Below are some tips from our trainings, which can be implemented by environment sector members and beyond! There are no quick fixes for systemic exclusion, but small actions can cumulatively lead to a cultural shift.

The 2-2 Method: when making decisions, especially in a meeting, think of two reasons why someone would agree, and two someone would disagree.

Micro-affirmations: the opposite of micro-aggressions, these can be very helpful in the workplace to counteract unconscious biases. For example, saying 'that is a great thought, can you tell me more' when someone is being talked over in a meeting. Oher examples include 'help me understand' and 'I want to hear what others think.'

Accessibility for Meetings or Events: consider more than the basics (e.g. wheelchair accessible) for spaces – include discussions on time of day for those with caring responsibilities, the format of any documentation and discussions, catering for the event, the venue location, and more!

Be Open About Culture Change: being explicit about the changes that are being made in the institution can raise awareness and signal that your organization is taking change seriously.

Feedback Rich Culture: Open space and time for reflection regularly, rather than being reactive as issues arise. A good time to gather feedback is before meetings – taking the time to meet people 1-1 will allow you to understand and approach issues arising in a productive way.

Educate Yourself: Take responsibility for educating yourself about EDI issues rather than relying on those with protected characteristics to point out mistakes and explain them. They are not responsible for your lack of knowledge, and it can lead to burn out and dissatisfaction to carry the burden of educating others.

Speak Out: being an ally means speaking out if you see something that is not right – it can be on the spot, or later in a quiet moment. This helps to create a culture shift.

Belonging: centring belonging within the Venn Diagram of diversity, inclusion, and equity, allows you to frame conversations around belonging. People will buy into the concept of belonging because we all want to belong, and it is a tangible concept.

The Diversity Within Diversity: Intersectional impacts are unique to the individuals. Groups cannot be treated as homogenous, because we all have overlapping identities (e.g. gender, ethnicity, disability, class) that make us unique.

Inclusive Chairing of Meetings: centring 'any other business' (rather than tacking on at the end) and allowing space and time for critical discussions when designing agendas is key to achieving a feedback-rich culture. End meetings with a go-around (with some warning) to capture everyone's views.

For more information, please see our ['Changing Nature' video series](#) and please reach out to discuss how we can work with you to address EDI issues in your organisation.