



# Sharks Inspiring Action & Research with Communities

## Equity, Diversity & Inclusion

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On behalf of: Whittey, K.\* , Chamberlain, A., Khuri, S., Barker, J., Davies, J., Davies, S., Pike, C., Mason, F., Wray, B., Gollock, M., M. Patel, S. ±

# Who is Involved in Project SIARC?



**Not pictured:** Dawn Thomas, Peter Dorrington, Helen Lewis, Dimitris Pletsas

**Alumni:**



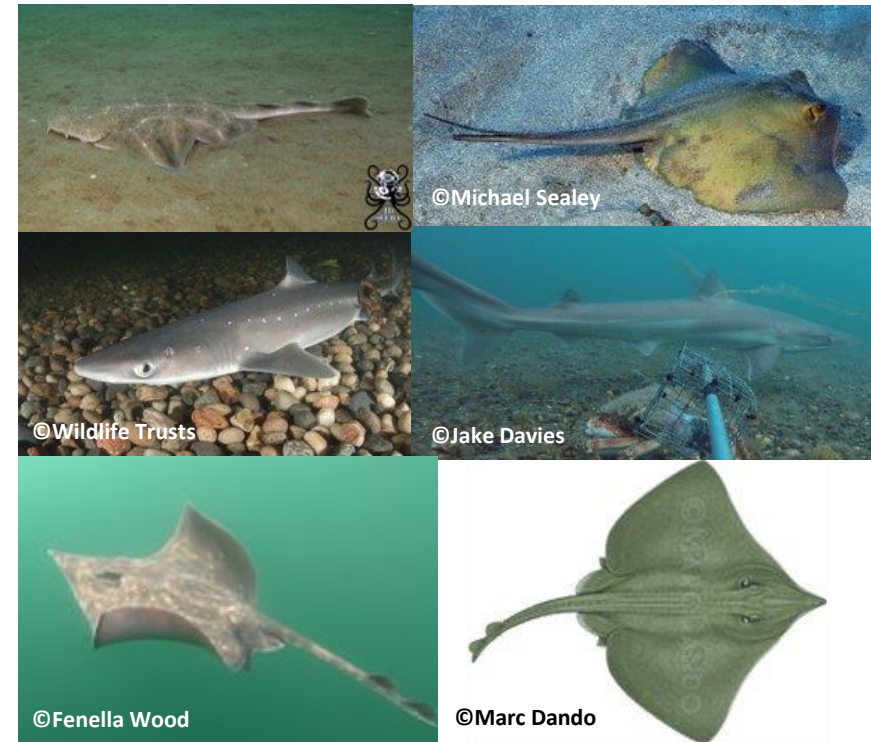
Mewn Partneriaeth â Llywodraeth Cymru In Partnership with Welsh Government



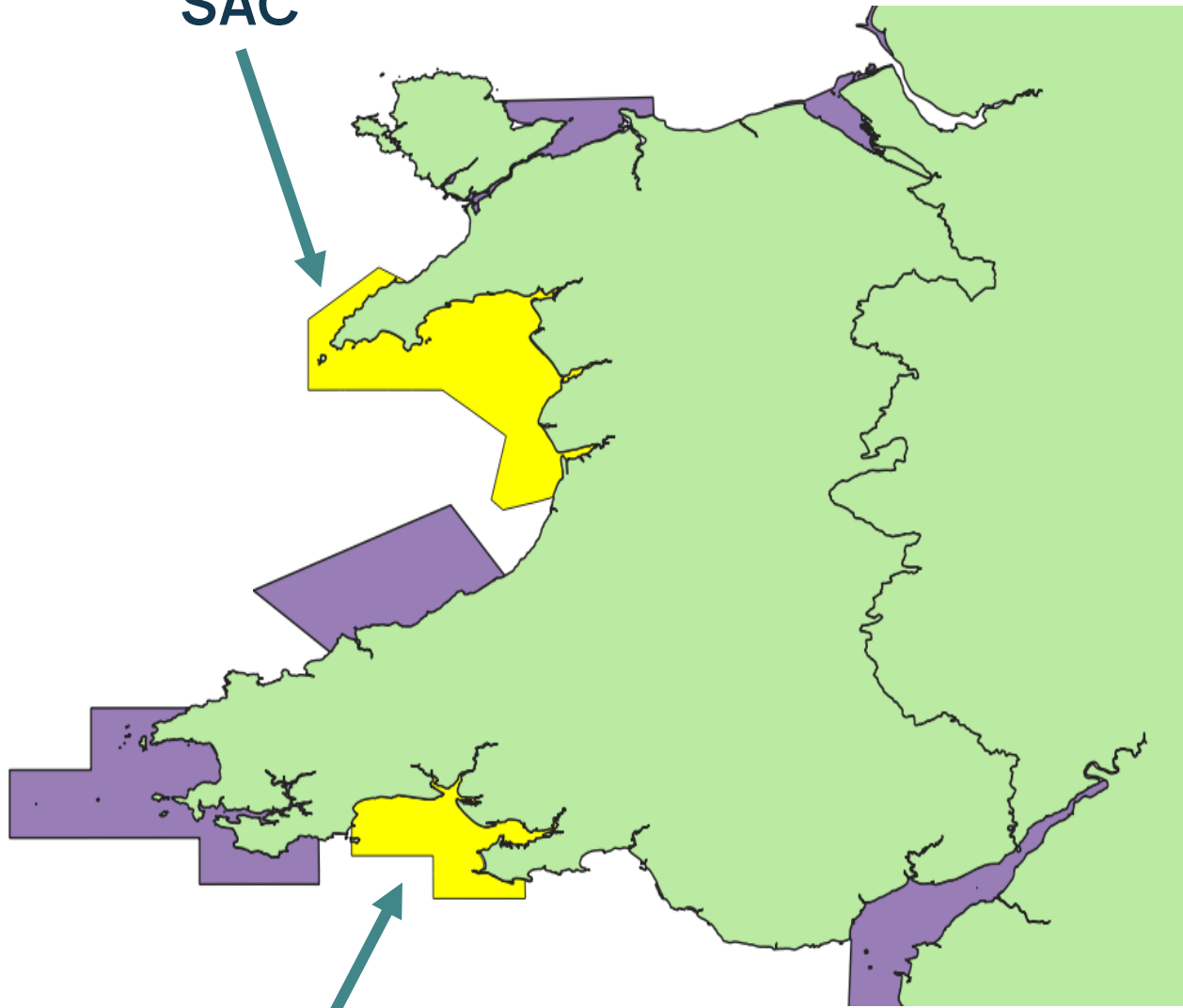
Project SIARC will catalyse links between fishers, researchers, communities and government to collaborate and safeguard elasmobranchs and support a green recovery in Wales.



- **2 focus areas:** PLAS & CAE
- **6 focal species:** Angelshark, Common Stingray, Tope, Spurdog, Blue skate and Flapper skate
- Project SIARC evolved from Angelshark Project: Wales



# Pen Llŷn a'r Sarnau SAC



# Carmarthen Bay & Estuaries SAC

# Equity, Diversity and Inclusion – ways of working

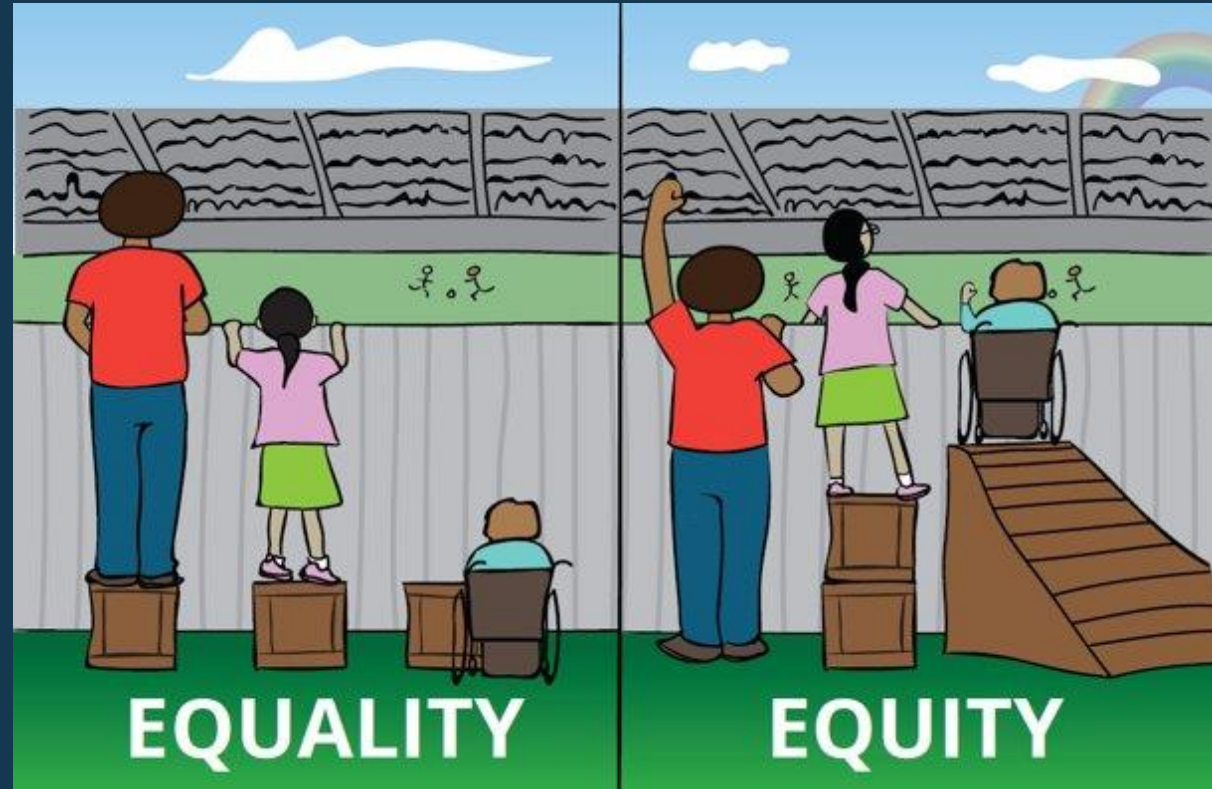


FAIRER Community of Practice  
Fair. Accountable. Inclusive. Respectful. Ethical. Reflective.

# Equity, Diversity and Inclusion – ways of working

## Equity

Creating equality by meeting the needs of traditionally underrepresented groups at any level (versus all groups being given the same opportunities).



# Equity, Diversity and Inclusion – ways of working

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## Diversity

Allowing for representation of people with varied opinions and experiences, different cultures and a mixture of protected characteristics.

## Inclusion

Inclusive practice is about inviting traditionally marginalised voices as equals to the table at every stage of a project or conversation.

# Project SIARC EDI journey from 2021 – now - 2026



To co-create a fairer and more inclusive future for Project SIARC

**The purpose?** To enable an overall more inclusive and equitable conservation approach to be delivered by Project SIARC that elevate the voices of communities we work with and makes space for learning as a project team

**How?** Through coming together, collaborating, learning and evolving approach

**Where are we now?** Bringing together our work and learnings to date into two Project SIARC EDI documents.



# How are we living EDI values through Project SIARC?



## Multidisciplinary Project

Working across disciplines

Holistic conservation efforts

Designed for elasmobranchs and people

Community led approaches



## Community partnerships

We would not exist without contributions from community partners

Equitable benefits for all partners



## Project impact

Co-design of project design and delivery

Incorporate diverse views for wider perspective

We reach more people with meaningful lasting impact



## Addressing barriers

Marine environment accessed or experience by the few

Volunteers have similar demographics

Identifying opportunities



## Tackle lack of diversity

Lack of diversity in marine conservation sector is a huge challenge

Our duty to create change by improving diversity in SIARC

# What has our journey looked like? 2021 – now - 2026

Our journey so far

What were the outcomes?

Moving forward

1. Learning
2. Governance
3. Networking and partnership working
4. Research
5. Working with community partners and fishers

# 1/5 Learning - Building internal team awareness, shared language, values and agency



- Familiarisation with EDI terminology and values
- Literature review of work in Wales & wider
- Attended workshops on inclusive and ethical conservation practices

Increased confidence in EDI terminology & reflection on our work

Furthered understanding of current work on EDI in the conservation sector in Wales

To have dedicated time & resources for learning, development and mentoring for all staff

To continue to identify and deliver training related to EDI topics for Project SIARC partnership

To continue to learn from experiences within and beyond the partnership

## 2/5 Governance as a Wales based project



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- Reflexive learning to recognise privilege and power
- Development of positionality statements
- Learning focused on culture and heritage in Wales
- Delivery of bilingual resources

A furthered understanding of our positionality and power as a Project team

Commitment to equal investment in funding applications for both social and biological inc. new roles

Further developing our approach to project design

Embedding our learning - from awareness to action

An active approach to increase Wales-based staff & opportunities in the conservation sector in Wales

Updating project positionality as we learn and grow

# 3/5 Networking & working in partnership



- Network within & beyond Wales
- A workshop to co-design an EDI strategy for the next three years

We built shared language, common values and principles around topics of EDI as a partnership

Shared ideas on how to co-create a better, more inclusive future for Project SIARC and exchanged lived experiences

Began to co-design our strategy to 2026 and beyond (3 – 5 yrs)

Authenticate and finalise our strategy

To continue to network, expand our network

To actively exchange knowledge, learn from others and share our experiences

# 4/5 Research



Furthered understanding of community interviewees lived experiences

Identification of barriers & opportunities for co-developing research or activities with fishers & community members

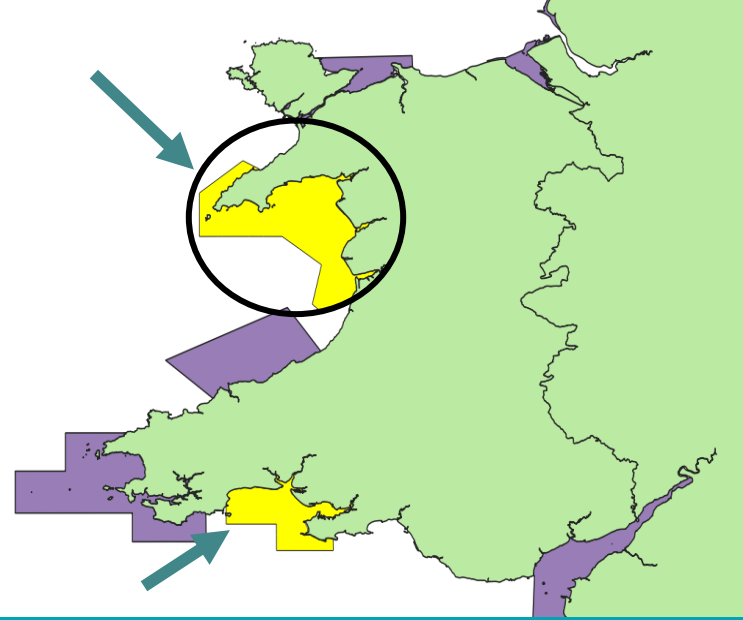
Further research working with community leaders of traditionally underrepresented groups

Embedding learning into how we work

Identify opportunities for co-developing future work

- Community based research through KII and FGDs
- Initial FGDs with fishers to identify future opportunities for work through Project SIARC

## 5/5 Working with community partners & fishers to remove barrier



- Working with citizen scientists
- Working with fishers
- Identifying barriers

Identified barriers & opportunities

Started to co-develop new opportunities

Co-develop 2 barrier removal approaches  
working with fishers

Co-develop 2 barrier removal approaches  
working with citizen scientists and local  
communities

# Reflections



- Collaborate, ask for help and seek guidance
- We're at the start of our EDI journey & developing further as a project
- Big group effort – make time
- We plan to continue to grow in this space
- Funding is a challenge (as always)

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**WE HAVE A DUTY TO SHOW UP IN THE  
WORLD WITH MEANING AND PURPOSE  
AND COMMITMENT TO DOING GOOD.  
AND TO USE ANY PRIVILEGE THAT WE  
HAVE TO MAKE POSITIVE CHANGE AND  
TO DISRUPT OPPRESSIVE SYSTEMS.**

– MEENA HARRIS





# Thanks for listening

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🌐 [@ProjectSIARC](https://www.instagram.com/ProjectSIARC)

🌐 [www.projectsiaarc.com](http://www.projectsiaarc.com)

