



Race Equality Environmental Programme

Providing Race Equality Support for the Environmental Sector

ABOUT CEMVO

CEMVO Scotland is a national intermediary organisation with a network of over 600 ethnic minority voluntary sector organisations. We pride ourselves in being one of the leading race equality organisations in Scotland. The Race Equality Environmental Programme (REEP) is funded by the Esmee Fairbairn Foundation which allows us to provide race equality support and training to mainstream environmental organisations. Our team of race equality specialists can provide the following support:

CONSULTANCY

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

- Reviewing organisational promotional channels such as websites and job advertising;
- 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;
- Exploring increase in ethnic diversity on Boards and senior management;
- Reviewing organisational values, principles and race/equality statements;
- Exploring race/equality culture change;
- Developing effective partnerships with ethnic minority sector organisations.

RACE EQUALITY TRAINING & WORKSHOPS

Through the programme, we can explore race equality and human rights training needs with organisations and help deliver sessions within organisations and across the environmental sector 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;
- Race equality within the current and changing legislative framework.
- Increasing ethnic diversity on Management Boards.

COMMUNITY ENGAGEMENT

As part of the programme we provide organisations with support to organise and facilitate effective engagement with ethnic minority groups and communities. Through the Ethnic Minority Environmental Network (EMEN) which CEMVO helps support and administer, the lived experiences of ethnic minority people can be consulted to help inform.

- Developing ethnic minority community engagement strategies;
- 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.

GET IN TOUCH

If you wish to access or find out more about our Race Equality Environmental Programme:

Email

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