to their individual need, as long as this does not contravene other provisions within the Act. 'Equality' does not therefore simply mean treating everyone the same. It means understanding and tackling the different barriers to equal opportunities that different people face so that everyone has a fair chance to fulfil their potential. The overall aim of the equality duty is to ensure that equality is mainstreamed into the College's work, and that this in turn should result in more appropriately delivered services and outcomes, taking into account individual backgrounds.

Equality & Diversity at Coleg Cambria

Equality, Diversity and Inclusion is a shared responsibility across Coleg Cambria. We all have an understanding and duty to uphold equality and diversity to create a truly inclusive college for all. To create an inclusive college culture, we have established structures, policies and processes to ensure that discrimination, harassment and victimisation are eradicated, that equality of opportunity is promoted, and that we foster good relations between our community.

Every aspect of our organisation from staff, to learners, to governors, to stakeholders should understand our commitment and approach to equality, diversity and inclusion. All of our Coleg Cambria community will represent our inclusive nature.

The Corporation (Board of Governors) recognises their responsibility for Equality and Diversity and delegates to the Chief Executive overall responsibility for ensuring that legal and policy obligations are met. The Annual Equality and Diversity report represented to the Governors serves as an important monitoring tool as well as ensuring accountability.

The Deputy Chief Executive (People Experience and Culture) chairs the Equality & Diversity Committee that has a membership drawn from across the College. This group has the responsibility to:

- Review and advise on Equality & Diversity policies

- Scrutinise and monitor the progress on Equality objectives

- Comment on initiatives relating to the promotion of Equality and Diversity

In addition, there are a range of focus groups, which play an important role in assisting the College to achieve an inclusive culture. Additionally, the College has its own dedicated Equality and Diversity Coordinator whose job is to provide advice and support as well as to set plans and monitor progress.

2. Equality Mission and Values

At Coleg Cambria we are striving to be one of the most proactive college's in the UK for equality, diversity and inclusion. We want to be known for our inclusive approach, and take pride in how we can remove barriers and create an equitable environment for all. We have developed our overall mission to steer all of our EDI work.

Equality Mission: To make insightful and proactive change to become a fully inclusive college culturally, emotionally, environmentally and educationally.

Our Strategic Equality Plan has been constructed through our underlying principles and values in our approach to EDI. These values inform how we develop, monitor and implement our objectives.

Equality Values:

Intersectional and Collective

Our vision spearheads an intersectional and person centred approach. We will create a community where everyone is valued, and where we understand the plethora of ways in which characteristics make up a whole identity. Using an intersectional lens we see how identities intersect and interact to create unique experiences of oppression. We will ensure that we take a collective approach to tackling discrimination, where communities can work together to create an environment where all people feel safe, supported, and included.

Emotionally and Culturally Intelligent

We are proud of our in-depth understanding of how experience and identity impact on people. We will ensure that all our services, offering and approaches are informed by awareness of the impact of experience on how people can access these. We utilise a trauma informed and culturally competent approach to ensure that everyone has fair access to truly benefit from all we do.

Knowledgeable and Insightful

It is essential that all of our equality work is informed by knowledge, awareness and insight into the communities that it most affects. We will strive to deepen our focus on utilising research, policy, data and insights to inform our priorities and actions under the EDI agenda. We also strive to contribute to the wider gathering of knowledge on identity and characteristics through undertaking our own research and understanding to disseminate throughout the FE Sector.

Proactive and Responsive

We endeavour to be at the forefront of EDI in FE across the UK. We want to spearhead innovative and progressive initiatives to truly make a difference to all, both within the Coleg Cambria community and beyond. We will positively impact our local communities and remain a key voice in the sector on all issues relating to equality, diversity and inclusion.

3. Our People

Below is the characteristic data of our colleagues here at Coleg Cambria. This overviews the different characteristic make up of our staff in different areas: management, business support, academic. We have noticed a discrepancy in our data in regards to gender reassignment, where 17 staff have identified as being transgender. We note that this is likely inaccurate due to a misinterpretation of the question and are working on processes to improve accuracy of this data.

Gender

	Managers	Business Support	Academic	Total Staff
Male	35	269	221	525
Female	50	500	287	837

Sexual Orientation

	Managers	Business Support	Academic	Total Staff
Heterosexual	69	590	378	1037
Gay or Lesbian	6	17	8	31
Bisexual	1	14	3	18
Other	0	5	0	5
Prefer Not To Say	9	143	119	271

Gender Reassignment

	Managers	Business Support	Academic	Total Staff
Yes	1	9	7	17
No	84	734	489	1307
Prefer Not To Say	0	26	12	38

Disability

	Managers	Business Support	Academic	Total Staff
Disability	5	56	37	98
No Disability	23	295	136	454
Prefer Not To Say	0	28	15	43
Not Disclosed	57	390	320	767

3. Our People

Religion	Managers	Business Support	Academic	Total Staff
Christian	43	303	180	526
Atheist	1	17	11	29
Buddhist	0	2	3	5
Muslim	0	1	1	2
No Religious Affiliation	30	288	168	486
Other	0	12	4	16
Prefer Not To Say	11	146	141	298

Age	Managers	Business Support	Academic	Total Staff
16-19	0	6	0	6
20-29	0	92	15	107
30-39	12	185	100	297
40-49	32	161	143	336
50-59	36	200	181	417
60-69	5	114	63	182
70+	0	11	6	17

3. Our People

Race				
	Managers	**Business Support**	**Academic**	**Total Staff**
Asian/ Asian British - Chinese	0	3	1	4
Asian/ Asian British - Indian	0	2	1	3
Black / Black British - African	0	5	2	7
Black/ Black British - Caribbean	0	0	1	1
Mixed / Mixed British - White and Asian	0	1	1	2
Mixed / Mixed British - White/ Black African	0	2	0	2
Mixed/ Mixed British Any other Mixed Background	0	3	2	5
Mixed/ Mixed British - White/ Black Caribbean	0	1	0	1
Mixed/ Mixed British - White/ Asian	0	2	0	2
Other (state if required)	0	1	0	1
Other Ethnic Group	0	2	0	2
Other/ Other British - Arab	0	1	0	1
Prefer not to say	0	21	11	32
White - Other	1	21	16	38
White - British	69	558	386	1013
White - English	0	18	6	24
White - Irish	1	5	2	8
White - Northern Irish	1	0	0	1
White - Scottish	1	2	0	3
White - Welsh	13	120	79	212

4. Equality Objectives

Our Strategic Equality Plan 2024-2028 laid out our equality objectives. The Strategic Equality Plan goes into detail about the development of the equality objectives, the consultation we undertook, and how they uphold the Public Sector Equality Duty.

Our equality objectives outline our priorities for enhancing equality at Coleg Cambria over the next four years.

Our equality objectives are:

Objective One:
Culture of Kindness

We will ensure that a culture of kindness is holistically embedded throughout Coleg Cambria where all benefit from the principles of: safety, trust, honesty, understanding, and support

Objective Two:
Empowering with Knowledge

We will empower our colleagues, students, and wider communities with knowledge about identity, experience, and culture to enable them to influence

Objective Three:
Inclusive Environments

We will audit and regularly review the inclusivity of our physical environments and spaces to guarantee all people feel welcome at Coleg Cambria

Objective Four:
Insightful EDI

We will gather appropriate data to remove barriers to equality and widen understanding of diversity

Objective Five:
Ensuring Equity

We will create equity for all through identifying and removing barriers and utilising a person centred approach to the learner and employee journey

5. Impact

Despite the fact our Strategic Equality Plan was only published in April, we have seen some great impact over the academic year 23/24 within our Equality Objectives. Below are the highlights of the impact we have had under each of our equality objectives.

Culture of Kindness

- Developed two staff trainings on peer-on-peer abuse for the Further Education Sector
- Co-delivered a Pan Wales Workshop on peer-on-peer abuse
- Developed a peer-on-peer abuse toolkit for the Further Education Sector
- Presented at Colegau Cymru Conference with Estyn on peer-on-peer abuse
- Created new methods for learners to report hate and sexual misconduct which saw 98 learners receiving support for this
- Developed working group to improve support for ESOL learners
- A Colour run to celebrate Holi saw 250 staff and students participate
- 500 students joined our CambriaFest, where we had a 'summer festivals' themed quiet zone called Peace Fields

- Sponsored Chester Pride and 10 students joined us in the march
- Collaborated with Wrexham Pride and Wrexham Council to run craft sessions and chats to give our learners an active voice in the first Wrexham Pride
- Developed Culture Collectives to share experiences on Faith, Culture and Diversity of which 350 students and staff attended
- Delivered an Alice in Wonderland themed ESOL integration event to highlight support available to ESOL learners
- Launched a new positive approach to behaviour through Graduated Approach, New Positive Behaviour Policy, New Student Code of Conduct
- Hosted 'The Great Debate' which saw 15 students and 7 staff come together to discuss learner behaviour

Empowering with Knowledge

- 129 Chaplaincy sessions delivered to 1742 learners across all sites
- 317 staff and students attended Holocaust Memorial Day talks across all sites
- Delivered 10 Inclusion Induction Days to 105 new staff at the college
- A pilot on embedding an anti-racist curriculum allowed 9 staff to receive specific anti-racism training
- All ESOL Tutors were trained in specific Trauma Informed Practices for Refugees and Asylum Seekers
- 60 Wellbeing and Support staff were trained in BME Mental Health

- 40 hours of Equality & Diversity Training was delivered to over 400 staff members
- Student Equality Podcast produced with Equality & Diversity Coordinator, Chaplain and Student Equality Officers
- Eid al Fitr campaign on social media which highlighted what Ramadan means to Muslim learners
- Training on Inclusive Practices and Equality to 40 student representatives
- Specific sessions on peer-on-peer abuse delivered to all Llysfasi students

5. Impact

Inclusive Environments

- 6 Viva LGBTQ+ sessions ran out of Coleg Cambria sites supporting cohesion between the youth group and our students

- Developed links with local Ethnic Minority Youth Support Team by running summer trips for 90 children, young people and families

- Established The Lived Experience Panel which brought 30 staff from diverse backgrounds together to represent their community to the college

- 8 ESOL Student Voice sessions were delivered to 230 ESOL learners to highlight support and listen to their voice

- Elected three Student Equality Officers who worked with the College to represent student perspectives on equality

- Developed a new Pagan Students' Group after noticing an increase in learners identifying as Pagan

- Created displays at college sites to visually display our equality values and commitment

- Renewal of our Disability Confident Employer Status

Insightful EDI

- Received a 'strong' conclusion to our internal audit for Equality, Diversity and Inclusion with no recommendations and 8 areas for best practice

- Developed a report on 'Inclusive Colleges' which outlined learners' perspective on inclusion, which was delivered to SMT

- Increased our LIFE Survey turnout by 520% in Term Two and 61% in Term Three

- Delivered a session for our Governors on our EDI approach and identified priorities for the Strategic Equality Plan

- Further research into peer-on-peer abuse was undertaken to explore learners barriers to reporting

- Delivered at Policy Insight Wales 'Delivering the LGBTQ+ Action Plan Conference' as a case study of LGBTQ+ Inclusion in Education

- Chaplain represented Coleg Cambria at International Eisteddfod as part of the North Wales Interfaith Forum

- A range of EDI briefings and reports were developed to highlight key topics e.g. Rwanda Plan, Antisemitism, Transphobia

- Deep dives into our data on characteristic gaps were delivered to SMT on a monthly basis

- Began developing a Culturally Competent Framework in collaboration with Diverse Cymru, and interviewed 6 staff and learners on what culture means to them

- Completed 42 Equality Impact Assessments for new policies and practices

- Colegau Cymru EDI Workshop was hosted at our Yale site, and our Equality & Diversity Coordinator wrote a blog for Colegau Cymru about this event

- Our Equality & Diversity Coordinator sat on Practitioner Advisory Group for Welsh Government's Guidance for Schools on Supporting Transgender and Non-Binary Learners

5. Impact

Ensuring Equity

- Equality & diversity support given to thirteen Curriculum Directors on embedding EDI within curriculum as part of the ADRE process

- Focus on equality & diversity within the coherent curriculum supported tutors to consider EDI when developing curriculum and delivering teaching and learning

- Achieved 41.3% of the actions within our Anti-Racist Action Plan, with 54.4% of the actions in progress

- All Curriculum Directors received training on EDI in the curriculum

- One-to-one support offered to 72 learners from Chaplaincy

- 125 referrals for support to Equality & Diversity

- Gender, Disability and Ethnicity Pay Gap Reports were produced and no pay gap was identified in terms of disability

- Inclusive Recruitment pilot was undertaken to make innovations to recruitment process

- Equality, diversity and inclusion added onto all Campus Council agendas

6. Action Plan

Our Strategic Equality Plan was published in April 2024. This means that the focus for the last year has been developing the plan, and creating an action plan to sit alongside it. Between April 2024 and September 2024 (time of writing), we have developed a cohesive Equality Action Plan which identifies the actions we will be taking over the next 12 months to make progress towards our equality objectives.

Below is our Equality Action Plan. We will update this and publish annually within this document, alongside the updated impact of the previous year's Equality Action Plan.

Objective One: Culture of Kindness
Objective Lead: Cath Sullivan

Target	Target Lead	Actions	Start	End
Formulate a cohesive approach to preventing, reporting and responding to peer-on-peer abuse	Alice Churm	Research report into PoPA at Cambria Student reporting system for PoPA Student campaign on PoPA Sessions on PoPA embedded in MADE Monitor data on PoPA Staff to undertake training on PoPA	May 24 Sep 24 Sep 24 Oct 24 Sep 24 Oct 24	Sep 24 Jun 25 Mar 25 Sep 25 Sep 25 Jun 25
Ensure that all our support provisions holistically embed an understanding of identity, experience and characteristics	Bethan Charles	Cultural Competency framework developed Audit of student opinion on support Focus group with student officers on support Support services staff to undertake EDI training Using LIFE Survey to tailor support Continue ESOL Working Group	May 24 Sep 24 Oct 24 Sep 24 Sep 24 Nov 24	Jan 25 Jun 25 Dec 24 Jun 25 May 25 Jun 25
Celebrate key equality days throughout the year with enhanced knowledge, events and activities	Emma Stedman / Mark Hughes	Develop the EDI Calendar Social media posts dedicated to key equality days More EDI dates in MADE Programme Focus on EDI in Student Support Meetings Expand culture collective events across other sites Shared spreadsheet for cross collaboration	Aug 24 Sep 24 Sep 24 Jul 24 Sep 24 Jul 24	Sep 24 Jun 25 Oct 24 Jul 25 Jul 25 Sep 24
Develop opportunities for learners, colleagues and the wider community to actively participate in creating a more equitable society	Emma Roberts	Promote the Lived Experience Panel Monitor impact of Lived Experience Panel Monitor external agencies in relation to EDI Renew our Disability Confident Employer marker	Sep 24 Sep 24 Sep 24 Jul 24	Oct 24 Jun 25 Jun 25 Sep 24
Understand the changing learner experience to embed and promote respect and tolerance	Lizzie Stevens	Continue The Great Debate Across different sites Align Respect project with this action plan Develop a staff training on learner behaviour	Jan 24 Oct 24 Nov 24	May 24 Dec 24 Feb 25

6. Action Plan

Objective Two: Empowering with Knowledge
Objective Lead: Steven Peacock

Target	Target Lead	Actions	Start	End
Creating and delivering a comprehensive equality training programme for colleagues	Alice Churm	Plan what EDI training needs to be developed Develop online training courses Advertise EDI trainings on Happeo Continue work on Phased Approach project	Sep 24 Sep 24 Aug 25 Sep 24	Oct 24 Aug 25 Aug 25 Jun 25
Ensuring understanding of identity, experience and culture is embedded wihtin the curriculum and MADE programme	Daniel Reading / Steven Peacock	Develop resources and E&D content for MADE Develop Inclusive Roadshow Process and training on Diverse Curriculum Increase opportunities for staff sharing schemes	Jul 24 Sep 24 Sep 24 Jan 25	Sep 24 Feb 25 Jul 25 Jul 25
Fostering a shared equality language informed by sector policy and insights to enable conversation	Alice Churm	Review EDI Dictionary as resource Reporting from LIFE Survey to highlight language Develop toolkits for PoPA to support language use	Nov 24 Oct 24 Dec 24	Dec 24 May 25 Jun 25
Developing part-time courses related to equality, diversity and inclusion to empower our wider communities	Sean Finnigan	EDI part-time sessions in business school Establish Inclusion Conference for externals Continued Trauma Informed Training for community	Sep 24 Nov 24 Sep 24	Aug 25 Jul 25 Jul 25

6. Action Plan

Objective Three: Inclusive Environments
Objective Lead: Alex Evans

Target	Target Lead	Actions	Start	End
Establish a process for annual inclusion audits of all our sites, spaces and future planning and liaising with specialist organisations to inform this	Lizzie Stevens / Alex Evans	Annual access audits with external company Undertake access audit for 24/25 Commit to costing an annual access audit Review auditing of hearing loops Review the previous inclusion audit Establish cycle for audits to take place Embed EIAs into facilities planning Annual Sensory Audit	Sep 24 Sep 24 Dec 24 Sep 24 Sep 24 Dec 24 Nov 24 Sep 24	Jul 25 Jul 25 Feb 25 Jul 25 Jul 25 Feb 24 Jan 25 Jul 25
Building appropriate facilities for all identities on every site including infrastructure and offerings	Bethan Charles / Alex Evans	Undertake facilities review with Lived Experience Panel Inclusion involvement in future planning Embed questions on facilities in LIFE Survey	Nov 24 Sep 24 Sep 24	Nov 24 Jul 25 May 25
Utilising new and emerging technologies to innovate and enhance equality provision	Emma Stedman / Sean Finnigan / Adam Cleaver	Establish our current EDI technologies Research good practice for EDI tech Establish challenges in EDI areas for college currently Explore new software and tech Regular horizon scanning for new tech	Sep 24 Sep 24 Dec 24 Sep 24 Sep 24	Jun 25 Jun 25 Jun 25 Jun 25 Jun 25
Reviewing our communications to explore and understand the impact of the language we use	Llinos Roberts	Produce style guides in plain English and Welsh	Sep 24	Jun 25
Visually displaying our commitment to equality, diversity and inclusion to communicate Coleg Cambria as a safe space for all	Emma Stedman	New process for posting CAD on social media Instal new signage that promotes values of EDI Safe Spaces pledge and campaign	Jul 24 Jul 24 Sep 24	Sep 24 Sep 24 Sep 25

6. Action Plan

Objective Four: Insightful EDI
Objective Lead: Alice Churm

Target	Target Lead	Actions	Start	End
Reviewing our data capturing methods to ensure employee and learner equality data is accurate and appropriate	Alice Churm / Emma Roberts	Embed EDI monitoring form in student application Review staff question on transgender Investigate LIFE Survey for staff	Jul 24 Jul 24 Nov 24	Dec 24 Sep 24 Sep 25
Utilising data, research and policy to inform all equality planning and remaining knowledgeable on changing landscape of EDI	Alice Churm	Embed learning from inclusive recruitment in HR Continue involvement in external projects Plan EDI research project for next year Develop LIFE Survey Report 24/25 Create a Happeo space for policy updates Author two hot topic research reports on EDI	Oct 24 Sep 24 Sep 24 Oct 24 Nov 24 Oct 24	May 25 Aug 25 Jun 25 Jul 25 Dec 24 May 25
Reviewing our EIA guidelines, and expanding the use of EIAs outside of just policy to explore all processes and services at the college	Alice Churm	Embed Trauma Informed Approaches in EIA process Review EIA format and create new toolkit Present new EIA to staff and get approved Develop training for staff on undertaking EIAs Ingrain the LEP into EIA process	Jul 24 Jul 24 Aug 24 Oct 24 Jul 24	Sep 24 Sep 24 Oct 24 Dec 24 Oct 24
Broadening the prevalence of equality within our governance structures to ensure that it is woven within everything we do	Lizzie Stevens	Review E&D Committee to focus on this plan Mandatory CIP Target 25/26 on EDI Develop session with governors to explore EDI Whole college EDI SAR to make recommendations	Jul 24 May 25 Sep 24 Jul 24	Aug 24 Sep 25 Jul 25 Nov 24
Using national benchmarking tools and frameworks to monitor our position related to equality, diversity and inclusion	Alice Churm	Develop and upskill relevant EDI staff Complete AoC EDI Charter Renew our Disability Confident Employer marker Audit chartermarks and benchmarking tools	Sep 24 Sep 24 Jul 24 Jan 25	Sep 25 Jan 25 Sep 24 Apr 25

6. Action Plan

Objective Five: Ensuring Equity
Objective Lead: Cath Sullivan

Target	Target Lead	Actions	Start	End
Providing appropriate support and learning experience for non-FE pathways	Steven Peacock / Katie Griffiths	Improve processes for WBL and Learning Support Collaboration	Sep 24	Sep 25
		WBL - SAR Input drawing from employer and learner surveys	Sep 24	Dec 24
		Review HE transition process in conjunction with LJMU	Sep 24	Jul 25
		Targetted EDI CPD for WBL and HE staff	Jan 25	Jun 25
		Launch LIFE Survey in HE	Sep 24	Oct 25
		Review LIFE Survey HE responses to plan for support	Oct 24	May 25
Provide a tailored transition experience to ensure learners from diverse communities feel supported and included as they start their journey at the College	Bethan Charles / Vicky Edwards	Pilot targeted transition activities for diverse communities	Jan 25	May 25
Develop and implement innovative recruitment and employment progression practices aimed at enhancing inclusivity and accessibility throughout all stages of the employee journey	Joanne Freeman	Develop a report into Inclusive Recruitment	May 23	Dec 23
		Develop project to pilot inclusive recruitment	Apr 24	Dec 24
		Further roll out of inclusive recruitment	Jan 25	Jul 25
		Implement blind recruitment	Sep 24	Jul 25
Review our gender, ethnicity and disability pay gaps and undertake actions identified to reduce gaps	Emma Roberts	Develop Gender Pay Gap Report 23/24	Sep 24	Dec 24
		Develop Disability and Race Pay Gap Reports 23/24	Sep 24	Dec 24
		Embed 2023 and 2024 action plan into this plan	Jan 25	Jul 25
Expanding our DICE Dashboard to review, monitor, and target intervention across identified gaps	Alice Churm	Implement E&D monitoring form	Sep 24	Nov 24
		Input LIFE Survey data in ebs	May 25	Jul 25
		Review LIFE Survey data method gathering	May 25	Jul 25

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