

'Connecting Leeds For All' Progressing EDI beyond the business case

CIHT Conference

11th June 2024



Connecting Leeds Transport Strategy



Our vision for Leeds is to be a city where **you don't need a car**.
Where everyone has an affordable, accessible, zero carbon choice in how they travel.



TACKLING CLIMATE CHANGE



DELIVERING INCLUSIVE GROWTH



IMPROVING HEALTH AND WELLBEING



De-carbonising
Transport



Creating healthier
streets, spaces
and communities



Transform the
city centre



Enhance public
transport

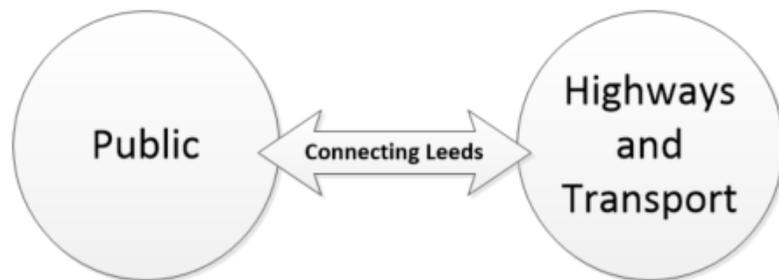


New Mobility
Solutions



Deliver a Mass
Transit Network

The Connecting Leeds team within Highways and Transportation



- Enables H&T Planners, engineers and technical staff to work with communities
- Involving communities early, demystifying the technical
- Feedback informs designs and business cases
- Doing schemes *with* people, not *to* them

A660: Improving safety and the design of our streets

We want to make improvements to the A660 between Shaw Lane junction in Headingley to St Mark's Road in Woodhouse. By improving the design of our streets people and communities will be put first, before vehicles. More space for people, and less for cars helps people feel safe travelling in greener, healthier ways.



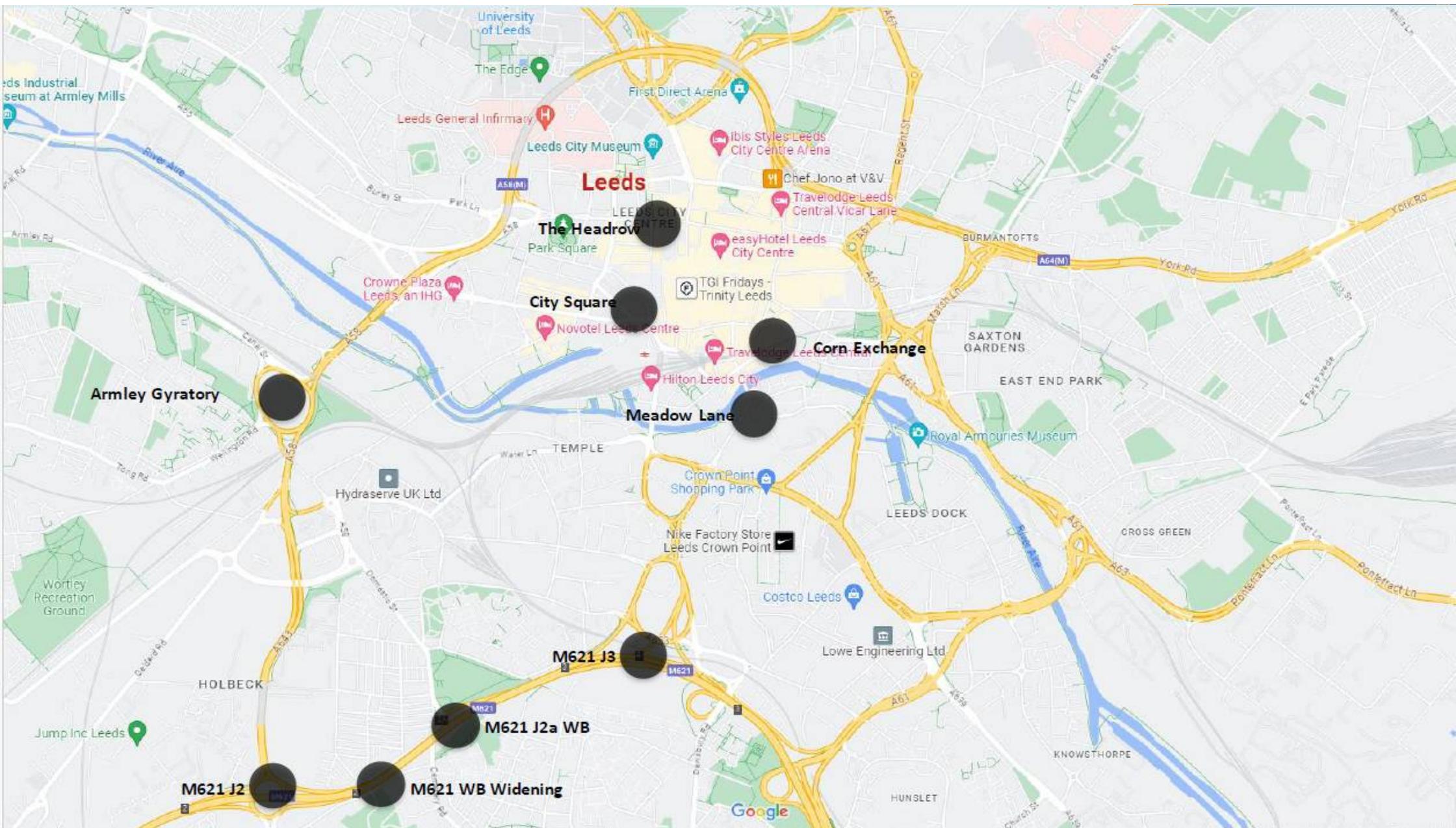
Find out more and have your say on our proposals until **Sunday 5 March 2023**. You can feedback by either:

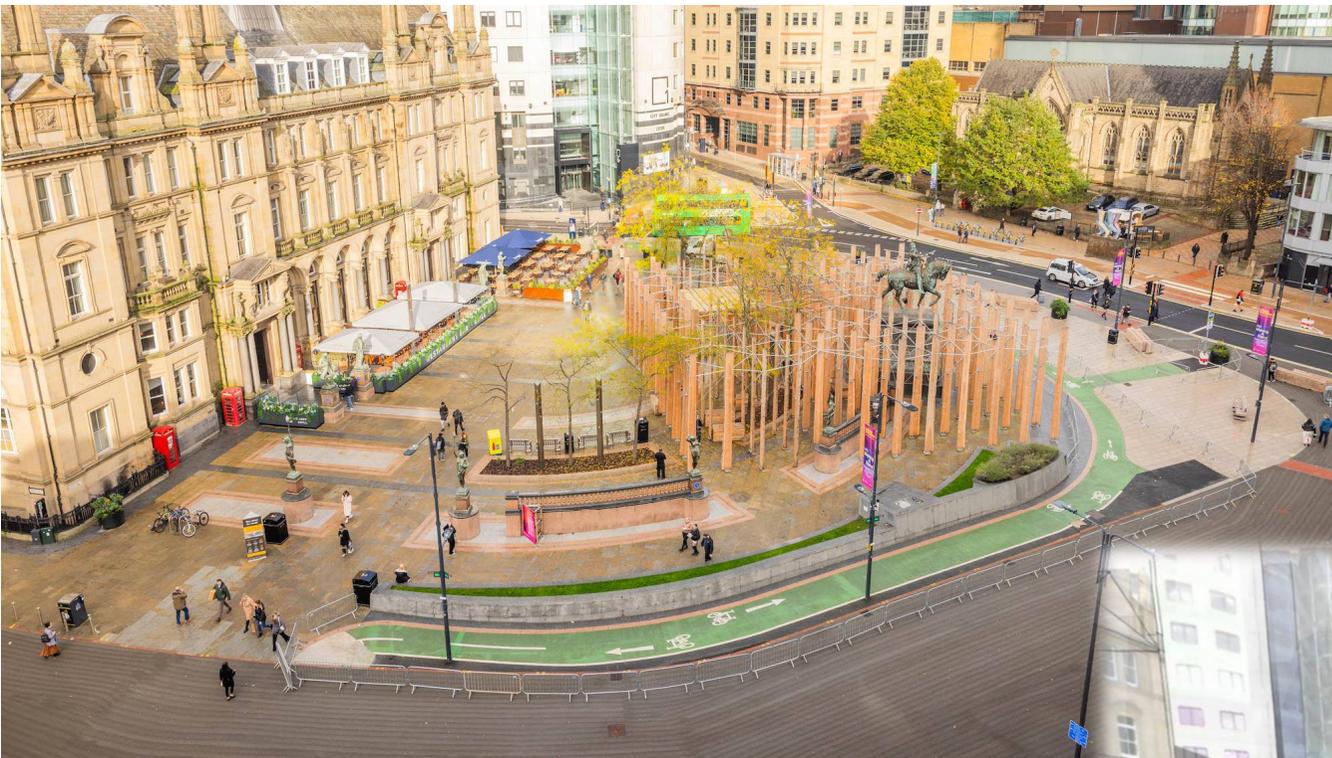
- Viewing the proposals and completing our online survey. Scan the QR code or visit: bit.ly/posterA660



- Attending a drop-in event:

Thursday 16 Feb 2023	St Chad's Parish Centre, Otley Road, LS16 5JT	3-7pm
Tuesday 21 Feb 2023	HEART Centre, Bennett Road, LS6 3HN	3-7pm
Saturday 25 Feb 2023	St Augustine's Wrangthorn, LS6 1BJ	1:30-4:30pm
Tuesday 28 Feb 2023	Room 6, Leeds University Union, LS2 9JZ	10am-3:30pm



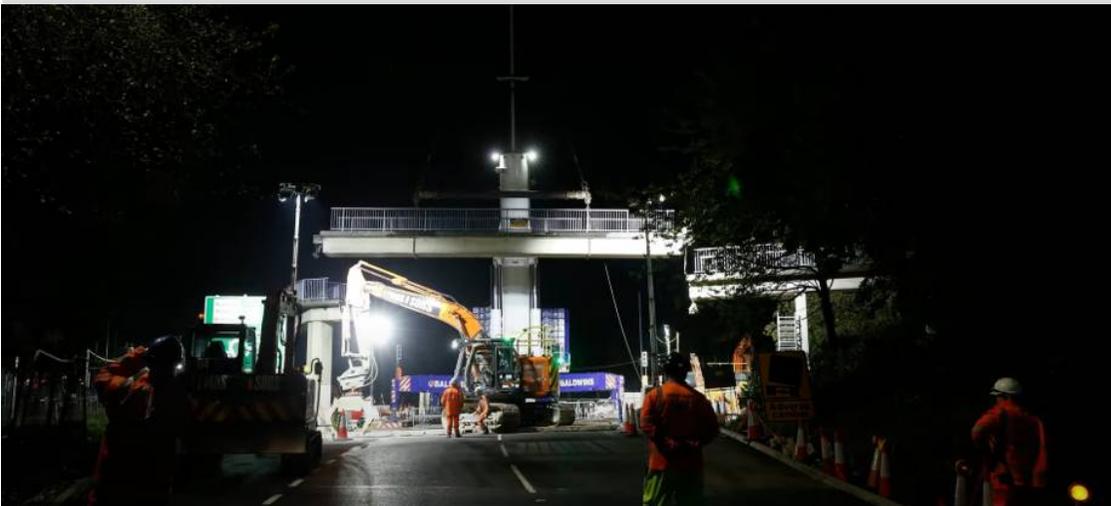


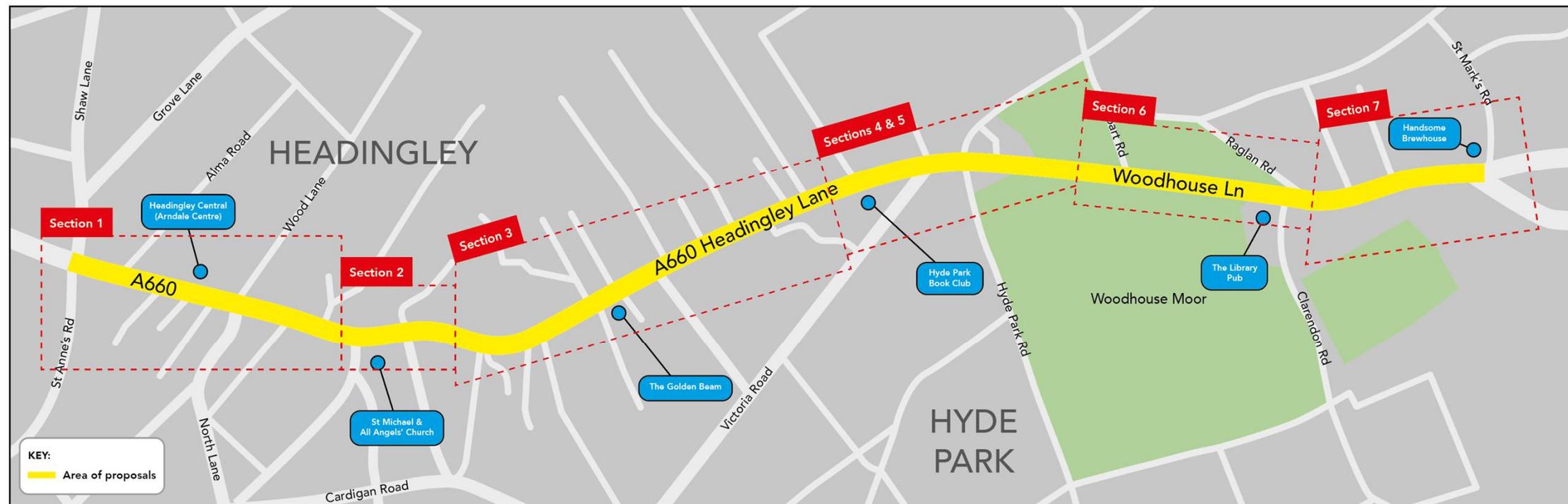


BEFORE



AFTER







Social Value





"Within my team I have a great support network and I know I can always ask for help. I enjoy the challenge of supervising on site and solving real problems.

Be confident and go for it, if you don't try you will never know what you can achieve!"

**Abbey, Apprentice Engineer,
Leeds City Council**

"Safety is everyone's responsibility, and our road safety trainers work with schools to teach thousands of children the valuable skills to keep themselves safe.

We all have our role to play in leading by example."

**Rosie, Road Safety Team Leader,
Leeds City Council**

Social value and EDI in recruitment: attracting women and girls to H&T Careers by making them visible



Leeds City Council

42,279 followers

11mo • 🌐



Today marks International Women in Engineering Day and we're shining the spotlight on some of the amazing women working in engineering at the council



The theme of #INWED23 is #MakeSafetySeen, highlighting women that work in engineering and building towards a safer, brighter future.

🚧 Good design is key to safety in engineering and first up we're hearing from Lisa, a Group Civil Engineer in the Major Schemes team. Lisa has gained experience designing and supervising major schemes and now manages a team of engineers.

...see more



You and 75 others

2 comments • 4 reposts



Like



Comment



Repost



Send



Add a comment...



Most relevant ▾

'Connecting Leeds For All' initiative specifics

Challenges and barriers identified:

- inaccessible materials
- certain groups under-represented
- responses unrepresentative of area
- engagement focused on transport groups and interested people
- resident research came from Councillor/Officer anecdotal insights

Three **priority objectives** to overcome the above in 2023:

- Consultation feedback to match ward demographics
- Materials to be made accessible to those who'd previously described barriers
- Find new engagement opportunities with previously unreached groups



Actions taken to meet the CLFA priorities

- Quieter seating areas for those with neurodiverse or age-related requirements at our events
- New question on Commonplace 'How easy was this survey to understand?'

8. What is your sexual orientation? (Select one or more options)

Straight Gay Lesbian Queer Bisexual Asexual Pansexual

Prefer not to say I prefer to use my own term (please specify): _____

Options for physical measures in active travel neighbourhoods.

Modal Filter One way entry with cycle bypass Traffic calming feature

▼ 1 way entry with cycle contraflow



▼ Bike hangar



▼ Bollard closure

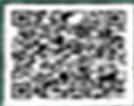


Leeds Streets for All

Have your say on travel issues in Calverley & Farsley, Farnley & Wortley, and Pudsey



We want your feedback on any issues related to travel in your community. This could be about how you access public transport, whether you feel unsafe walking, wheeling or cycling, the street's attractiveness or where traffic and speeding are causing concern. Your comments will help us prioritise improvements, when funding becomes available.



Have your say online

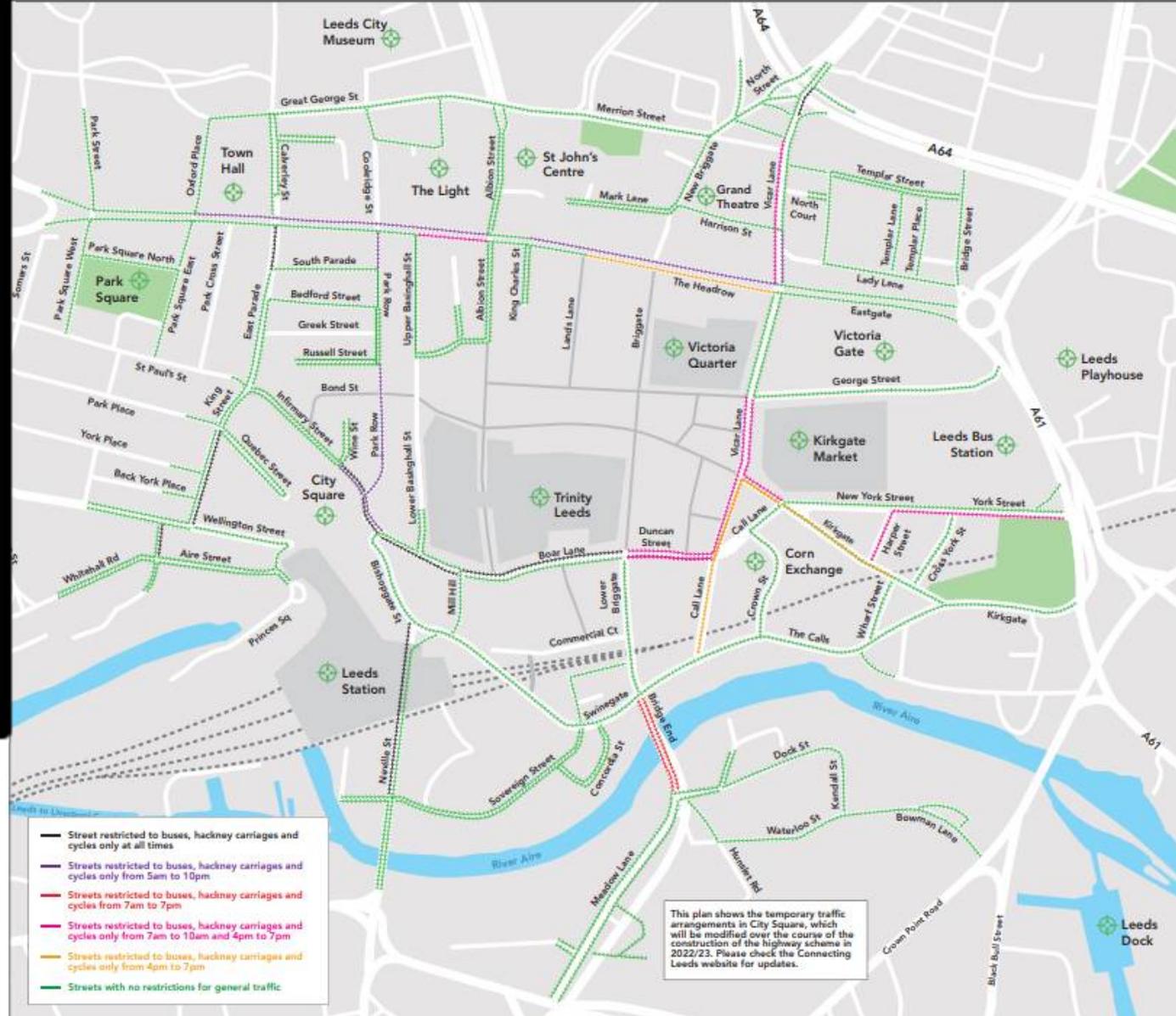
Scan the QR code or visit bit.ly/leedsstreetsforallinspector

Have your say by
**Sunday
7th July**

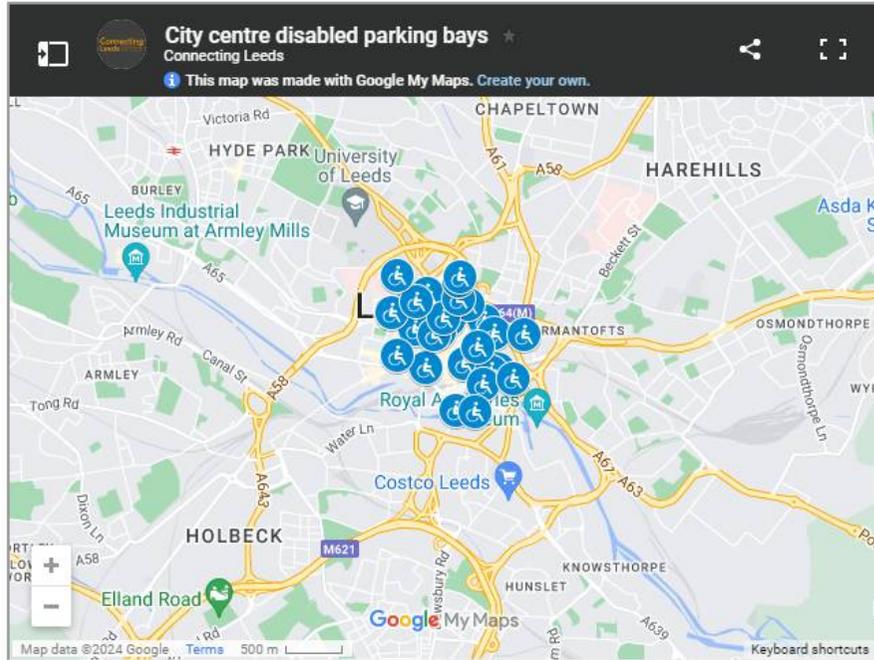
If you have any questions, please contact us
 @ connectingleeds@leeds.gov.uk
 ☎ 0113 336 8868
 📱 www.facebook.com/connectingleeds
 📍 @connectingleeds



City Centre Traffic Restriction Routes



Blue badge parking access and exit routes



Below is a list of 'What 3 Words' locations to help blue badge holders find parking spaces in the city centre.

1. Alexander Street: <https://w3w.co/aura.pushed.super>
2. St Anne's Street: <https://w3w.co/drove.exchanges.rounds>
3. Mark Lane: <https://w3w.co/guides.fine.hook>



Monitoring and Evaluation

Utilising 2021 Census data to research demographic ward make-up at the start of a campaign or survey

Then, once a consultation or campaign is live:

- Weekly 'reach reports'
- Agile targeted advertising
- Targeted messaging
- Extra engagement



Visitors and responses to the survey over time



Highways & Transportation's wider 3 Point Plan

Priority One: Improved consideration of EDI in scheme development, procurement, design and delivery.

Outcome: Improved team awareness and better outcome in terms of scheme design and delivery.

Priority Two: Ensuring an inclusive working environment – undertaking available training and calling out “banter”.

Outcomes:

- More inclusive working environment for all staff
- Better team spirit and cohesion
- Face to face meetings working well with active discussion and increased awareness

Priority Three: Inclusive recruitment practices recognising where teams are not representative and seeking to address the balance.

Outcome: Diverse recruits progressing through structure and now in permanent roles and some success sponsoring external candidates

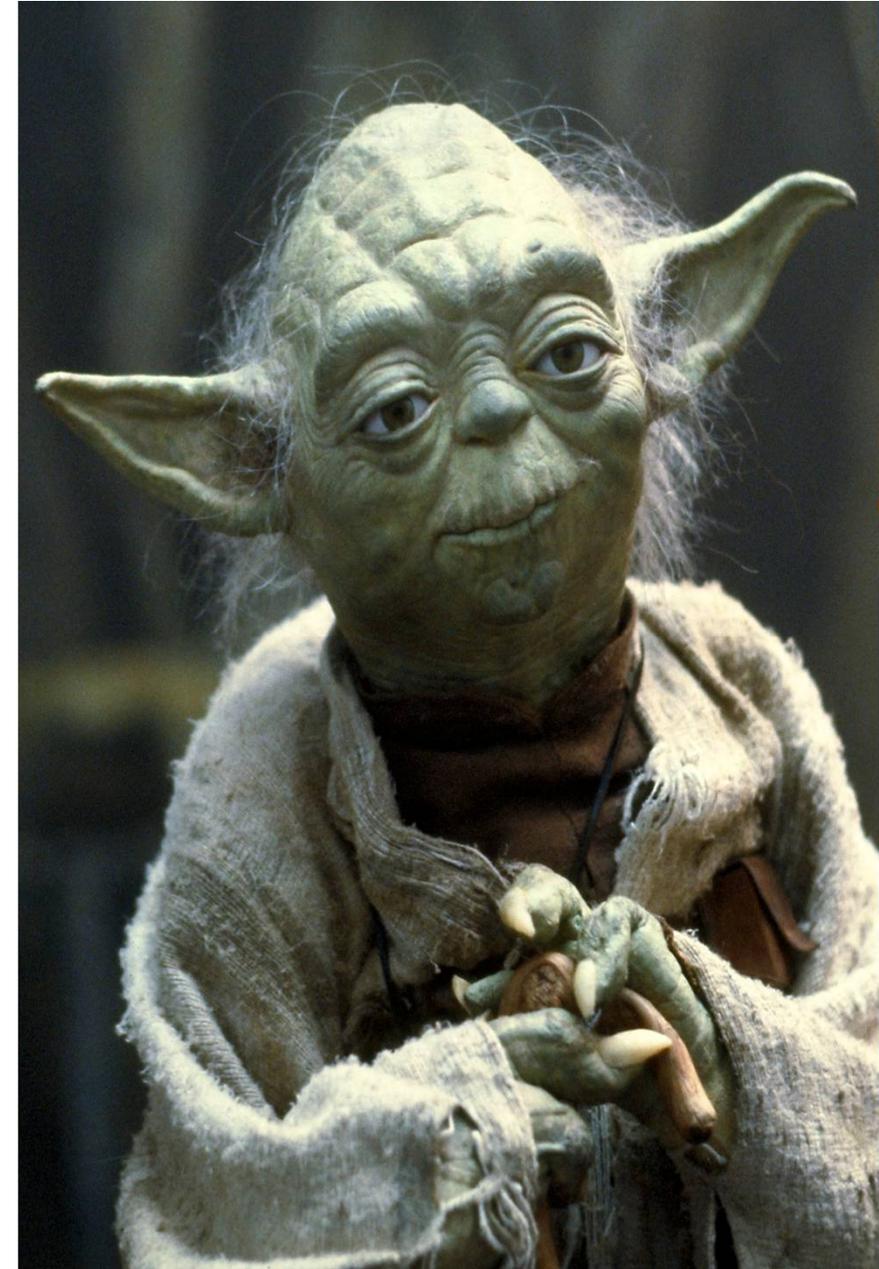


Recommendations

1. Engage communities early
2. Baseline, then monitor and react
3. "You said, we did"
4. Be curious!
5. Get "comfortable feeling uncomfortable"
6. You can't please everyone, but you can listen to everyone.

"The more we learn, the more we discover how much we do not know"

~ Master Yoda proverb



Enhancing EDI through 'Connecting Leeds for All' (CLFA) has made the shortlist for the 2024 Chartered Institute of Highways & Transportation Awards. Our fingers are crossed!



SHORTLISTED
CIHT Equality Diversity
and Inclusion Award



Questions?