



Ethnic Minority
Environmental Network

Annual Report 2024-2025



Introduction

Ethnic Minority Environmental Network (EMEN) work is focused on building a collective and coherent ethnic minority voice on climate change. We acknowledge the huge impact of climate change on EM communities and the need to empower these groups/individuals to engage in climate change issues and policies in Scotland and the wider United Kingdom.

EMEN is facilitated by CEMVO Scotland which is a national intermediary organisation with the aim of building the capacity of the ethnic minority voluntary sector and its communities. The climate crisis is not merely a complex environmental and scientific issue but one that with all its magnitude and severity, further exacerbates the already increasing inequalities that affect ethnic minority communities.

EMEN works with ethnic minority organisations, communities and individuals to build capacity among these groups to develop a collective voice through raising awareness of climate issues, developing a vision of a low carbon society, and contributing to discussions with decision-makers.

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Our Mission

We want to ensure that all climate mitigation and adaption efforts are just and representative of the needs and priorities of minority ethnic groups.

Our Vision

To ensure that the experiences and inequalities felt by minoritized ethnic communities are not further exacerbated by the climate crisis while supporting a human-centred approach towards developing climate mitigation and adaption plans at various levels.



Introduction and Message from the Chief Executive, CEMVO Scotland

Between 2024-25 the Ethnic Minority Environmental Network (EMEN) has continued its significant progress in its grassroots mobilisation and EM engagement in climate policy across Scotland.

Some notable highlights during the year have firstly been the EMEN's engagement in the Scottish Government's Just Transition Action Plan as its always vitally important to ensure EM civic participation in environmental policy making and secondly in initiating the Climate Ambassador Programme where a large number of participants were EM young people which is great to see.

This is because as a Network movement that is a platform for amplifying the voice of EM communities for climate justice and environmental equity, it is important that young climate activists are involved in the movement as they are the future generation where climate change will have the most impact most upon.



Colin Lee
Chief Executive,
CEMVO Scotland

“I am sure that with the hard work of EMEN staff and the enthusiasm and commitment of EMEN members that the Network will continue to grow so that systemic racism within the environmental sector and policy landscape is continually challenged.”

Colin Lee
Chief Executive Officer

Our Impact

2024-2025 Highlights

450+

members in the EMEN Network

50k+

reached online and offline
Through events, campaigns and newsletter



50

attendees at our 2024 Spring event



45+

new members joined the network



10+

Newsletter publications

20+

Opportunities and trainings for EMEN network members

10

EMEN Climate Ambassadors

5

active community programmes



Building Collective Power



Our belief is that when like-minded individuals come together to pursue similar goals, collaboration is strong. And when diverse groups come together to share their intelligence, we create better strategies than groups working alone.

Overtime, EMEN has prioritized EM voices and perspectives, and have also ensured that EM voices are central to its advocacy work, and that more of our activities are aligned with the priorities of EM communities. Through our unique approach, our work has given marginalised groups a voice on issues of environmental justice across Scotland.

EMEN's main activities between 2024/2025 focused heavily on outreach and community engagement with ethnic minority led organisations, community groups and individuals both in person and online via webinars as well as social media. During this period, we have held action-packed events on nature, energy, circular economy, food security and a well-attended EMEN Spring and Autumn event.

The 2024 Autumn Social and the 2025 Spring Social gatherings, featured 5 different activities, 7+ speakers and was attended by over 90 EMEN members. The events brought together leaders and decision makers within the environment ecosystem together to drive conversations around environmental justice.

"...the Spring Social event met my expectation, it is always useful joining the socials for inspiration and networking."

- Spring Social attendee



EMEN has remained a beneficial platform for any EM seeking a collective voice, resources and other tools to drive change in their work towards climate justice. Furthermore, throughout the year the network provided members with networking opportunities and support with employment, health, energy and environmental concerns as well as building and developing practical skills.

During monthly events and webinars, EMEN collaborated with different environmental organisations throughout Scotland. During these events ethnic minority communities became familiar with different approaches communities can take toward climate justice.

Recently, the network has been sought by environmental-focused government agencies as the platform to reach EM communities to engage in government consultations and other activities.

Above: EMEN workshop on 'Way to Employment in Nature Conservation' for network members, 2025.

Above Left: Participants at the Seed saving workshop with Zam'Munda and Glasgow Seed Library.



Left: EMEN Nature Walk at Pollok Park with network members and other participants.

Since 2024, more than 20 mainstream organisations, including university-led research projects, have worked with EMEN on topics ranging from citizen science, biodiversity, marine and wildlife conservation to nature connection. This has helped closed the gap between EM communities and mainstream organisations in Scotland.

EMEN continually works to build strong and respectful relationships with mainstream organisations, while also seeking new opportunities to collaborate on projects and initiatives. We believe that climate justice is inseparable from social justice, as such, we joined several organisations in the Migrant and Climate Justice block, including Friends of the Earth Scotland during the Scotland Climate March, to demand justice for all.

All our workshops, webinars and other events have focused on showcasing a big variety of local community organisations and ethnic minority groups that work towards climate justice from many different angles, such as food growing, active transport, energy saving, wildlife conservation and more. In 2025, our Community Environmental event at Hamiltonhill Claypit Local Nature Reserve featured several EMEN organisation members with stalls that provided activities and information for over 100 participants that attended the event.

Additionally, existing stakeholder relationships were nurtured and new ones developed within the environmental, health, social, housing, and third sectors and Scottish Government.

Across the year we ran:



10+ webinars/workshops



200+ member attended several events



Over 60% of events/webinars this year were collaborative efforts with two or more members (individual/organisation).

Featured Events

EMEN network members gathered with Zam'Munda, one of EMEN's organisation members to deliver a food growing community event with a variety of workshops and stalls. Participants could join various activities to learn about growing food at home and with their communities. Workshops included: Learning about food growing in small spaces and about composting and healthy soil with Propagate; Build a wildlife pond with Froglife; Collect and save seeds with Zam'Munda; Ferment vegetables with Glasgow Community Food Network; Learn about composting with GALLANT.

EMEN also collaborated with Joe Smee of Glasgow Community Energy and Gemma Murray of Local Energy Scotland, Glasgow and Central Scotland Development Officer to deliver a webinar on how communities and community organisations generate electricity to tackle energy poverty.

"Thank you for all your hard work in making the event such a great success. It was an incredibly valuable experience; many people got to learn about MIN's organisation, and we had the chance to connect with new organisations as well."

- Abeer, Maryhill Integration Network

Connecting EMEN members to support and opportunities

With more members gaining skills and experience through their active participation in the network, our work has been centered around amplifying the voices of marginalised or under-represented groups on social and environmental justice.

Through the work with the network, we have formed new partnerships with organisations seeking to work with EM on energy saving and community energy projects. For example, our partnership with Community Energy Scotland and Local Energy Scotland has provided network members access to resources of Scottish government-led Community and Renewable Energy (CARES) fund as well as the Development fund for groups/communities.

Also, EMEN worked with Govanhill Baths, Circular Communities Glasgow and Glasgow Climate Action Hub to deliver an event focusing on community led circular economy. More than 10 participants from EM communities learned practical skills in clothes mending and learned about Govanhill Baths' work towards local circular economy.

EMEN members joined the Migrant and Climate block of the Scotland Climate March where more than 2000 activists and campaigners marched to demand urgent action on climate change in Scotland.



EMEN has also worked with Local Energy Scotland and Community Energy Scotland by organising workshops in Edinburgh and Glasgow for EM groups/communities on how to get started with community energy while also provide important advice and support for EM groups on energy transition and community energy. Attendees were provided with resources on home warming, window insulation etc.

This year we worked with EMEN members, network partners from mainstream organisations and allies to build a powerful alliance of social services, faith, community and multicultural groups, environmental organisations and industry who are working together to deliver a fairer, greener, better and more secure future for everyone in Scotland.

Furthermore, the EMEN Network has joined Environmental Rights Centre for Scotland (ERSC) in its #CleanUpScotlandSewage which in the coming months will pressure MSPs to take meaningful and practical action to protect nature and everyone's right to a healthy environment in Scotland.



“...the favourite thing about attending EMEN event is that it involved the coming together of people of all ages for a shared purpose.”

- EMEN Participant feedback

Left: Participants at the Community-led Circular Economy event organised for EMEN members

Right: Participants at the Climate Fresk workshop organised by EMEN



Right: EMEN Climate Ambassadors at an event at the Hamiltonhill Claypit.

Left: EMEN members during an event to mark the Nature Connection Day at Castlemilk Stables, July 2025.

Bringing Together Climate Ambassadors from Different Cultures

In addition to coordinating and informing our network of EMEN members, EMEN have also continued to collect anecdotal evidence of ethnic minority groups and individuals already practicing climate action in their day-to-day life.

Through the EMEN Climate Ambassador Programme, EMEN connects climate champions from diverse cultures to share opportunities for climate action and develop leadership skills that will be crucial in engaging the community and decision makers on climate justice in Scotland.

The ambassadors have undergone tailored training and other activities that have provided them with opportunities to engage with decision makers across different levels.

Ten EM individuals joined the Climate Ambassador Programme, EMEN's newest project. During the programme they shared how they work towards climate justice with their communities in Scotland and abroad. These initiatives in particular showcase EMEN's strong commitment to build capacity of network members to advocate and campaign for social and environmental justice.

Also, EMEN has made direct impact to more than 20 ethnic minority-led environmental groups through capacity building and collaboration. The launch of EMEN Ambassador Programme has been able to strengthen and accelerate the climate advocacy of EM. The programme has provided mentorship, support and training to more than 10 ambassadors on climate and energy, as well as policy coordination.

With many 'New Scots' also joining our ambassador programme, we have noted that many of them thanks to their eco-agrological livelihoods in their home countries held the key to climate action as well as solutions to climate change with their knowledge and expertise.



Zora Tamas
EMEN Officer

Who We Are

A National Network

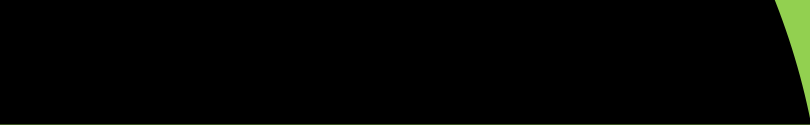
EMEN is the network that brings together professionals, activists, students, academics and local groups to tackle environmental injustice and racism. It is a national network of more than 400 individuals and organisations driving collective and sustainable action to fight the climate crisis and to achieve social justice in Scotland.



Image: Brahma Vaidya during 'Energy Saving for All (ESA) training for EM community at Awaz FM Glasgow (2025).

Our Partners

we have worked with amazing organisations in the 2024 – 2025:



Our Environment Team As of January 2026



Abiola Durodola ([Environmental Projects Coordinator](#))



Zora Tamas ([EMEN Officer](#))



Virginia Toyi ([Race Equality Environmental Programme \(REEP\) Officer](#))



Brahma Vaidya ([Community Energy Outreach Officer](#))



The Network Support Team

The EMEN Network Support Team is made up of staff members from CEMVO Environment team led by the Environmental Projects Coordinator (EPC) and they support the members of the Network. The EMEN Officer coordinates members, organises events, as well as connects members and partners of the network. Other team members support the officer to coordinate most of the network's events such as Spring/Autumn conference, workshops and capacity building events, share network-wide updates and provide opportunities for members to upskill.

Acknowledgements

EMEN would like to acknowledge the generosity of our funder who makes supporting our network and a powerful national climate movement possible.

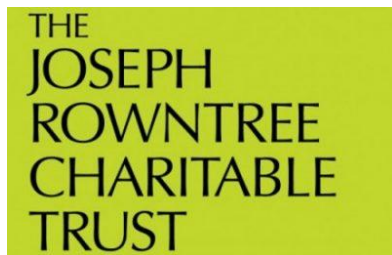
EMEN is facilitated by:

CEMVO Scotland



Through the generous support of:

Joseph Rowntree Charitable Trust



A sincere thank you to our members.

Thank you to all of the volunteers, staff, supporters, donors and the 400+ organisations/individuals that make up Ethnic Minority Environmental Network - we are stronger when we work together.



How to Get Involved

EMEN is a network of 400+ individuals/organisations driving powerful climate advocacy. In the next few years, our movement will have a huge opportunity for impact. Working alone will not create the momentum we need. Big change needs collective power.

[Become a EMEN member and join this collective power.](#)

Membership Benefits Include

Opportunities to collaborate on issues-specific strategy through movement wide working groups. We convene a range of working groups on issues such as energy, transport, climate impacts, communications and more!

Connect with other climate groups through our collaborative activities, webinar and in person events. We have over 300 members ranging from individuals to local action groups, community networks and organisations, university research groups and community leaders.

Receive network wide updates on key climate/ environmental and funding and training opportunities and regular updates from our members.

Receive expert advice and insights that will enhance and guide your campaigns and climate action.

Opportunities for upskilling and knowledge Sharing through our popular webinar programs and network wide training.

A dedicated Network Support Team who ensures that you stay informed and connected with the network and helps you bolster your campaign strategies.



Above: Participants at the 2023 EMEN Conference. Credit: CEMVO/EMEN



Ethnic Minority
Environmental Network

**Ethnic Minority Environmental Network
(EMEN)**

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