

Understanding EDI - resources and links

This isn't an exhaustive document, but it should offer some reminders and thoughts

The panellists at the Volunteers' Gala:

Emily Davis, Mohammed Dhalech, Sameed Asghar, Dr Yasmin Lazarus, Chair – Mary-Ann Ochota

Definitions from the event:

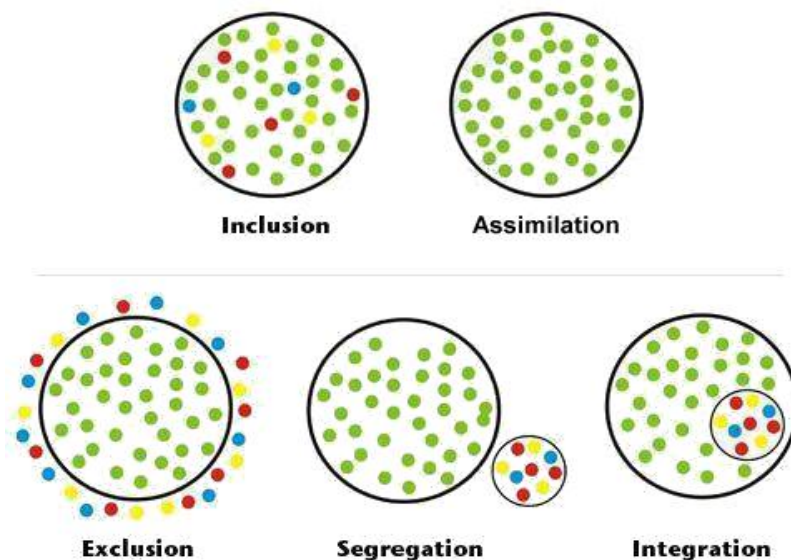
Be a JEDI - fight for **J**ustice, **E**quity, **D**iversity and **I**nclusion

Diversity - Genuinely diverse organisations create environments where people from minoritised groups don't feel like they need to minimise aspects of themselves which make them stand out.

Inclusion - is more than being friendly and welcoming. It involves bringing differences into decision-making, leadership and development of ideas - share the power! This might involve dismantling the 'business as usual' way of doing things, to reach a new - more inclusive - 'normal'

Picture-www.thinkinclusive.us

Our identities can be a source of joy, of shared experience and be a basis for creating a sense of community. In clubs and membership, sometimes people will want to spend time with familiar 'dots' (an affinity group supporting people in a minority, like Black Girls Hike, for example). But they should also feel safe and welcome in any other part of the circle too. Barriers to inclusion can be visible (are the toilets accessible for my wheelchair? Can I afford the bus fare?) or invisible (Will I feel safe and welcome in the hostel dorm? I might be too slow on the walk and they'll fat-shame me, I don't want to be the only woman at the crag)



Intersectional identity - in reality no-one is just one colour of 'dot'! We are all a mix of identity aspects that might impact how we're perceived or treated in different ways, sometimes giving advantage, sometimes disadvantage.

Eg

- Two black climbers may have some shared experiences, others will be radically different depending on, for example, their gender, education, wealth, first language, disability.
- Someone who's experienced exclusion because of their disability might share more understanding and experience with someone who's experienced exclusion due to their gender identity, than with someone who is the same skin colour.
- You might experience advantage from some aspects of your identity and disadvantage from others. Sometimes all at the same time.

In short - tackling discrimination isn't a 'one size fits all'. Don't assume you understand someone's experience.

Privilege - Some aspects of your identity may give you unfair advantage, some may inflict unfair disadvantage. Privilege isn't about being rich, or 'posh' or 'having it easy'. It's about living in a system or culture that consistently means you don't face discrimination or disempowerment because of that aspect of your identity. So for example you could be a white-skinned, heterosexual disabled person. You may experience discrimination because of your disability, but have white privilege because your skin colour. 'Unearned Advantage' may be a more useful (and less toxic) way of thinking about this than the word 'privilege'.

STEP 1 - Realise you have privilege - Unpacking the 'Invisible Knapsack'

Well worth a read to better understand - and be able to explain! - 'privilege' (5 min read) - <https://nationalseedproject.org/Key-SEED-Texts/white-privilege-unpacking-the-invisible-knapsack>

STEP 2 - What to do about it - 'But I can't help being white/middle class/a man/etc!'

Share your power:

Time, money, energy, literacy, ease of travel, opportunities, connections, spaces

Change your behaviour:

Pay attention to what's going on for others, use your status in the room/group/wider society to speak up, assert or defer to others, take initiative in EDI work - be an active ally. Ask difficult/uncomfortable questions, advocate, lobby, campaign, organise.

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

A picture illustrating the concepts of equality, equity and justice. Courtesy of [Courtesy Advancing Equity and Inclusion: A Guide for Municipalities](#), by City for All Women Initiative (CAWI), Ottawa

Mohammed made the point - this pic isn't quite right. Because someone in power is giving the people in the picture a box to stand on, and 'letting' them see the game by removing the fence. It's still 'us' doing it to 'them'. Ultimately we all need to change the system so there is no power imbalance and everyone is part of the decision-making action.

Be Anti-Racist: (and anti-other-discrimination, too)

© Andrew Ibrahim www.surgeryredesign.com , inspired by Ibram X. Kendi's work



Podcasts & articles:

<https://www.adventure.com/features/diversity-in-the-outdoors> - why diversity matters (written by Mary-Ann!)

[Finding Our Way: the diverse outdoor voices podcast from the BMC](#) - interviewing walkers, climbers and mountaineers making real change happen. Season 2 about to launch!

Practical suggestions to be more JEDI:

A checklist to help clubs recruit members and 'audit' themselves:

https://www.thebmc.co.uk/clubs-are-open-recruitment-promotion?_ga=2.249459268.2118786560.1665828167-184792470.1630599013

On social media & websites:

- Look at the images and videos you're putting out. Do they represent the club you want to be? You can't make up members you don't yet have, but think about what first impressions you're giving.
- Use alt text in pictures and captions on videos to make your content more accessible
- Make sure opportunities are publicised to all, fairly. Last minute plans that only reach those 'in the know' can be very exclusionary.

Events:

- Think about your events - are they suitable for a wide range of people? Not everyone wants to climb hard, scramble knife-edge arretes, or walk 20 miles before lunch. Don't make them feel 'less' because of it.
- Be helpful to new and prospective members about what clothes and equipment they might need, access info about venues, support available if they have additional needs. Don't assume knowledge, equally don't 'spray beta'.
- Don't traumatise novices by doing too much, too hard or too fast.
- Are the venues you use accessible? Are they welcoming to someone who isn't drinking alcohol? Referencing ideas like 'stagger back to the bar after dinner' can be hugely off-putting.
- Contact the BMC for support in making your huts more accessible. If members don't get why huts should be accessible, take time to talk it through. Be a JEDI.
- Are meeting times prohibiting people with eg caring responsibilities or health conditions from joining in? Can timings be changed or varied so meetings are accessible to more members? Ask your members - they might not have confidence to raise issues without safe encouragement.
- Don't make assumptions about what someone is like or their experience because of how they look

On building relationships:

- If you're approaching community groups, don't appear once and then never follow up. Building trust takes time. Find out what appeals to people and find the common ground. Perhaps it's food!

Behaviour:

- Are the same people/same 'types' of people always taking charge? If that's you, step back and create space for others to lead. If you see it happening, say something.
- If people gravitate to you and overlook others, share your power and elevate others
- Be an active bystander - it's your responsibility to call out racism, prejudice or other inappropriate behaviour. It's not the job of the person who is in the minority or being targeted.

Making mistakes:

- Everyone will make mistakes. It's what you do next that counts the most. Apologise, be honest, reflect on the impact of what's happened, make amends, try to do better next time.

Diversify Your Feeds!

If you use social media, spend a bit of time finding, following and engaging with diverse and inclusive groups.

Even if you're not on Instagram or Twitter, you can still look at someone's feed and see what they're doing and the networks they're sharing. You can also search for the organisation's name to find websites and other links.

www.alltheelements.co - work on diversity across the outdoors. Bringing groups together, sharing support, learning & best practice. If you bookmark one link, make it this one.

Some people and groups to check out on Instagram:

[UK Paraclimbing Collective](#) - collective of clubs, groups, comps and resources for paraclimbers and allies

[Muslim Hikers](#) - news-making group bringing confidence, skills, visibility and new communities into the UK hills

[Queer Out Here](#) - outdoor queer community group based in Manchester

[City Girl in Nature](#) - inspirational role model engaging young people from inner cities

[Nasim Eshqi](#) - Iranian professional climber posting about women's freedoms and climbing

[Women's Trad Festival](#) - accessible EDI-aware climbing festival, not just for women!

[Access the Dales](#) - wheelchair hubs where disabled people can borrow suitable chairs to access the Dales National Park

[Steppers UK](#) - organisation supporting Black, Asian and ethnic minority communities to build positive relationships with the outdoors

[ClimbMuz](#) - Muslim climbers' community

[Not So Trad](#) - the first LGBTQ+ climbing club to affiliate with the BMC

[Every Body Outdoors](#) - campaigning for and representing larger bodies in the outdoors

[Debbie North](#) - wheelchair user, Ramblers ambassador, campaigner on disability and access in the countryside.

[Boots & Beards](#) - based in Scotland, uniting communities to access the outdoors

[Fatima Sultani](#) - Afghan mountaineer championing girls' and women's rights to climb

[Pinnacle Club](#) - UK-wide women's climbing club

[United We Climb](#) - promoting justice and equity in climbing. Events for participants and advice for walls, clubs and brands.

[Kirsty Pallas](#) - climbing and mountaineering instructor and Equality activist

[The Wanderlust Women](#) - Muslim women's hiking and adventure group

[Outdoor Lads](#) - group getting more gay, bi and trans guys outdoors.

[All The Elements](#) - diversity and inclusion in the outdoors. Supportive community, also working on systemic / sector-wide issues.

[Our Shared Outdoors](#) - collective of instructors and influencers who are trying to demystify EDI and help more people understand how to change things!

[Kit Collective](#) - volunteers helping unite under-served groups who need kit with brands that want to donate kit, and funds to help buy kit.

[Ebony hikers](#) - inspiration and support for people with black ancestry who walk and hike

[TrailFam](#) - young trail runners from diverse backgrounds

[Connecting People With Nature](#) - Natural England account promoting work to increase universal access to nature in England.

[Millimetres 2 Mountains](#) Charity working with people facing mental health challenges, using trekking & mountaineering as part of recovery journeys for beneficiaries.

[Blackdog Outdoors](#) - Charity offering free activities and lots of advice on supporting your mental health and wellbeing in the outdoors.