



A Focus On Nature



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**THE YOUTH NATURE NETWORK**

**EQUALITY, DIVERSITY & INCLUSION  
ACTION PLAN**

## WHAT ARE WE AIMING FOR?

We are striving to make A Focus on Nature as accessible and inclusive as possible.

We recognise that we can do more to increase the diversity and inclusivity of our work. This action plan outlines our first steps in making the necessary changes.

## ACTION PLAN

This action plan is a **work in progress**. It will be regularly reviewed and amended as we learn more about how we need to adapt to build a truly inclusive network. Whilst developing this plan we have drawn on the experience and expertise of individuals and organisations within the sector. We commit to regularly report updates relating to this plan on our online platforms, in addition to making changes directly to this document where necessary. As a network, we welcome comments (whether positive or negative) and suggestions in all areas of our work.

## TRACKING OUR PROGRESS

These progress markers will be updated every 6 months, helping us to remain accountable to the AFON network and to track our progress as we work to deliver the actions outlined in this plan.

 Not started     Ongoing     Completed

## 1. DELIVERING & UPDATING THE PLAN

- A Explore funding options to pay for a diversity/inclusivity consultant. 
- B Explore the concept of a voluntary advisory panel of diversity/inclusion professionals to review and advise AFON's policies, messaging and operations. 
- C Appoint a dedicated Equality, Diversity and Inclusion Officer to the AFON committee to lead on relevant research, partnerships and policies. 
- D Arrange a full committee meeting every 6 months dedicated to diversity and inclusion, reviewing the progress of this action plan and making updates where necessary. 
- E Report on actions delivered as part of this action plan at every committee meeting. 



## 2. OUR VOLUNTEERS– COMMITTEE AND REGIONAL REPS

- A Ensure that no expense is associated with volunteering with AFON.
- B Anonymise all applications as part of the volunteer recruitment process.
- C Design and display a message on the AFON website, encouraging applications for advertised positions from unrepresented groups.
- D Add clear messaging to role profiles, outlining the flexibility of the position and adding the option of reduced hours or split responsibilities where necessary.
- E Secure funding to provide relevant inclusivity training to all AFON committee members.
- F Research how we can make inclusivity and/or unconscious bias training an effective part of inducting all AFON volunteers.

## 3. EVENTS

- A Ensure that accessibility is our top priority when organising events. This includes implementing steps to reduce barriers for people with disabilities, making events as autism friendly as possible, and removing financial barriers to access (and encouraging event partnership organisations to do the same).
- B Ensure that all events are accessible by public transport.
- C Prioritise diverse representation at events e.g. in panel discussions.
- D Background check the public record of speakers at panel discussions to ensure that their inclusion will not lead to exclusion of AFON-audiences.
- E Create safe-spaces\* for discussion about inclusivity and diversity in the conservation/nature sector where appropriate.



## 4. ONLINE PLATFORMS

- A Ensure sure the most recent version of this action plan is clearly signposted on our website and shared on our social media channels.
- B Encourage blogs written about experiences in conservation from under-represented groups, including the LGBTQTIA+ community.
- C Ensure all images are accompanied by a text description to allow reading with a screen reader.
- D Seek and share intersectional environmentalism resources via our online platforms.
- E Amplify the voices of under-represented groups on our social media channels.

## 5. MENTORING PROGRAMME

- A Design and display a message on the AFON website, encouraging mentor applications from unrepresented groups.
- B Anonymise all mentee applications before sending them on to mentors.
- C Promote the scheme to more diverse audiences (in addition to universities).
- D Explore the possibility of offering online unconscious bias training or relevant resources to mentors when they join the team.

## 6. PARTNERSHIPS

- A Work with UK Youth For Nature on their equal access to nature campaign.
- B Build new partnerships to promote AFON to more diverse audiences eg. youth groups.

We welcome any comments or suggestions relating to this action plan. Please contact Carys, our Creative Director at [CD@AFOCUSONNATURE.ORG](mailto:CD@AFOCUSONNATURE.ORG) .

