



Development
Trusts Association
Scotland

A Thriving Community-led Network

Development Trusts *In Action*

**EQUITY, DIVERSITY
AND INCLUSION**

DTAS Members working in and with EDI: addressing accessibility challenges, employment training for individuals with multiple support needs, and providing anti-racist training and information.

What is Equity, Diversity, and Inclusion (EDI) ?



EDI is a commitment to integrate equity, diversity, and inclusion of protected characteristics (such as gender identity, race and ethnicity, sexual orientation, disability etc.) at all levels of an organisation and all its internal and external processes.

Some examples include, specific service provision for individuals based on protected characteristics, ensuring all physical and digital infrastructures are accessible, providing training for staff on EDI issues, and more.

Development Trusts should embrace EDI given their responsibilities as community anchor organisations. In doing so, they can ensure that their initiatives benefit all members of the community, particularly those typically underserved or underrepresented.

The Boyndie Trust

 Boyndie, Aberdeenshire

About the Trust:

The Trust, established in 1999, operates a successful visitors centre with a garden, restaurant, and shop. Their visitor centre ensures their financial sustainability and serves as the venue for their **skills development program**.

Challenges Faced:

Main challenge has been the lack of progression opportunities in the region. The limited availability of suitable employment means many struggle to find jobs matching their skills and aspirations despite successful training in the program.

Projects:

Their main project is the **skills development program** which employs individuals with **physical disabilities, mental health issues, learning difficulties or other complex support needs**.

- Referrals from NHS and DWP, and self-referrals
- Train individuals in IT, retail, customer service, food prep, gardening and other skills.
- Support around 30 people at a time.
- Focus on fostering resilience, confidence, independence, and building social skills.



Boyndie
Visitors Centre



Boyndie Garden
Centre

WHALE Arts

 Wester Hailes, Southwest Edinburgh

About the Trust:

WHALE Arts is an award-winning charity, community arts centre, and social enterprise. Wester Hailes community is among the 5% most deprived in the country (SIMD), with a high young population. It aims to improve community health and wellbeing through accessible arts and creative opportunities. All their programs provide materials and are free of charge.

Challenges:

Serving a community with multiple needs around health inequalities, economic opportunities, mental health issues, and complex support needs.

Working with individuals to overcome the perception of arts and culture as inaccessible and costly.

Some Projects:

- Youth programmes to facilitate access to arts and culture through workshops and performances: Lets Play Wester Hailes, Smarties Program, and Street Arts
- 'Arts in the Open' for residents with dementia
- 'Open Studio' sessions for any community member
- 'Stitch 'N' Time' makes a range of textile-based projects which are donated to other community groups

Woodlands Community Development Trust

Glasgow City

About the Trust:

Woodlands CDT, established in 1986 as a community garden, has expanded since 2020 with anti-racism work as its core priority. They serve a diverse community, where an estimated 30% of the population are individuals from minority ethnic backgrounds.



Community Garden

Challenges:

Accessibility: the community garden's original infrastructure was not built with mobility and accessibility in mind. They are working with disability experts to advise on how to revamp the space.

Some Projects:

- Scotland's first anti-racist community library
- Anti-racist community toolkit: educate on the causes, impacts, and scale of racism within local neighbourhoods.
- Internal EDI review with CEMVO resulting in 3-year anti-racist plan for the entire organisation.
- Family support sessions, veg box scheme, climate futures programme, mental health support, community café, meeting, and event spaces, and community garden



Anti-Racist community Library