

• Shaping the system and changing EDI in the Outdoors

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Legacy

Legacy needs to be built into projects, especially those that are only a year or two long to ensure good work is not lost or left to fall apart.

Decision makers

Sometime ethnic minority communities feel public sector/ outdoor sector make decisions FOR the communities without actually putting any effort into actually getting the community involved in the decision making or don't employ staff from those communities in senior positions or decision making positions. They only see staff in low grade positions.

The idea of leveling up

Starting education and introduction to the outdoors in separated groups to build confidence within populations needing increased representation. This would then aid in representation in upper management positions / moving up the ladder because we would give people the tools to succeed moving forward.

Role modelling

Representation and Role Models

If you can't see leaders "like you", then would you engage or feel you fit into the sector

Targeting communities
or integrated

all girls groups. (additional provision)

confidence building

richness in inclusivity

protected spaces to train
Challenging status quo

equality analyse
