



A Focus On Nature

AFON Diversity & Inclusivity Statement

We acknowledge the need for AFON to do more to support diversity and inclusivity in the UK environmental sector. We will be working on a strategy to improve our action in this area both in terms of how we operate internally and the work we do with the wider conservation community and other partners. We hold ourselves accountable to share this strategy by the end of July and to report regularly on our actions, with updates shown on our website.

In building this strategy we will:

- *identify how AFON can support young people from more diverse backgrounds;*
- *incorporate amplifying BAME voices into our work;*
- *research intersectional environmentalism and share resources with our audience;*
- *examine how we can improve our practice regarding inclusivity and diversity across all our areas of activity (including recruitment, mentoring, communications, events etc.);*
- *discuss LGBTQ+ representation in the conservation sector and how we can support young people who identify as LGBTQ+;*
- *discuss the barriers to access for people with certain disabilities that are prevalent in the conservation sector and identify ways we can help to reduce these;*
- *identify how we can tackle the financial barriers to working in the conservation sector;*
- *identify appropriate ongoing training and learning opportunities for the committee and wider AFON team;*
- *and plan regular meetings and reporting to ensure ongoing action on this.*

As starting actions, we commit to:

- *having a meeting dedicated to discussing inclusivity and diversity in AFON;*
- *instigate training for committee members;*
- *report a strategy on our website by the end of July 2020.*

We acknowledge the lack of diversity in the current AFON committee and so when working on this strategy will seek to learn from other individuals and organisations with greater expertise and knowledge.

The AFON Committee

Dated: June 2020