



Dear Member

**Invitation – Horticulture, Arboriculture, Landscaping & Garden Media Sector webinar on Equity, Diversity & Inclusion – 24 April 2024 or 2 May 2024 (details below)**

The HTA and APL are working with other sector associations on an Access All Areas EDI strategy and programme of work to become more equitable, diverse and inclusive in all that we do as a group for all. You may recall the charter was launched in January 2022.

We would like to let you know that over the coming weeks and months we will be running a number of webinars that would be both educational and insightful, offering you all the opportunity to become more proactive in supporting our sector's journey to becoming more diverse and inclusive.

These webinars will consist of content that introduces you and your teams to the need to position Inclusion at the heart of every that we do. The education piece will help us all gain a better understanding of the following:

- The context of Diversity, Equity and Inclusion
- What an inclusive workplace looks like
- The barriers to inclusion such as our unconscious biases and the lack of allyship.
- The resulting microaggression (results of everyday banter)
- The role that Allies can have in creating an inclusive Ecosystem.

**To start this process, we are going to run two identical sessions – on Wednesday 24 April (11am-12pm) and Thursday 2 May (6.30-7.30pm).** The Webinars will be hosted by our EDI partner Gamiel Yafai from Diversity Marketplace and will give all our teams the opportunity to:

- Give their feedback on their lived experiences as employees within our sector
- Give their feedback on what leadership could be doing improve the Inclusion in our sector.
- Explore the role that our teams can have in supporting leadership to create a more inclusive culture in our
- Suggest actions that they can take to support colleagues through Allyship.

The webinars are anonymous and hosted on Zoom using technology which blanks out cameras, names and ensures confidentiality. As it's a confidential session and we'll just be using Mentimeter to collect and share the anonymised feedback with Gamiel.

**When: Apr 24, 2024 11:00 AM**  
**Topic: Access All Areas - Diversity and Inclusion Webinar**

Please click the link below to join the webinar:  
<https://us02web.zoom.us/j/89468811415?pwd=V2gzUWpPc3RzN1ZvWE5nVjFIVFg2Zz09>  
Passcode: 929724

**When: May 2, 2024 06:30 PM**  
**Topic: Access All Areas - Diversity and Inclusion Webinar**

Please click the link below to join the webinar:  
<https://us02web.zoom.us/j/89982728616?pwd=ekdHalROdDdaZ2xLOE5tZTVGbgGtIQ09>  
Passcode: 078571

Places are limited – so click early on the day!

We hope as many of you as possible can join this session to share your experiences and give us a great platform to then move forwards in our EDI aspirations.

If you do have any questions or queries at all please do not hesitate to get in touch.

**HTA & APL contacts:**

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