

• **Shaping the system and changing EDI in the Outdoors**

Made with big dreams

MIDHAL MAY 20, 2021 09:50AM

as a continuation of community engagement with programme development, there would be more representation within our clients and we could hopefully bring some of these people on as future staff

Needs to be the opportunity for support from a group/sector as organisations move towards change.

This group to hold each other accountable.

Tapping into grants to open up access e.g. electric minibus to bring people to site. It needs to be sustainable change, not boom and bust. Grants could be used to get wider diversity in but they need to be supported beyond the grant period.

Leaders need to empower others within change

Keep the conversation going

through forums like this

One of the drivers for change is the funders eg Lottery - they are usually open to listening to change and best practise. National Outdoors for All Working Group (which has Lottery Heirtage and Community within)is a useful forum to share. NE are secretariat.

share experiences

It's really useful to hear what other organisations are doing and how we might be able to implement similar things

Continuing to talk and share about successes and challenges with implementing change.

I feel the length of time over which this series has run has been good - time to reflect, to share and to try new practices.

EDI as an underpinning principle to strands of work e.g. education development/colleague training

Share - ideas, experiences, stories

Challenge your own organisation to find one other and share EDI approaches - honestly and openly.

Engage more with local communities to ask them what they want from the service and develop programmes that meet their needs.

career development

EDI training as a part of the career pathway for outdoor professionals

Normalise challenge (and contest alignment, compliance and corporate speak)... so challenging around protected characteristics just seems like a natural part and parcel of how we work more generally.

Recognise that there is not just one way to be / enjoy the outdoors

Representation

Continuing to learn

More than just training courses and need to continue conversations

Honour and empower participant voice within the change

Participant voice needs to drive the development of the change. Strategic leadership teams needs to welcome participants on an equal footing to develop change. Participant voice used during iterative development of strategies.
