

Inclusivity in the OUTdoors

Developing EDI further within your Organisation

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Partnering with education establishments to show young people from all backgrounds that working in conservation etc is a real career choice

focus recruitment
community champions
empower communities
reverse external mentoring
leadership

Balancing priorities

Compliance and workforce priorities VS charitable impact.

De-valuing volunteer experience from the interview process so that it does not become a determining factor in selecting a candidate

review recruitment selection practices - if there is any bias
right skills mix
train people if they have behaviours
think out of the box
different approaches

Looking at establishing living wage (at least) entry level posts and targeted recruitment

Sarah PDNP

reviewing strategies and policies
accessibility of sites
e.g. heights to access windows
nature centre more accessible to access employees

Gender balanced board
diversity lead - disability
address other areas of diversity
more analysis of other areas of diversity

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Associate positions on the board
Mentoring
representation of local communities
Urban areas engage local communities
Training targeted e.g. forest school leader

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Scrutiny by external community
