

Scottish Environment LINK's Equality, Diversity, and Inclusion, anti-racism and anti-oppression Statement



Our commitment to equality, equity, diversity, and inclusion (EDI) is fundamental in our work to ensure Scotland's environment is connected, restored, resilient. We work to ensure our society has nature at its heart, benefitting people, communities and the planet.

Many people in Scotland do not have access to nature, feel that they do not belong in the environment sector, or cannot join the environment sector because of physical and/or institutional/systemic barriers.

We all have a role to play in promoting a culture of dignity, respect, empowerment, and adaptability in all our work, to create a positive working environment. Scottish Environment LINK's Equality, Diversity and Inclusion (EDI) policy sets out how we actively promote an inclusive culture, avoid any direct or indirect discrimination generally and specifically in relation to the recognised protected characteristics of age, disability, gender, marital status, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

This statement is our commitment to helping our sector become more equal, diverse and inclusive so that everyone is able to access, enjoy and protect our environment.

Our commitments include:

- Creating an [inclusive and safe working environment](#) for our staff, Board members, visitors, member organisations, and supporters. All contributions are valued, and every voice listened to.
- Periodically reviewing our [recruitment practices](#) and selection criteria to identify and remove barriers to employment for under-represented groups.
- Periodically reviewing our employment policies and staff handbook to ensure that all staff are supported and encouraged to reach their full potential.
- Ensuring Scottish Environment LINK's activities and systems become increasingly accessible and that barriers limiting people's engagement are reduced. This includes barriers created through geographic, physical or socio-economic circumstances or perception. We have produced an [accessibility statement](#) and are committed to following the guidelines set out in [Nature for All Resource Hub](#).
- Being transparent and accountable.
- Collaborating with our sister Link organisations to achieve meaningful change including signing up to the [Wildlife Countryside Link ethnicity route map](#).
- Embedding EDI into our 2030 strategic plan, with its key focus on building partnerships and progressing our own and our networks' EDI journeys.
- Being an anti-racist and anti-oppression organisation, see below.

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Anti-racism and anti-oppression statement

The environmental sector has not dealt with all forms of systemic racism, and as a sector we have a responsibility to be more proactive in our work against racism.

We do not tolerate racism of any kind at Scottish Environment LINK. We have a zero-tolerance approach to racism, detailed in our Zero-tolerance policy and in our Online Social Media Guidelines.

Many of our member organisations have Equality, Diversity and Inclusion groups and champions, but together we must do more. We must listen and act upon what we learn, create accessible opportunities to enter, progress and lead in the sector, and most importantly, be active in our stance on anti-racism.

We understand that the environment sector is not yet representative of our society in Scotland, and we are proactively diversifying our sector, especially in leadership positions, by collaborating with our sister Link organisations on initiatives such as the [route map towards greater ethnic diversity in the environment sector](#) and being part of the [Race Equality Environmental Programme](#).

We also understand that the impacts of pollution, degraded habitats and lack of access to nature often fall most heavily on minority ethnic and disadvantaged communities, who are less likely to live in a healthy environment. Our [policy work on environmental justice](#) works to reverse this.

We are all at different stages in our journey, but we must all commit to anti-racism in our stances and in our actions. Climate and environmental justice are fundamental to social justice for people living in Scotland today and for future generations.



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