

BLACK2NATURE

ANNUAL REPORT
1ST JANUARY 2023
TO THE YEAR-END
31ST DECEMBER 2023



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INTRODUCTION

The Black2Nature Trustees present their report along with the financial statements of the charity for the year ended 31 December 2023.

What sets Black2Nature apart is that we are a registered charity, that all our nature camps, day events and activities are free at the point of access and available to children and young people teenagers from the most marginalised and deprived communities. We do not request deposits as we consider that to do so creates added financial barriers for parents. This has ensured our success in engaging and working with parents, children and teenagers from under-represented Visible Minority Ethnic (VME) communities.

We ensure we have VME young volunteers and youth workers who can support and inspire the young people in every aspect of their lives, including their educational aspirations by acting as role models.

During much of 2023, we had to spend a lot of time and energy catching up with activities that we were not able run during the covid lockdown and 2022. We had to spend a lot of resources promoting our activities and camps. It was only by mid 2023, we felt we were delivering at the ability and level of pre-covid.

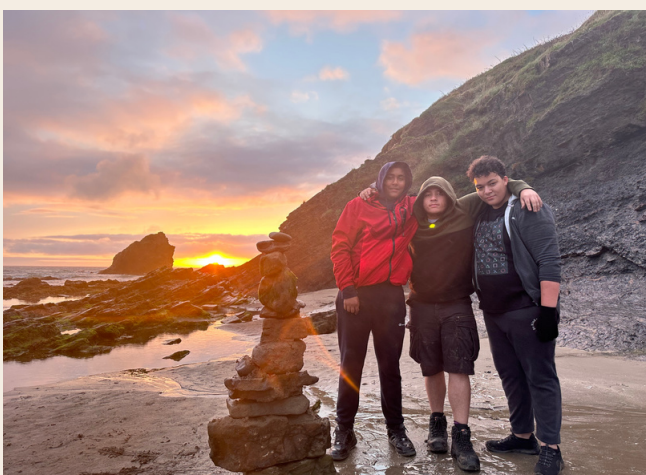
We have continued to see evidence that VME teenagers were being negatively impacted by the structural racism within the educational system increasing in sixth form when they were being told to study less academic subjects. We are continuing to provide advice, guidance and support to the young people, whilst still providing them with a safe space to discuss their worries, stresses and anxieties.

Mya-Rose Craig, Our President, continued attending events when possible to inspire and be a role model. She encouraged VME young people to aim high, motivating them to work harder and exceed their teachers expectations.

Ourselves and Mya-Rose have also attended and spoken at lots of high profile events to promote Black2Nature to the environmental sector. However, Mya-Rose started Cambridge University in October 2021 and so since then she has focussed on the most impactful events she could attend during term time. We are grateful to her for using her influence, activities and huge social media to promote Black2Nature.

As in previous years, we have had a tremendous response to all the activities we organised for our camps and events, which included bird ringing, pond dipping, bio blitz, birdwatching walks, arts and craft which is popular with all ages and both sexes. When possible we provide children with fish and chips and ice-creams, a huge treat and something most of our children do not have at home. We organised camps and events visiting a range of locations including Compton Martin Amenity Field, Chew Valley Lake, Barton Camp, Mendip Activity Centre, Dartmoor National Park, and Skomer Island for teenagers from Bristol which was in partnership with The Welsh Wildlife Trust. It is extremely rewarding watching children engage with nature for the first time. We are proud to have had a 100% success rate in nature engagement by making nature relevant.

We continued to face one difficult hurdle. Due to stigma and parental lack of awareness, we are often not advised about educational needs. Parental concerns are compounded by schools and other voluntary organisations refusing to let their children attend out of school activities. We have had to take this into account in our staffing levels, assessing the children ourselves when they arrive at events. We have identified the need for funding for 1-2-1 support workers to ensure that we can accommodate all children including those who need high levels of support.



Website & Social Media

Website: <https://black2nature.org>

Instagram: <https://www.instagram.com/officialblack2nature/>

Twitter: <https://bit.ly/46yTjKD>

Facebook: <https://www.facebook.com/OfficialB2N>

EXECUTIVE SUMMARY

Vision

Delivering equal access to nature to the hugely under-represented VME demographic in the UK.

Aims, purposes and objectives

- To advance in life and help children and young people, in particular from Visible Minority Ethnic communities across the UK through:
- The provision of recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life;
- Providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.
- To advance the education of children and young people, in particular from VME communities across the UK in the subject of nature, conservation and the environment.
- To promote equality and diversity for the public benefit across the UK.
- By being the lead national organisation in terms of achieving equal access to nature and the environment, running camps again for children and teenagers & other groups throughout England and Wales focussing on partnerships made across the UK and building case studies of success stories.
- To promote equality and diversity for the public benefit across the UK by:
 - the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion;
 - advancing education and raising awareness in equality and diversity;
 - promoting activities to foster understanding between people from diverse backgrounds;
 - cultivating a sentiment in favour of equality and diversity and advancing diversity in particular but not exclusively racial diversity within the environmental sector in order that they better represent the racial diversity of the UK in their workforces, volunteers, trustees, and membership.

Our Aims includes:

- Demonstrating to VME communities how they can enjoy, connect and learn the benefits of being outside and understanding it as part of their cultural heritage..
- Breaking down the barriers to VME people entering natural spaces, such as those summarised at our Race Equality in Nature Conferences.
- Increasing the number of VME people working within the environmental sector from 0.6% to the 13% national average as well as in senior roles, through partnership working;
- Changing attitudes and challenging racism within the nature, conservation and environmental sectors, in a way that facilitates positive change but which makes significant change.

Mission

Entice VME communities to engage with their natural environment in order to better reflect the ethnic diversity of the UK in natural spaces.

Our Values - What really matters to us

- Caring about both nature and human wellbeing and diversity;
- Encouraging VME communities to care about nature, the environment, saving species, stopping climate change & promoting human diversity;
- Reducing mental illness stigmatisation, promoting mental health and wellbeing as important advantages of going into nature;
- Promoting anti-racist practices and supporting the VME community where they face discrimination. Use young role models such as Mya-Rose Craig and Ayesha Ahmed-Mendoza to inspire and educate the young people who attend our events.
- VME communities should be encouraged to relate to nature as part of their cultural heritage. These skills will be seen to be breaking down barriers to encourage more VME people and communities to access nature.
- Ensuring that Black2Nature's messages and purpose remains relevant to our target audience.
- Primarily engaging with stakeholders; boards, employees/volunteers, membership, the press, change-making organisations, and champions for change and be seen to be the leader for a solution in the UK.

PRESIDENT'S STATEMENT

I founded Black2Nature when I was 14 years old and am President. I am a diversity and environmental activist and use my position to promote Black2Nature. 2023 was a busy year, studying in my third year at Cambridge University studying Human, Social and, Political Sciences.

I spoke on lots of TV, radio, panels, podcasts, also giving interviews and writing articles for newspapers and magazines. My work in 2023 included the launch of my children's book, Flight about migrating birds. Black2Nature attended events with me, widening its network and benefiting from my talks and articles. I attended Glastonbury Festival, speaking, which led to it receiving a £30,000 donation. I also obtained £20,000 from the Tenacity Awards and \$10,000 from National Geographic. The highlight of the year was appearing on a panel with Hamza Yasin at the British Library, Hay Literary Festival with Greenpeace CEO, with Greta Thunberg at the Southbank Centre and for Fane Magazine with Lily Cole.

I attended a number of camps, engaging, inspiring and motivating the children and teenagers to connect with nature and their future.

I engaged with hundreds of thousands through my work and social media, including the Houses of Parliament, BBC Radio 4 Women's Hour, The Guardian and The Daily Express, online websites, podcasts and Environmental Schools Network.

I was proud to win The Young Scientific Explorer of the Year and a number of awards for my books.

Mya-Rose Craig
Honorary President

CHAIR'S STATEMENT

Welcome to Black2Nature's Annual Report for 2023.

I am so proud to Chair the Board of Trustees and support Black2Nature to grow and consolidate the work it does so that it can increase its impact reaching more VME communities, engaging them with nature, helping them enjoy the beauty of nature and learn more about nature, wildlife and the countryside to improve their mental and physical health and well-being. VME communities can not engage with stopping climate change if they do not understand why we should protect the planet and learn to care for it. We need everyone involved in the fight to save our planet.

It is also important that we engage, not just VME people who are professionals and affluent but also those who are the most marginalised. Most of our attendees are the most disadvantaged and marginalised, are from the four to five most deprived wards in Bristol, which are also within the bottom 10% most deprived wards within the UK.

Our aim for 2023 was to increase its impact by reaching more vulnerable and in need children and teenagers each year and reaching an increased number of VME communities. We hoped to engage every child, teenager and adult we work with by teaching them about nature and connecting them with it, helping them enjoy its beauty and that of wildlife and the countryside, so that nature can improve their mental and physical health and well-being.

Many VME people in the UK have little knowledge about the causes of environmental issues that are impacting our lives and our planet, such as flooding or drought in the UK and in their countries of ethnicity.

We know that in terms of having a greater society, we need to improve the mental and physical health. This will reduce the pressure on society, schools and the NHS. Also educating children about environmental issues, will help the planet as we will only succeed in making change if everyone is working to stop climate change.

We differentiate ourselves from other organisations by concentrating on children who have the least opportunities and are some of the most in need in our society.

Our children often come without warm clothes, coats, with only one pair of “best” trainers that they can not get muddy, without wellies and with clothes that are too small.

We continue to see children arriving hungry. Many have additional needs that are not disclosed by their parents, but have 1-2-1 support in school. We continue to receive donations of warm cloths, which is necessary due to many of our young people not having suitable outdoor clothing that children can take and use at home to go outdoors.

The biggest achievement of our charity for 2023 is the number of children that we have taken out to the countryside and engaged with nature, caring about the planet and taking action to make change. We have offered over 600 spaces on trips and given these VME inner-city children and teenagers the opportunity to engage with nature, enjoy themselves, make friends and learn about mental health resilience. Our children have nothing else to look forward to and there is no money in their homes for snacks and extras.

Most VME organisations mainly work with adults, are CIC's who have to charge for their outings, so often attract VME people who have spare resources. In 2023, we continued to see significant food poverty, with children arriving hungry and being over the moon to be given food to take home.

The funding that we received for 2023's activities allowed us to continue to rebuild the momentum that we lost during Covid, step up our levels of activities considerably and work with many more children, teenagers and families.

**HELENA CRAIG,
CHAIR OF TRUSTEES**

CAMPS & ACTIVITIES 2023

February

Chew Valley, 8-12 yrs

Chew Valley, 8-12 yrs

Tree Planting, Great Avon Wood, 8-12yrs

Chew Valley 8-12yrs

March

Tree planting, Nempnett Pastures, Chew Valley, Families

April

Water sports, Mendip, 8-12 yrs

Mendip, 8-12 yrs

Mendip Camp, 12-18 yrs

Mendip, 8-12 yrs

May

Chew Valley Camp, 8-12 yrs

Girls Surfing Camp, Croyde Bay 12-18yrs

June

Worthy Farm, Glastonbury, Families

Camp Warham, Lulworth cove, 12-18 yrs

Careys Secret Garden (Wareham), 12-18yrs

July

Camp Avalon, 12-18 yrs

Camp Avalon, 8-12 yrs

Langaford Camp, 12-18 yrs

Langaford Camp, 12-18 yrs

August

Sugar Loaf Mountain, Wales, 12-18yrs

Slimbridge, 8-12 yrs

Skomer Camp, 12-18 yrs

Slimbridge, 8-12 yrs

September

Girls Only Surfing, The Wave, 8-12 yrs

October

Careys Secret Garden (Wareham), Families

November

Tree planting, Nempnett Pastures, Chew Valley, Families

Newsletter

Volume 1 Issue 1 - <https://bit.ly/49T3nB4>

Volume 1 Issue 2 - <https://bit.ly/3QWDJCU>

Volume 1 Issue 3 - <https://bit.ly/40VtAef>

FINANCIAL OVERVIEW

As required under our legal obligation as a charity, Black2Nature has produced its financial accounts to cover the period from 1st January 2023 to 31st December 2023.

As part of this financial overview, we have produced:-

- Black2Nature - Balance Sheet
- Black2Nature - Consolidated statement of financial activities
- Statement of cash flows

These accounts were then independently examined and an Independent examiner's report was produced and signed off.

It was fantastic to receive an extra payment of £22,500 from Esmee Fairbairn in March 2023 to cover extra costs during 2023-2025 but we still had to find the money we needed for the remaining core costs, camps and events.

Our funds came from both grants and donations and was mainly restricted funds (to be used for nature camps and events) compared to 2022 which was split fairly equally with unrestricted funds, to be spent as we think best to further our aims.

Black2Nature - BALANCE SHEET		
01 January 2023 to 31 December 2023		31/12/2023
		£
Fixed assets		0.00
Intangible Fixed Assets		0.00
Tangible Fixed Assets		0.00
Investments		0.00
Total		0.00
Current assets		
Debtors		0.00
Stock		0.00
Cash and bank and in hand		139597.65
Total		139597.65
Liabilities		
Creditors: amounts falling due within one year		0.00
Net current assets		139597.65
Total assets less current liabilities		139597.65
Creditors: amounts falling due after more than one year		0.00
Net assets		139597.65
Funds		
Restricted funds		125314.47
Unrestricted funds		13139.63
Designated funds		0.00
General funds		0.00
Total charity funds		138454.10
The financial statements have been prepared in accordance with the provisions applicable to entities. Subject to the charities regime. Approved by the Trustees on 27 Oct 2023 (provisional date)		
Helena Craig, Chair of Trustees <i>HELENA CRAIG</i>		

Black2Nature				
Consolidated statement of financial activities				
1 January 2023 to 31 December 2023				
	Unrestricted	Restricted	Designated	Period Total
	£	£	£	£
Income and endowments from:				
Donations and legacies	21209.12	193368.70	0.00	214577.82
Charitable activities	0.00	0.00	0.00	0.00
Other trading activities	0.00	0.00	0.00	0.00
Investment income	0.00	0.00	0.00	0.00
Bank interest	993.56	0.00	0.00	993.56
Other income	0.00	0.00	0.00	0.00
Foreign exchange gain	0.00	0.00	0.00	0.00
Total	22202.68	193368.70	0.00	215571.38
Expenditure on:				
Raising funds	0.00	0.00	0.00	
Cost of generating voluntary income	550	0.00	0.00	550
Charitable activities - camps/events	13981.89	64347.52	0.00	78329.41
Charitable activities - general costs	2662.15	105826.06	0.00	108488.21
Total resources expended	17194.04	170173.58	0.00	187367.62
Net income/(expenditure) before transfers	5008.64	23195.12	0.00	28203.76
Transfers between funds	540	-540	0.00	0.00
Net movement in fund	4468.64	23735.12	0.00	28203.76
Total funds brought forward	8615.43	102779.42	0.00	111394.85
Total funds carried forward	13084.07	126514.54	0.00	139598.61
All the above results are derived from continuing activities. There were no other recognised gains or losses than those stated above				

Black2Nature	
Statement of cash flows	
01 January 2023 to 31 December 2023	
	31/12/2023
	£
Net cash provided by operating activities	0.00
Cash flows from investing activities	
Interest	993.56
Purchase of plant, property and equipment	0.00
Cash (used in)/provided by investing activities	993.56
Cash flows from financing activities	0.00
Drawdown of borrowing facilities	0.00
Cash provided by financing activities	0.00
Change in cash and cash equivalents in the year	18202.80
Cash and cash equivalents at the beginning of the year	111394.85
Cash and cash equivalents at the end of the year	139597.65

Independent examiner's report to the trustees of Black2Nature

Independent examiner's report to the trustees of Black2Nature

I report to the trustees on my examination of the accounts of Black2Nature (the Trust) for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act'). I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: 

Name: Shalima Raza

Relevant professional qualification or membership of professional bodies (if any):

ACCA Part-Qualified Accountant

Address: 55 Cornell Way, Romford, RM5 2HW

Date: 26th October 2024

BLACK2NATURES APPROACH TO EQUALITIES DATA

Black2Nature understands and supports the collection of Equalities data, especially regarding its trustees, staff, and attendees at its different activities and camps.

Its approach to 'data-led inclusion' means looking at who we are, who has a seat at the table, and whom we are supporting so that we can intentionally and directly take action to readdress the inequities identified. We use our data to inform our decision-making processes and the development of inclusion strategies

When collecting this data we had to be aware and be sensitive to the fact that we had to maintain people's anonymity.

Trustee/staff - The data we collected was:-

- Ethnicity
- Age
- Disability
- Gender
- Sexual Orientation
- Faith

We have not published our data for staff as we have only one staff member and so do not want their personal data identified.

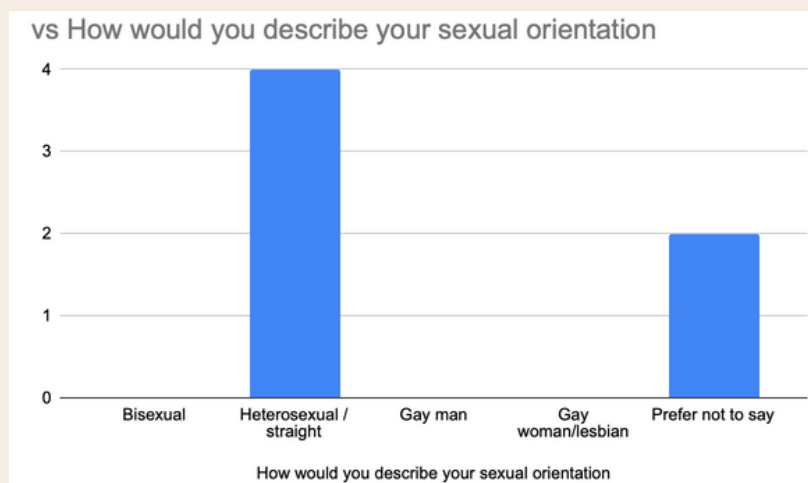
Attendees - The data we collected was:-

- Ethnicity
- Age
- Gender
- Faith

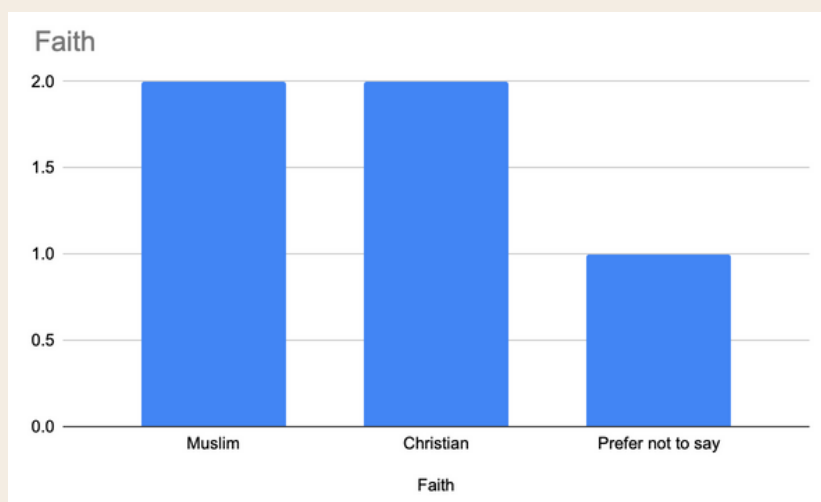
We collect data to ensure we engage all VME communities. We plan to review whether locations can be collected easily, so that we can identify which wards attendees live.

TRUSTEES - EQUALITIES DATA

How would you describe your sexual orientation	
Bisexual	0
Heterosexual / straight	4
Gay man	0
Gay woman/lesbian	0
Prefer not to say	2

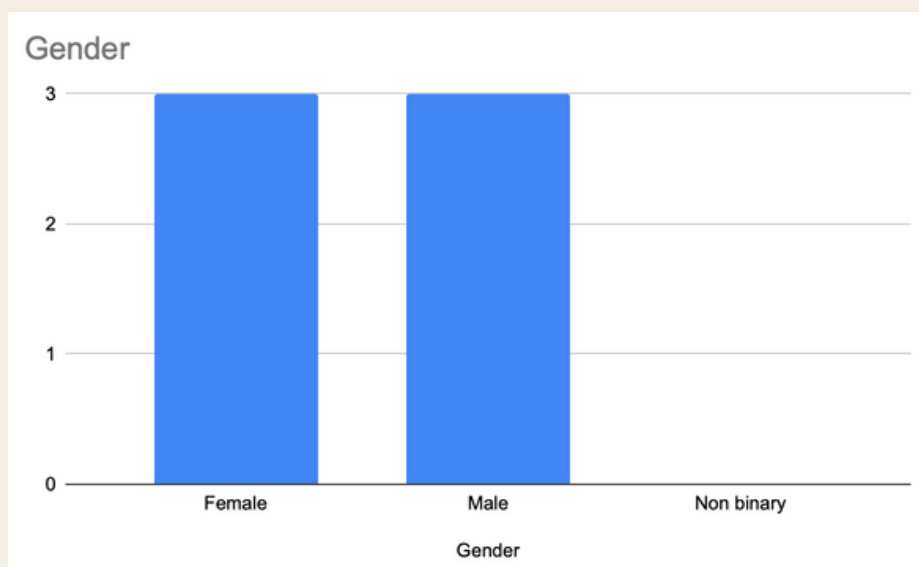


Faith	
Muslim	3
Christian	2
Prefer not to say	1

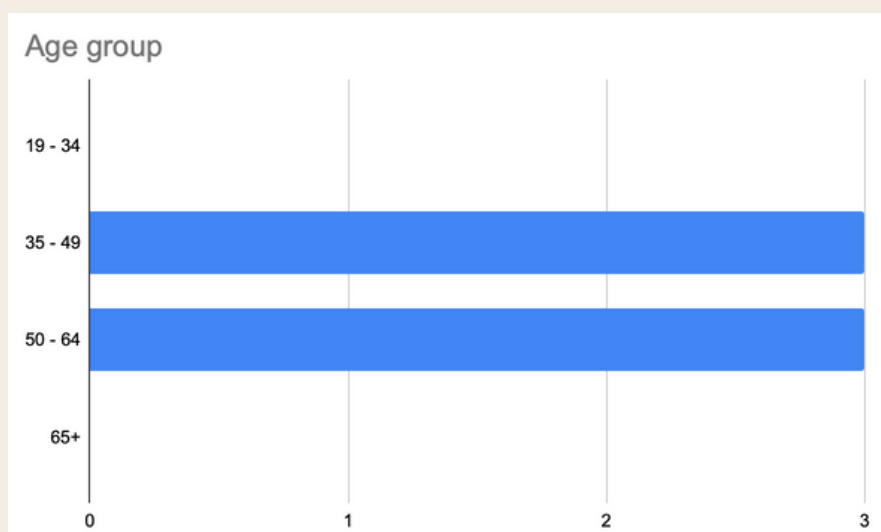


TRUSTEES - EQUALITIES DATA

Gender	
Female	3
Male	3
Non binary	0

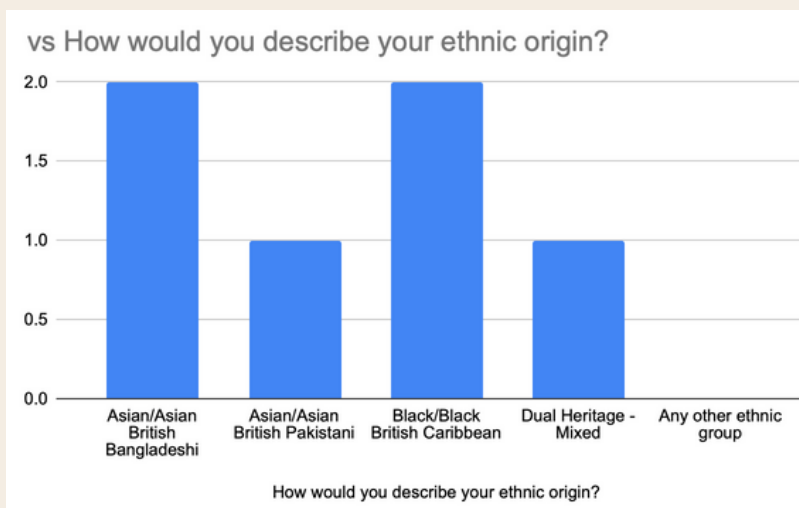


Age group	
19 - 34	0
35 - 49	3
50 - 64	3
65+	0

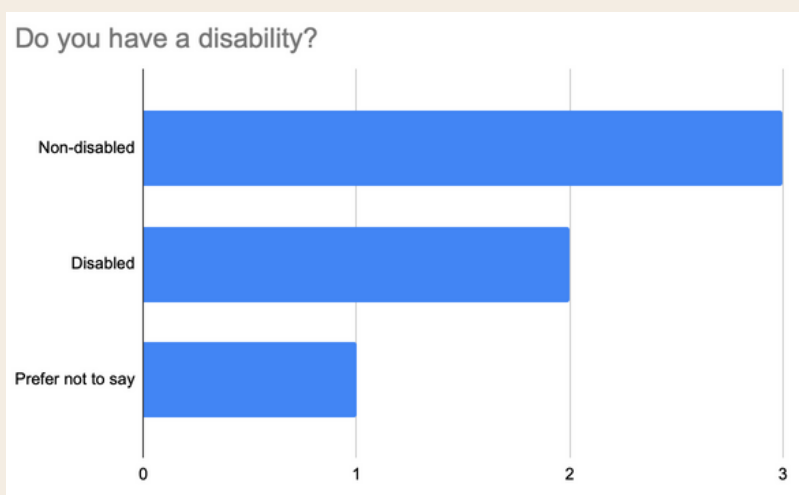


TRUSTEES - EQUALITIES DATA

How would you describe your ethnic origin?	
Asian/Asian British Bangladeshi	2
Asian/Asian British Pakistani	1
Black/Black British Caribbean	2
Dual Heritage - Mixed	1
Any other ethnic group	0



Do you have a disability?	
Non-disabled	3
Disabled	2
Prefer not to say	1



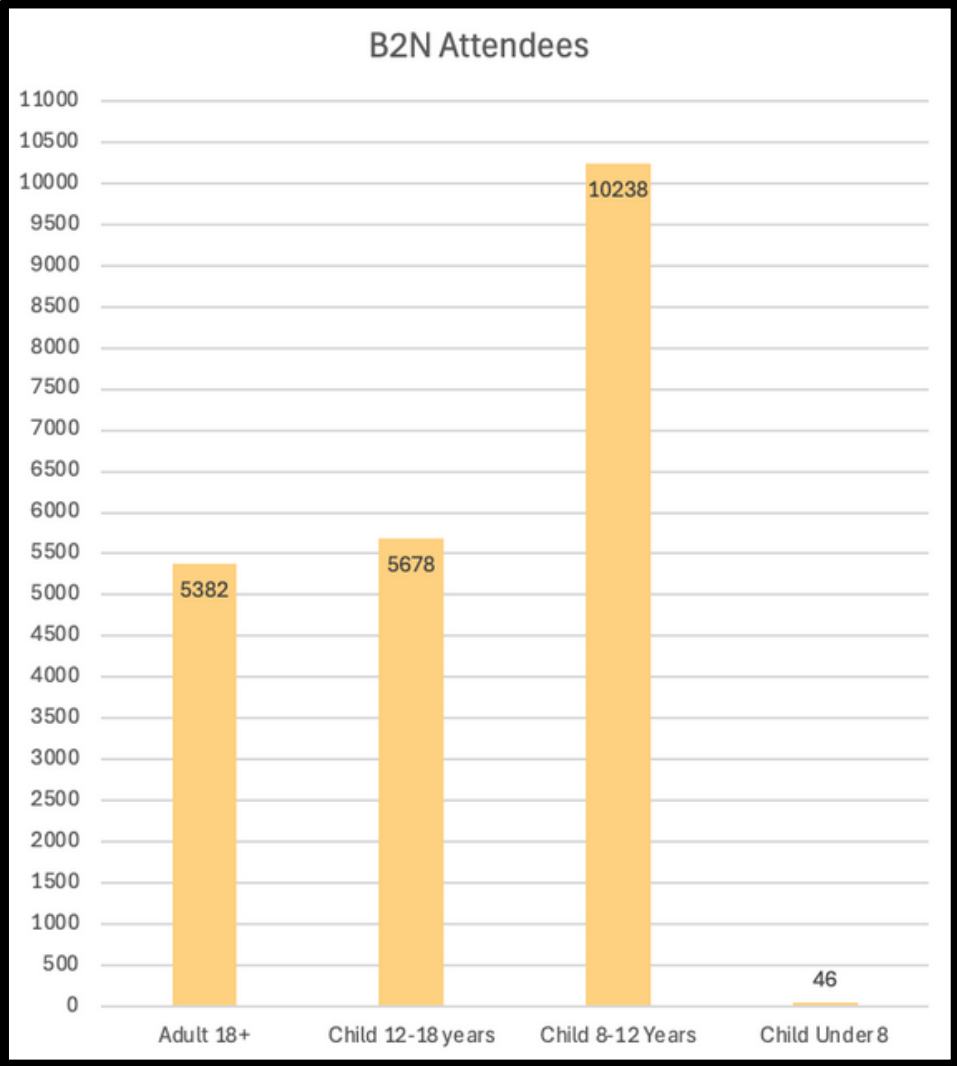
ATTENDEES - EQUALITIES DATA

In total 21,344 young people and adults attended events, camps and activities throughout 2023 with Black2Nature and Mya-Rose.

Ethnic Origin of attendees	
Pakistan	Sudan
Indian	White/Black African
Jamaica	White/Black Caribbean
Bangladesh	Algeria
Sierra Leone	China
Iran	White British
White/Asian	Poland
Somalia	Chad
Nigeria	Ghana
Georgia	Guyana
Afghanistan	Morocco
Turkey	Barbados
Syria	Trinidad
Brazil	Iran
Mixed/Spain	Other mixed/multiple Ethnic Backgrounds

ATTENDEES - EQUALITIES DATA

Age of attendees	Number of attendees
Under 8 years	46
Child - 8 - 12 years	10238
Child - 13 - 18 years	5678
Adult - 18+ years	5382



Faith of attendees
Christian
Muslim
Sikh
Buddhist
Jewish
Hindu
Black Church
No Religion

PUBLIC ENGAGEMENT – DATA

Public Engagement	Members of the public
Social Media	174,573,500
Direct community contacts	7600
WhatsApp	35000
Email	50,000
Telephone	8000
Mya-Rose events & articles	550,000
Mya-Rose social media reach	488,700,000

Reach	Total number of reach
Direct through Events	21344
Feeding Bristol	3500
Laptop Project	250

FOUNDER AND PRESIDENT

Dr Mya-Rosa Craig, President D.Sc. h.c. Honorary position)

<https://www.birdgirluk.com>



Dr Mya-Rose is a 22 year old British-Bangladeshi birder and environmentalist. She founded Black2Nature when she was 13 years old in 2015 and is President. She is committed to stopping biodiversity loss and saving our planet through halting climate change, whilst respecting indigenous peoples and highlighting Global Climate Justice.

Mya-Rose started campaigning when she was 8 years old after meeting indigenous peoples in the Amazon and hearing what was happening to them.

Mya-Rose started the UK movement to engage VME people with nature and to make the nature, conservation and environmental sectors ethnically diverse and is incredibly vocal and fearless. She keeps a post-it labelled "Disrupt" on her laptop as a reminder of the work she is needed to do. As a result she sees many attempts from these sectors to circumnavigate her by choosing to work with VME people who give the responses that they are looking for. Want to know more? Just ask!

She writes a blog, Birdgirl, which has had 7 million views, give talks, shared a stage speaking with Emma Watson, Greta Thunberg and Malala Yousafzai, writes articles, she also appeared on TV, Podcast and other media.

She became the youngest British person to be awarded an honorary Doctorate of Science at age 17 for fighting for equal access to nature and ethnic diversity in the environmental sector. In September 2020 she also did the most northerly youth strike in the Arctic with Greenpeace.

She is studying in her third year at St John's College, Cambridge University studying Human Social and, Political Sciences.

TRUSTEES

Helena Craig, Chair of the Board



Helena was a qualified Solicitor, working in a Solicitor' firms for 20 years of which she was a partner for 10 years, running a large personal injury department of up to 150 people. The firm was in the top ten private and a top 3 injury department in Bristol.

She also has 40 years of experience fighting racism, being on the Bristol Law Society Race Equality Committee, the Support Against Racist Incidents Management Committee and taking my firm from being almost all White to my department being 30% VME and introducing Focussed Training Contracts which allowed VME graduates to qualify as solicitors.

Since 2010 she has spent her spare time birding and being out in nature, supporting her daughter Mya-Rose Craig (Birdgirl) in her conservation and diversity projects including Black2Nature, Race Equality in Nature Conferences, nature camps for Visible Minority Ethnic young people in 2015 to 2017 (Camp Chew & Camp Avalon). She has helped Mya-Rose in her campaign to make the environmental sector ethnically diverse and fighting for our planet and has taken up these campaigns in her own right and that of Black2Nature since 2015, such as speaking at conferences, on panels and podcasts. She also helps Mya-Rose with organisational support and giving advice in relationship management when needed especially where this crosses over with Black2Nature work.

She has been interested in equality, diversity and inclusion since her teens, being on the Bristol Law Society Race Equality Team, Stand Against Racism and Inequality (SARI) Management Committee and succeeding in making her law firm ethnically diverse. She previously did lots of pro bono helping VME to file grievances for racism.



Jackie Davis, Trustee

Jackie qualified as a solicitor in 2000 and specialised in Employment Law. She went on to gain experience working in both private practice and inhouse. Jacqueline spent some time working as a Human Resource Consultant travelling throughout the UK advising SME employees on a wide range of issues including redundancy, TUPE, disciplinary and grievance procedures, maternity issues..

In 2010 Jacqueline took a year out to attend a theological college. This was followed by her undertaking training which resulted in her becoming an ordained minister in 2015. Jackie served on the leadership team of one of the largest churches in Bristol offering pastoral care, managing volunteers and teams and developing community and family support programs. Today Jackie is a self employed property consultant.

Jackie is also a Director of Bristol Green Capital Partnership which was formed to bring together now 800 organisations to carry forward the positive legacy of the European Bristol Green Capital Year 2015.



Sonia Morison, Trustee

Sonia has worked in Solicitors firms for 25 years and has been a Fellow of the Legal Executives for over 20 years. previous role involved management which allowed her to develop a good knowledge of HR issues and of carrying out risk assessments.

She currently works for a Solicitors firm as an internal auditor, supporting the business with regards to governance risk and regulatory compliance.

She is also very well connected in Bristol to those working in race and VME communities, and has a good understanding of the issues impacting those communities.



Alex Chikhani, Trustee

Alex is very experienced in achieving goals and managing stakeholders. He thrives from working under pressure to dependably achieve results through creative and innovative solutions - always delivering on, cost and quality, a former Military Officer, an experienced SME Director, a Chartered Manager, and Fellow of the CMI, with an MBA from Cranfield University.

Confident, articulate and innovative business leader with a broad scope of roles gained predominantly in the defence, technology, telecommunications, finance, and charitable sectors. He is highly skilled in problem solving, and brings his can-do attitude to any organisation or task; Experienced in Strategy, P3M, technology-focused business, operational management, and senior leadership positions. Strong ability to form effective relationships with teams and individuals in order to achieve.



Afzal Shah, Trustee

Afzal is a well known community leader and activist. He is a former Councillor for Easton, and Former Cabinet Member for Climate, Ecology, and Sustainable Growth at Bristol City Council. Afzal is extensively involved in communities within Bristol especially VME communities within central Bristol and has strong links with funders and community and environmental organisations.



Syed Murshid Ahmed, Trustee

Murshid is a part qualified ACCA accountant and has been working within finance in the voluntary sector for over 10 years. He is an active member of Bristol's VME communities, being involved in helping making their lives better.

STAFF



**Ayesha Ahmed-Mendoza - Project Manager
(Camps & Events)**

Ayesha is a birder, naturalist, conservationist and environmentalist. She spent her childhood watching birds, became the youngest person to see the landmark 400 birds in the UK age 12.

In January 2015 Ayesha started volunteering with Camp Avalon, being responsible for the young attendees, their behaviour, safety, risk management, nature activities as well as assisting in organising the Race Equality in Nature Conferences in 2016 and 2019.

From 2017 Ayesha has been working for Black2Nature being responsible for and running its nature camps, events and activities, risk management, social media, fundraising projects, marketing and educational talks especially in schools. Ayesha is focussing on learning new skills to improve events organisation, recruiting attendees and volunteers, working with and developing links from VME Communities and environmental organisations.

Ayesha developed her management skills working as assistant pub managers and a restaurant manager. She also has experience working as an admin assistant in a law firm and managing her cleaning company.

Between 2005 and 2008 she volunteered with Time To Change working with a 14 year boy with physical disabilities to give his family a weekly break. Following this she worked in a primary school as a lunchtime assistant for a year. Whilst in this position, she raised concern about the safeguarding of various children.



Lily Khandker - Senior Equality, Diversity & Inclusion and Community Engagement Manager

Lily has accumulated 30 years of experience working in senior Equality, Diversity, and Inclusion (EDI) roles and project management within both the public and voluntary sectors. She has held EDI positions at Bristol City Council, including the Corporate Equalities Team and Adult Social Care, the NHS, Wiltshire Police, and the Avon and Somerset Police Commissioner's Office.

Additionally, she has worked as a freelance consultant, providing EDI consultancy and training to organizations such as the Government Office of the South West and NHS teams. Lily holds a Post-graduate Diploma in Management Studies (DMS).

She managed the Bristol City Council team that achieved Beacon Status for Promoting Racial Equality. As the Senior Project Manager of the European-funded 3E Houses Project, she successfully linked Bristol with Spain, Germany, and Bulgaria, aiming to help council tenants reduce their consumption by 20% in a year. This project's success contributed to Bristol being awarded the European Green Capital in 2015.

As EDI Manager for Wiltshire Police she was responsible for developing its Single Equality Scheme and Action Plan and Equalities Standard in Policing. She often represented the force at regional and National meetings and events. During her time as the Principal Equality and Inclusion Officer at Bristol City Council, Lily managed various Equality Forums and established the Bristol Multi-Faith Forum. She secured funding for the forum and later joined as its Development Officer, gaining exceptional knowledge of various VME (visible minority ethnic) communities and faiths in Bristol.

Lily recognizes the importance of adapting her approach to diverse social, cultural, and educational backgrounds and needs when developing and maintaining successful relationships. Passionate about leading change, pushing boundaries, and addressing social inequality, she collaborates with public, third, and business sectors.