

INclusivity in the OUTdoors

5 - Becoming Anti-Racist

#INclusivityOUTdoors

- Webinar 1 - Starting the conversation - Why EDI matters
- Webinar 2 - How does inequality work?
- Webinar 3 - Injustice of multiple inequalities
- Webinar 4 - Socio-economic inequalities
- **Webinar 5 - Becoming anti-racist**
- Webinar 6 - Women in outdoor leadership
- Webinar 7 - Disability
- Webinar 8 - LGBTQ+
- Webinar 9 – Raising our game
- Webinar 10 – Making a change

Project Partners

- The 10-webinar series is a collaboration between :
- Association of Heads of Outdoor Education Centres
- Institute for Outdoor Learning
- MOSAIC Outdoors
- The Outward Bound Trust
- University of Cumbria Outdoor Studies

Supported by





TRIGGER WARNING

Prepare to be positively
uncomfortable and
challenged to raise your
game.

A Safe Space

- "we all need to continue to critically reflect upon our practices and attempt to ensure that what we provide and how we provide it is underpinned by an understanding of and respect for `others' who may not fit the white, middle-class, able-bodied, male mould."
- Barbara Humberstone Social Exclusion-, Diversity and Equal Opportunities. Organisational Responses and (Re)-Actions in Outdoor Education and Experiential Learning in the UK. (Higgins and Humberstone 1999)
- Willis, E. and Russell, D. (eds) (1995) From Inspiration to Reality: Opening up Adventure to all. Conference Report. NAOE/FOA.
- Dhalech, M. (1995) Black Perspectives, Young People and the Outdoors, in E. Willis and D. Russell, From Inspiration to Reality: Opening up Adventure to all.

11.3.8. We have asked the Countryside Agency to investigate what more may be done to provide opportunities for disabled people, ethnic minorities, residents of inner city estates, and young people to enjoy countryside recreation. They will be establishing pilot projects in a number of areas. We will also expect local authorities' rights of way improvement plans to include proposals for making improvements for people who do not normally visit the countryside, for instance increasing accessibility for those with sight or mobility problems. We are encouraging local authorities to consider all social groups and the full range of countryside recreation in drawing up their local cultural strategies. But we accept that we need to do more at government level to develop a longer term strategy.

- By 2005, we will carry out a full **diversity review** of how we can encourage more people with disabilities, more people from the ethnic minorities, more people from the inner cities, and more young people to visit the countryside and participate in country activities. Initially we will do this by seeking their views on what they need to enjoy the countryside. Then we will draw up a plan of action.



Our Countryside: the future

A fair deal for rural England

Racism in rural areas

4.5.13. Research suggests that, relative to the number of ethnic minority people in an area, racist incidents and crime may be more common in the countryside than in urban areas. We are determined to tackle racism everywhere.

Challenging Racism in the Rural Idyll

This rural racism project reported in July 1999 and contains important information. Isolated families and members of ethnic minorities lack the support of a larger community and can feel, and be, more threatened. There is little official infrastructure to support ethnic minorities, by comparison, for example, with the activities of Race Equality Councils in more urban areas. **"No problem here"** is a common approach on the part of statutory agencies.

Rural White Paper 2000

The DEFRA Diversity Review, undertaken by the Countryside Agency (2005), states:

- It is assumed that under-represented groups have no interest in the countryside. This is not the case
- All these groups are keen to enjoy the outdoors once they have tasted the experience.
- A lack of confidence and information is the biggest initial barrier.
- A lack of confidence among providers in approaching people from these groups results in a lack of engagement with potential visitors. Little attention is paid to communicating directly with these groups and positive images are scarce
- Longer term funding for this work is a major issue.

**“You don't want
to be outside
because
you don't
feel like you
belong there”**

Jacoby MacDonald



CBC News, “The Adventure Gap: Why minorities are less likely to pursue outdoor recreation”

The Club

- Today we recognise diversity as the mark of a healthy and resilient society. **However, many landscape bodies have not moved smartly enough to reflect this changing society, and in some cases show little desire to do so.**
- We are all paying for national landscapes through our taxes, and yet sometimes on our visits it has felt as if **National Parks are an exclusive, mainly white, mainly middle-class club, with rules only members understand** and much too little done to encourage first time visitors.

Landscapes Review - Sept 2019

Racialization and representation are not passive processes; they also have the power to determine who actually participates in environment-related activities and who does not; which voices are heard in environmental debates and which voices are not.

Carolyn Finney

Black Faces, White Spaces: Reimagining the Relationship of African Americans to the Great Outdoors

#kindlequotes





28th July 2020

The spirit of Kinder: why we need to rethink the ‘right to roam’



The growing campaign to widen the outdoors to ethnic minorities and other underrepresented groups is the next step in the access movement, argues Faraz Shibli. **The Great Outdoors Sept 2020**

Main image: a walk organised by the Mosaic National Network and supported by The Great Outdoors and Kit

NFCCEqualityofA....pdf



Emergency services land at Durdle Door beach in Dorset, where huge crowds gathered after lockdown last summer
DORSET POLICE/PA

‘Culturally diverse’ crowds blamed for seaside litter and vandalism

David Brown, Chief News Correspondent

Wednesday February 24 2021, 12.01am, The Times

The government is being urged to educate “culturally diverse” urban tourists on how to behave when visiting the British seaside before it [lifts the lockdown](#).

Jacqueline L. Scott

@BlackOutdoors1



Walking in the Woods:

CLOSING THE ADVENTURE GAP IN OUTDOOR RECREATION

Race, Place and Nature

Canadian myths - The Great Outdoors, the Great White North, We the North

Wilderness – natural or manmade?

Who is present and who is absent from national and provincial parks?

Black people – seen as out of place in nature and outdoor recreation

Nature – coded as a White space for White people

Covid-19 – increased the number of people of colour visiting nature spaces

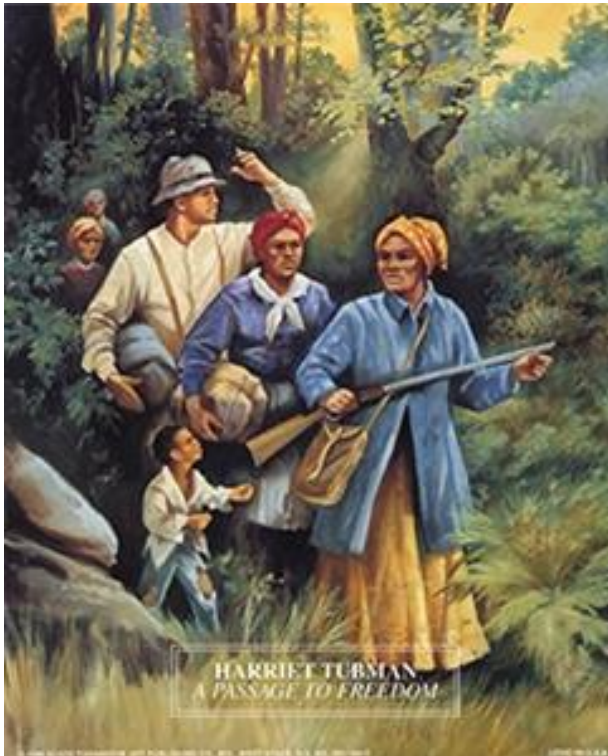
Toronto population – 53% are Black and other people of colour.

Black Lives Matter: #GeorgeFloyd and #BreonnaTaylor. #ChristianCooper

Race in the Wilderness



Race and Outdoor Recreation



Representation in Outdoor Recreation



Representation in Outdoor Recreation



Representation in Outdoor Recreation

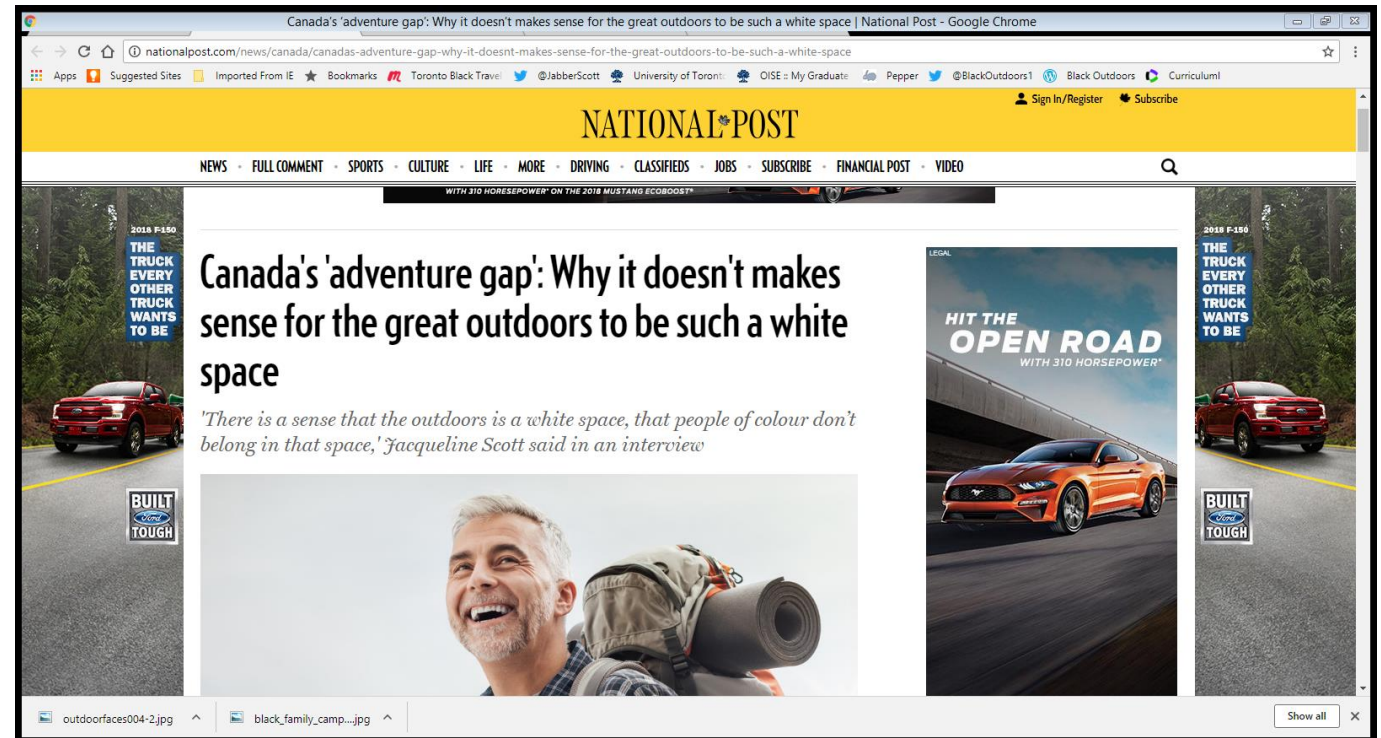


Social Justice in Outdoor Recreation



#BlackLivesMatter
#BlackBirdersWeek
#BlackInNature
#BlackAFinSTEM
#BlackHikersWeek
#DiversifyOutdoors
#AdventureGap
#RuralRacism
#BlackOutdoors

Looking to the Future



Jacqueline L. Scott, BlackOutdoors

Twitter: @BlackOutdoors1

Blog: [Black outdoors.wordpress.com](https://blackoutdoors.wordpress.com)

What you should know about Black birders – The Conversation

Swimming while Black – The Conversation

Trees, race and Black history – Greenbelt Foundation

Black Canada Hike duo talk about how to make outdoor space more inclusive - CBC TV, Player's Own Voice.

Books: 50 Places, a Black history travel guide of London; Sailing on a Half Moon; Heartbeats in Africa, a memoir of travel and love.

Our efforts to engender respect and inspire active participation in the care and management of our forests and parks means embracing the cultural experiences and environmental values of all segments of American society.

Carolyn Finney

Black Faces, White Spaces: Reimagining the Relationship of African Americans to the Great Outdoors

#kindlequotes



Pammy Johal

@BackboneCiC



Governance – Glover Review

- Lacking in diversity - lacking proper representation across age, gender, ethnicity and (dis)ability. Collectively they have an average age of 64 years, have a big gender imbalance (with almost 2.5 males to every female) and **shockingly, have only 0.9% representation of black, Asian and minority ethnic members.**⁷³ They also lack sufficient turnover of members with many serving decades.



**Sharing our first steps on our
journey: An organisational
perspective on becoming anti-racist**

**Rachel Cook and Mikael Chaudary
Natural England E&R network**

Inequality for our ethnic minority employees is an area we still fall short and it must be improved. It's no longer enough to be non-racist, we need to become anti-racist.

Gideon Henderson, DEFRA Race Champion and Chief Scientific Advisor



Systemic racism was defined by Sir William Macpherson in the UK's Lawrence report (1999) as:

"The collective failure of an organization to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through prejudice, ignorance and racist stereotyping which disadvantage minority ethnic people."



Let's talk race...

'If we want to be an organisation that really represents the communities we serve, we have to be an organisation that is inclusive and enables colleagues to bring their differences to work and enable people to flourish irrespective of those differences. That will enable us to connect with people outside the organisation in a really effective way. That is everyone's responsibility and that's why this conversation is really important'.

Navroza Ladha, NExCO Ethnicity and Race Sponsor; Chief Officer Legal and Governance. July 2020



What does it mean to be an ally?



Adversary

Ally

Active	Passive	Passive	Active		
1.	2.	3.	4.	5.	6.
Join in	No response	Educate oneself	Interrupt	Interrupt & educate	Initiate an organised response

Adapted from Karen Bradbury

project race
Department for Environment, Food & Rural Affairs

How to be a good ally

Top tips for good allyship

- 1. Don't wait for a formal programme:** Genuine allyship doesn't require your participation in a scheme, it's something you can do on an individual basis. Your anti-racist activism is a form of allyship. Equally if you want to join a formal programme the BAME network does have an Allyship programme.
- 2. Don't perform allyship:** by simply saying you are one or putting it at the bottom of your email signature. Real allyship requires critical consideration of your own privilege, an ability to show up and make your voice heard for marginalised communities, even in situations where it is uncomfortable.
- 3. Listen:** Exposure to ethnic minorities does not make you an expert on their lived experiences, does having experience of another protected characteristic. Ethnic minorities are most qualified to speak to their experiences, so make sure you LISTEN to their voices.
- 4. Speak up but not over:** As part of the above action around listening, part of the role of an ally is to help amplify the voices and lived experiences of BAME people. Use your privilege and your voice to educate others but keeping in mind you do not want to speak over the voices of the community you are trying to support.
- 5. Believe people's experiences:** If someone chooses to share with you how they feel they have been disadvantaged, respect that it is their individual lived experience and believe what they have shared with you. Do not deny the experiences of others, just because it is not something you are familiar with.
- 6. Zero tolerance policy for racism:** this includes overt discrimination or racism, but also includes microaggressions, jokes in poor taste, unintentional comments, and bigotry.
- 7. Allyship is a 24/7 job:** allyship is not something you represent the perspectives of people of colour, and actually it's even more important you represent the perspectives of people of colour in spaces where they aren't present.
- 8. Everybody makes mistakes:** we all make mistakes, there is no one size fits all approach for ethnic minorities or how any one person will feel about their lived experience as an ethnic minority. If you made an honest mistake, don't be defensive, apologise calmly and honestly and ask if you don't understand.
- 9. Understand your privilege:** A huge part of allyship is understanding the rights you have and that others don't, you need to spend time self-reflecting on your own privilege before you can properly advocate for the rights of others.
- 10. Re-align your expectations:** Allyship is not about receiving thanks or praise particularly from BAME people. Equally it is not the job of people of colour to educate you, prove their lived experience to you, or make you feel comfortable. That's not why you are doing this and putting that burden back on them to behave in a way that works for you largely defeats the purpose of allyship.

For further information contact: Natural England's Ethnicity and Race Network
Rachel.Cook@naturalengland.org.uk

Top 10 Tips for good allyship



1. Don't wait for a formal programme
2. Don't perform allyship
3. Understand UK legacy and your privilege
4. Listen to ethnic colleagues and educate yourself
5. Believe people's experiences
6. Speak up but not over
7. Allyship 24/7
8. Zero tolerance policy for racism
9. Everybody makes mistakes
10. Re-align your expectations

LETS TALK ABOUT RACE



INCLUSIVE WAYS OF WORKING



LOOKING AT PROGRESSION



CULTURE CHANGE



REVIEWING / AMENDING POLICIES AND PRACTICE



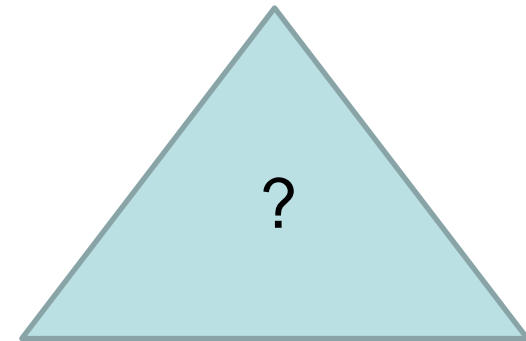
BUILDING INCLUSIVE PARTNERSHIPS



INCLUSIVE RECRUITMENT



VISIBLE LEADERSHIP





Race in the workplace – McGregor-Smith Review

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/594336/race-in-workplace-mcgregor-smith-review.pdf

BBC Panorama 'Let's Talk Race' - <https://www.bbc.co.uk/programmes/m000t1cd>

Pearn Kandola 'free' webinars; and books: *Racism in the workplace*; *The value of difference: eliminating bias in organisations*

<https://pearnkandola.com/webinars/>

Business in the Community 'Black Voices' Report, August 2020

<https://www.bitc.org.uk/report/race-at-work-black-voices-report/>

DEFRA group Equality, Diversity and Inclusion Strategy

<https://www.gov.uk/government/publications/defra-group-equality-diversity-and-inclusion-strategy-2020-to-2024/defra-group-equality-diversity-and-inclusion-strategy-2020-to-2024>



Governance - NGO – National Environmental / Nature / Outdoor Sector Organisations

BAME Population	14% Approx.
Environmental / Nature / Outdoor - National Organisations	41
Board Members	426 people
BAME Members	2.6%
In 7 organisations	

**Information accessed - 7 March 2021
Dhalech M**

Breakout Groups

- Is the Sector Institutionally Racist?
- What can I do to make change and become anti racist?



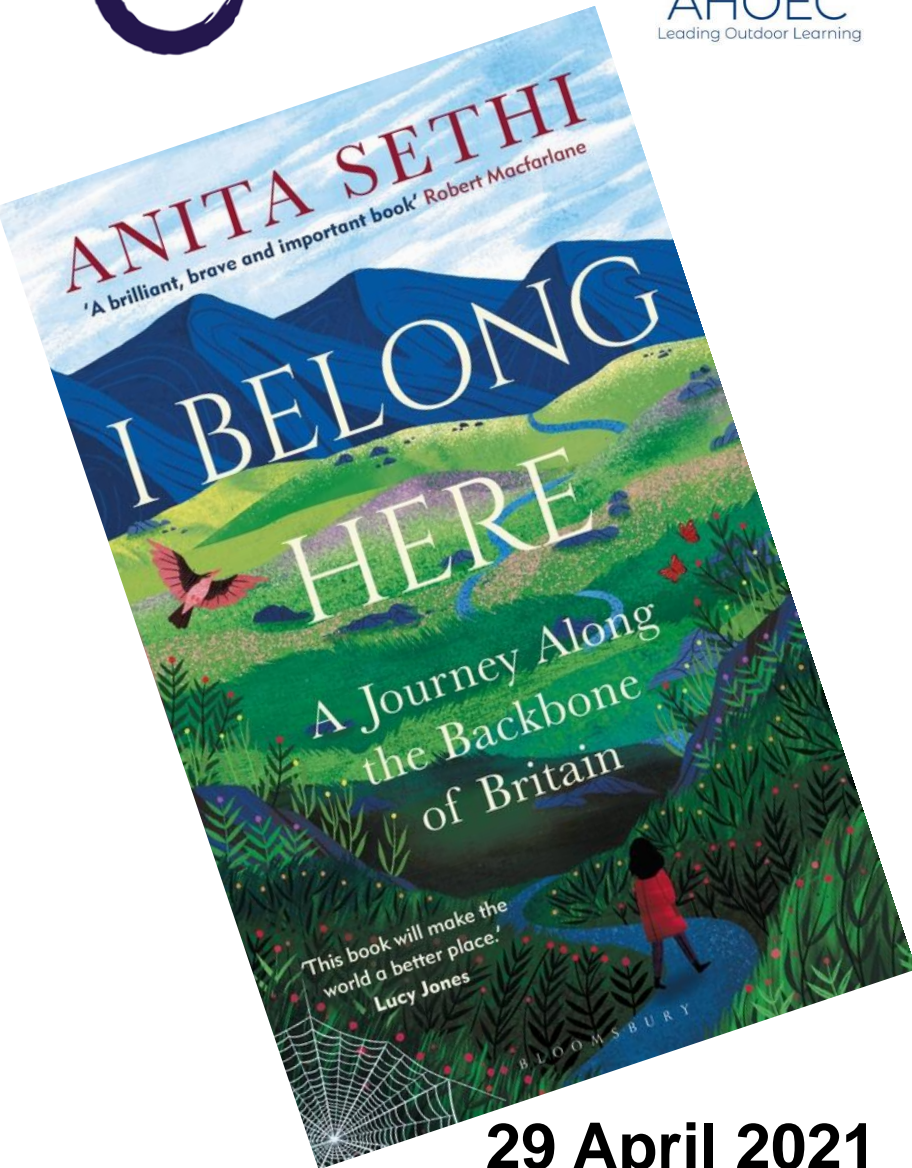
Covid - Impact

- Has changed the way we work and deliver services
- An opportunity to do things differently
- Be brave and change the way we have done it for years to new ways of doing things
- New audiences



Prepare to be positively
uncomfortable and challenged to
raise your game.

Opportunity to
ACT and CHANGE



29 April 2021

"I knew in every bone of my body, in every fibre of my being, that I had to report what had happened, not only for myself but to help stop anyone else having to go through what I did. I knew I could not remain silent, or still, I could not stop walking through the world."

Anita Sethi was on a journey through Northern England when she became the victim of a race-hate crime. The crime was a vicious attack on her right to exist in a place on account of her race. After the event Anita experienced panic attacks and anxiety. A crushing sense of claustrophobia made her long for wide open spaces, to breathe deeply in the great outdoors. She was intent on not letting her experience stop her travelling freely and without fear.

Anita's journey through the natural landscapes of the North is one of reclamation, a way of saying that this is her land too and she belongs in the UK as a brown woman, as much as a white man does. Her journey transforms what began as an ugly experience of hate into one offering hope and finding beauty after brutality. Anita transforms her personal experience into one of universal resonance, offering a call to action, to keep walking onwards. **Every footprint taken is an act of persistence. Every word written against the rising tide of hate speech, such as this book, is an act of resistance.**

<https://www.bloomsbury.com/uk/i-belong-here-9781472983930/>



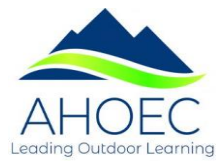
Green Unpleasant Land explores the countryside's repressed colonial past and demonstrates its importance as a source of ideas about Englishness.

The book presents historical evidence to show that rural England was a place of conflict and global expansion. It also examines four centuries of literary response to explore how race, class and gender have both created and deconstructed England's pastoral mythologies. In particular, the book argues that Black and British Asian writers have challenged narrow, nostalgic views of rural England but also expressed attachment to English landscapes and the natural world.

Green Unpleasant Land should make uncomfortable reading for anyone who wants to uphold nostalgic views of rural England. The heatedness of the recent media response to such work shows just what is at stake: a selective vision of nation that underplays the impact of four colonial centuries, or a vision that embraces, as Paul Gilroy expresses it, a post-imperial 'convivial culture'.

<https://www.peepaltreepress.com/books/green-unpleasant-land>

- **Survey and Research**



INclusivity in the OUTdoors

#6 - Women in outdoor leadership

Wednesdayth March 2021
@7pm, 90 minutes

The 10 webinar series is a collaboration between the Institute for Outdoor Learning, the Association of Heads of Outdoor Education Centres, The Outward Bound Trust, MOSAIC Outdoors and the University of Cumbria Outdoor Studies.

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Thank you

See you next week