

## QUICK GUIDE TO EQUITY, DIVERSITY, AND INCLUSION

### WHY IS THIS GUIDE IMPORTANT?

Nature is for everyone. The discrepancy in access to nature experiences between different communities has been identified as a major problem in the ecological sector.

Reaching and including people from diverse backgrounds and with different experiences is also essential to creating a planet that is valued by and works for all.

By making ECOSOCS activities interesting and accessible to more people you will gain experience working with a broader audience, be exposed to new ideas and insights, and build career relevant skills.



### THE BASICS OF EQUITY, DIVERSITY, AND INCLUSION

#### Protected characteristics

In the UK the Equality Act sets out nine protected characteristics:

- Age,
- Disability,
- Gender reassignment,
- Marriage or civil partnership,
- Pregnancy and maternity,
- Race,
- Religion or belief,
- Sex,
- Sexual orientation.

The law states that nobody should be treated less favourably than someone else because of a protected characteristic. In practice this means considering different kinds of access to a group or activity.

Access

Access is all about barriers. More accurately it's about figuring out what barriers there are, and how we can make adjustments to mitigate them. The adjustments should be reasonable and not go against the purpose of the event or group, or be prohibitively expensive.

There are three different aspects of access to consider:



<b>Physical Barriers</b>	What physical barriers are there to participation in a group or event?	You might consider: Choosing a venue with step-free access, avoiding the use of small fonts on flyers and in messages
<b>Intellectual Barriers</b>	What barriers are there to broadly understand the information presented in a group or activity?	You might consider: Making information about an event available verbally and in writing, avoiding the use of slang that leaves people out of the conversation
<b>Cultural Barriers</b>	Are the activities of a group or event sympathetic to the cultural constraints of their participants?	You might consider: Timing events so that they are accessible to people with different lifestyles, setting a group code of conduct for a social media group

By being considerate of access in your group and at events, your activities can be more welcoming and encourage a wider range of people to get involved and contribute.

**MORE INFORMATION**

Drawing up a table like the one above can be a great step in planning accessible events.

Access more guidance about inclusion from the [National Council of Voluntary Organisations](#) and [Community Works](#).