

Include in Nature:
Session 5

BE AN ALLY IN YOUR
COMMUNITY



Nature Neighbourhoods
An innovative approach to building
community action for nature

Cultivate a positive environment

- Be Kind & Respectful
- Be Empowering & Engaging
- Be Open-Minded & Non-Judgmental
- Value diverse perspectives and avoid criticism

Embrace growth

- Embrace Discomfort: Step outside your comfort zone and learn from new experiences
- Be Present & Mindful
- Challenge Your Thinking:
- Explore alternative viewpoints

Foster inclusivity

- Hold Space for Others: Create an environment where everyone feels heard and valued.
- Encourage participation and foster a supportive atmosphere.

Rules of engagement

INTRODUCTION

Participants will be able to

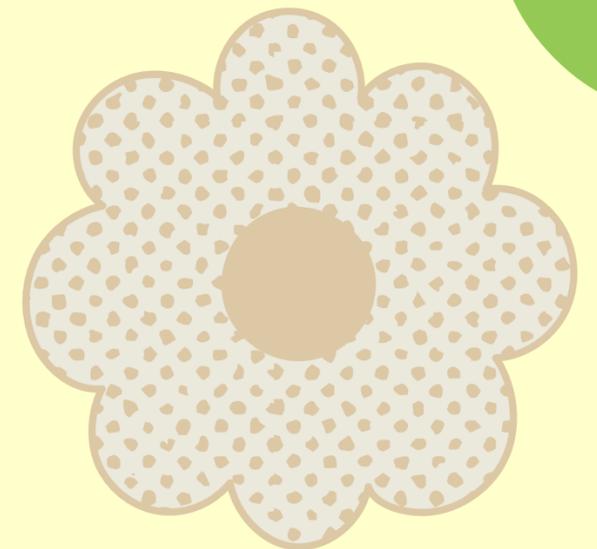
- identify various forms of privilege related to access and experiences within nature neighbourhood communities.
- analyse and differentiate between various levels of conflict (light touch, compromise, direct dealing) within the context of diversity and inclusion
- develop strategies for facilitating constructive dialogue and resolving conflicts through allyship and action



Doll Test - watch this short film and reflect on what we mean by privilege and the impact this has on our experiences and identity



UNDERSTANDING PRIVILEGE





Doll test - The effects of racism on children (ENG)



Share



Which doll is pretty?

fanpage.it

Watch on  YouTube

The privilege game

- Miro Board:
- Access it using the link
- Pick a shape
- Move your shape along the line (forwards) based on your response to the question
- This is not about shaming one - it's about acknowledging how privilege works
- Everyone's experiences are valid
- We'll do a debrief about systemic privilege issues after the exercise



- Privilege gives us access to resources, services, and provisions like an invisible weightless knapsack of special provisions, maps, passports, code books, visas, clothes, tools and blank checks. Such privilege simply confers dominance because of one's access to power in society.

Reference: White Privilege: Unpacking the Invisible Knapsack by Peggy McIntosh

- I have the transport to help me access outdoor spaces
- I have grown up knowing the outdoors is a place for recreation and fun
- I know how to acquire the skills to participate safely in the outdoors
- I can be confident that people in the outdoors will be respectful and kind to me
- I can access the right clothing and kit to enjoy the outdoors safely
- I can be sure that being in the outdoors will have other people like me there

DEFINING PRIVILEGE

WHEEL OF POWER/PRIVILEGE

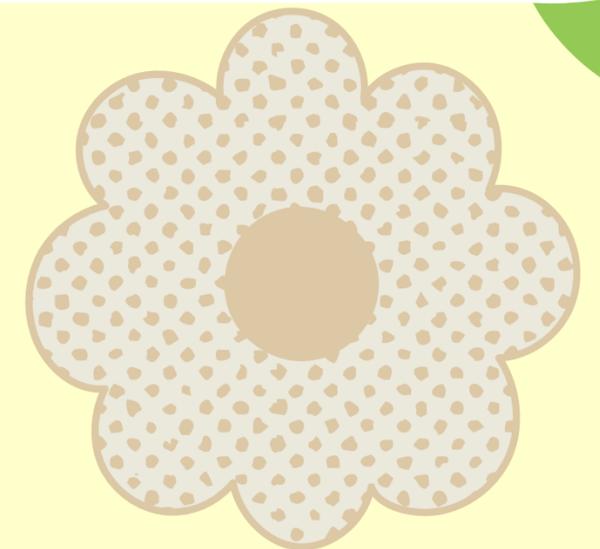
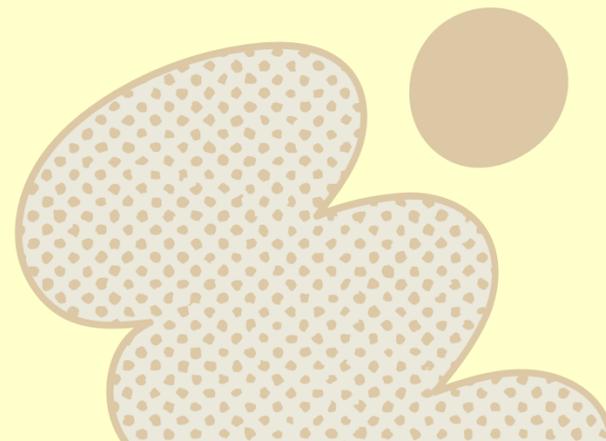
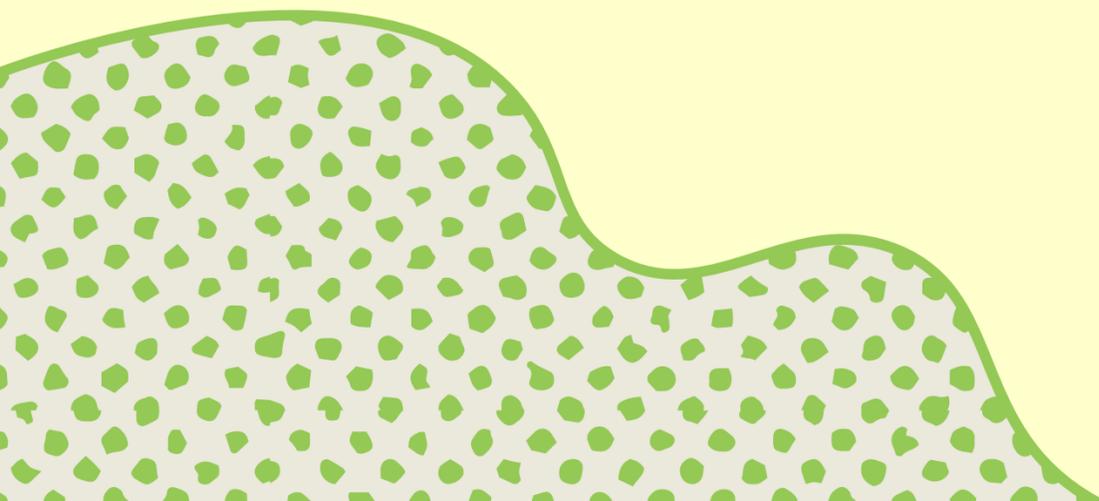


BREAK



- An ally is an invitation to consistently challenge ourselves to actively show up for others who lack power and the privileges we hold
- Good allyship is:
 - An active practice where you take the initiative to step in, not wait for others
 - Building relationships with less privileged groups to help you understand the power and privilege dynamics at play and where change is needed
 - Using your voice to check and challenge policies and practices which serve one group and not the other
- Let's do a quiz and the do's and don'ts of allyship in action

HOW CAN WE BE AN ALLY TO OTHERS?



Competing
is assertive and uncooperative. In this mode, you try to satisfy your own concerns at the other person's expense

Collaboration
is both assertive and cooperative. In this mode, you try to find a win-win solution that completely satisfies the concerns of both individuals involved

Compromising
is both assertive and cooperative. In this mode, you try to find an acceptable solution that only partially satisfies both individual's concerns.

Avoiding
is both unassertive and uncooperative. In this mode, you work to sidestep the conflict without attempting to satisfy either individual's concern



Accommodating: Is unassertive and cooperative. In this mode, you try to satisfy the other person's concerns at the expense of your own concerns.

"A nature walk is being planned by the organisation. One staff member suggests a route that is challenging, emphasising the "wild" experience.

Another staff member points out that the route is inaccessible to people with mobility impairments and potentially excludes families with young children.

There's a subtle tension, with the first staff member dismissing the concerns as "overly cautious."

During a community nature event, a volunteer uses language that is culturally insensitive and exclusionary towards a group of new immigrants.

Several community members express their discomfort and offense to staff.

The volunteer defends their language, claiming they "didn't mean any harm."

Social media begins to spread negative comments about the organisation.

Staff members notice a lack of diversity in the organisation's leadership positions/boards, particularly regarding gender and ethnicity. Some staff members feel that their voices are not being heard and that their perspectives are not valued. There are whispers of discontent and a growing sense of inequity.

Role Play

For your conversations think about:

- Allyship is a verb, an act of doing
- How self aware are you? What conflict mode do you normally fit with? How do I step up?
- What does courage mean in these difficult conversations?
- What if I don't step in? What are the consequences?
- How safe do I feel?
- Who else might you have to rely on?
- Use active listening



Tools for good allyship

- Stepping out of your comfort zone
- Demands a courageous and collaborative approach that promotes difficult conversations
- A willingness to be called out when mistakes are made
- Free of passivity and performative action
- Ongoing journey of engaging in action to create and cultivate relationships for marginalised communities and individuals
- Guaranteed you'll feel better for stepping in than stepping out!



INCLUDE IN NATURE

Thank you!
Next session
2nd April @10am



Organising Accessible and Inclusive Events