

**CHANGING LANDSCAPES – ACTIONING CHANGE  
FOLLOW UP SYMPOSIUM WEBINAR  
19<sup>TH</sup> FEBRUARY 2022**

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2<sup>nd</sup> May 2022

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## **Background**

Backbone CiC facilitated an on-line event held on 19<sup>th</sup> February 2022, a follow up to the Changing Landscapes – Actioning Change Symposium held in June 2021 and an opportunity to share the concept of Backbone CiC’s “Leaders for Change Training Academy” (THE ACADEMY). This report captures the key messages from this event.

A full report and background information on the 2021 Symposium can be found here: <https://www.backbone.uk.net/newversion/wp-content/uploads/2021/09/Changing-Landscapes-Actioning-Change-Symposium-2021-Report.pdf>

The Academy is funded by the National Lottery Community Fund and is an innovative initiative based on Backbone CIC’s core values:

- Genuine Intention
- Trust and Integrity
- For the direct benefit of ALL communities



## **Event Content and Format**

The 2022 Symposium was held on Sat 19th February 2022: 10.00am – 1.00pm. The event was delivered virtually using the online platform zoom and was facilitated by Pammy Johal, Founder & Operations Director of Backbone CIC.

### Aims

- Share the concept of “Leaders for Change Training Academy” LFCTA
- Introduce the Research Team and approach
- Identify what this consortium wants from the LFCTA
- Identify what this consortium can offer to the LFCTA
- Where do we want to go?

The session involved short presentations, 4 break out rooms asking 2 key questions, plenary sharing followed by What’s Next.

**Break Out Rooms**  
**Question 1. What do you want?**

What would you like to see in terms of ‘action’ from The Academy?

Training, support, networking, events, recruitment platforms

Resources/Other

General comments

**Break Out Rooms**  
**Question 2 What can you offer?**

What resources can you offer The Academy?

Training, support, partnership working, events, jobs, internships, volunteering

Resources / Other

General comments

## **Terminology**

Backbone CiC aspires to referring to “THE SECTOR” as all organisations or individuals involved in the outdoor and nature-based industry, where diversity and inclusion is embedded in organisations and does not require labelling.

Backbone CiC acknowledges the complexities and challenges of terminology around diversity and inclusion. For example, labelling can end up being ineffective whereby engaging and working with Black, Asian & Ethnic communities becomes a ‘bolt on’ or afterthought. However, presently there is value in recognising differences allowing for needs to be met through targeted and bespoke programmes.

**Backbone CiC will call this: “Labelling with genuine intention”.**

Presently and for this report the following definitions and terminology will be used by Backbone CiC to identify different groups:

Established Sector Organisations	Sector Organisations led by Black, Asian, and Ethnic members	Community Groups	Independents
<p>Definition for organisations fitting into this category is any organisation whose main activities are to deliver any type of outdoor and nature-based activities. For example Mainstream, NGOs .</p>	<p>Definition for organisations fitting into this category is any organisation whose main activities are to deliver any type of outdoor and nature-based activities led by Black, Asian, and Ethnic members.</p>	<p>Third sector community organisations and groups led by Black, Asian, and Ethnic members.</p>	<p>Black, Asian, and Ethnic members that have an interest in outdoor and nature-based activities personally and professionally.</p>

The Academy has been developed for:

1. Anybody that leads or aspires to set up and lead outdoor activities led by Black, Asian, and Ethnic members.
2. Leaders of established sector organisations so they can effectively engage with Black, Asian, and Ethnic members.

Through Backbone CiC's matchmaking approach and by providing appropriate training The Academy will level up the playing field in the outdoor and nature-based sector.

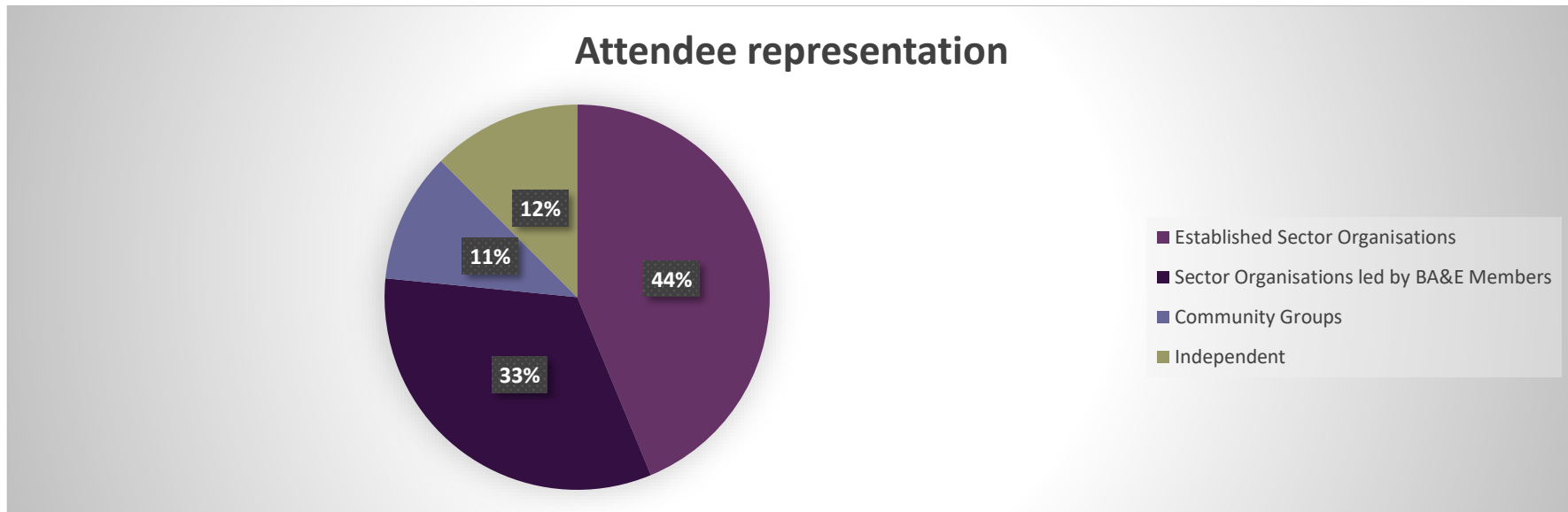
The Academy will capture and explore how groups want to be seen, labelled, and recognised. This will be part of The Academy's journey.

### **Who was in the room**

Over 55 participants joined the on-line event with 43 organisations represented and 8 independent.

<p>Aberdeenshire Ranger Service Al Salaam Project Black Girls Hike UK CiC Bothy Project Bradford University Bumblebee Trust Cambo Gardens and Estate Cairngorms National Park Authority <i>Chilterns AONB – (non-attendee)</i> DofE Dundee Walking Group Ebony Hikers Fife Outdoor Education Forestry Scotland First Aid Training Co-operative</p>	<p>Gairloch Kayak Centre/Highland Experiences Glen Tanar Countryside Trust Glen Tanar Ranger Service <i>Girl Dreamers – (non-attendees)</i> Hijabi Bikers / Women on Wheels Institute for Outdoor Learning <i>LEAF – (non-attendee)</i> Lochlomond &amp; Trossachs National Park Authority Lochlomond &amp; Trossachs Countryside Trust MeNu Group Mountaineering Scotland <i>National Trust for England – (non-attendee)</i> NatureScot NE Training Outdoors for You Outdoor Recreation Network</p>	<p>Pachedu / School for African Cultures Paths for All Peak District National Park Ramblers Scotland Red Cross Refugee Project Royal Botanical Gardens Edinburgh RSPB Scottish Orienteering Association Scottish Adventures Activities Forum Scottish Refugee Council Steppers UK Tales to Inspire Trees for Life Wanderlust Women Women's Business Station Dundee Yusef Youth Initiative</p>
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Representation of Attendees





### Responses to Breakout Room Questions

Break Out Rooms Question 1. What do you want?	Break Out Rooms Question 2 What can you offer?
<p>What would you like to see in terms of ‘action’ from The Academy?</p> <p>Training/support/networking/events/recruitment platforms/Resources/Other General comments</p>	<p>What resources can you offer The Academy?</p> <p>Training/support/partnerships/events/jobs/internships/volunteering General comments</p>

Responses were collated from conversations in the “chat space”, Padlets and notes from the breakout room discussions. The following themes emerged.

Training & Employment	Careers / Employment / Board Membership / Senior Management	Funding	Networking & Partnerships
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## Training & Employment

What is on offer / Action	
<p><b>RBGE</b></p> <ul style="list-style-type: none"> <li>Edible Garden Project (EGP) a support &amp; training hub for community garden groups and food projects</li> <li>Volunteering opportunities available</li> <li>Approach Botanic Garden Education Network (BGEN) to see if national gardens can bring together our opportunities in a joined-up space on their website</li> <li>2022 Funded student placement <b>summer camp assistant</b> for someone from underrepresented communities. Gain experience of environmental education</li> <li>Offering free and paid training, e.g., climate change and plants</li> <li>Future will offer supported funded places to professional learning on biodiversity, environmental, horticultural courses <a href="https://propagatelearning.rbge.ac.uk">https://propagatelearning.rbge.ac.uk</a></li> </ul> <p><b>Peak District National Park</b></p> <ul style="list-style-type: none"> <li>Training for young people through Green Recovery funded project and working on getting funding for other training opportunities.</li> <li>Volunteering opportunities with good training including first aid and navigation</li> </ul> <p><b>Fife Outdoor Education</b></p> <ul style="list-style-type: none"> <li>Offer skills training in all outdoor activities, biking etc.</li> </ul>	<p><b>Scottish Countryside Ranger Association</b></p> <ul style="list-style-type: none"> <li>Short courses on different topics such as species ID, conservation tasks</li> </ul> <p><b>NatureScot &amp; CEMVO &amp; Forestry Scotland</b></p> <ul style="list-style-type: none"> <li>Internship scheme to help skill up and equip young people enter the sector and to help organisations to understand the barriers to recruiting a diverse workforce.</li> <li>15 in Transformative Land Use positions available</li> <li><a href="https://www.nature.scot/about-naturescot/working-and-volunteering-us/current-vacancies">https://www.nature.scot/about-naturescot/working-and-volunteering-us/current-vacancies</a></li> </ul> <p><b>RSPB</b></p> <ul style="list-style-type: none"> <li>Volunteering / Training / Internships in all aspects of business not just ecology i.e., human resources, media, finance, office management etc.</li> </ul> <p><b>First Aid Training Co-Operative</b></p> <ul style="list-style-type: none"> <li>1<sup>st</sup> Aid trainers needed with right skills, experience, and personality. Will provide training that will lead to paid work</li> <li>Our starting point is always finding the right people, with background competence and/or interest in first aid. The specific qualifications and skills required to become a trainer can be learned as part of our trainer induction process. If you are interested in finding out more, please get in touch - <a href="mailto:join@firstaidtrainingcooperative.co.uk">join@firstaidtrainingcooperative.co.uk</a></li> </ul> <p><b>Paths for All</b></p> <ul style="list-style-type: none"> <li>Training for health walk leaders in Scotland</li> </ul>

### Requests

Shadowing opportunities to support gaining NGB qualifications

Skills training in outdoor activities

Event / Fair to showcase career paths / opportunities / training etc. to appeal to newcomers to the sector

Training in how to set up and develop a sustainable organisation. To include funding, administration and legal

Lists of organisations that require volunteers

A link for young people from underrepresented communities when offering placements. Building in supported funded places

English for Employability through volunteering can the sector do this?

Authentically delivered training that is more than online/solo training bust a way to listen and consider the lived experiences and make positive change

Regional training academies / delivery

Who and how to access work experience for all ages and not just young.

Networking & Partnerships

What is on offer / Action	Requests
<p><b>Backbone CiC</b></p> <ul style="list-style-type: none"> <li>▪ Act as dating agency bringing everyone together to continue discussions and networking based on action</li> <li>▪ Share details of organisations joining the symposium enabling bespoke connections and networking with purpose</li> </ul> <p><b>NatureScot</b></p> <ul style="list-style-type: none"> <li>▪ Partnership that involves diverse representatives in decision making</li> </ul> <p><b>Paths for All</b></p> <ul style="list-style-type: none"> <li>▪ Connect and work with established family / community groups across Scotland</li> </ul> <p><b>Outdoor Recreation Network and Institute of Outdoor Learning</b></p> <ul style="list-style-type: none"> <li>▪ Access to networks of Outdoor Organisations to promote the work of Backbone and support dating agency idea</li> </ul> <p><b>The Scottish Adventure Activities Forum</b></p> <ul style="list-style-type: none"> <li>▪ A map of the whole outdoor sector in Scotland. It is a map of links between organisations. We would welcome it being used.</li> <li>▪ This interactive map is a great model - by City Edin Council Outdoor Learning team. Providers and groups can add their own profiles <a href="https://www.outdoorlearningmap.com">https://www.outdoorlearningmap.com</a></li> </ul> <p><b>Bothy Project</b></p> <ul style="list-style-type: none"> <li>▪ Use our space for small groups. We work with artists and collaborations</li> </ul>	<p>Set up forum /alumni. A space for leaders to connect with each other to share information/ opportunities / updates</p> <p>RSPB: I am interested in speakers for our RSPB Scottish staff conference that could offer insight into how we can encourage more diverse people in our work. Welcome thoughts if anyone has suggestions; timing - summer, central Scotland).</p> <p>Queresh (<a href="https://dawoodswildheart.com">https://dawoodswildheart.com</a>) looking to set up an organisation for trans People of Colour in nature. Any contacts to help me set up / mentors / further contacts</p>

Careers / Employment / Board Membership / Senior Management

What is on offer / Action	Requests
<p><b>NatureScot</b></p> <ul style="list-style-type: none"> <li>▪ Career’s information and advice to show breadth of jobs / careers and skills required for nature-based solutions to climate change</li> </ul> <p><b>Paths for All</b></p> <ul style="list-style-type: none"> <li>▪ Information about current jobs <a href="https://www.pathsforall.org.uk/jobs">https://www.pathsforall.org.uk/jobs</a></li> </ul> <p><b>DofE</b> <a href="https://www.dofe.org/careers/">https://www.dofe.org/careers/</a></p> <p><b>RSPB</b></p> <ul style="list-style-type: none"> <li>▪ Volunteers / interns who gain skills and qualifications are seen as future candidates for employment</li> <li>▪ <a href="https://www.rbge.org.uk/about-us/working-with-us/vacancies/">https://www.rbge.org.uk/about-us/working-with-us/vacancies/</a></li> </ul> <p><b>Lochlomond &amp; Trossachs National Park</b></p> <ul style="list-style-type: none"> <li>▪ <a href="https://www.lochlomond-trossachs.org/park-authority/careers-with-us/vacancies/">https://www.lochlomond-trossachs.org/park-authority/careers-with-us/vacancies/</a></li> </ul>	<p>Career Fairs: These to be accessible as possible e.g., free and travel support, accessible by public transport as distance and money prevents people from being involved with nature and the outdoors in the UK.</p> <p>Job Shadowing / Mentoring. Experienced recruiters from established organisations offer support and advice to diverse job seekers. Offering ‘tricks and traps’ of application process and interviews etc.</p> <p>Support applicants to feel they are relevant and support candidates to be job ready</p> <p>Taster sessions and workshops to introduce people to the wide range of possible activities and jobs in the sector</p> <p>Information on how to access employment for those new to sector. Ideally at a pay grade that values their existing experience enabling a career change that is financially viable.</p> <p>Support to identifying and addressing why we received good % of diverse job applications, but this is not reflected in the workforce.</p> <p>Advice on where to advertise jobs to diverse populations – for example social media</p> <p>Diversify those points of change and decision-making areas, diversity is from the bottom down as opposed to the ground up</p>

### Funding

What is on offer / Action	Requests
<p><b>NatureScot</b></p> <ul style="list-style-type: none"> <li>▪ Raise awareness of funding opportunities and support organisations in the funding process</li> </ul> <p><b>National Parks Scotland</b></p> <ul style="list-style-type: none"> <li>▪ Travel and educational grants available</li> </ul> <p><b>Workforce Development Fund</b></p> <ul style="list-style-type: none"> <li>▪ To support development of organisations for any size of organisation. Skills Development Scotland deliver the funding.</li> </ul>	<p>Partnership projects for funders that can benefit habitats, species, AND people</p> <p>Funding Event to ‘demystify’ funding and to showcase funders and support with the application process</p> <p>Mentoring for community / new organisations through the whole process</p> <p>Prioritise resources and funding to diversify the sector</p> <p>Funding for placements &amp; internships</p>

### General Comments

<ul style="list-style-type: none"> <li>▪ Meet face to face to build trust and share experiences. Develop a community of people to support each other</li> <li>▪ Active Travel is a growing part of the sector. There will be employment opportunities in this field</li> <li>▪ Support to monitor and evaluate the impact of our work</li> <li>▪ Provide a tool kit / Resource Bank of everything that comes out of the symposium and other events</li> <li>▪ Geography. Good way to find out who is local to them</li> <li>▪ What can new groups for providers?</li> <li>▪ <b>Tales to Inspire</b> – offer conversations and creative ways to express social injustice and climate emergency</li> </ul>
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## What Next

Backbone CiC have added and developing the following elements to The Academy for 2022 that address the requests identified in this report. Stay up to date here: [https://www.backbone.uk.net/whats\\_happening/](https://www.backbone.uk.net/whats_happening/)

Outdoor 1 <sup>st</sup> Aid Courses	3 confirmed: 2 in Scotland, 1 in Birmingham. Planning for a further 2; London/SE area and another in Birmingham/Midland area Recruiting Trainers to deliver future courses in a paid capacity
1:1 Support / Consultations	Supporting the development of 14 Black, Asian & Ethnic organisations to include staff/volunteer training and organizational development: Black Girls Hike UK / Steppers UK / Ebony Hikers / Active Inclusion Network & Muslim Hikers UK / Girl Dreamers / Flocktogether / Women's Business Station / Dundee Walking Group / Women on Wheels (Hijabi Bikers) / Pachedu & School of African Cultures / Wanderlust Women / Bradford University /Red Cross Refugee Project / Al Salaam  Directly supporting and connecting at least 7 established sector organisations to diverse communities: Ramblers Scotland and UK / RSPB Scotland, Wales, and UK / Rural Skills Council / Cairngorms National Park / Lochlomond & Trossachs National Park / Paths for All / RGBE /
Skills Training	3 x cycling skills courses in Scotland Developing Core Outdoor Leadership Training; safely leading groups in the outdoors to include navigation
Training Residentials	4 bespoke training residentials to skill up staff and volunteers of Black, Asian and Ethnic led organisations
Career & Opportunities Fair	Autumn Date TBC: Planning stage to deliver a live major event to bring everyone together to include funders
Sharing Platform	Our next gathering will develop a practical sharing platform



## Feedback / Conclusion

The on-line session was ended by asking attendee to share their thoughts on the event through a 'Word Cloud' showing very positive remarks that reflect the ethos of The Academy.

This report will flow into the next gathering planned for the later part of 2022 where further planned actions will be identified, reflecting the organic nature of this process.

Go to [www.menti.com](http://www.menti.com) and use the code **6251 1175**

## Word Cloud

Mentimeter

