



Race Equality Environmental Programme

Providing Race Equality Consultancy Support for the Environmental Sector

ABOUT CEMVO

CEMVO Scotland is a national intermediary organisation with a network of over 600 Ethnic Minority (EM) voluntary sector organisations. We pride ourselves in being one of the leading race equality organisations in Scotland. We are delighted to be funded by the Esmee Fairbairn Foundation to deliver training and consultancy to address institutional racism through mainstreaming of race equality within the environmental sector. Our team of race equality specialists can deliver a programme of support to public and third sector organisations.

Our team can offer the following support:

CONSULTANCY

We can provide fully funded consultancy support to help organisations develop race equality and human rights actions through the following:

- Reviewing policies and practices;
- Support in gathering and analysing Ethnic Minority workforce data;
- Reviewing race/equality outcomes and strategic plans;
- Reviewing recruitment and selection processes to help increase Ethnic Minority workforce;
- Exploring support, progression and retention of Ethnic Minority staff;
- Developing Ethnic Minority community engagement strategies;
- Exploring increase in ethnic diversity on Boards and senior management;
- Reviewing organisational values, principles and race/equality statements;
- Exploring race/equality culture change;
- Reviewing organisational promotional channels such as websites and job advertising;
- Developing effective partnerships with

OUR SUPPORT PROCESS



As part of the Race Equality Environmental Programme, CEMVO offers a bespoke consultancy programme tailored to each environmental organisation seeking support. Following an initial meeting and upon signing the client agreement, CEMVO will support the individual organisation to identify key action points that require improvement to further progress race equality.

For example, data collection and analysis, recruitment and training, or organisational culture etc. Meetings will take place following this to monitor progress and provide further guidance and support where needed. Post-consultancy support, an evaluation will be conducted to measure impact on race equality within the organisation.

ENVIRONMENTAL RACE EQUALITY TRAINING AND INTERACTIVE WORKSHOPS

Through our consultancy support, we can explore race equality and human rights training needs with organisations and help deliver sessions within and across organisations on areas such as:

- Developing race equality and human rights policies and good practices;
- Developing a mainstreaming approach to race equality;
- Engaging effectively with Ethnic Minority communities;
- Leadership and governance;
- Race equality within the current and changing legislative framework.

COMMUNITY ENGAGEMENT

Through our consultancy support, we provide organisations with support to organise and facilitate effective engagement with Ethnic Minority groups and communities, and with the Ethnic Minority Environment Network which CEMVO help support and administer, so that lived experiences of Ethnic Minority people can be consulted to help inform:

- Development of race equality actions and strategies;
- Development of policies and good practices;
- Improved access and development of support services;
- Increasing ethnic diversity of organisational workforce;

We will be running a series of short workshops to explore and share race equality good practices which have been identified through our support programme or through other channels, with guest speakers and networking opportunities (where possible) included in the learning process. These workshops will only be open to the environment sector, particularly senior managers.

Please contact us to register your interest, and be kept up-to-date with our workshop events.

We would also like to hear from you if you have some good practices you wish to share. We will be running a series of short workshops to explore and share race equality good practices which have been identified through our support programme or through other channels, with guest speakers and networking opportunities (where possible) included in the learning process. These workshops will only be open to the environment sector, particularly senior managers.

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GET IN TOUCH

Please get in touch if you wish to access or find out more about our Race Equality Environmental Programme.

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