

**Ethnic Environmental Participation**  
**Training and Consultancy Information Pack**

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*BEN uses the word black symbolically  
recognising that black communities are the most visible of all ethnic groups  
We work with black white and other ethnic communities*

## **Why should your organisation work with ethnic communities?**

Funders increasingly demand that applicants demonstrate the ability to engage with socially excluded groups.

Involving socially excluded groups is essential to comply with the government's agenda re Social Inclusion and Equal Opportunities.

Socially excluded groups offer a huge potential for new membership and new project partnerships.

Significant funds are becoming available for projects which target ethnic groups.

Organisational pride develops from being part of the current social trend.

## **Ethnic Participation in the Context of Multi-cultural Britain**

Britain's diverse society is made up of people from different cultural and ethnic backgrounds. Vikings, English, Romans, Dutch, Flemish, Scots, French and quite recently Jews, Africans, Afro-carribeans, Chinese, Irish and people from the Indian sub-continent, have all contributed to this rich diversity. Although there are many generations of settled communities in Britain, for those at present described as " ethnic minorities ", there are urgent issues of discrimination and social exclusion.

Black Environment Network (BEN) uses the words 'ethnic communities' to describe these sections of the British community because the terminology is more positive and because in many localities ethnic groups form the majority of the population.

Discrimination and social exclusion based on ethnicity precipitate heavy consequences in economic and social terms. Our present government is committed to more effective social inclusion and equal opportunity policies so that it is increasingly important for organisations to move towards acquiring the necessary awareness and skills to reach out and work effectively with ethnic communities.

### **About BEN**

Black Environment Network(BEN) is the leader in the field of Ethnic Environmental Participation which it has created. Environmental agencies pledge to be open to everyone, but until BEN highlighted the issue, ethnic community environmental participation has not been on the agenda of the environmental sector.

Many ethnic communities live in some of the worst environments. Environmental participation can enable them to access the vast resources available in the environmental movement. In the process they may be empowered through gaining essential skills in self-help, self-representation and self-improvement - the effects of which spread into areas of life far beyond environmental involvement. Involving ethnic communities in environmental participation also means bringing forward a vast missing contribution from a significant section of the community to engage in the preservation, protection, and development of the environment.

BEN works to stimulate ethnic groups to participate in sustainable development. Parallel to this we support mainstream environmental organisations to enable them to work effectively with ethnic groups. Our training programme is part of this strategy. There is still a significant gap of awareness and skills within the board, senior management and project personnel to shape appropriate policy and strategy necessary to successfully involve ethnic communities in programmes of activities and other relevant aspects of the organisation.

## **Why use BEN for Training, Consultancy and Developmental Support?**

Our work draws on years of hands on experience working with ethnic communities. Black Environment Network(BEN) is the leader in the field of Ethnic Environmental Participation which it has created.

Organisations need to acquire a critical level of awareness in order to be able to develop policies and strategies which are socially and culturally relevant to ethnic groups.

Your organisation may be committed to good practice, but your staff will need help to deliver it effectively.

Long and short term benefits to organisations in relation to social inclusion and race relations.

### **Sample One Day Training Programme**

- 9.30 Tea and Coffee
  
- 10.00 Introduction to the day  
Ethnic environmental participation in Scotland -Setting the scene
  
- 10.30 Bringing forward ethnic participation in the environment  
Open discussion
  
- 11.30 Tea and Coffee
  
- 11.45 Working with ethnic communities (Presentations and discussions)  
The Sikh Community - representative  
The Chinese Community - representative  
The Islamic Community - representative
  
- 13.00 Lunch and networking
  
- 14.00 Information, outreach, project design, events  
Open discussion
  
- 15.00 Workshops facilitated by BEN staff  
- Sharing experience and bringing out concerns  
- Ways forward for participant organisations  
Feedback from workshops
  
- 16.00 Conclusions for the day
  
- 16.30 End

*We can work together to tailor this programme to your needs.*

*The programme for the day anchors the progress of the day, but according to how quickly the group progresses, it may be further adapted. Some groups have shot ahead and ended up with full action plans by the end of the day !*

*Although the work of BEN is focused on bringing forward the involvement of ethnic communities, many of the approaches to this group apply to other non-participant groups in the community. As such, it will benefit staff across the whole spectrum of work regarding reaching out to excluded social groups.*

**BEN Training aims to enable you to:**

ACQUIRE THE AWARENESS AND SKILLS TO REACH OUT AND WORK EFFECTIVELY WITH ETHNIC COMMUNITIES

MANAGE DIVERSITY, DEVELOP TRUST WITH DIFFERENT COMMUNITIES, AND WORK WITHIN A MULTI-AGENCY APPROACH

**Training modules for the Environmental Sector**

*Any of these can be incorporated into a Training Day or Course along with other themes of your choice*

1. Introduction to ethnic environmental participation - awareness raising module for trustees, senior managers or project staff
2. Outreach, facilitation of contact, and support for ethnic groups
3. Engaging with ethnic young people
4. Managing and working with diversity
5. Introducing sustainable development to ethnic communities
6. Developing partnerships with ethnic community organisations
7. Multicultural interpretation and access to heritage
8. Designing programmes of outdoor activities to introduce environmental issues
9. Developing socio-cultural elements in activity programmes targeted at ethnic groups
10. Coming face-to-face with different cultures and religions
11. Access to nature at large
12. Development of engagement with ethnic communities through the context of community development
13. Ethical funding and ethical policy
14. Developmental socio-cultural research targeted at ethnic communities
15. Consulting ethnic communities
16. Addressing issues around funding and resourcing ethnic participation
17. Using the arts to explore issues with ethnic groups
18. Ethnic issues around working with the press and media
19. Developing and distributing communication materials aimed at ethnic groups
20. Organising events to create a setting for the exploration of culture and environment

## **Consultation and Developmental Support**

**BEN'S Consultancy and Development Support Service aims to enable you to:**

BROADEN THE APPEAL AND RELEVANCE OF YOUR WORK TO A WIDER CONSTITUENCY

FORMULATE STRATEGIES AND DEVELOP YOUR INITIATIVE IN ORDER TO PROVIDE APPROPRIATE 'ENTRY POINTS' INTO ENVIRONMENTAL PARTICIPATION AMONG COMMUNITIES WITH LITTLE REPRESENTATION IN YOUR ACTIVITIES

### **Organisational development**

Organisational Needs Assessment Survey

Development of policy and strategy

Advice to assist in the development of particular areas of specific projects to increase participation by ethnic communities

Focus group work involving ethnic groups around particular themes, such as identifying barriers to accessing your services.

### **Project or partnership development**

Facilitating contact with ethnic groups in your locality

Facilitating the development of partnerships between yourselves and ethnic groups

Assisting in project design or stakeholder consultation events

Facilitating consultation with ethnic groups as stakeholders

Assisting in the design of outreach, publicity or resources materials aimed at ethnic groups

### **Developmental support for the board, senior management or staff**

Your organisation can buy in a number of hours of support for your board members, senior managers or project officers so that they can access and consult BEN for advice or support when the need arises.

Periodic small group developmental seminars can be arranged so that:

- the experience of staff can be shared and staff can feel supported by each other
- further on the spot advice re possible solutions and training is directly keyed into the day to day problems encountered

### **Investing in the development of skills within local ethnic communities**

BEN can train members of ethnic groups to gain skills specifically to access the services and resources offered by your organisation and to make use of your expertise in order to advance social inclusion and equal opportunities in the drive for sustainable development.

## **The impact of BEN's training and developmental support on mainstream environmental organisations**

### **Case studies**

#### **1. The Edinburgh Green Belt Trust (EGBT)**

Edinburgh Green Belt Trust was set up to enhance the Edinburgh Green Belt countryside by working with local communities, landowners and other stakeholders including local authorities, government agencies and the business community. The Trust aims to improve the appearance, enjoyment and appreciation of the Edinburgh Green Belt through education, greater awareness and the involvement of everybody in the improvement process through empowerment. It seeks to encourage active participation of local people in all aspects of its work.

The Edinburgh Green Belt Trust's Community Initiatives Project requested BEN's assistance with the aim of enabling their staff to gain the necessary awareness and skills to effectively develop a working relationship with ethnic community groups in Edinburgh. They accessed BEN's training and developmental support programme. Staff from the Trust acknowledged that, prior to this, they have not been able to reach out and work with ethnic communities.

EGBT established commitment within the organisation to the agenda of developing ethnic environmental participation and allocated the necessary resources to take it forward:

- staff time
- funds
- internal organisational support

Staff from EGBT took part in the BEN Organisational Needs Assessment Survey to identify the focus of the training and support they needed in order to progress the work of engaging with ethnic communities.

EGBT gained an overview of ethnic environmental participation through taking part in the annual BEN Networking Conference, which brings together ethnic community groups and environmental organisations from across the UK.

Saheliya, an ethnic women mental health project, is one example of ethnic groups now engaged with EGBT. They took part in an educational/therapeutic visit to Dalkeith country park in June 1999. Feedback from Saheliya indicated that staff from EGBT are now skilled in addressing any sensitive issues regarding working with the women and are able to create socially and culturally relevant opportunities for the women to contribute to the work of the Trust.

EGBT opened up their work to Edinburgh's Chinese community through providing series of talks on local environmental issues.

EGBT has gained the confidence and skills to work with other ethnic groups in Edinburgh without BEN's involvement.

Progress towards involving ethnic communities in the management committee is on the agenda.

Taking steps towards arriving at a composition staff that reflects the local community is on the agenda.

## **2. Northamptonshire Countryside Services - Brixworth Country Park**

Northamptonshire Countryside Services contracted BEN for training in order to lay down the basis for the development of its services to ethnic communities within the county.

The training day was attended by most of the rangers from across the country and key officers of the Countryside Services, culminating in action plans.

The exercise was particularly successful because of :

- the commitment of senior management, who backed the progressive action plans (which included the attendance of ethnic festivals during work time in order to get to know and build up the relationship with ethnic communities) and released the necessary resources to back initiatives as they emerged.
- the county-wide training generated a network of support, and a feeling of being part of a shared aim.

One spectacularly successful initiative is the Culturfest in Brixworth Country Park. Ethnic communities were given the chance to make use of the park to hold a cultural festival, shaping the programme as they wished. Over 4000 people attended the very first event.

The following year, there were so many people that the police had to organise turning people away because of the traffic problems generated. It is now an annual feature of the calendar.

Alongside the cultural programme, Brixworth ran taster fun introductory environmental activities. The park has won Millennium Commission funds to be developed as a centre of excellence with regard to catering for disadvantaged social groups including ethnic groups. They have undertaken ground breaking focus group work to guide the development of both facilities and activities. This has included walking for health groups, women only activity groups, and planting with cultural themes.

The involvement of ethnic groups in what the Countryside Services have to offer continues to grow from strength to strength.

## **3. Greenpeace UK**

Greenpeace is a worldwide environmental campaigning organisation. The international dimension of the work of Greenpeace makes it desirable for the organisation to connect with settled ethnic communities, and to draw on the specific talents of those who are the continuation of the peoples of the world in relation to specific aspects of their work.

Greenpeace consulted and commissioned BEN to recruit a UK national of Caribbean origin to represent the organisation as a spokesperson for the Caribbean Endangered Whales Awareness Project. This is in recognition that the direct cultural connection will facilitate entry into the local Caribbean scene. Isabel Why became the first black campaigner in the history of Greenpeace. The campaign was successful in engaging the local population.

Greenpeace is considering further opportunities for individuals and groups from ethnic communities to engage with them. Greenpeace hosted a group representing different environmental bodies from Scotland, to highlight what Greenpeace is doing with regard to increasing ethnic communities as stakeholders within the organisation. Members of the group were particularly excited to be in contact with their daredevil campaigners, and see at first hand where props are built and their equipment is maintained.

#### **4. The Army - The Royal Scots. Scotland**

The Royal Scots see themselves as having a special contribution to make to the environment because of the range of outdoor activities they can offer. They have expertise and can make available many facilities and equipment.

The Royal Scots, having identified that ethnic representation in their organisation and activity programmes was very low, approached BEN for support with the aim of making their services and career opportunities open to ethnic communities in Edinburgh.

A BEN development worker was invited to an open day to observe and assess the various opportunities which existed within the Army e.g. outdoor and indoor assault courses, 'Look at Life' courses and work experience programmes.

This shaped the programme of a tailored BEN training day for over 25 senior and junior recruitment officers across the Armed Forces, working to identify new ways of making the services of the Forces and other opportunities accessible to ethnic communities.

A representative from the Royal Scots attended the BEN Networking Conference to gain an overview of ethnic environmental participation, to network and to use the experience to further develop ideas for working with ethnic groups.

BEN facilitated a representative from the Edinburgh Islamic society to offer officers the experience of direct contact with a member of Islam, to provide an insight into Islam and to inspire possible new and direct approaches to involve Islamic youth in their work.

BEN facilitated a representative from the Edinburgh Pakistani Society to give a talk to officers about the needs and concerns of the Pakistani community and to engage in developing new ideas of making the courses within the Forces attractive to the Pakistani community.

The Royal Scots are helping ethnic groups to access the countryside and outdoor activities, and gain insight into the army as a career path.

The Army in Scotland recorded an increased percentage in ethnic recruitment for 1999/2000. A rare occurrence of a recruit from ethnic background walking in voluntarily to join the Army has been a major breakthrough.

Many ethnic communities regard the Army as an overall racist force. In order to counter this image, genuine commitment to involving ethnic communities needs to be expressed through continual initiatives which enable access in a socially and culturally relevant way.

As a result of the success of the training and developmental work undertaken by BEN with the Royal Scots, the Lothian Police and the Fire Brigade have approached BEN for similar support in enabling them to provide activities, and open up opportunities within their organisations to ethnic communities.

## A GUIDE TO CHARGES

	<i>Day rate</i>
Initial advice (Based on half a day spent on briefing materials plus meeting for initial advice and exploration of possible directions )	£250 - £350
Policy and Strategy Development	£450 - 750
Advice	£250 - £450
One-off presentations/speaker for conferences or events	£700 - £1000
Off the shelf introductory training day	£600 *
One-off tailored training events/seminars	£750- £1000 *
Developmental support to the board or staff (hourly rate pro rata)	£250 - £450
Assistance in the writing and design of publicity and information materials appropriate to the needs of ethnic groups	£300
Editing written materials and generation of new interpretive material working from unique knowledge	£300 -£450

*All the above will be plus expenses  
Of course, ultimately the fee will be set according to the nature of the work*

\* In-house training can be very cost effective compared to the attendance of single workers at external courses. With a group of say 25 people taking part, a course for £600-£1000 results in a cost of £24-£40 per person.

*Please contact us to discuss your specific needs :*

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### *Comments from some of our clients*

"The trainers had a good knowledge of the subject." *Health Trust*

"the course has helped me know how I might involve 'hard to reach' groups more in different aspects of Primary Care." *Health Trust*

"Meeting ethnic community representatives as part of our training was really beneficial." *Reforestation Scotland*

"Very useful workshop looking at problems we will encounter and how to overcome them." *Environment Agency for England and Wales*

"A positive approach to inclusion, i.e. how to move forward from where we are as an organisation." *Heritage Lottery Fund*

"Very comprehensive coverage of subject culminating in identification of 5 point action plan to return to work with. Very well structured day." *Environmental Education*

"Very beneficial - I hope to try to influence others in my organisation and develop 1 or 2 pilot projects." *Wildlife Trust*