



Who gets a say and why?

Working in partnership with marginalised groups and communities

Andre - Community Equality Manager – Westminster City Council

Gav – Head of Systems Practice - MEAM

info@meam.org.uk



Making Every
Adult Matter

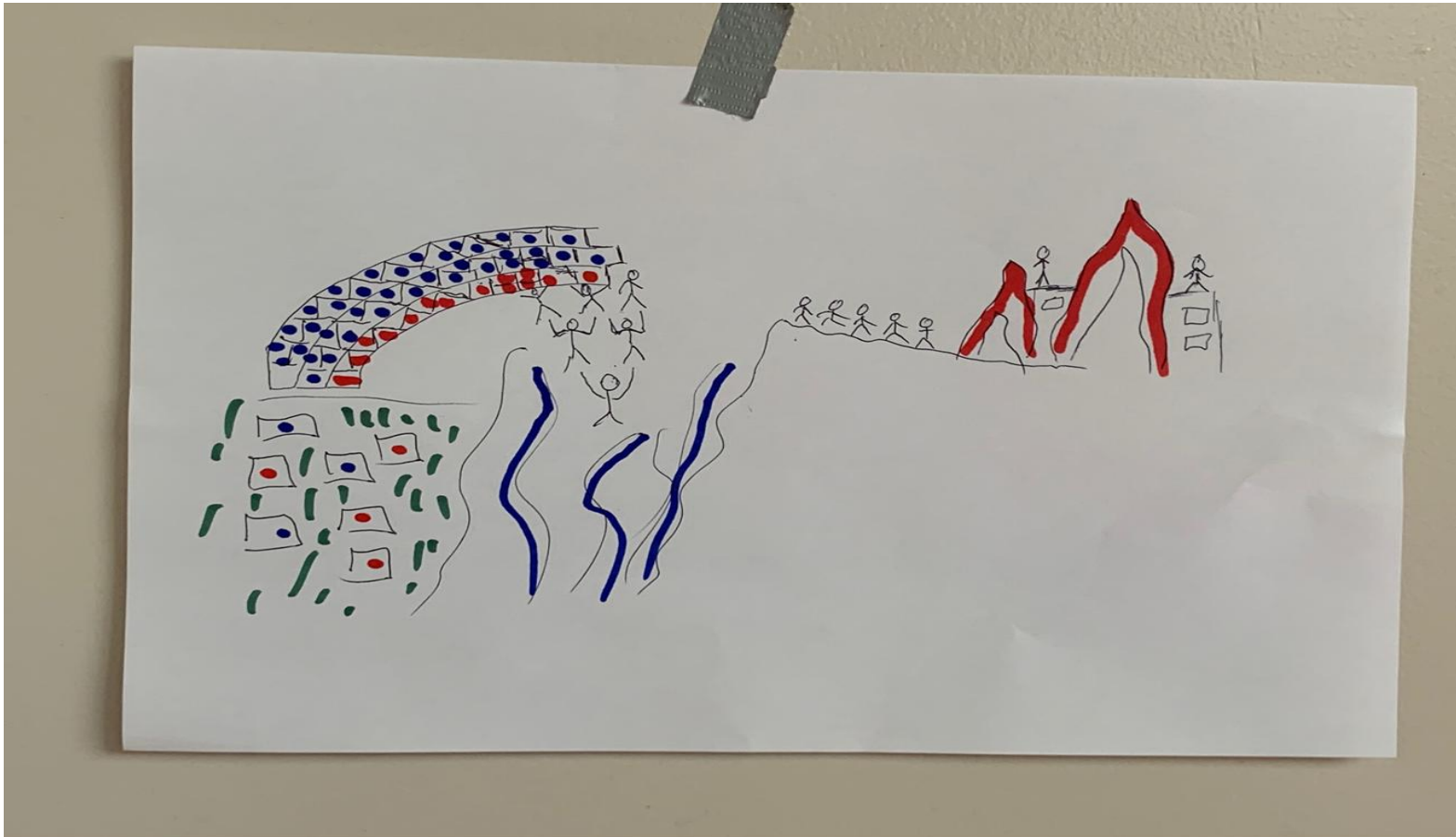


Changemakers: A whistle-stop Tour



Introduction

Intro to Changemakers



Today a baby born in our most deprived wards has an average life expectancy of 76 years, 18 years less than that of a baby born in Knightsbridge and Belgravia (94 years).

Intro cont.



Our vision is to reduce health inequalities in Westminster significantly by the year 2035. We will do this by considering how we change our approach towards working with our communities through:

LISTEN to lived experiences

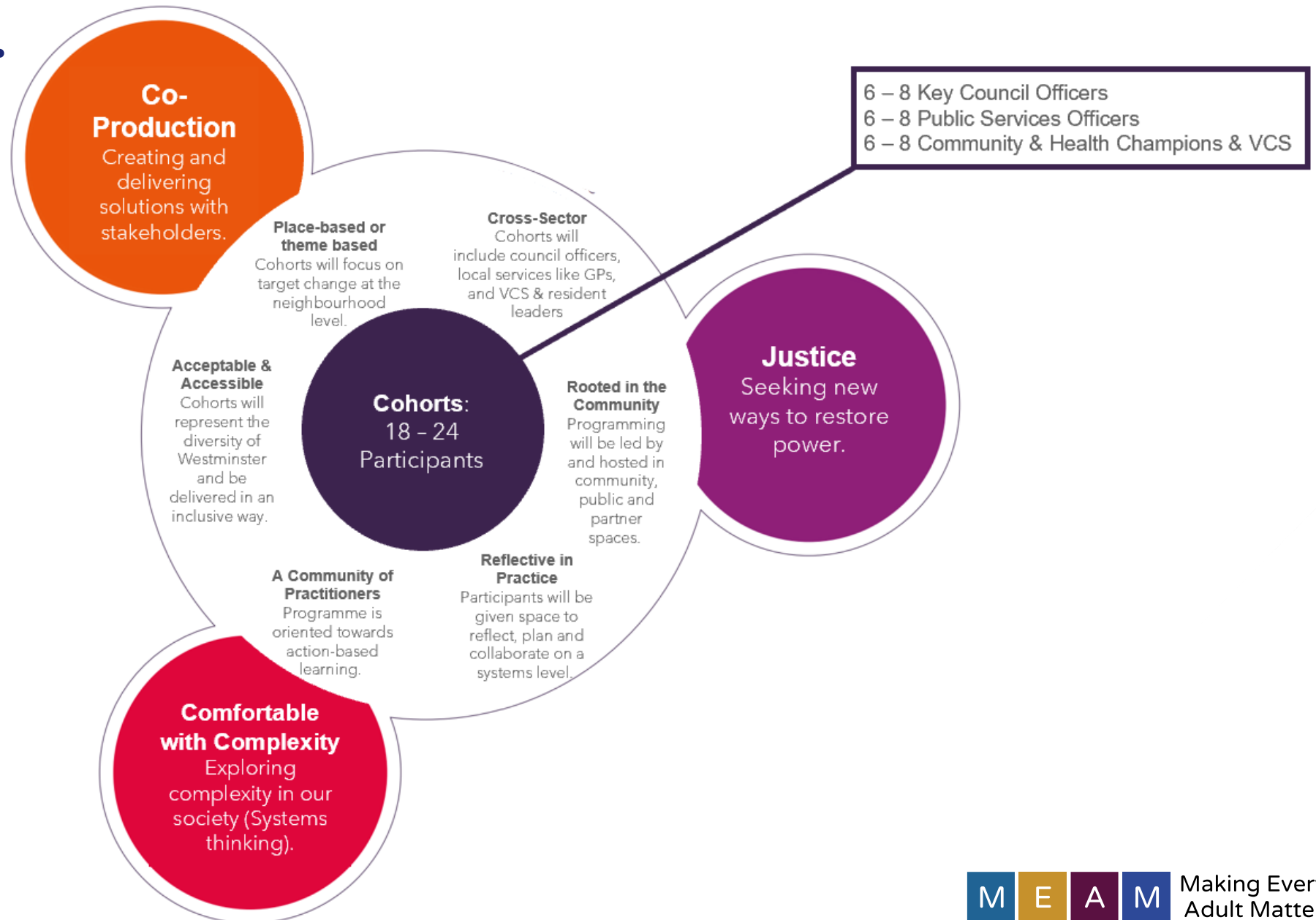
CONNECT with each other

AMPLIFY the good work happening

ACCELERATE change across Westminster

#2035

Intro Cont.

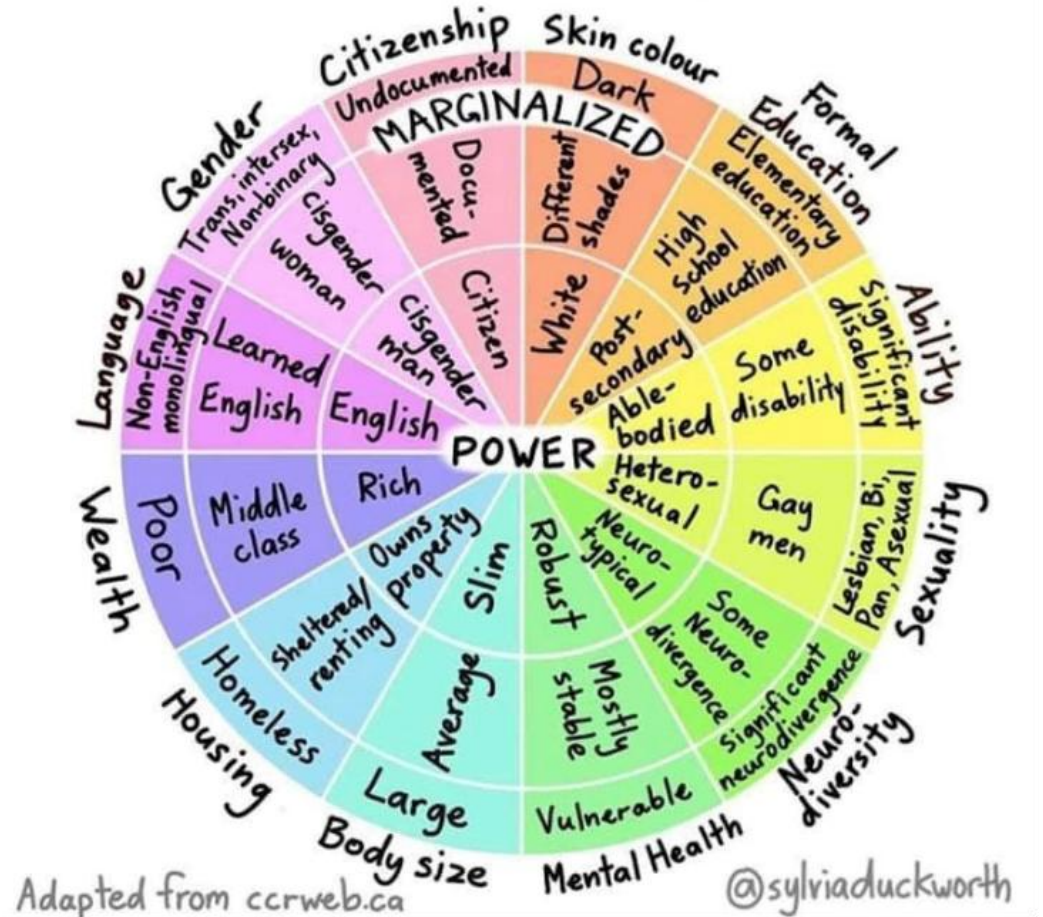
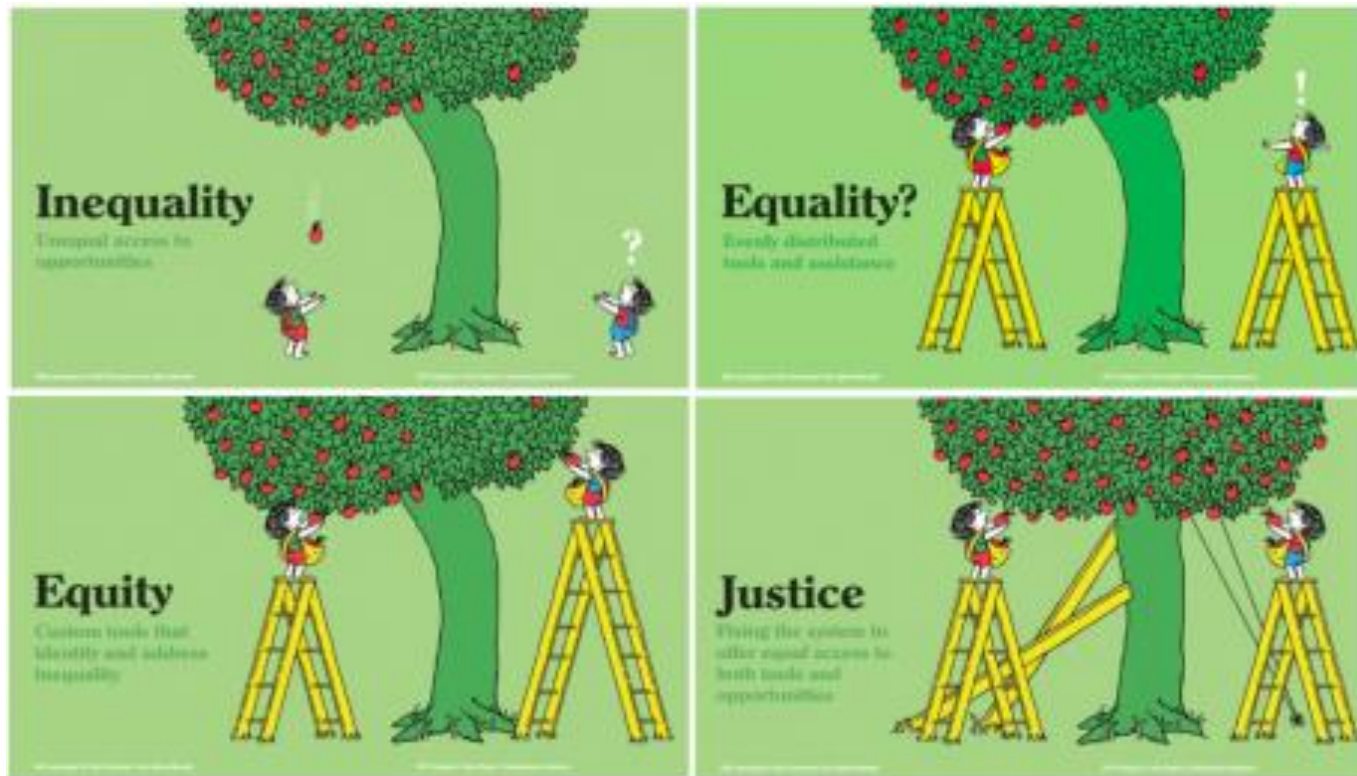




Underlying Foundations

Justice, Racism and Anti-oppression

WHEEL OF POWER/PRIVILEGE

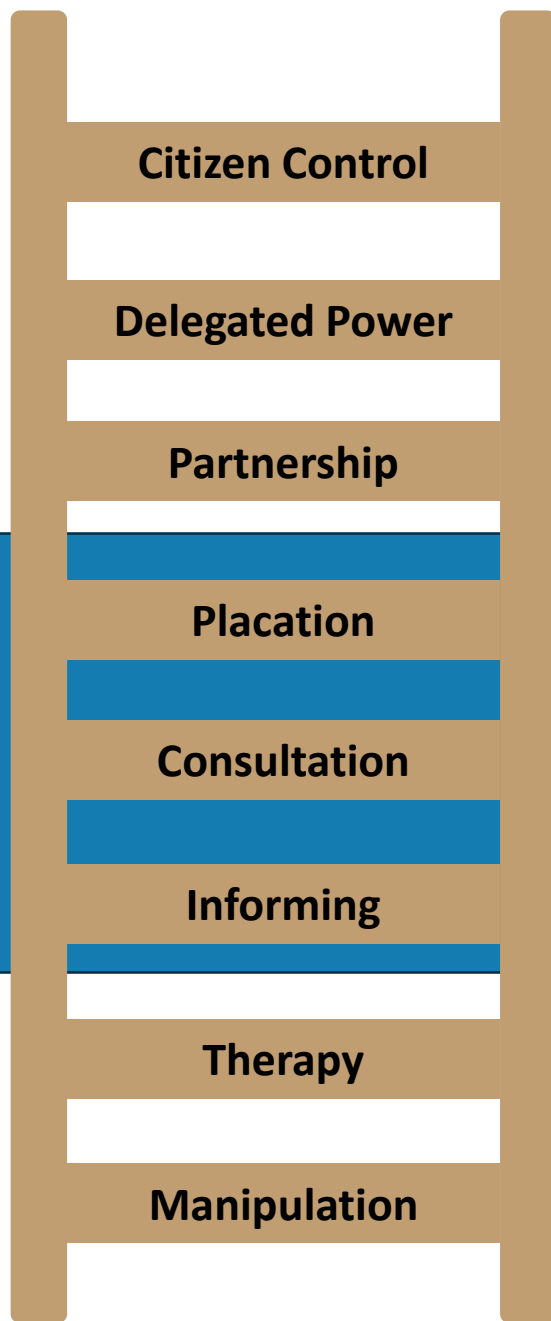


Co-production



“Participation without redistribution of power is an empty and frustrating process for the powerless”

Sherry Arnstein, 1969



Citizen power

Increased decision-making power, for the equal distribution of power

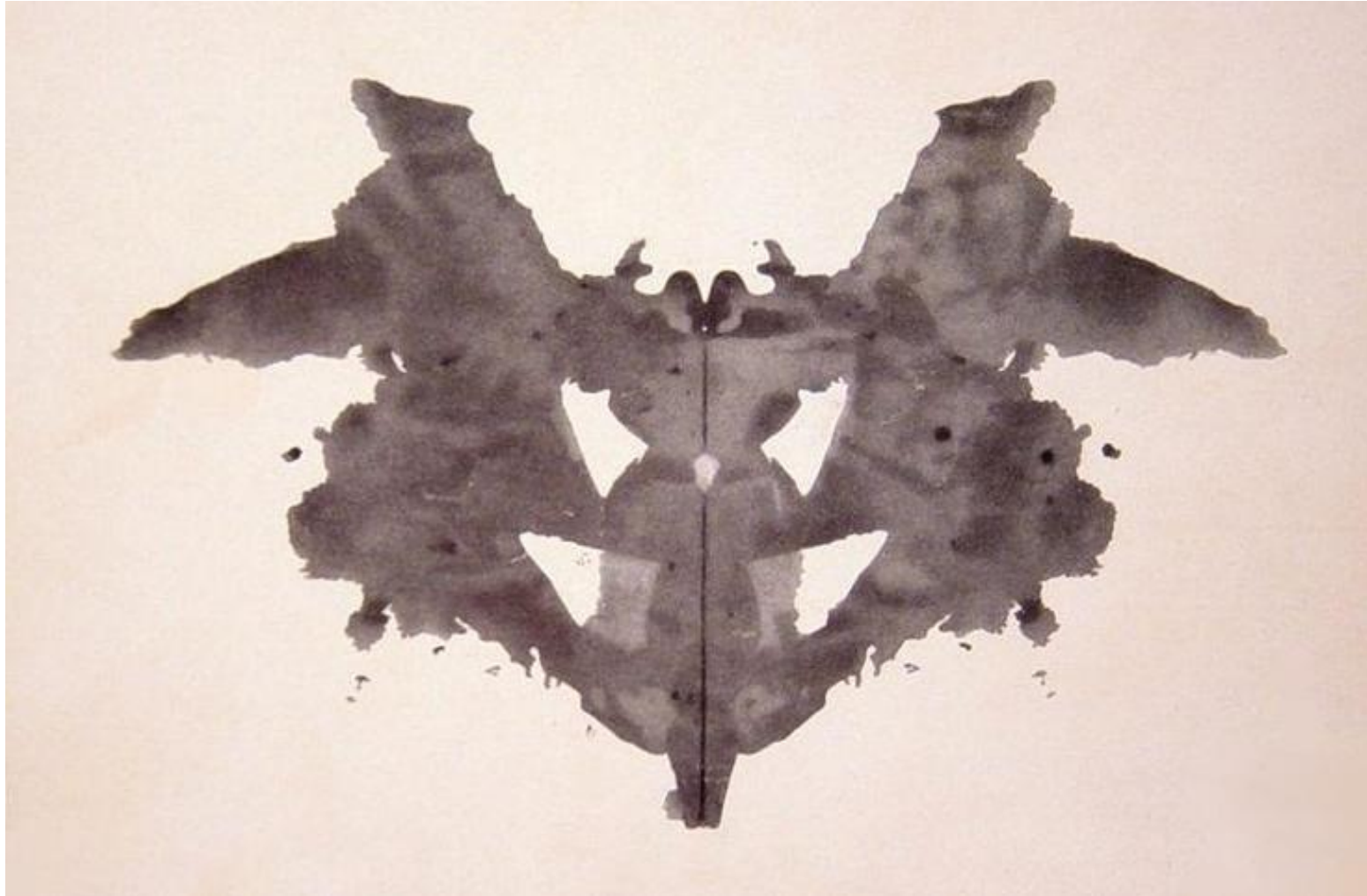
Tokenism

Some participation, but only the power-holders have the right to decide.

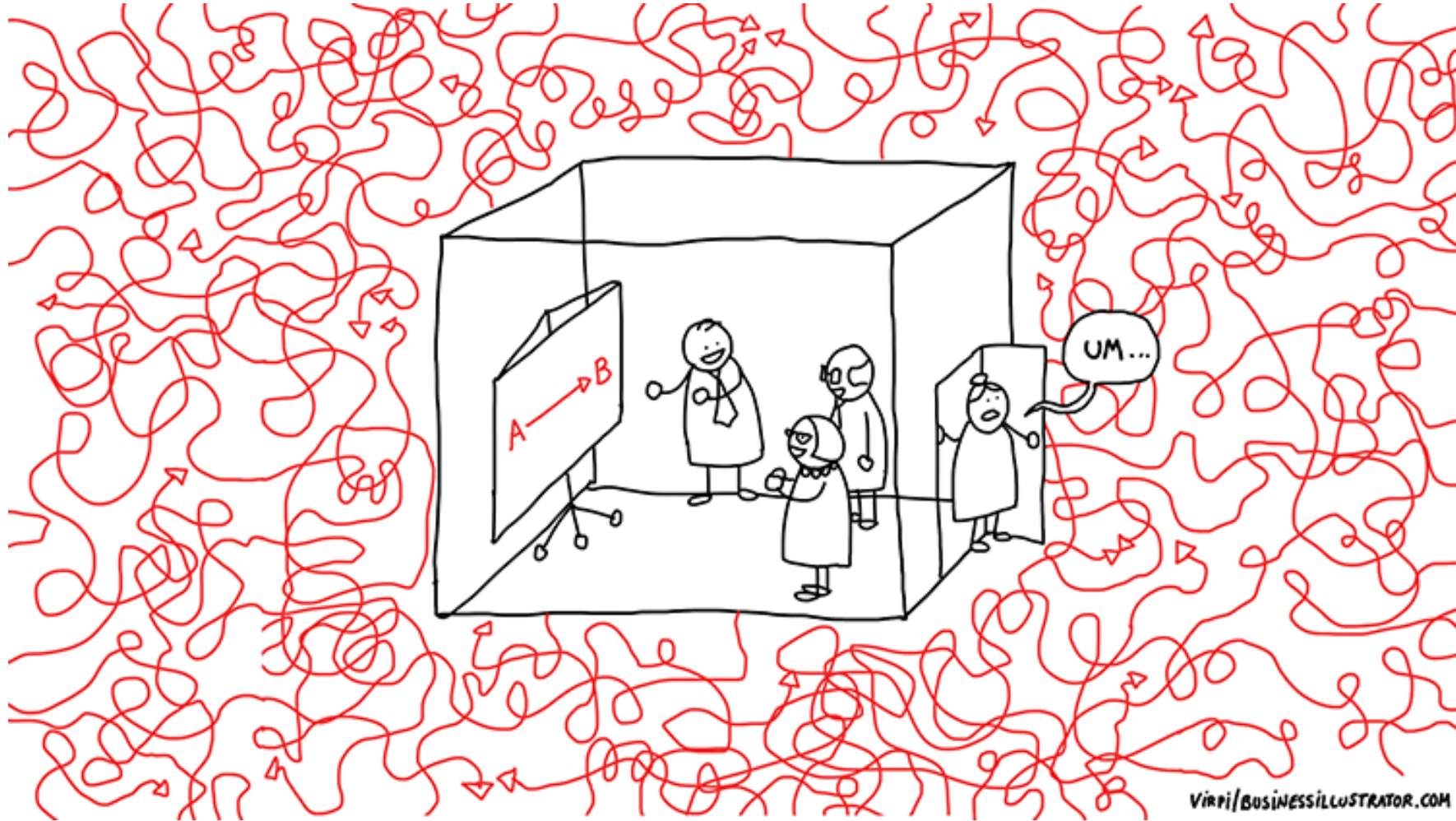
Non-participation

Educate or cure the 'Powerless' ZERO ownership

Systems Thinking



Systems Thinking





Structure

Each Changemakers is focussed on a particular local issue:

- Community Hubs
- Climate Change
- Health inequalities across different cultures/communities
- Community Resilience
- Leisure Centre Contracting
- Community Equality Strategy

Structure of changemakers



Day 1

- Understanding Citizen Control
- Justice, racism and Anti-oppression
- Co-production

(Officers and VCSE's only)

Day 2

- Building Community
- Systems Thinking to explore the issue
- Co-production to explore and plan

(With residents as well)



Your turn: A taste



Community Exercise

Better than a warm up...



- Rapidly build community through deep, authentic connections
- Prioritises connection over content – relationships rule complex systems
- Practice and develop active listening – listening to a system beats shouting at it
- Learn about others, recognise their strengths and attributes, bring the humanity back into the system

Community exercise - knowing



Why is it
important for
you to be here
today?
(beginner)

That's interesting
– tell me more
[about X]...
(alternative)

And why is that
important to
you?
(deepening)

Initial question

Follow up questions

Community exercise - Gifts



A Gift I
recognise/value
in you is...

Gift

Thank you very
much, I enjoyed
hearing that.
(basic)

Thank you, I
enjoyed hearing
that... please tell
me some more...
(advanced)

Responses



Outputs and Reflections

Outputs and benefits of Changemakers



- Cohort 1: A community organisation took over a community hub, delivering their first contract with the council.
- Cohort 2: Intergenerational programming increased engagement in a small local programme. The impact of this garnered the attention of our local cabinet and the programmes has now been funded and expanded.
- Cohort 5: A co-author board was established to co-author a council strategy, that board will shift to a governance function once the strategy launches in Summer25.
- Cohort 11: 15 local health practitioners invested hundred of clinic hours to rethink their widening participation for underutilising communities.

Facilitator's reflections

- Really feels different, and progressive
- People really open up, they really listen
- It's not all roses
- Creativity is key
- Structure
- Group hug
- Different formats for different groups of people.
- Investing in relationships
- Widens Participation
- Good for restoring trust and newer council officers or partners
- Limits on scale

What the participants say



“This truly feels different”

“This is the best [engagement]
I’ve had with the council”

“It’s been so valuable to connect
and build relationships”

“To properly listen to, and engage with
residents on a level is a game-changer”

Q&A





Thank you!

Andre - Community Equality Manager – Westminster City Council

Gav – Head of Systems Practice - MEAM

info@meam.org.uk



Making Every
Adult Matter