



Ethnic Minority
Environmental Network

Bridging the Gap: EMEN & REEP

Christopher Clannachan (he/him)
Environmental Race Equality Officer

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Environmental Projects Coordinator



Outline

1

Diversity

Examine racial diversity in the environment sector

2

EMEN

Explore the work done by EMEN

3

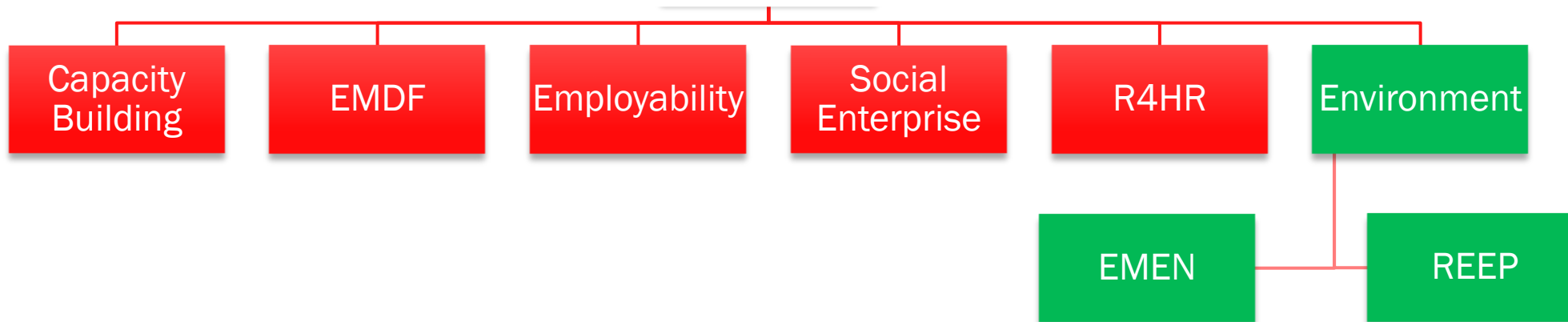
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Understand the support offered by REEP

4

CASE STUDY

Client example



- National intermediary organisation and strategic partner of the Scottish Government Equality Unit (Race Equality Framework 2016-30)
- Network of over 600 EM organisations
- Delivery of tailored programmes that provide capacity building support & sustainability to the ethnic minority voluntary sector & its communities

Environment Team



- ▶ Andrew Williams (Environmental Projects Coordinator)
- ▶ Aekus Kamboj (Ethnic Minority Environmental Network Officer)
- ▶ Christopher Clannachan (Environmental Race Equality Officer)



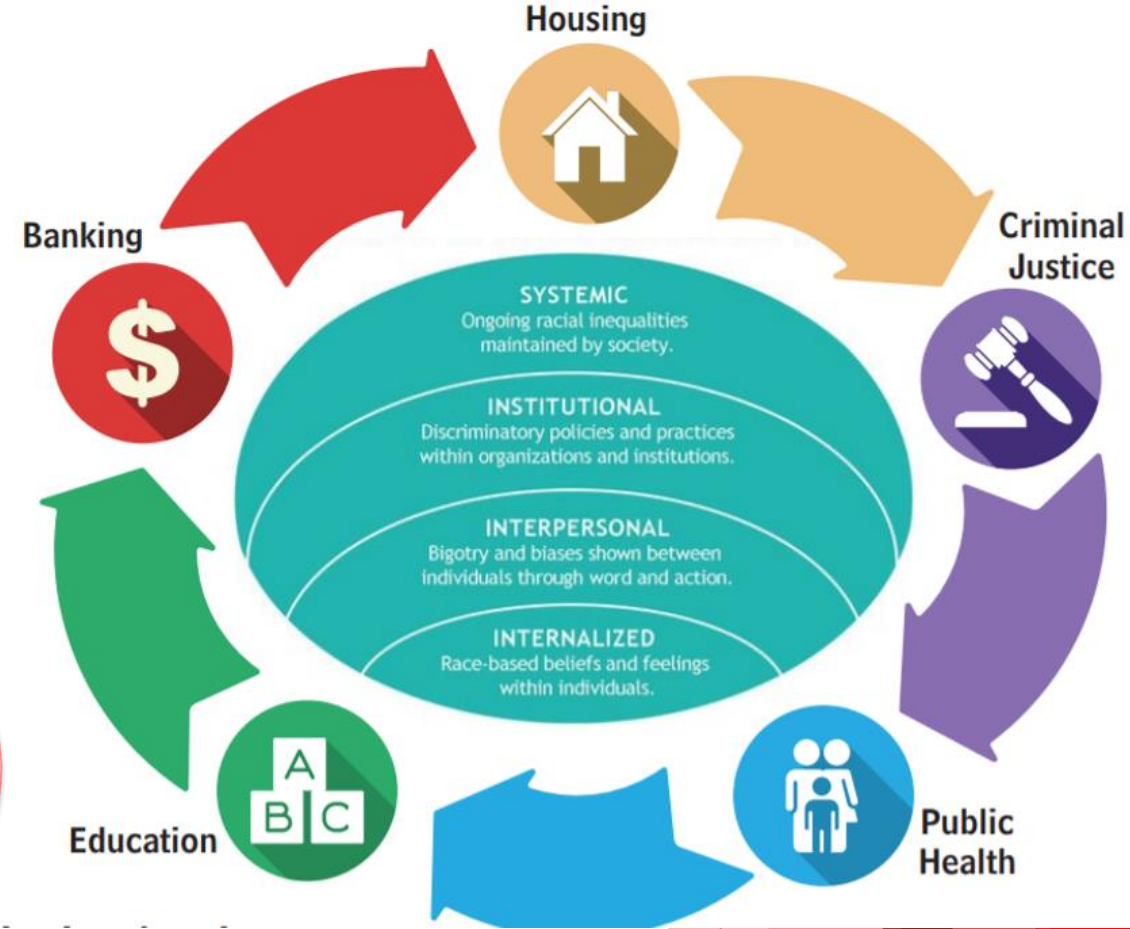
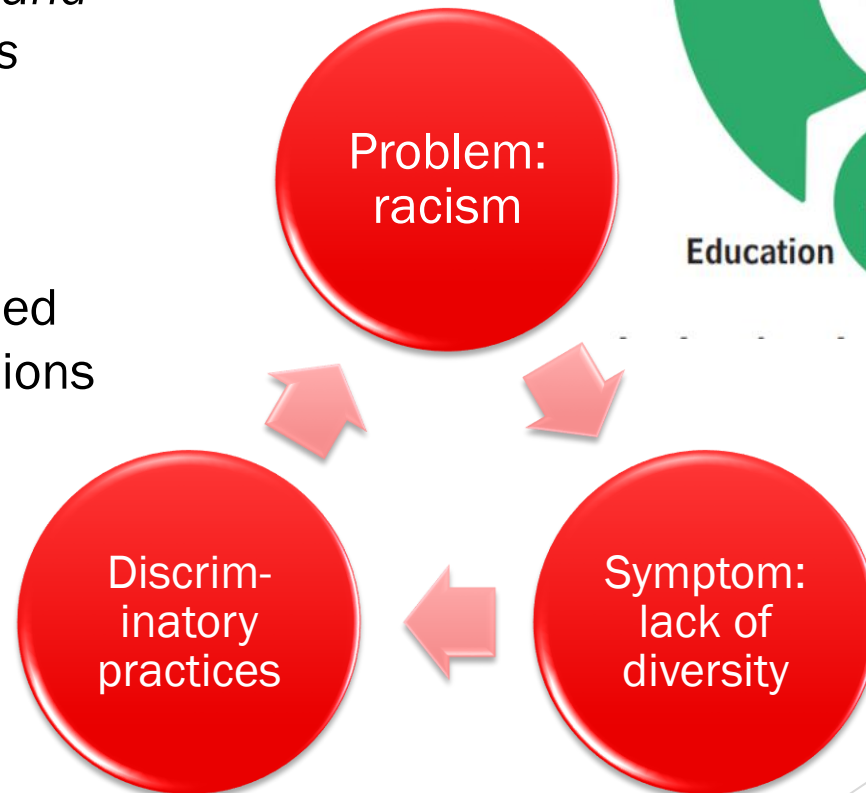
What is
the gap?


Lack of racial diversity

- Environment sector - 2nd least racially diverse after farming
- 4.81% are EM compared to 12.64% across other professions
- EM experience racism in form of stereotyping, discrimination, exclusion and lack of opportunity for progression
- 84% organisations willing to take action but only 4% have a plan in place
- **Root cause analysis: lack of diversity is a symptom of a larger problem. What is the problem?**

Systemic racism

- *Policies and practices that exist throughout society that result in and support a continued unfair advantage to some people and harmful treatment of others based on race...*
- EM voice historically excluded from decisions and discussions that affect them
- Environment sector?





The Ethnic Minority Environmental Network (EMEN) creates connections between ethnic minority groups and individuals, and mainstream organisations addressing climate change and climate justice in Scotland.

- Free to join
- A fortnightly networking newsletter
- Free events (with lunch!)
- One-to-one support
- Introductions to funders and mainstream actors
- A social space...
- ...but policy-driven



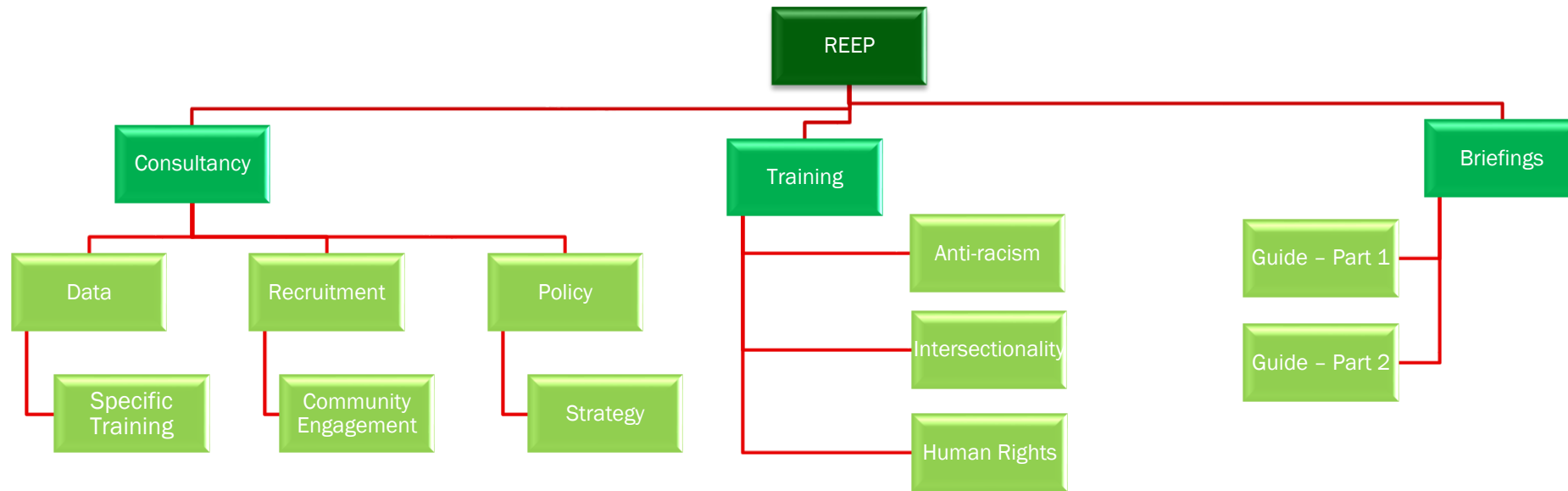
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Race Equality Mainstreaming



“ Mainstreaming simply means integrating equality into the day-to-day working of an authority. This means taking equality into account in the way the authority exercises its functions. In other words, equality should be a component of everything an authority does.” (EHRC)

In essence, this means..

- equality becomes part of the structures, behaviours and culture of an organisation
- an organisation knows and can demonstrate how, in carrying out its functions, it is promoting equality
- mainstreaming equality contributes to continuous improvement and better performance.

What approach do we take?

An anti-racist approach:

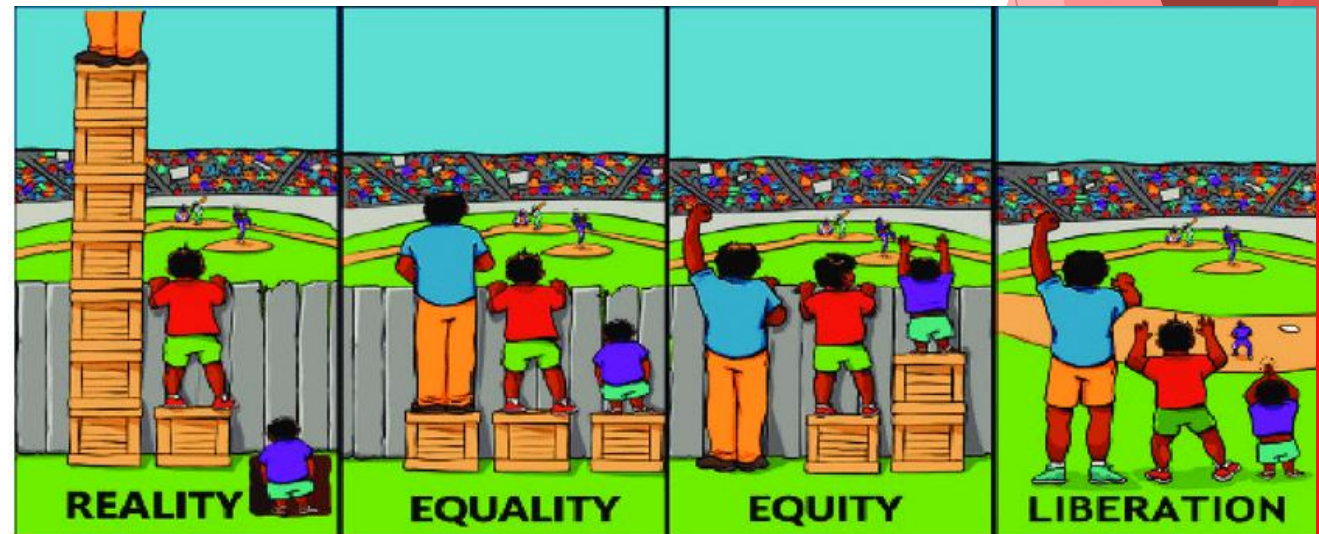
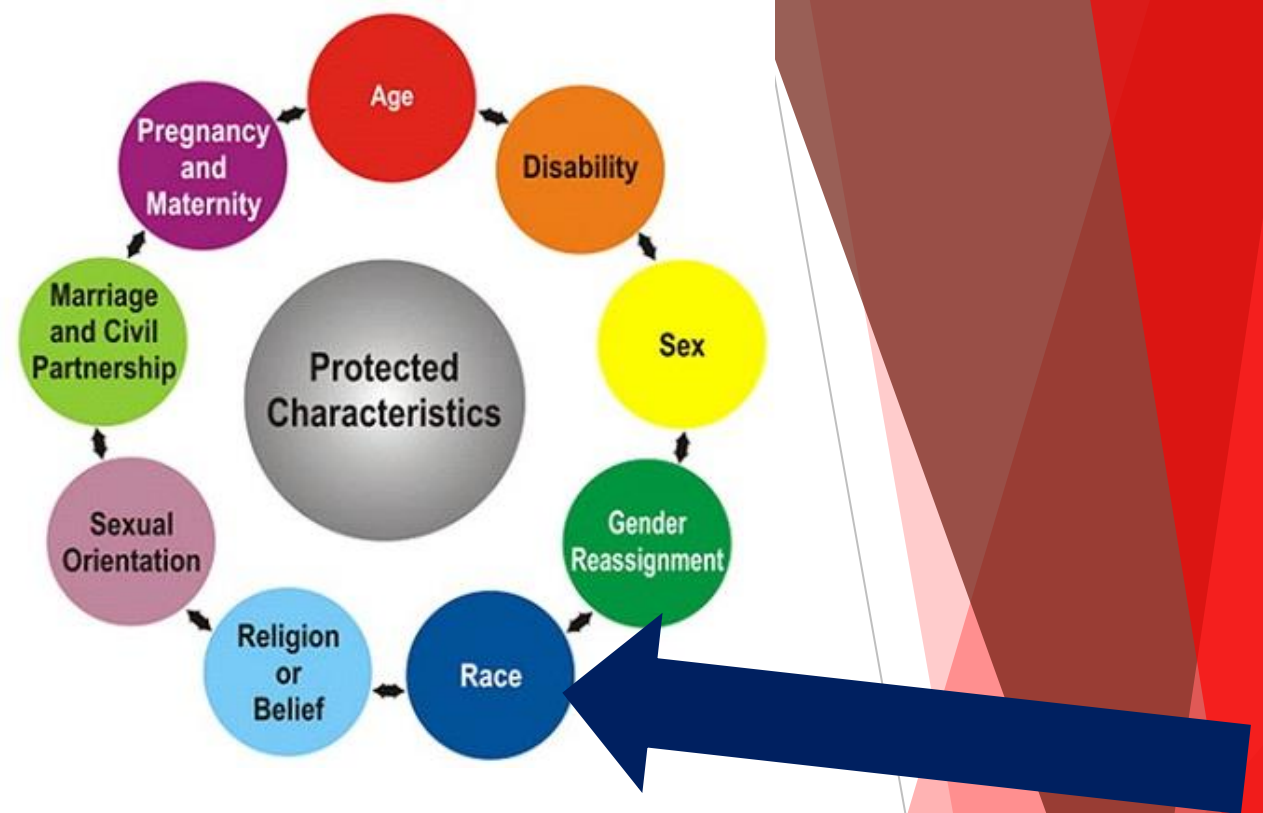
To not be racist, does not mean you are anti-racist.

EDI, equality vs equity

- ▶ *Equality: everyone treated the same with equal opportunities*
- ▶ *Equity: giving people what they need to achieve their fullest potential. Acknowledging the playing field is not level*

Shereen Daniels:

*“Equality is the destination.
Equity is how we get there”.*





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EMEN and WWF case study –
working together for climate justice.

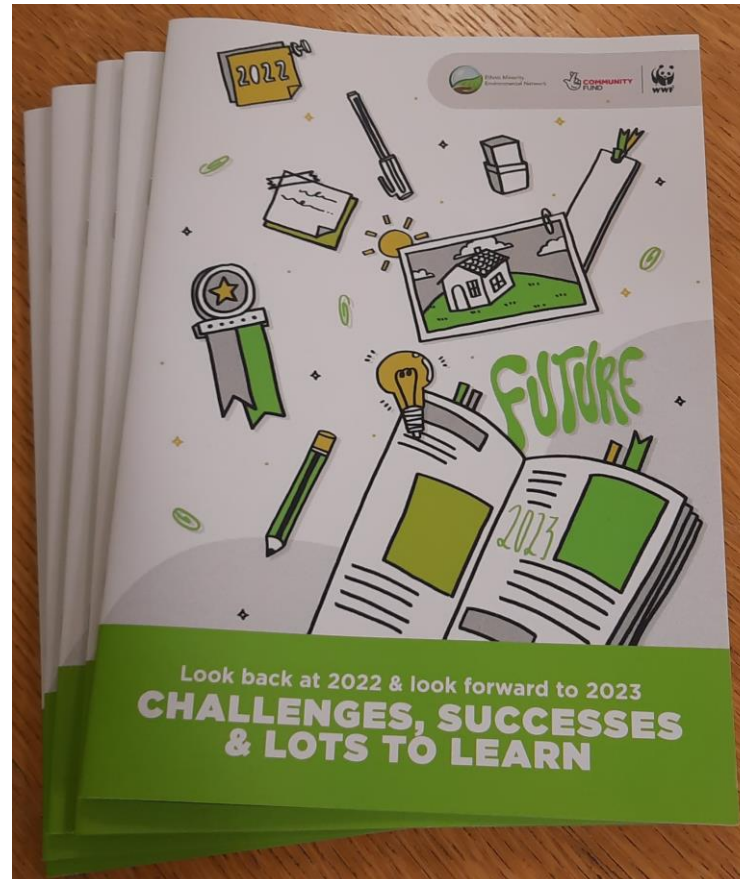


Mobilising Community Climate Action Project



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EMEN and WWF case study –
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**EMEN and WWF case study –
working together for climate justice.**

Helping to
SAVE OUR
**WILD
ISLES**

Save Our Wild Isles Community Fund

Thank you
Questions



Evaluation Form



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