



**SEEN Lessons Learnt; Scan the QR code**



# What have been the biggest barriers in your EDI journey?

Time

Lack of representation

Overthinking – worried about getting it wrong!

Protected time to do the hard work

Bureaucracy and lack of senior leadership buy in

Lack of time and resources

Connections to reach diverse communities

Capacity (as a result of priorities from a senior level)



# What have been the biggest barriers in your EDI journey?

Funding restricted to certain targets and making it difficult to have longevity and work with groups in a meaningful way

Short term funding & strict funder requirements

Lack of representation & diversity in senior leadership.

Time to build trust in community

Limited time for executive level leadership in a small and busy org



# What can we do to change this?

If the leadership isn't there internally then reach out externally – find people with shared goals and/or expertise

Intentionality around including community voices and inclusive hiring practices.

Start small. Develop a mind set that 'One step is better than no steps'.

Push the senior level aspirations to be explicit in work plans and required outcomes

Building connections with community group leaders and representatives who are trusted to build positive relationships

Include EDI impact analysis in project development and funding applications

EDI officer based in organisation to provide advice Long term funding of projects to allow embedded community engagement  
More events like this to share experiences & ideas!

Engaging with staff at all levels to gauge their understanding and invite collaboration



# What can we do to change this?

Create opportunities for communities to co-create funding guidelines – what works/ doesn't work for them and why.

Understand the where EDI is important to your organisation in the different areas of your work internally and externally. Determine your goals, work backwards from there and find wants achievable.



# What have been your biggest successes in EDI?

Guidelines and resources for more equitable recruitment much better.

EDI is always taking into consideration as there has been a culture created within the staff

understand more on cultural backgrounds which may contribute to one's understanding

Seeing organisations embrace inclusivity as something positive, rather than a chore to be completed.

Creating an equalities working group to help guide our work in this area

Hiring an outstanding first generation scholar from a despite the deck being stacked for a candidate from an elite school

Working on improving our coms strategy to make sure they are more accessible

Creating resources which can be accessible to different groups



# What have been your biggest successes in EDI?

Our pilot in Scotland of a more inclusive recruitment approaches was adopted by our U.K. organisation

Some recruitment changes eg. no degree requirements/questions given in advance of interview  
Developing long term relationships with some diverse groups through my work

Equalities action plan with reporting to the board annually. Moving specific projects within the plan forward such as inclusive recruitment, site access.

Improved openness in the organisation and confidence supporting neurodiversity and wellbeing.

Co-designing marine policy activities which are inclusive, accessible and meaningful to people, particularly those lesser heard voices



# Remember to always share your successes, no matter how small they may seem!

All successes are wins, and your EDI implementation may be the inspiration for other organisations to feel like they can start/share their stories too





# Future plans and Reflections





# What are your future plans for EDI?

May try to have more promotional stalls

More piloting, learning and sharing.

Continue to learn

Making basic equalities training part of staff and volunteer induction. THERE has a good online course

Agree and take forward our engaging diverse communities plan

Build grassroots & hyperlocal representation into community organizations and third sector activities.

Build from existing work to articulate more clearly what we're doing - embedding our informal approach to something we can really shout about.

Talk to manager about clear goals and outcomes, that get reviewed



# What are your future plans for EDI?

Share learnings with others, have a discussion with project team about keeping EDI at forefront of our planning

Share learnings from today to continuously improve recruitment

Make out core projects more accessible and aiming to increase support available to volunteers to make these opportunities more accessible.

An ocean literacy programme for communities including snorkelling with disabilities guidelines, Scots-Gaelic creative projects, fun ocean wellbeing activities for local ethnic minority networks, more!



# One hopeful takeaway from today

connection  
togetherness share  
motivational  
**connections**  
support act  
inspiration  
passion  
passionate  
network  
supported  
optimism



Any questions?

0 questions  
0 upvotes





# Thank you- please complete the survey

If you have any questions or queries, please email [leigh@scotlink.org](mailto:leigh@scotlink.org) or  
[virginia.toyi@cenvoscotland.org.uk](mailto:virginia.toyi@cenvoscotland.org.uk)




# How did you find today?

0 

Poor

0 

Fair

0 

Good





# What would you like to see for future SEEN events?





Areas of improvements and other feedback, please detail below





# Leaderboard

**No results yet**

Top Quiz participants will be displayed here once there are results!

