

Embedding Intersectionality into Practice at the RSPB



**14th April – Presentation to
Scottish Environment Link**

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What we will cover:



- The RSPB's EDI journey so far
- How do we embed intersectionality across the organisation?
- Collating examples of best practice

Our EDI Journey so far

2017-19

2020

2021

2022

2023

2024

First EDI KPI's and network creation



Head of EDI position created and recruited



EDI programme launches



Signed up to the RACE Report



Senior Accessibility Specialist recruited & Inclusive Leadership training



Senior Race Equity Specialist recruited



Staff perceptions survey/ data collation



How the EDI team embeds intersectionality across the organisation



- Supporting staff networks
- Implementing systems change programmes and projects (e.g. Disability Lifecycle, Achieving Race Equity, Inclusive Meetings)
- Training senior leaders
- Utilising awareness days/months

Collating examples of best practice



We are currently designing an EDI Best Practice Hub.

This will be an internal webpage where staff and volunteers can access guides, resources and see examples from across the organisation of work that has had a positive impact on the communities in which we operate and who we seek to engage.

Which leads me to...

Handover to Hope Busak!



I'll be very happy to answer questions,
please do pop in the chat, raise hands in
the Q&A section or get in touch:

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