



DATE: 27 September 2020

LOCATION: Station Hotel, Perth

Training afternoon: Equality, diversity and inclusion (EDI)

Training focus: Today's congress introduces LINK members to what EDI means and starting or progressing us all on our journey to build a more diverse, inclusive and equal sector, one that is stronger for the planet and society. Congress marks the launch of LINK's new project, Nature for All. The LINK member survey in March 2021 showed that we have low levels of confidence in understanding the issues, using the right language and doing the right thing.

Issues highlighted in the survey include: data collection – how diverse are we? Addressing the need to embed diversity across organisations, being able to access and provide training, implementing and integrating EDI into daily work. There are particularly low confidence levels around using equality impact assessments, integrating human rights approach, addressing intersectionality, and involving whole range of diverse people.

LINK members are at different stages in their EDI journeys, some are just starting out, others are a bit further down the road. The aim of Congress is to share case studies, empower action and inspire members to come with us on the journey to Nature for All.

The evening session looks at well-being in the sector: how to strengthen staff resilience, celebrating our successes and building resilience for future battles.

Timings:

1300 – 13.45: lunch.

13.45 – 14.00: Welcome and structure of the afternoon: Deborah

14.00 – 10: introduction to LINK's Nature for All: Deborah and Leigh

1410 - 14.20 Introduction to Colin Lee and CEMVO programmes.

14.20 – 15.30: choice of 3 workshops: see workshop list

1. Equality, Diversity and Inclusion in the workplace, a human rights issue

This workshop will introduce Equality, Diversity and Inclusion as a human rights issue. We will explore human rights standards and principles and how they can be used to promote Equality, Diversity and Inclusion within your organisation. This interactive workshop will then provide examples of tools for change that can be implemented at a strategic level to improve Equality, Diversity and Inclusion.

Clare Gallagher and Christopher Clannachan, CEMVO.





2. Disability & Neurodiversity at Work

The workshop will cover terminology surrounding disability and neurodiversity including equity vs equality and accessibility. Leigh will also provide suggestions on how to create your workplace more accessible and inclusive, with a “things to think about section”.

Leigh Abbott, LINK.

3. Developing an anti-racist approach within your organisation

Developing a better understanding of anti-racism and promoting anti-racist practices within organisations, we will provide an overview of race equality in Scotland and what anti-racism means. This session will include an interactive discussion on terminology and unpacking racial microaggressions to then develop tools for change, where we will give examples of a strategic approach to developing anti-racist strategies.

Colin Lee and Farah Farzana, CEMVO

15.30 – 1545: break – refreshments – tea / coffee.

1545 – 1655: choice of 3 workshops: see workshop list

1. Equality, Diversity and Inclusion in the workplace, a human rights issue

Clare Gallagher and Christopher Clannachan, CEMVO

2. Disability & Neurodiversity at Work

Leigh Abbott, LINK

3. Developing an anti-racist approach within your organisation

Colin Lee and Farah Farzana, CEMVO

16.55 - 1715: wrap up, any follow-on LINK action; follow up training and CEMVO programmes. In Ballroom.

1700 – 1800: optional walk / free time

At the end of the afternoon, there is an option of a local walk for some fresh air and nature, or a drink and networking in the bar before the evening session starts at 1800.

