

**Ethnic Minority Environmental Network (EMEN)**

**Background Paper**

1. **CEMVO Scotland**

CEMVO Scotland is a national intermediary organisation and strategic partner of the Scottish Government with the aim of building the capacity of the ethnic minority (EM) voluntary sector and its communities.

We have a database network of over 600 EM organisations throughout Scotland that we provide a range of tailored, bespoke capacity building support programmes that include for example:

* Working with Keep Scotland Beautiful to support EM groups to develop climate change projects within their local communities and access CCF funding to address environmental issues
* Social enterprise development support for EM groups and social entrepreneurs
* Improving race equality through supporting public and statutory sector agencies.

The role of the climate change officer is primarily to support the further development of the EM Environmental Network. However, the wider role of the postholder is to provide the lead in helping CEMVO to engage widely with the environmental sector, and to develop networks and funded partnerships that will assist the development of both CEMVO and the EMEN within the climate change agenda.

1. **The Ethnic Minority Environmental Network (EMEN)**

The EMEN is currently funded to June 2022 through the Joseph Rountree Charitable Trust – we plan to submit a bid to continue funding beyond that date, which we have done for the past 3 rounds of funding.

We have successfully developed the Ethnic Minority Environmental Network (EMEN) in the past few years into a collective voice for EM communities to engage with, and influence mainstream environmental policy development.

The EMEN has developed to a stage where:

* It needs to continue to enable EM communities to come together to discuss and raise awareness of climate change issues, develop a collective vision of a low carbon society, and a collective voice in addressing climate change with mainstream policy and decision makers to ensure the views and opinions of minority communities is heard and able to influence policy. The Network has grown to a membership of over 100 EM members, with 30% of them being young people (aged between 18 – 30 years old) and gained momentum and the direction of development remains around the core activities of the existing programme of work, and there is much demand for this to continue. An example of what we can achieve was the work with Local Energy Scotland to help establish what urban community renewables could look like and to engage EM community groups to access funding for community renewables. This piece of work was monumental as Scottish Government changed the criteria of the funding stream after a focus group session with the EMEN which identified a funding criteria which could potentially exclude many EM organisations.
* The lack of diversity within mainstream environmental agencies and the difficulties in engaging with diverse communities has created opportunities for the network to step in and provide support. The EMEN is emerging as the recognised “go to” Network for advice and support on race / equalities and inclusion which we wish to build on and develop further. Our approach in the development of the EMEN has worked very well through collaboration, co-design and co-delivering, and is much needed to fill a gap in a sector which has previously been void of equality - for example we have delivered diversity workshops for the Scottish Greens Party and for Climate 2050, both are now engaging with the EMEN to ensure there is diversity within their membership.
* The network has made an impact beyond Scotland and we have successfully engaged with mainstream organisations in England, again there is a gap with engagement of ethnic minorities in the environmental sector and this is where we envision further development for the Network. Over the last 2 years we have been approached by UK wide organisations to help assist with their approach to equalities and inclusion – for example, the EMEN attended a conference in Wigan hosted by the Permaculture Association and the Transition Towns and the Sustain Food conference and as a result, diversity on boards has been increased and equality and inclusion will be embedded into any future programmes and conferences. Increasing representation from ethnic minorities will bring about a more inclusive society and will add value by bringing different perspectives and experiences.
* We have also run climate change leadership residential events and has developed into the “climate changemakers” residential to fit into Network members vision as they see themselves as changemakers rather than leaders. The residential changemakers development days have become a truly diverse space for exploring the social and environmental sustainability challenges we are facing here in Scotland and globally. Thus, continuation of funding will enable the members to co-design and co-deliver the changemakers residential incorporating their learning and experience.

* Other possible areas of work which are emerging to help sustain the Network are climate justice and transferring of climate change knowledge between Scotland and Diaspora communities ideally this could be the role of the network to facilitate and support, climate adaptation and flood risk management, urban community renewables, Interfaith and eco feminism. Also identified is more mainstream leadership to have increased awareness of and recognition of the Network – for example, the Scottish Government has started but still need to build and establish a connection between Scotland and global climate change. In terms of development, the EMEN needs more time to consolidate its development for longer-term sustainability, to gather the network members views and vision, and to fully explore its future direction.

Thus, the good work of the EMEN needs to be further developed and consolidated, with a branching out of support activities and engagement with UK aswell as Scottish mainstream organisations.

1. **EMEN funded Activities/ Delivery**

We are targeted on an annual basis to June 2022 to deliver the following:

* 1. Continue to develop and support the EM Environment Network (EMEN) through delivering quarterly network meetings, organize EMEN / stakeholder events and provide training to increase the capacity of the EMEN. We will:
* Organise 2 stakeholder events annually to facilitate dialogue between EMEN and key climate change stakeholders / decision makers to contribute to policy development. The focus for the Stakeholder events will be dependent on emerging issues identified by EMEN and/or the environmental policy landscape.
* Organise 2 training sessions per year to develop the knowledge and skills of EMEN members – such as presentation skills, public speaking, and leadership development, and other areas of training as identified by the needs of Network members.
* Organise and support 3 EMEN meetings per year, including supporting and helping to co-ordinate the implementation of agreed actions, and facilitating dialogue on the future direction, development and sustainability of the network.
	1. Continue to recruit new members to the Network, ensuring representation of EM people / groups across Scotland, and cross representation of ethnicity, age, and gender. Recruitment will be through organising EMEN events, undertaking community and mainstream outreach activities, networking and promoting EMEN on local and community EM radio and social media.
	2. Support the EMEN to develop closer links with the Scottish Parliament, the Scottish Government, Climate Agencies, stakeholders and environmental networks by for example*,* attending cross party debates at Scottish Parliament, increasing EM participation on Scottish Government Advisory Panels, inviting local councilors and MSPS / MPs to engage in dialogue with Network members, and inviting climate agencies to EMEN meetings, stakeholder events and discussion sessions.
	3. Organise and deliver two (2 day) residential climate changemakers events each year. One for EMEN members / EM communities and the other a mixed group composing EMEN members & mainstream groups / stakeholders. The events will focus on increasing awareness of climate change issues both locally and nationally, what actions can be taken at community and decision making levels to impact change, and exploring collaborative working / partnerships.
	4. Support mainstream organisations in Scotland and the UK to address race / equality. We will build on, and further develop existing relationships through attending Scotland and UK wide network events and conferences. We will with Scotland / UK wide mainstream environmental agencies:

a) assist mainstream organisations to reach and engage with more diverse audiences,

b) help address any internal organizational inequalities and lack of inclusivity, such as increase in EM staff and Board representation

c) bring a global perspective to dialogues

d) work collaboratively, facilitating and delivering workshops, providing talks and training programmes that increase awareness and knowledge of climate change and climate justice from a global perspective.

During the grant period, we will look to develop additional initiatives / projects beyond the above project deliverables that the EMEN can seek additional funding from other funders. Through this process, it will enable the EMEN to begin developing longer term sustainability

1. **Project Outcomes**

The targeted outcomes of the EM Environmental Network (EMEN) include the following:

* **Increased capacity of EM groups / communities to engage with decision makers** – continue to build network membership and increase numbers on advisory and stakeholder groups.
* **Increased awareness of EM groups / communities of climate change issues and of local and national policy context** – through providing information, training, attending meetings and bringing in guest speakers.
* **Increased connections between EM groups / communities and mainstream climate change decision makers**- through building capacity of individuals working on Climate Change, and those that have an interest to collaborate with mainstream organisations and to build diversity on boards and workforce.
* **A more structured and coordinated EM voice that will help influence climate change policy development** – through providing a platform for collective consultations and reviews which feed into climate change policy and provide cascade training to enable members to engage their communities.
* **Increased EM leadership in engaging with climate change decision makers at all levels** – through providing training via the climate changemakers residential and other identified training to build capacity to engage. Also through members attending conferences and meetings.
* **Increased dialogue between EM and mainstream stakeholders in addressing climate change issues** – through increasing EM representation on stakeholder working groups and inviting stakeholders to raise awareness by attending Network meeting and stakeholder sessions.
* **Increased support given to mainstream organisations to increase engagement with diverse communities** – through attend national conferences increase visibility of EM, provide workshops and training to highlight the need of increasing diversity and how to work collaboratively.

**5. Monitoring & Evaluation**

To measure and evaluate success of the EMEN, we will undertake the following:

* Before and after questionnaires for all training and awareness raising sessions to measure increase in capacity – e.g. awareness of policy context, increase in public speaking skills, etc
* Before and after questionnaires for all residential climate changemakers sessions to measure increase in leadership skills
* Questionnaires circulated at stakeholder events and recording of any positive outcomes
* Monitor and ensure that we achieve all our targets of a representative EMEN membership (e.g. young people), including involvement in stakeholder events, policy engagement, etc
* Compile 2 case studies at the end of each year to show examples where the network has had an impact /influence
* Case recording highlighting situations where negative climate myths have been challenged and recording any positive outcomes
* Questionnaire circulated to key stakeholders/decision makers at the end of each year to assess whether engagement with the Network has helped positively with their decision making and reporting on climate related issues.

**6. What difference will the work make?**

The impact of the EMEN will be the continued development of a voice and leadership for EM communities in decision making that will take account of race equality issues, with communities that are better mobilised to respond to policy development. With input from the EMEN at policy tables, and within decision making structures, there will be longer-term legacy in that EM groups/ communities will have contributed to policy making, with race equality considerations integrated into collective actions that include participation of EM communities at local and national levels in tackling climate change. Therefore, the overall impact of the project will be:

* Improved connections between EM and mainstream agencies and other key stakeholders in addressing climate change and climate justice within Scotland, with local and national actions that address climate change being more inclusive of EM communities.

To build a Network which functions beyond building capacity and collaboration, a network which is alive with passion, drive and with a need to do/to act approach. Bringing people together because they want to be in that space.

**January 2021**