

Include in Nature:  
Session 1



# ROOTS IN EQUITY: FOSTERING INCLUSION

**Nature Neighbourhoods**  
An innovative approach to building  
community action for nature

# MOMENTS OF JOY



A celebration of inclusive practice

# INTRODUCTION

## Importance of equitable and inclusive communities in society

- Explore key concepts of Equality, Diversity, and Inclusion in a community context
- Understand exclusion and inclusion in communities using the Belonging Continuum model
- Develop a framework for action to plant the seeds for equity



Cultivate a  
positive  
environment

Embrace  
growth

Foster  
inclusivity

Rules of  
engagement

## 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.

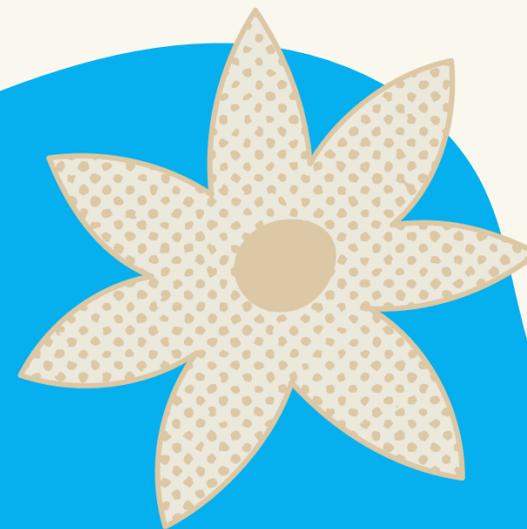
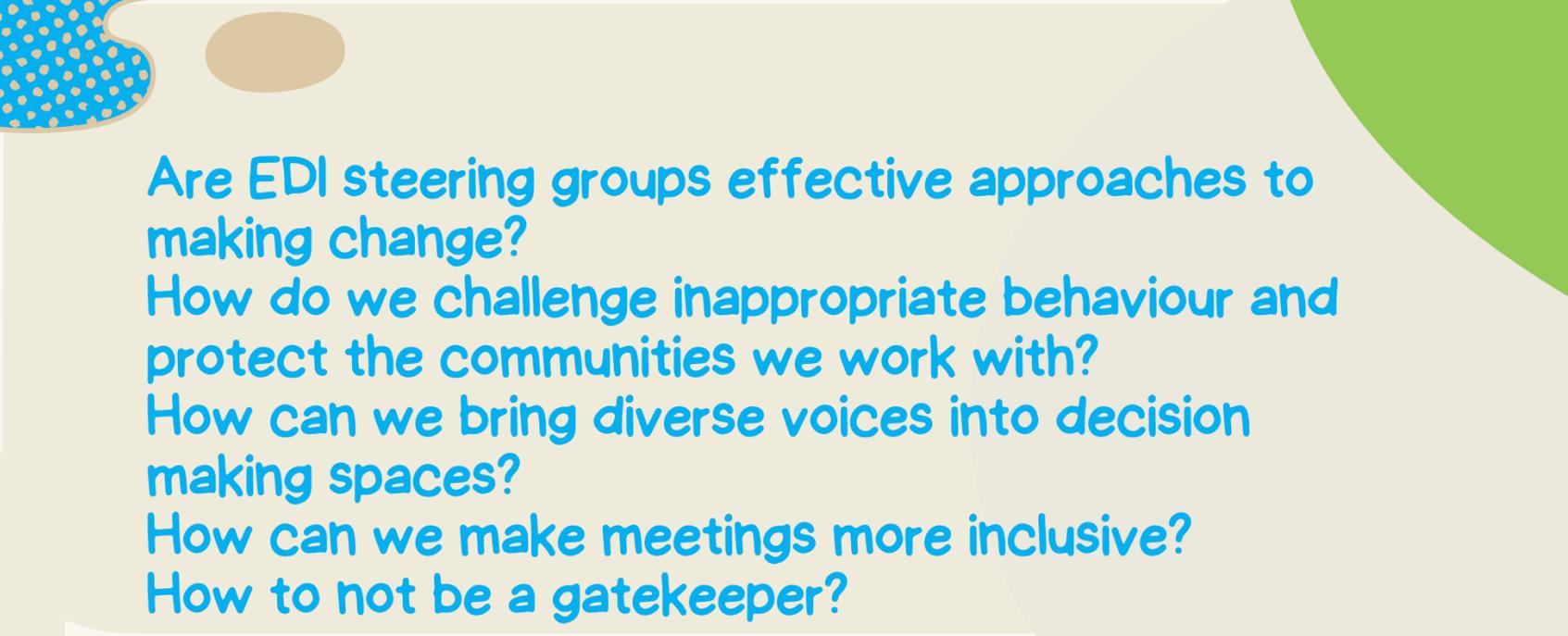
# Rules of engagement

# INPUT FROM PARTNERS



How do we reach out to different communities?  
How do we work with communities within communities?  
How do you build trust with a community?  
How do we balance everyone's needs?  
How do we avoid conflict between communities?  
How accessible must we be?

Are EDI steering groups effective approaches to making change?  
How do we challenge inappropriate behaviour and protect the communities we work with?  
How can we bring diverse voices into decision making spaces?  
How can we make meetings more inclusive?  
How to not be a gatekeeper?



# EQUITY MODEL



In this first image, it is assumed that everyone benefits from the same support



Individuals are given support to make it possible for them to have equal access to the view. They are being treated equitably.



All three can see the view without any support because the cause of inequality was addressed. The systemic barrier has been removed.

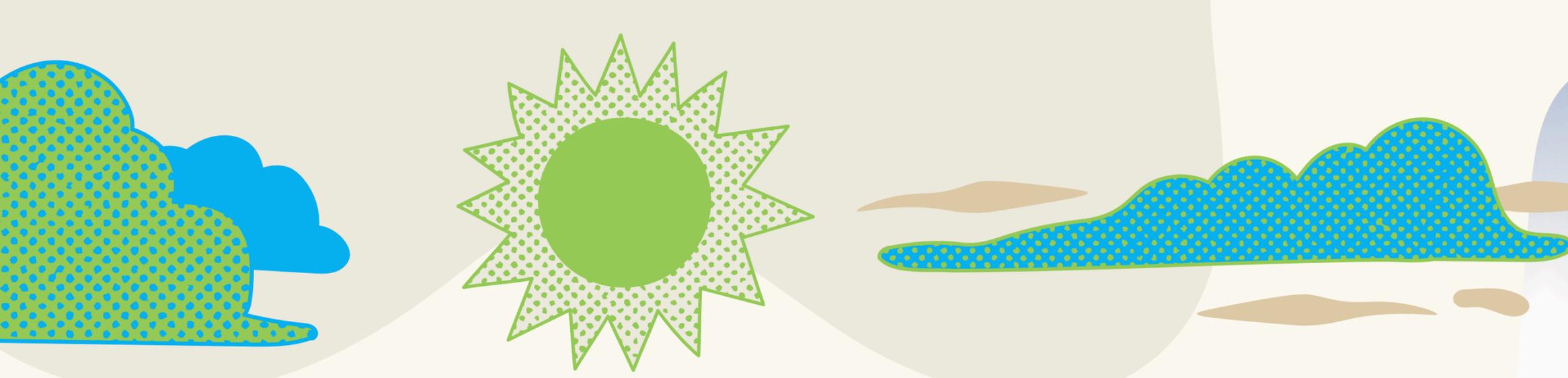


# ACTIVITY

What does EDI mean in your context?

Take the following themes and discuss your organisation:

- More people take action for better social outcomes
- Better organisational performance
- Empowered communities through voice and activation
- Staff are happier and healthier



# EQUITY CASE STUDY: THE OUTDOORS ISN'T ACCESSIBLE TO ALL: BARRIERS FACING LOW-INCOME COMMUNITIES

Story of  
Bee  
Adventures

- Low cost outdoors programme specifically tailored to low income areas offering transports, kit and guided activities to help bridge the gap.
- Campaign for policy change to invest in green spaces within urban areas
- Normalising outdoor activities by creating spaces where people feel welcome, represented and supported.
- Featuring diverse stories and voices in the outdoor community to dismantle the perception that nature is only for a select few.
- Calling out the gatekeepers



BEE ADVENTURES  
'The outdoors should be a right not a privilege'



# ROOTS IN EQUITY

## A framework for action

### More people take action for better social outcomes

Increased participation from individuals within the community to address social inequalities and which lead to positive outcomes.

### Better organisational performance

Improving organisational performance in the context of EDI involves creating structures and processes that support equitable practices

### Staff are healthier and and happier

Creating inclusive ways of working and support the health and wellbeing of staff

### Empowered communities through voice and activation

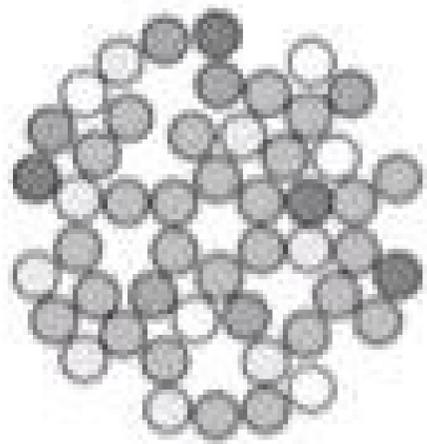
Empowering communities means enabling individuals to express their needs, advocate for their rights, and actively participate in decision-making processes



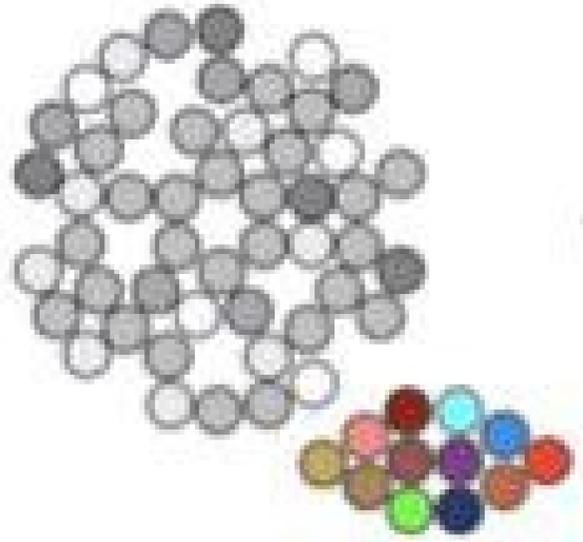


HOW WELL DO  
WE KNOW OUR  
COMMUNITIES?

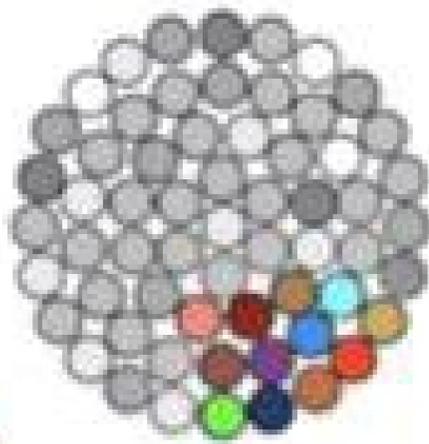
# BELONGING CONTINUUM



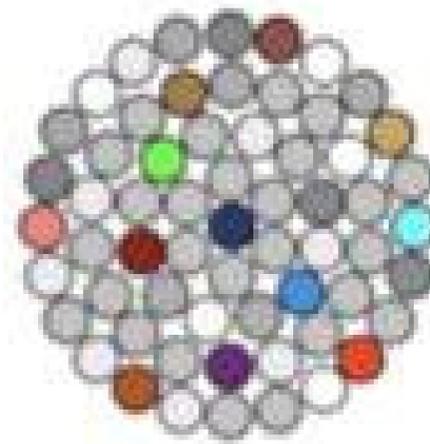
Exclusion



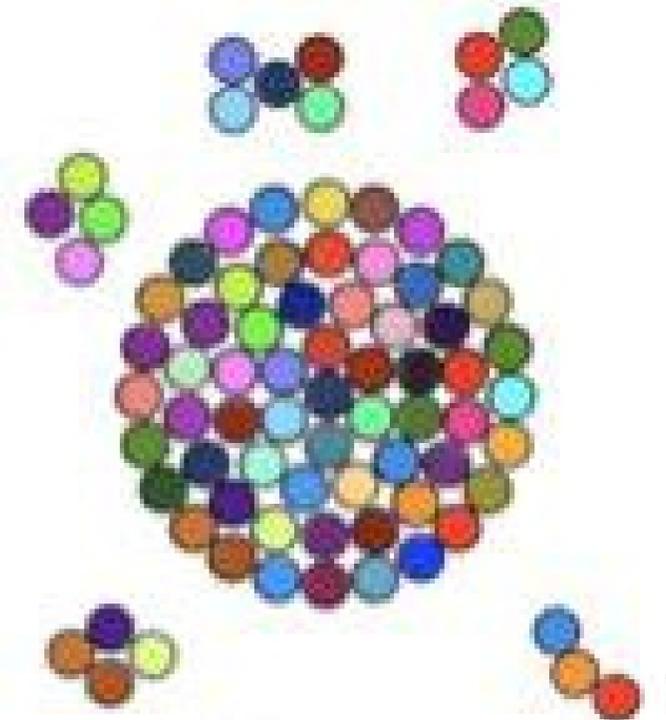
Separation



Integration



Inclusion



Belonging

## Example of a Women's cycling charity

Disabled women

Women from ethnically diverse  
backgrounds

Refugees in the local area

Young women and girls

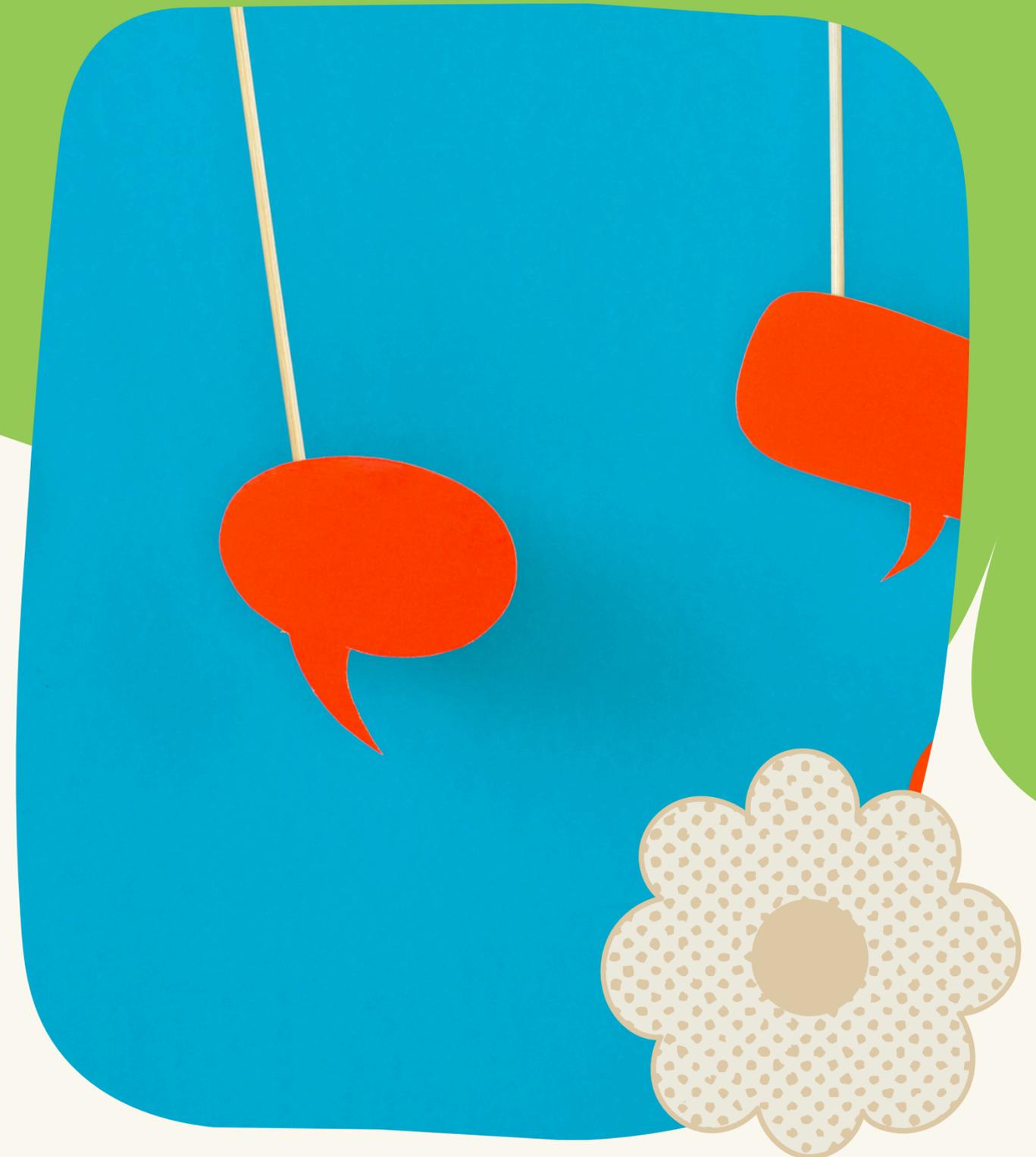
LGBTQ+ women

Older women

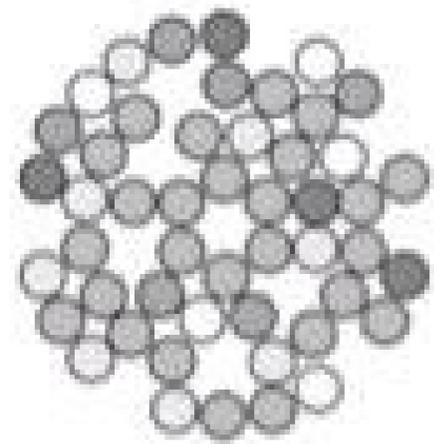
Women on lower incomes

Deaf women

**HOW WELL DO WE KNOW  
OUR COMMUNITIES?**



# BELONGING CONTINUUM

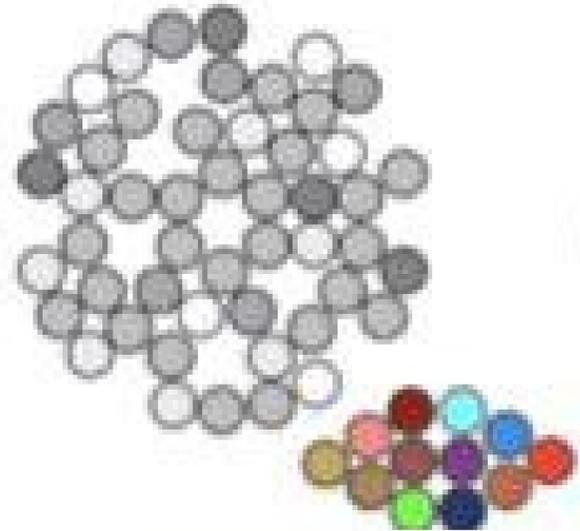


Exclusion

Refugee women

Ethnically diverse women

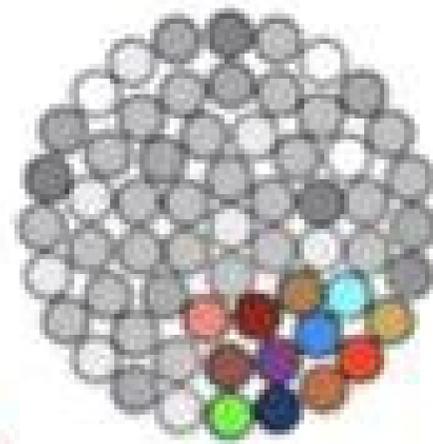
Disabled women



Separation

LGBTQ+ women

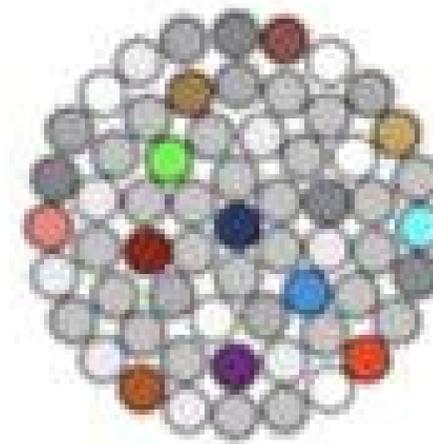
Women who are currently not active



Integration

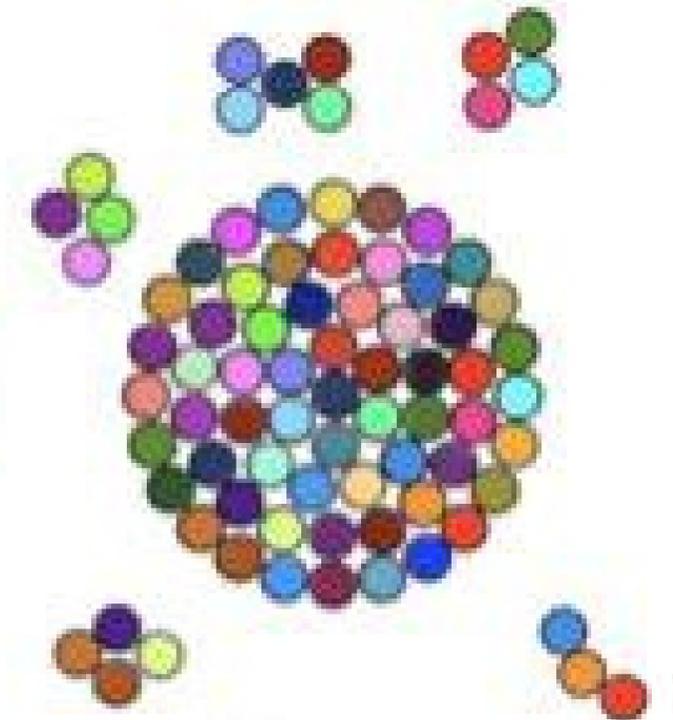
Young women and girls

women from lower income families



Inclusion

Deaf women



Belonging

Older women



# ACTIVITY

- What communities exist in your local area?
- Where do your communities fit along the belonging continuum?
- What are the challenges?
- How can you empower communities through the work you do?

Exclusion: Researching barriers

Separation: Reaching out to communities

Integration: Creating specialised/safe spaces or specific programmes

Inclusion: Build access to knowledge, skills and activities and make communities feel included, access to social networks

Belonging: Diverse voices are heard and part of the decision making



# PLENARY ON BELONGING





# THE INCLUSION STAGES MODEL

# Inclusion Stages Model

"I am no longer accepting the things I cannot change. I am changing the things I cannot accept." Angela Davis

## ONE

## TWO

## THREE

- Sounds like

Inclusion for inclusion's sake 'I am aware'

Inclusion is our responsibility 'I take part'

Inclusion is our strategy 'I belong'

- Feels like

Compliance

Obligation

Engagement

- Looks like

Policies in place

Inclusive participation

Inclusive governance and decision making

- Origins

Compliance and funding pressures

Pressure from external stakeholders

Recognition that practices lead to exclusion

- Challenges

A response to a cultural problem

Can make majority group feel good while not actually giving up any power

Acknowledge that practices exclude others

People not bought in

Minority groups become cynical and less likely to take part

Existing leaders willingly share decision making power

Policies don't always lead to action

Tick box approach

- Questions

What needs to be done?

Who's taking part?

What power are you willing to give up?

Where does your organisation sit with this model of inclusion?

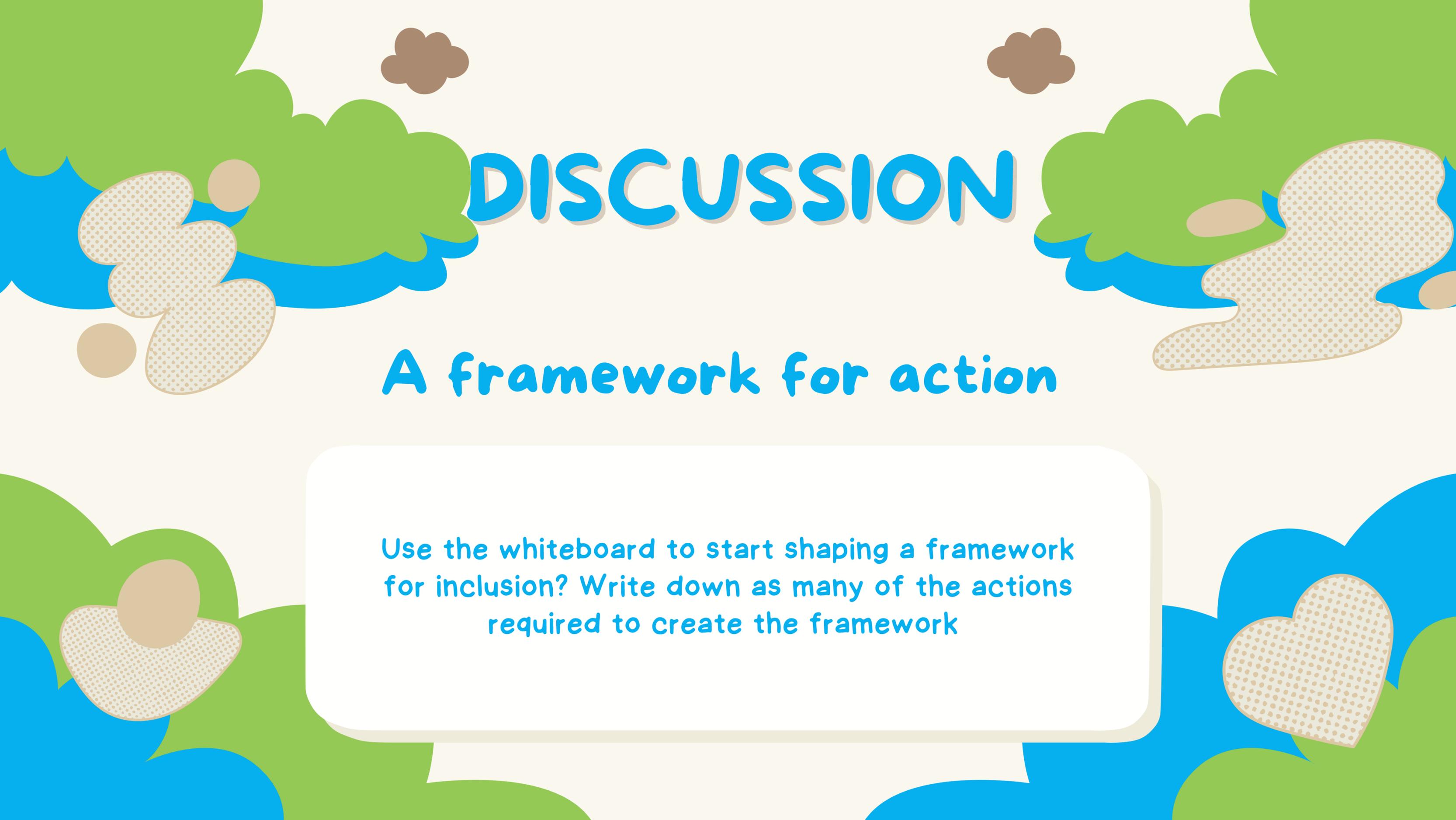
## Where do they sit on the Inclusion Stages Model?

**From equality,  
diversity and  
inclusion to  
anti-oppression**

June 2024



<https://docs.google.com/document/d/1J1GFSBG9OBwMO1pOiSixy372kt1E3UuU0B22BXJkJJA/edit?tab=t.0#heading=h.7utsv67uxe2n>



# DISCUSSION

## A framework for action

Use the whiteboard to start shaping a framework for inclusion? Write down as many of the actions required to create the framework

## More people take action for better outcomes

Engagement programmes participate in community initiatives  
Training and capacity building to equip community members with skills and knowledge to take action  
Collaborative projects that tackle pressing social challenges

## Better Organisational performance

Inclusive policies and practices  
Data driven decision making  
Feedback mechanism  
Leadership, board and organisation commitment  
Recognises spectrum of privilege and practice excludes

## Empowered communities

Creating safe spaces to voice opinions and share experiences  
Supporting Advocacy for community members to advocate for themselves  
Building networks among community to strengthen collective action  
Celebrate diversity by embracing different traditions and experiences

## Staff are happier and healthier

Promoting work-life balance  
Open communications and feedback  
Investing in development  
Reward and recognition  
Wellbeing programmes

# Framework for Action



# INCLUDE IN NATURE

Thank you!  
Next session  
5th February @10am

Cultivating Inclusive Cultures  
Creating a Welcoming and Respectful Workplace in  
Nature Organisations