Welcome to Growing roots to equity and inclusion

We'll get started in a minute...

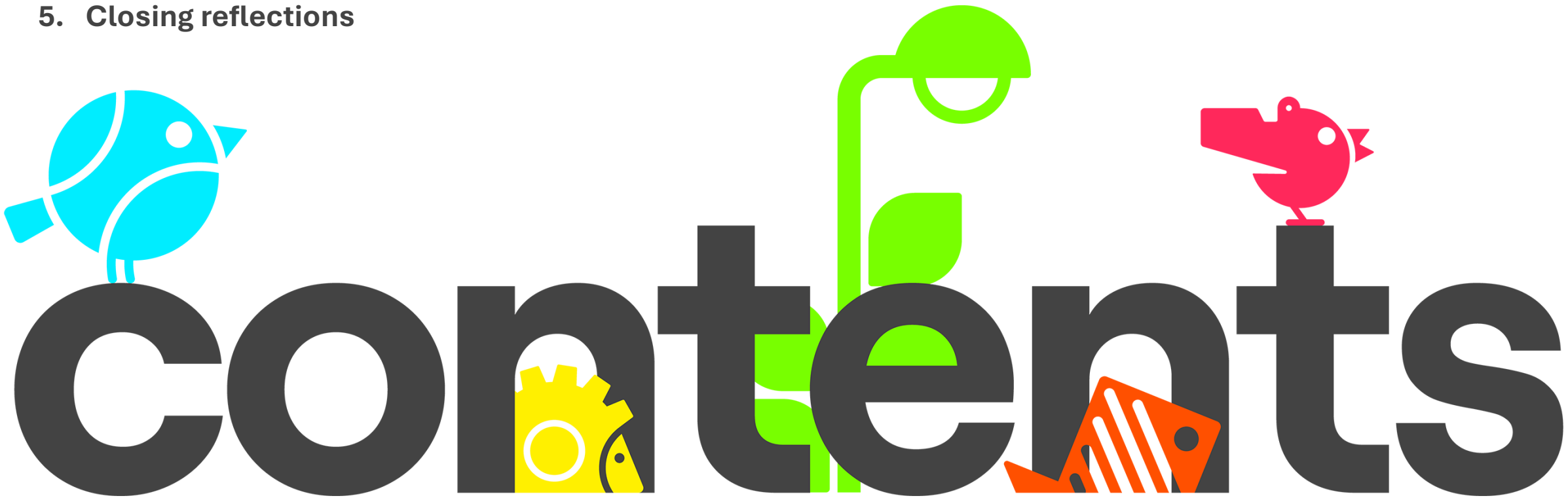


Housekeeping

- Please use the Q&A tab to ask questions or start a discussion topic
- If you need any support throughout the session, please email info@naturetownsandcities.org.uk



1. **Welcome**
2. **Introduction from Aneela McKenna**
3. **Guest speakers**
   - **Pete Tatham** – Hyde Park Source
   - **Joss McAuley** – Peace of Green CIC
   - **Sara Javid** – Women Forward
4. **Panel Discussion**
5. **Closing reflections**



Our speakers today



Joss McAuley



Sara Javid



Pete Tatham



"improving health and wellbeing through improving the environment"

building solidarity

Our vision

People living in healthy communities, with opportunities to connect and
in harmony with each other and nature.



Who We Are

Improving health and wellbeing through improving the
environment for over 25 years.



Our Story

Started in 1998 with a bin yard in Burley. Grassroots action and community empowerment still guide everything we do.

COMMUNITY GARDENING



Weekly sessions, open to everyone, across the city

DESIGN & BUILD



Collaborative design & build of outdoor spaces for growing, play and recreation













Nature connection for children, young people and families

OUTDOOR EDUCATION



Developing networks, collaborating with research and supporting organisations who share our vision.

NETWORKS & RESEARCH



our Principles

How we work matters as much as what we do.

Connect · Be Active · Take Notice · Keep Learning · Give

Together, they describe the regenerative cycle of change which helps us frame our work.







Solidarity as a Core Practice

Not a policy. Not a one-off. An ongoing practice embedded in everything we do.





- Framed around protected characteristics, but wider than that.
- Racism and racial justice, neurodiversity, gender equity, class and access.
- Expressed through our Principles; power, voice, inclusion, shared leadership.

some tools we have developed



DEALING WITH DISCRIMINATION IN OUR GROUPS

connect

take notice

give

be active

keep learning

Support & solidarity

Provide meaningful care and support for people who have experienced harm in one of our groups.

'We've got your back'

belonging

We seethe potentialthatour groups have for bringing different people together.

We want everyone to be able to find belonging in our groups, sometimes this will take work!

Person-centered

Avoid bigacademic words and ideas. Keep things human and from the heart.

Acknowledge people's feelings and experiences.

Openness

We will address uncomfortable things openly and not brush them under the carpet.

Committed to handling cases of discrimination with care and attention.

Knowing our limitations

We are supporters, not rescuers.

We're all on a learning journey.
'Safe enough to try'

Dealing with Discrimination

BEFORE

Familiarise yourself with the document: "DEALING WITH DISCRIMINATION IN OUR GROUPS"

Remind yourself you are a professional, you are paid to hold others to account and even if you feel uncomfortable it is your duty (not only as a kind person) but as a member of the HPS staff team.
You are in a position of power, as a leader and carry Hyde Park Source's reputation.

Being a passive bystander is not acceptable.

If you feel unable to do this as a facilitator, ask for support and training.

IN THE MOMENT

If something is said publicly,it is often best to publiclyname that it is not acceptable.

Try to match the intent in your response (even though it is the effect that matters), as someone is likely to be less defensive if they meant no harm and the issue can be quickly rectified (if handled sensitively).

It is often best to own the challenge with an 'I don't feel…." as you will often have a relationship of respect with the individual that you can use advantageously.

We want to form allies not enemies, acknowledge our Volunteer Agreement (respecting differences and apologising to make things right).

AFTER THE FACT

Either on the phone orina private/quiet space.

Speak to the 'victim' first, ask how they felt about it, your response, and if anything further can to be done to make them feel safe/comfortable. Praise their bravery for coming forward (if they have) and reassure them that we want them to feel safe, valued and respected.

Speak to the 'perpetrator' and explain the issue, ask how they feel about it, explain the effect of their words/actions the 'victim' (yourself and the group) and ask them what they think could be done to make it better. Explain what the victim needs (if relevant).

MAKING THINGS RIGHT

Maybe it was a simple "sorry" or maybe a little private sit down was needed to talk about it. Maybe it was the suggestion of some training or occasionally it might be banning someone (if they cannot apologise or respect another person).

Check in with a peer once you've spoken to both parties and come up with a plan.

After actions have been taken check in again with both Volunteers to thank them both and give positive feedback.

Dealing with Discrimination

“I DON’T GET IT?”

Without getting into the history of Colonialisation, Capitalism and world politics it is good to centre on kindness and respect.

That we are here as a group to support one another, to ensure it is a safe place for everyone, that we all have our struggles, our strengths and we are all learning.

If relevant - in your shoes - use your knowledge of that person and their life to draw parallels (class, appearance, religion, race, sexuality, gender).

“I DIDN’T MEAN ANYTHING BY IT”

Ifyou accidentally bumpinto someone and hurt them what would you say?
It is just the same. I believe you didn’t mean anything by it, I know you are a ‘good soul’ but the effect remains the same. Pride ruins so much, please be brave enough to be vulnerable and apologise.

Explain we are all learning, that we all make mistakes and it is hard sometimes to know what to say.

“OH IT’S FINE”

Often the ‘victim’ will say “Don’t worry, I don’t need an apology” (often this is because it has happened before and they see it as part of their life - normal).

It is our duty to ensure at least an apology is made, and to highlight that in HPSource world, this to not normalised.

We do not need someone to change their racist views (if they do have them), what we need is that during the gardening groups, people are respectful and kind to one another (and maybe these views will change because of this over time and exposure to different lovely people surrounding them).

“I WON’T COME BACK”

Challenging someone is hard, pride is a strong emotion. Often a first response is “forget it then”.

I think starting off the meeting with a bit of flattery always helps: “You’re a long-term, valued member of the group, you’ve supported others and really given a lot of your time and energy to making this garden a special place. I know you are a kind, dedicated person and I respect you”

Also acknowledging this is a hard thing to discuss as it needs honesty and can make you feel vulnerable, a willingness to listen and try not to be defensive.

Strategic Priority 1: Community-Led Delivery



Deepen and sustain community-led delivery that supports wellbeing, learning and connection.



- Depth and quality over volume
- Stronger access and inclusion
- Progression and connection over time

Strategic Priority 2: Internal

Invest in internal capacity, care and organisational sustainability



- Supportive culture and shared ways of working
- Realistic capacity and sustainable staffing
- Organisational health underpins everything we deliver externally



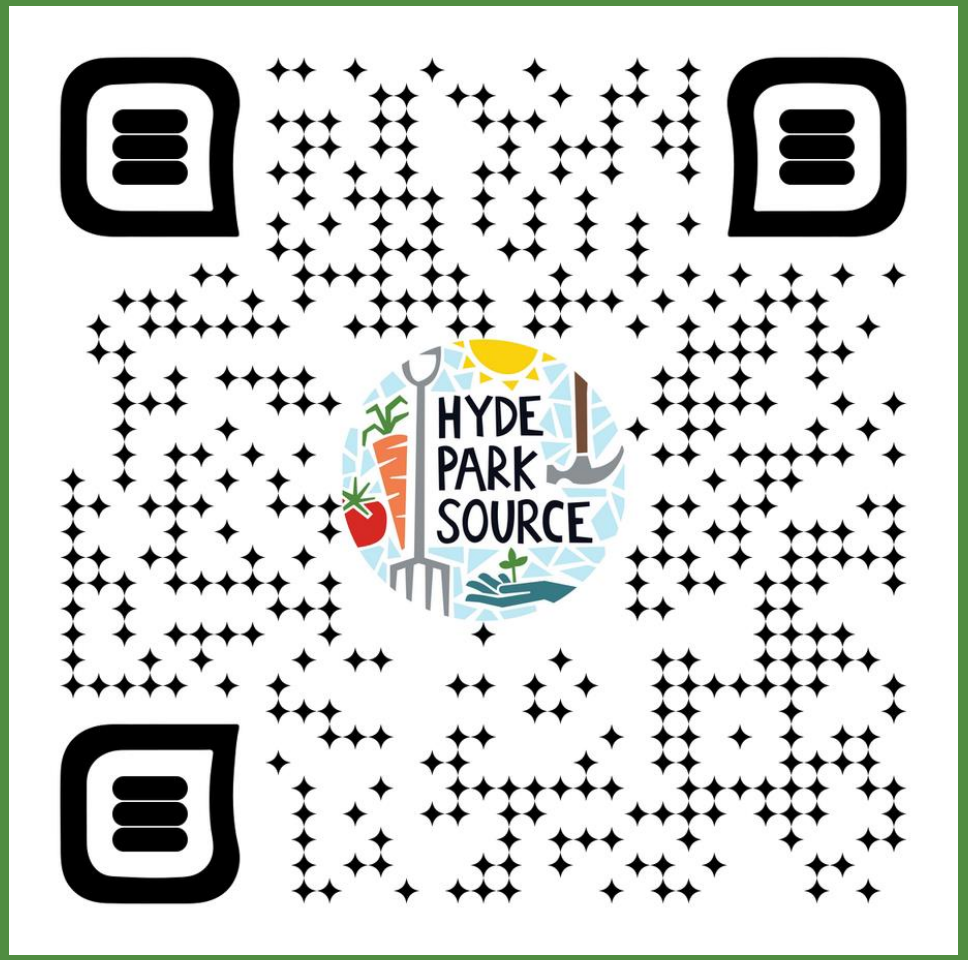
Strategic Priority 3: Wider Systems, Networks and Movements

Strengthening our connective role to support healthier, fairer places

- Connecting community-led practice with health, environment, local government and academia.
- Sharing assets and space — Rosebank Road, equipment, knowledge
- Aligned with: ABCD, preventative healthcare, nature connection, equitable green space access







Hyde Park Source

2 Rosebank ROAD

Leeds

LS3 1HH

Phone: 0113 245 8863

INFO@hydeparksource.org

www.hydeparksource.org

linktr.ee/hydeparksource

Community Benefit Society FCA No. 28755R



Peace of Green

Joss McAuley, Co-founder and Director



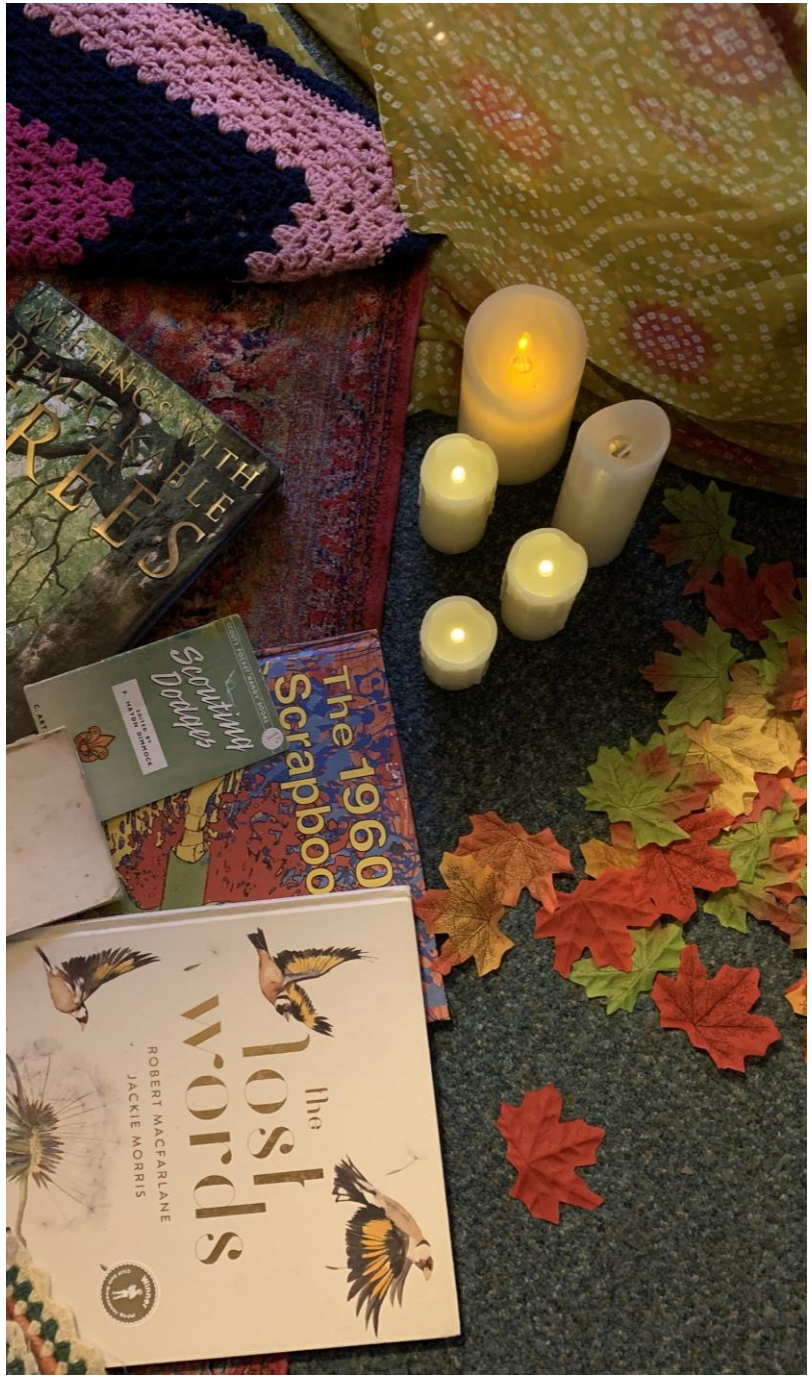











Scouting Dodges
The 1960 Scrapboo
the lost words
ROBERT MACFARLANE
JACKIE MORRIS

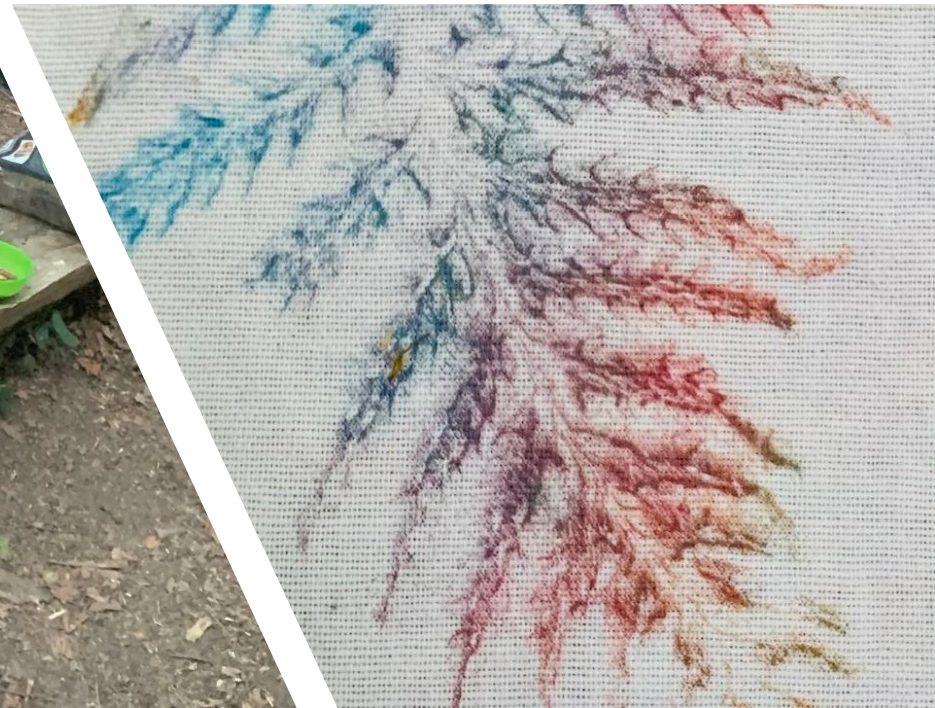





GARDEN BIRDS









Connecting with nature equitably

Sara Javid PFPH

Founding Director, Women Forward

Chair; Hillwalking Committee, BMC

Secretary of State Board Member
Peak District National Park Authority

ABOUT MY JOURNEY

Equity and the outdoors

01	PERSONAL STORY	How culture and community shaped my journey into the outdoors
02	COMMUNITY PRACTICE	Taking women hiking and building a community around participation
03	ENABLERS + BARRIERS	What local communities taught me about access and participation

WHAT I HAVE LEARNT

Barriers are layered, not personal failings

01

PRACTICAL

Cost
Transport
Time
Equipment
Accessibility

02

PSYCHOLOGICAL

Confidence
Fear of falling behind
Uncertainty
Past experiences

03

SOCIAL

Coming alone
Group dynamics
Safety
Being noticed

04

CULTURAL

Representation
Fitting in
Different ideas of nature
Racism or exclusion

THE MOMENT BEFORE ARRIVAL

The first step carries the most uncertainty

Will I fit in?

Is it safe?

Can I keep up?

What if I come alone?

The first intervention may be reassurance not exercise.



A DESIGN PRINCIPLE

Belonging is infrastructure

It is not a soft extra added after the programme is built.
It is part of how the programme works.

01

A known face

Someone notices when you arrive.

02

A shared pace

Nobody has to prove they belong.

03

A reliable rhythm

The welcome happens every time.

04

A role to grow into

People can contribute, not just receive.



WHAT KEEPS PEOPLE COMING BACK

People return where they feel known.

Expected.
Remembered.
Missed.

Not merely counted.

THE COMBINATION

NATURE

calm · movement · attention

+

COMMUNITY

welcome · trust · connection

Nature is the setting.
Community makes participation possible.

The strongest interventions join the physical place with social engagement.

PROGRAMME DESIGN

Retention is designed, not hoped for

01	JOY	Make the experience worth anticipating, not merely good for people.
02	CHOICE	Offer different paces, roles and ways to participate.
03	CONSISTENCY	Keep the welcome, expectations and contact dependable.
04	CONFIDENCE	Design achievable steps and visible progress without performance pressure.
05	CONNECTION	Create time for names, conversation and mutual care.

WHY THIS MATTERS

Nature can help — yet access is unequal

1 in 3

people in England do not have good-quality green or blue space within a 15-minute walk of home.

PROXIMITY

Living nearer nature changes what is realistically available.

RESOURCES

Income, disability, health and transport shape frequency of participation.

BELONGING

Being near a green space does not guarantee feeling safe, represented or welcome there.

Sources: Natural England Green Infrastructure Framework (2023); DHSC GSP perceptions (2023)

THE CENTRAL DISTINCTION

A referral is not participation

PRESCRIPTION ≠ **PARTICIPATION**

A referral can open a door.

Belonging is what helps someone walk through it — and return.

The work is not complete when an activity is offered. It is complete when participation feels possible.

HOW CONFIDENCE GROWS

Trust grows through small, repeatable moments

01	WELCOME	A clear message, a named person, no hidden test.
02	SAFETY	A pace, route and atmosphere that reduce uncertainty.
03	RETURN	The second visit feels easier than the first.
04	CONTRIBUTION	Identity shifts from guest to member.

Source: NatureMind session brief; practitioner synthesis

MAKE THE INVITATION REAL

Nature is the setting. Belonging helps people begin and return.

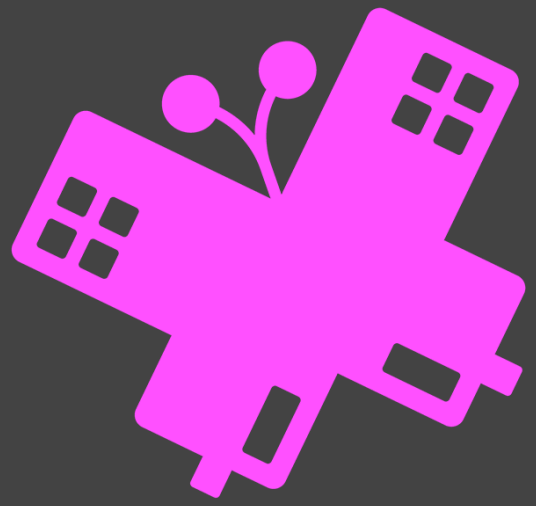


Panel discussion

Please use the Q&A tab to ask a question









thankyou





