

INclusivity in the OUTdoors

2 - How does inequality work?

#INclusivityOUTdoors

Polls

Poll 1

Who are the underserved communities in the OUTdoors?

Poll 2

Role of participants...

- **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



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

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

A Safe Space

How does Inequality work?

DR ANJANA KHATWA
EDI – LEARNING - ENGAGEMENT



TRIGGER WARNINGS

I WILL BE DISCUSSING ANTI-SEMITISM, TRANSATLANTIC SLAVE
TRADE, RACISM, EUGENICS,
WOMENS SUFFRAGE, "HOMOSEXUAL" PERSECUTION



Who am I?

EARTH SCIENTIST

WESSEX MUSEUMS ENGAGEMENT LEAD

LEARNING & ENGAGEMENT SPECIALIST

TV & YOUTUBE PRESENTER

>20 YRS EXPERIENCE IN NATURAL
HERITAGE/GEOSCIENCE



Where do we begin?

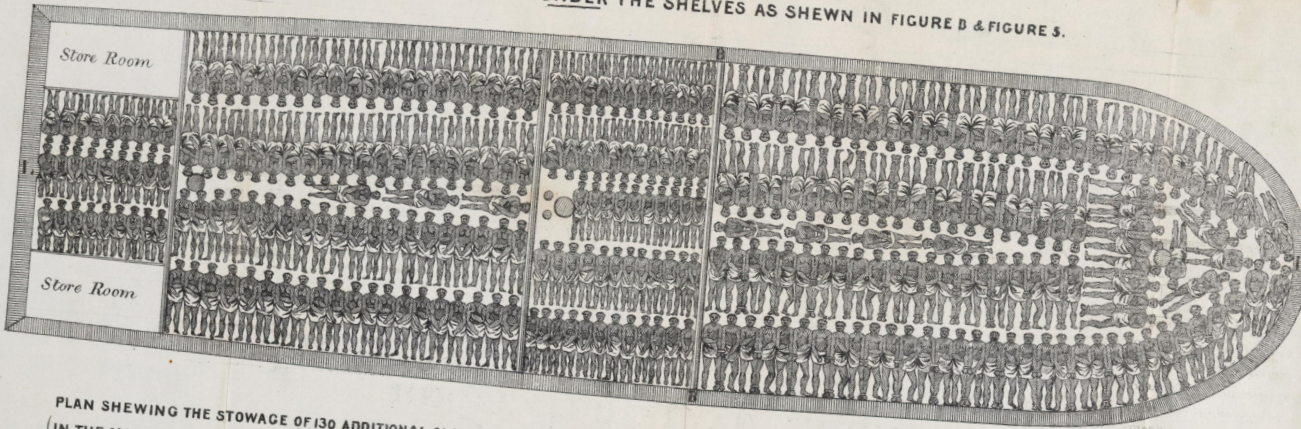
- 1290: Expulsion of 3000 Jews from England
- Change in Christian attitudes & political circumstances
- Invited to resettle in 1650 by Oliver Cromwell



TX 5063

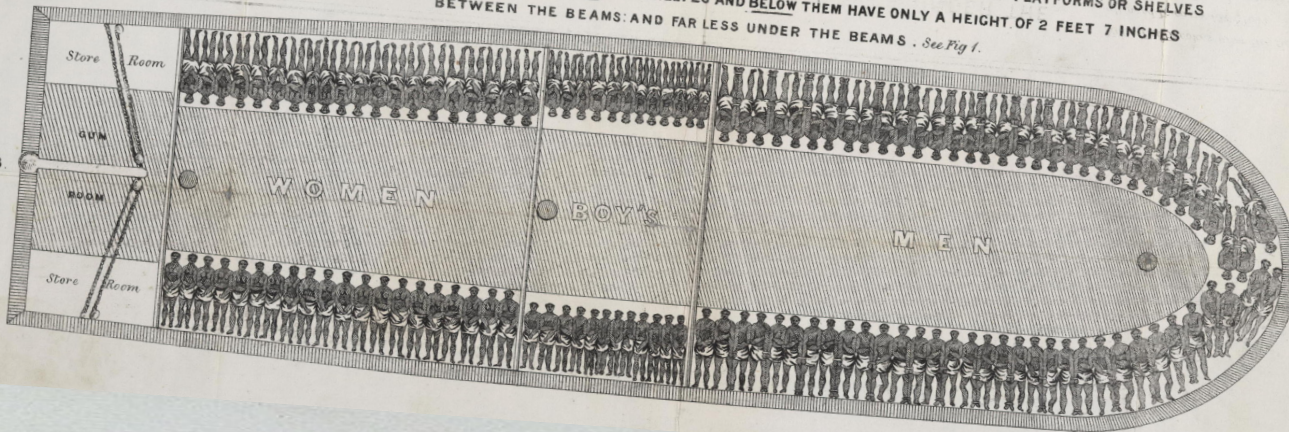
PLAN OF LOWER DECK WITH THE STOWAGE OF 292 SLAVES
130 OF THESE BEING STOWED UNDER THE SHELVES AS SHEWN IN FIGURE D & FIGURE S.

Fig 2.



PLAN SHEWING THE STOWAGE OF 130 ADDITIONAL SLAVES ROUND THE WINGS OR SIDES OF THE LOWER DECK BY MEANS OF PLATFORMS OR SHELVES
(IN THE MANNER OF GALLERIES IN A CHURCH) THE SLAVES STOWED ON THE SHELVES AND BELOW THEM HAVE ONLY A HEIGHT OF 2 FEET 7 INCHES
BETWEEN THE BEAMS: AND FAR LESS UNDER THE BEAMS. See Fig 1.

Fig 3.



OVER 4 CENTURIES

12 – 12.8 million
Africans shipped
across the Atlantic
over 400 years

2.4 million
died en-route

Seemingly equal...

...but not

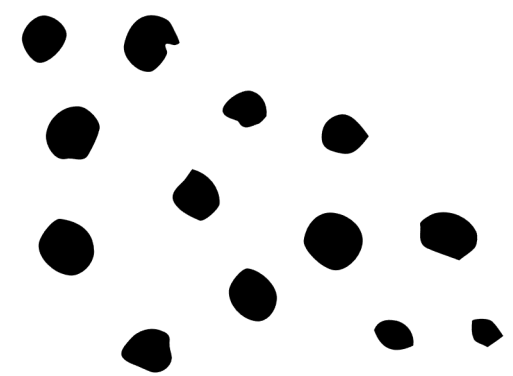
Dido Elizabeth Belle
Lady Elizabeth Murray
(1779)

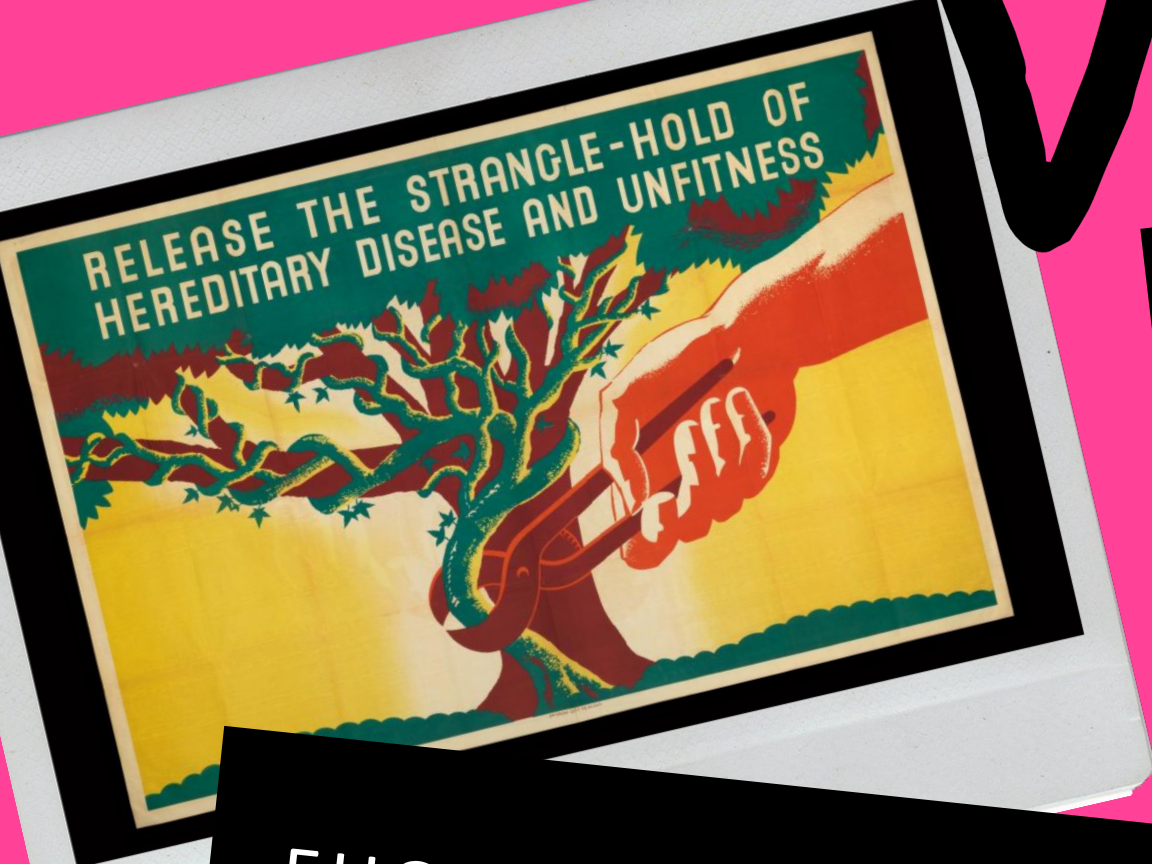




"**A Black came in after dinner** and sat with the ladies and, after coffee, walked with the company in the gardens, one of the young ladies having her arm within the other ... "

Francis Hutchinson

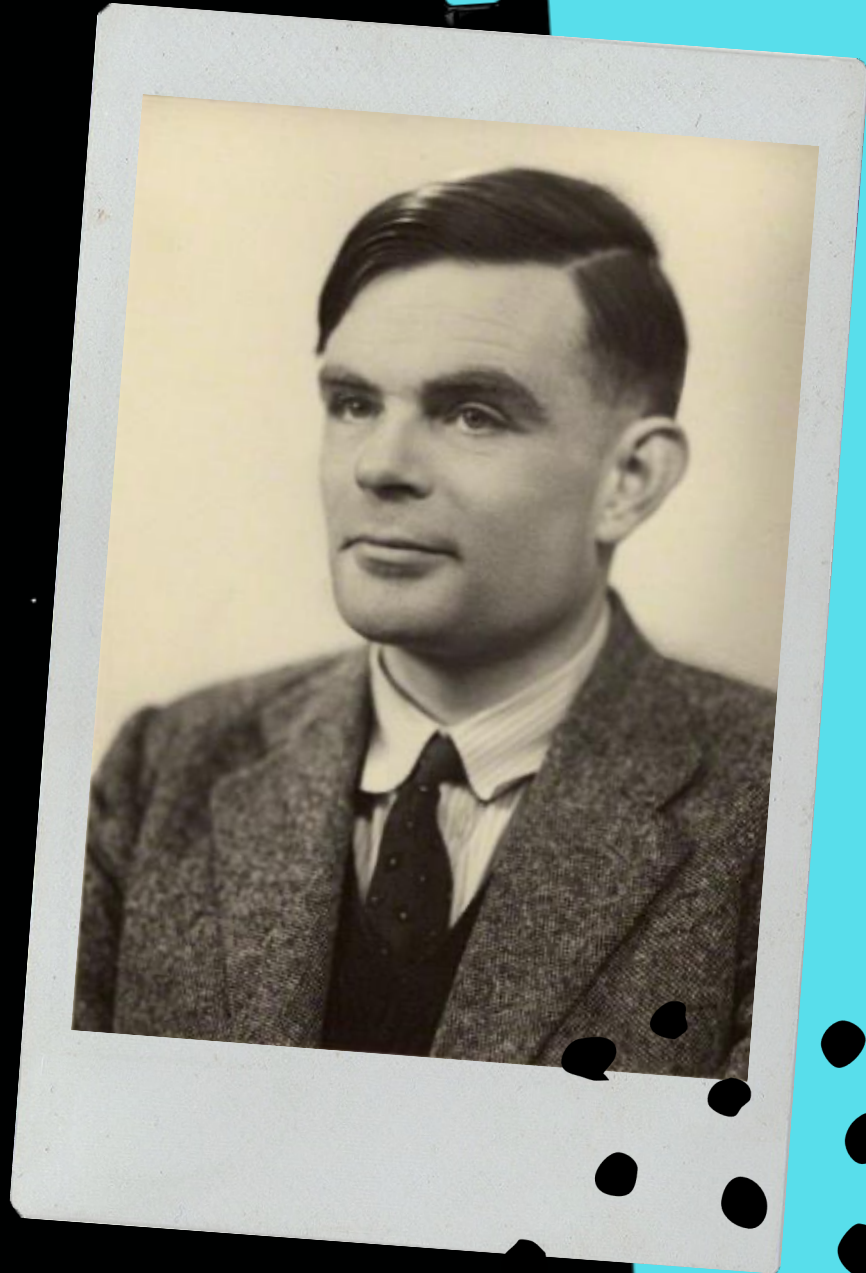




Poster (March 1935) depicting outcome of "high quality" and "inferior" human beings having children

EUGENICS: THE 'SCIENCE' OF 'IMPROVING' THE HUMAN RACE





Alan Turing OBE FRS

Mathematician, computer scientist, WWII Codebreaker

Prosecuted in 1952 for homosexual acts.
Dies in 1954 from suicide
Posthumous pardon in 2013



1918: Women over 30 granted the vote



Women's Suffrage
The right of women by law to vote in national or local elections.
Mary Wollstonecraft, 1792

Socio- economics

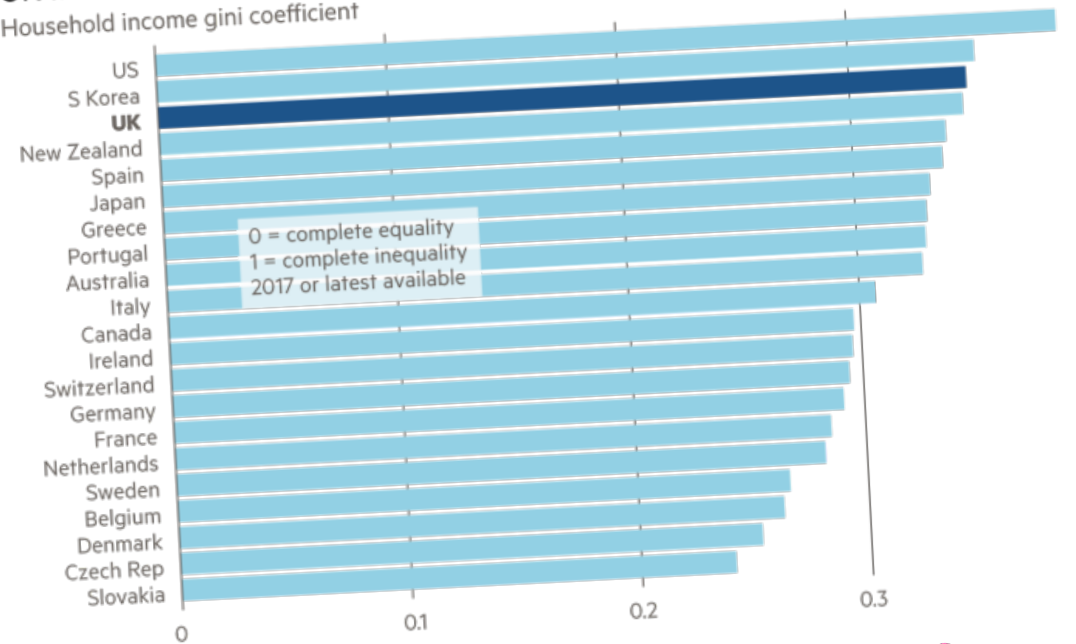
- After 1945, inequality reduces due to campaigning
- After 1980 inequality widens



Where are we now?

Equality legislation has not resulted in social, cultural & political equality

UK is near the top of the international league on income inequality
Household income gini coefficient



Source: OECD
© FT

Free school meals



@roadsidemum twitter

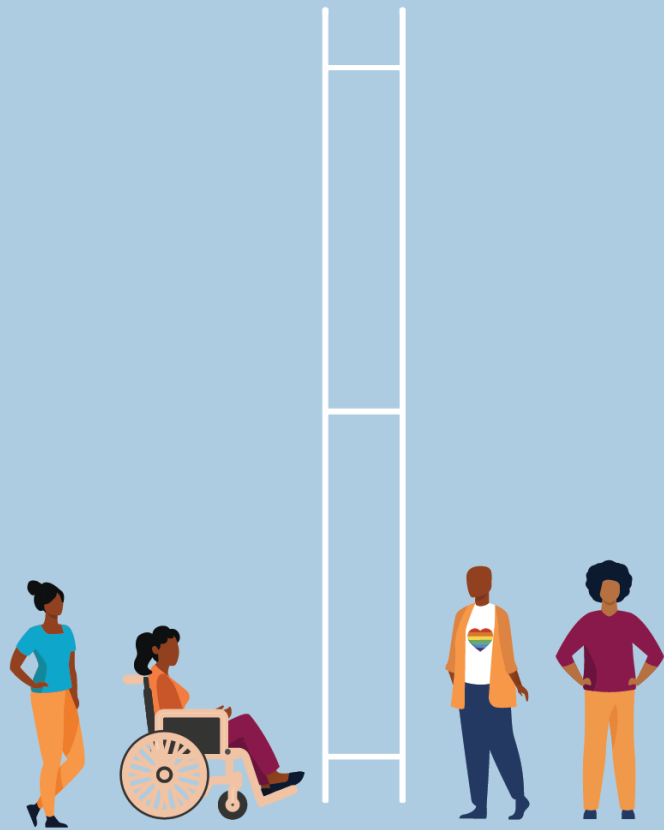
TX 5063



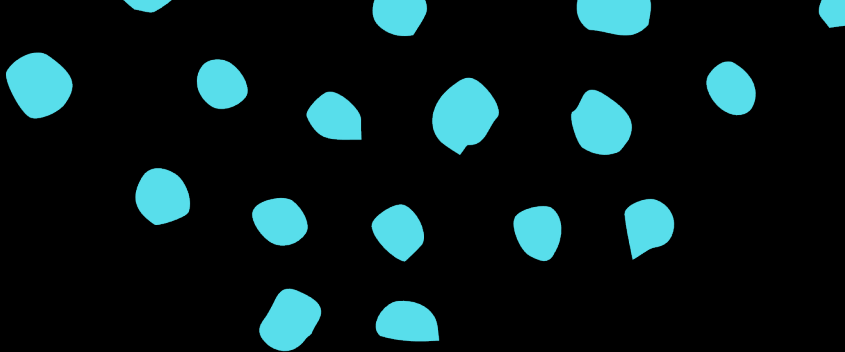
Mam Tor (2019)

Intersectional inequality





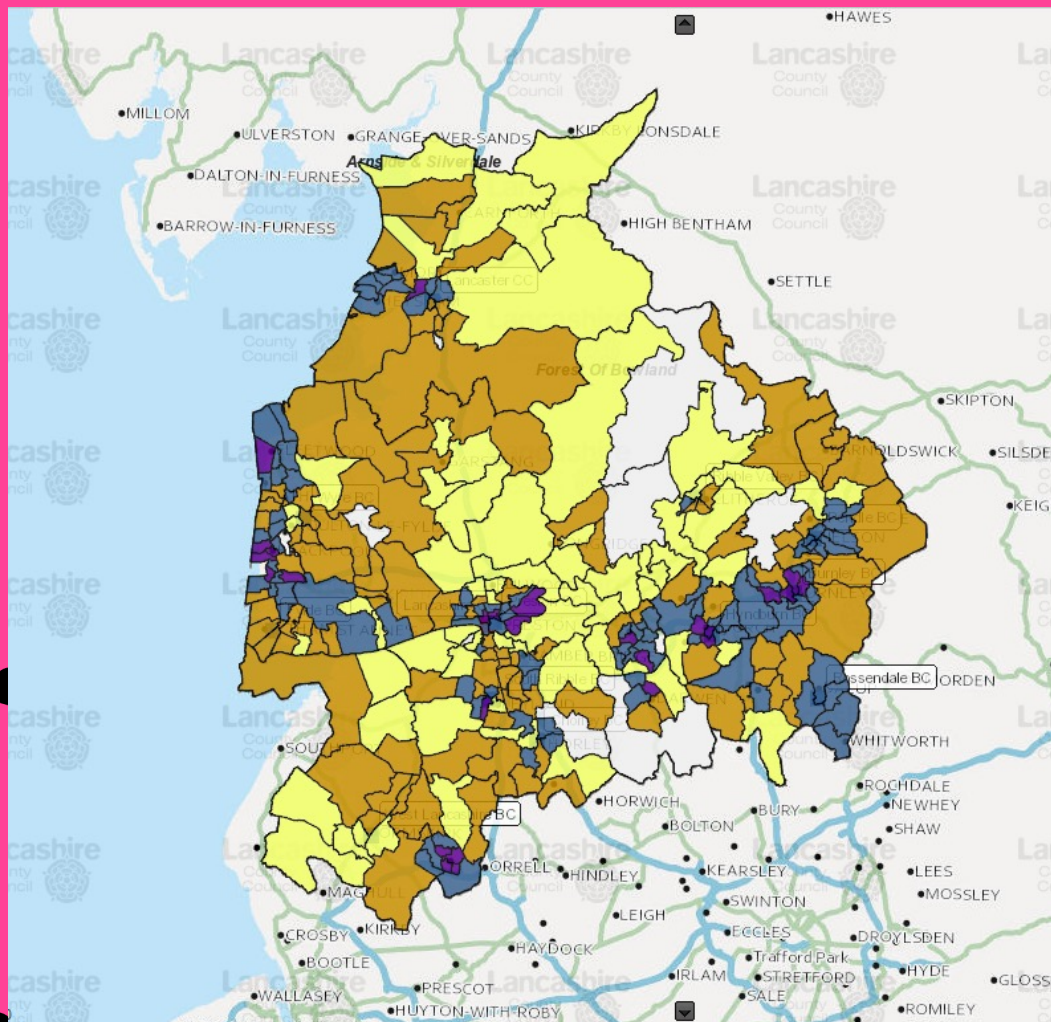
Diversity initiatives that center “all women” often do not center non-white women, and as a result, fail to account for the multidimensional impact of race and gender on hiring practices, promotion tracks, and more.



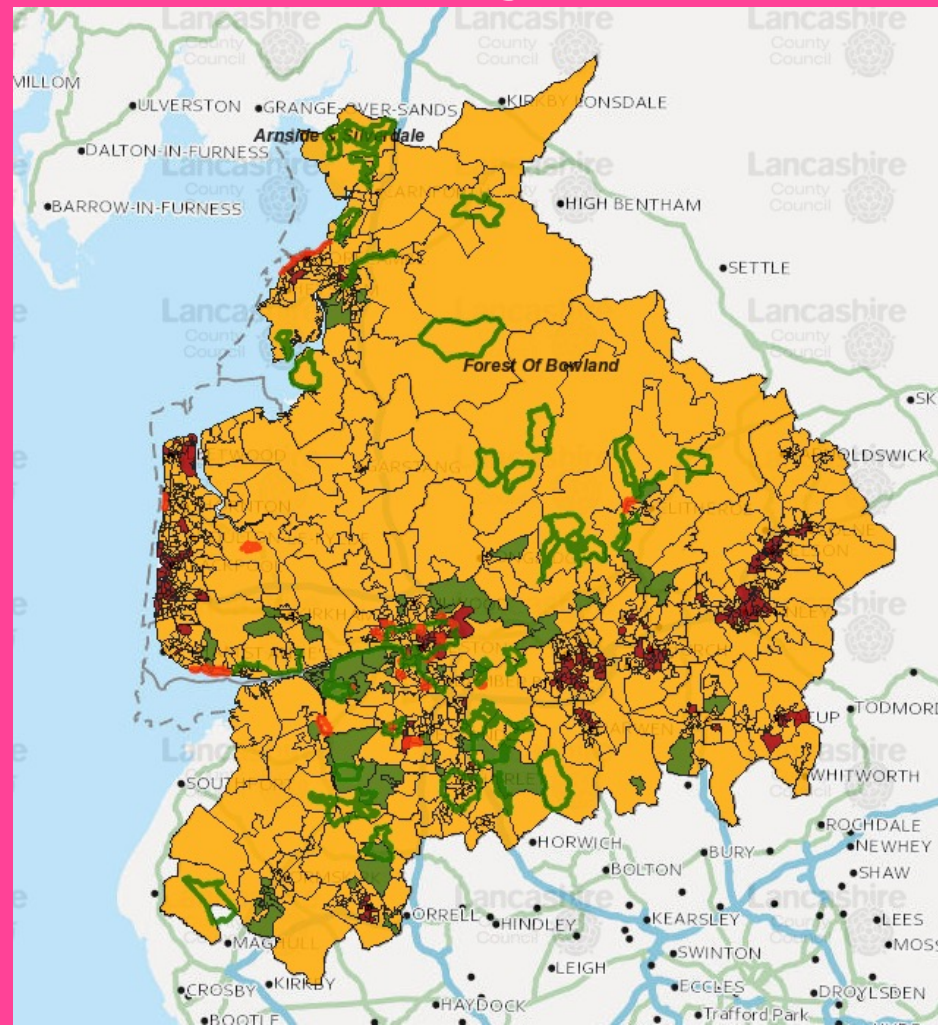
Lancashire



Free School Meals



Multiple Index Deprivation & Health walking routes





GAY OUTDOOR CLUB
Supporting LGBTQ+ in outdoor activities

BLACK GIRLS HIKE
A sisterhood of shared outdoor experiences





Alex Staniforth
Founder Mind over Mountains



DEBBIE NORTH
Inclusion and Diversity Champion
OS Get Outdoors Champion



AMAR LATIF
Blind Adventurer and Explorer

DARA McANULTY
Award winning
nature writer with autism



Understanding barriers to engagement

SECTOR



IMPACT



UNDERSERVED COMMUNITIES



Analyse and reflect

Do you understand the underserved communities?

Where should efforts be targeted?

What barriers do you see?

FIND ME ON SOCIAL MEDIA



Dr Anjana Khatwa

glaciergirl@gmail.com



Twitter
@jurassicg1rl



Instagram
@jurassicg1rl

Breakout Groups

- Do you understand the underserved communities?
- Where should efforts be targeted?
- What barriers do you see INclusivity?

Mentimeter Word Cloud

- What barriers do you see INclusivity?

Two words

- <https://www.menti.com/pfhdvgbh9>

- Code: 23 34 71 0

Q and A

- Please add any feedback in the chat
- Q and A with Anjana

Poll

- **What will success look like for INclusivity in the OUTdoors?**

- **Survey and Research**

- **Webinar service and details of the next webinar**

INclusivity in the OUTdoors

#3 - Injustice of multiple inequalities

Wednesday 24th February 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.

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

- **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



• Thank you