

EDI Champions at the...



Andrew Stark (he/him) – Senior Policy Officer (Sustainable Land)



What does being an EDI
champion mean to you?



Why Equality, Diversity and Inclusion is important to me

EDI and being an EDI Champion is important to me for a number of reasons. Firstly, it allows me to **meet and befriend people** outside of my direct team who I might otherwise not speak too. It also allows me to merge my personal interest for EDI related issues and allows me to **always keep learning**. Finally, if we want to create a more just and equal society then I think we need to look at all aspects of our lives, and **work is a big part** of that as it's what we spend most of our time doing!



RSPB EDI Champions (around 60 of us):

- Act as a **role model** for inclusive behaviours and an advocate for EDI
- **Cascade information** about EDI at the RSPB to teams and colleagues
- Listen to **feedback and opinions** from colleagues and feed this back to other EDI Champions
- Are committed to continuing to **learn and improve** their EDI knowledge
- RSPB Scotland Champions group

All EDI Champions have the opportunity to meet together once per month to share ideas and best practice. This group collectively:

- Creates an open and non-judgemental space for EDI issues to be discussed
- Contributes to, and offers advice and feedback on, EDI initiatives, guidance documents, and other assets
- Ensures that all areas of the organisation are being represented in discussions around EDI
- Ensures that EDI is being considered in programmes and projects across the organisation



Anyone can be an EDI Champion. There is no limit on how long you perform the role and there is always the opportunity to take a break if you need to. EDI Champions do not have to have lived experience and do not have to be an expert on EDI.

RSPB Equality, Diversity and Inclusion policy

Like nature our survival depends on diversity. Nature has no borders and neither do we. We recognise that everyone is individual and different and value what that difference brings to the RSPB. We want to support everyone to unlock their potential and better reflect the communities in which we work.

A key focus at the RSPB is to ensure EDI is embedded throughout our work, in particular our six strategic shifts that are part of RSPB's strategy (especially 2/4/6).

Our six strategic shifts

We have identified six main areas where, by stepping up our efforts, we can increase our impact



 <p>Delivering conservation at greater scale, through deeper collaborations</p>	 <p>Enabling more, and more diverse, people to act for nature</p>
 <p>Being a bolder and more influential campaigning organisation</p>	 <p>Becoming more relevant to the world we're trying to change</p>
 <p>Diversifying our income and opening up finance opportunities</p>	 <p>Making the RSPB the best it can be</p>



Aly McCluskie, Senior Conservation Scientist -

"I became a EDI champion because I wanted to make the RSPB a better organisation to work for, and being one has helped to teach me how that can be possible. Being a champion has also meant that I have met lots of really lovely , dedicated people in the organisation that I may not have otherwise"



What was your main takeaway from the video? Anything that you can relate to from your organisation?

An intersectional approach – links with other support groups and staff networks





Dakota Reid Conservation Officer (Planning) Policy and Advocacy - NI- “I got involved in the RSPB's EDI work as an EDI champion when I started my job last year. I am passionate about EDI because I believe that everyone should get the opportunity to experience the wonders of nature and that it should therefore be our top priority to make all of our staff, volunteers, partners and visitors to our reserves feel included and welcome. I've enjoyed hearing from colleagues within the NI team who have shared their ideas and experiences with me around what has worked well that we could be scaling up across our work. I'm looking forward to organising RSPB's attendance at Belfast Pride this year, which will mark our second year of being involved with Pride in Northern Ireland.”



Examples of EDI Champions work

- Running internal discussions on EDI
- Getting senior leader buy in
- Creating safe spaces for people to discuss EDI topics
- Normalising language i.e. pronouns
- Talk at conference (or a staff meeting)
- Talk coming up at Policy & advocacy conference on embedding EDI

It might not happen otherwise – you can be the positive change!!

Champions & Networks Projects



Champions Project

- Develop a clearer understanding of the EDI Champions roles and responsibilities at the RSPB.
- Develop an onboarding or induction process to ensure that new EDI Champions feel included and confident in their role.
- Support EDI Champions to develop their confidence when speaking about and advocating for EDI issues and topics.
- Develop an organisational structure to ensure the longevity of the EDI Champions group, ensure staff and volunteers on all kinds of contracts are able to be included, encourage specialisation of EDI interest areas, and ensure that the administrative burden is distributed evenly.
- Support the advertisement and awareness of EDI Champions across the RSPB.

Champions & Networks Projects



Champions Project

- New Role Descriptor
- Formalised Organisation Structure Including Committee
- Updated SharePoint
- Teams Site for Collaboration

- Training & Development Plan
- Formalised Induction



Lottie van Grieken , Campaigns and Communications Officer – “I'm Lottie and I became an EDI Champion when I joined the RSPB around 3 years ago because I wanted to make both the organisation and the sector a more inclusive space. I have enjoyed things like creating our EDI recommends newsletter (filled with books, podcasts, programmes etc), participating in interesting themed discussions and organising a workshop for our staff conference. The network is all about supporting each other, and is in turn a very supportive space during challenging times! It has been such a great way to meet people who I wouldn't usually work with, but also is a great space to think about how things can impact people differently. I hope its a step on the road to a more equal world!”



Hints and tips on how to implement one into your organisation, broken down into different areas:

- Be bold
- Openness to learning
- It's an ongoing journey
- Not about getting it right or
- Change comes from the top – senior leader buy in is fundamental
- Needs resource to support – edge of desk not enough
- Signposting



Cecile Farber Community Fundraising Development Manager

- "I became an EDI champion because I deeply care about EDI and I feel I have a responsibility to improve any spaces that I inhabit so that it is fairer to everyone in it. I feel very strongly that everyone has a responsibility to make this world a place where everyone feels safe, and is able to thrive. More importantly, we need to be able to address our failings, challenge ourselves, learn and adapt. Being part of the EDI champions allows me to both continue to grow and learn, but also feedback on what the organisation can improve, two processes that I think are essential."



Thank you and
now... over to
you!!



Evaluation form -

<https://forms.office.com/e/GfBGBzcXLh>



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