

INclusivity in the OUTdoors - LGBTQ+

Changes to contribute to progress

MIDHAL MAY 05, 2021 06:36AM

Encourage lgbt young people to become a peer leader/volunteer in your outdoor sector/centre

Share news stories within organisations of staff you are comfortable to share their experiences

Have lunch and learn webinars with staff on bite sized topics and invite guest speakers

Staff training at all levels of the organisation/club

Invite LGBTQ+ leaders to the conversation

Open the conversation and understand what their dream experience of the outdoors is. Create these experiences together, the things I need as a community member are not the same needs of others

Be brave to challenge what you're doing & can you do more? Ask for specific feedback on meeting your users needs...

We're trying to have drop-in sessions during the advertising process for new roles. It gives people a chance to see us and talk informally about the role and about our culture in the workplace and hopefully see that the job and us might be for them. We hope it can encourage a more diverse pool of applicants for roles and lead to more role models

Social Media

Finding more diverse people to follow and share posts, that are excited about the outdoors.

Training for staff on how to be a good trans and non binary ally and giving LGBTQ+ individuals or groups a platform/voice/seat at the table to help them become more visible, become part of the conversation and support them to take the lead and design outdoor programmes for LGBTQ+ communities.

Initially proactively approach specific LGBTQ+ groups, esp. 'out' youth groups and work with them to plan a bespoke trip/practical outdoor session

Alleyship guides for staff

Wear some rainbow shoelaces

Stories

Engage proactively with LGTBQ+ youth - feedback on organisations E&D policies and strategies. Support them with direct engagement to visit, take part and benefit from skills based experiences - assist them with work on Climate Action. Help them with future pathways for careers in environmental sector. Start a sustainable dialogue with them. Help share their stories, this can then be used for further representation.

Address some of the issues (barriers/opportunities) at Board level and challenge them to identify unconscious bias or even conscious bias!

Development of first ever LGBTQ+ group in our charity organisation

EDI Group

Ensuring that as part of the EDI group we consider LGBTQ+ community and consider specific activities

Wear rainbow shoelaces and pride badges (as suggested by our breakout group)

Twitter takeover

Invite people in the know to take over your organisation's social media channels to speak on their own experiences and share content relevant to them

Review of gendered facilities within residential.

Be pro-active in reviewing facilities, and having open discussions with participants prior to the residential to ensure needs are

met with participant voice central to decision-making. Pre-empting discussions and solutions on this. Providing equitable alternatives.

Be intentional on staffing, be inclusive

There might be persons who do not want to participate as a segregate LGBTQ+ group, but be included in experiences with all people. Plan for inclusivity not necessarily with LGBTQ+ groups, but teach in every context and expect inclusion and respect.

Having Equality, Diversity and Inclusion champions in the organisation, who have protected time to put ideas into practice, shift culture and challenge

Changes to Progress
