



Recognising Multiple-Identities - Delivering a Multi-Dimensional Framework.

Caroline Ellis

Joint Deputy Chief Executive RADAR

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Incorporating the New and Existing Equality 'Strands'

- Harmonisation – a chance to get rid of anomalies such as the ridiculously over-complex definition of disability; make law easier to use for those with rights and those with duties – will enhance compliance
- But tackling disability discrimination and achieving fair treatment for individual disabled people, for example, sometimes requires slightly different approach. The Equality Bill must address need for specific protection against **disability related discrimination.**

Benefits of Comprehensive protection

- Provisions on prohibiting age discrimination in goods and services widely welcomed across the strands – strong support within disability movement (2/3rds disabled people are over 65 – major injustices arise from combination of ageism and disablism in health and social care)
- Many do face compound/multiple discrimination (for example harassment on grounds of race, religion and disability combined) – this is a chance to dismantle the myriad barriers that hold people back

Understanding and Responding to the Complexity of Individual Identity

- Many people face intersectional discrimination for which there is currently no legal recognition nor remedy – Government has pledged to address this.
- Single Equality Duty – opportunity to address multiple discrimination and ensure issues which have been marginalised for too long and which demand specific strategies to remedy (e.g. Domestic violence against disabled women; BME disabled people's widespread exclusion;) finally get attention they deserve

Key challenge...

- Ensure that both equality legislation and the body charged with enforcing it maintain focus on addressing key issues specific to individual strands as well as constructing a new politics of equality and broad coalitions to tackle social injustices that cut across different strands

(Human rights framework is a positive here: we don't want equality of misery, we want a better quality of life for all)