

REPORT OF DISCOVERY TEAM LEADER

SUBJECT: FINAL REPORT ON THE MOSAIC CYMRU PROJECT

Purpose of Report

To present to Members the final evaluation report on the 3 year Big Lottery funded Mosaic Cymru project.

Background

The aim of the Mosaic project was “to cement long-term sustainable engagement between black and minority ethnic (BME) communities and National Parks in Wales”. The Mosaic Cymru project was led by the Campaign for National Parks (CNP) working in partnership with the Youth Hostels Association (YHA) and with the three National Park Authorities (NPAs) in Wales; Brecon Beacons NPA, Pembrokeshire Coast NPA and Snowdonia NPA.

The project started in January 2012 and came to an end in March of 2015. The project was funded through the Big Lottery Fund’s People and Places programme, with cash and in-kind funding contributions from the project partners.

The rationale for the Mosaic Cymru project, is that ethnic minority people are significantly under-represented among visitors to all the National Parks in England and Wales. The National Parks have a statutory responsibility to promote opportunities for the public understanding and enjoyment of the National Parks. The sense that National Parks have struggled to meet this statutory purpose in relation to ethnic minority communities has led CNP and its partners to devise and implement the Mosaic projects.

The Mosaic model is centred on the concept of Community Champions. Champions are individuals who are recruited from ethnic minority communities in urban areas located near to the National Parks. Champions are trained in a range of skills that will equip them to promote the National Parks within their local communities; for example, by giving presentations about the National Parks or by taking a group of people to visit a National Park. Champions are encouraged to form local groups, known as clusters, to develop and sustain their activities beyond the Mosaic project period.

A small team, employed by CNP, managed and delivered the Mosaic Cymru project. The team comprised a part-time Project Manager, part-time Project Support Officer and three part-time project officers, one for each National Park. The project officer role involved recruiting and supporting champions and working with the NPAs and with rural communities within the National Parks to achieve the outcomes which were established for the project for improving engagement with ethnic minority communities.

Measuring Performance

The attached Mosaic Wales Project Report provides an evaluation of the whole project and includes evaluative work undertaken by 'the Gilfillan Partnership', employed as external evaluators by CNP.

Comparisons

One of the aims of Mosaic Cymru is that the 5 partner organisations (3 NPA's YHA and CNP) demonstrate examples of changes from strategic to ground level policy, decision making and practice to engage and involve people from BME communities. Pembrokeshire Coast NPA Officers have developed strong relationships with Champions and have started meeting Champions in Cardiff to discuss how the NPA can reach new audiences and develop activities with Champions.

Future Plans for Mosaic in Pembrokeshire Coast National Park

- The Authority has signed-up to the Mosaic succession plan alongside the other two Welsh National Park Authorities. The succession plan commits PCNPA to providing approximately 20 days of support to Mosaic Champions in organising and planning activities in line with the objectives of the original project. In addition we will contribute a budget of approximately £2,500 to enable activities to take place. The succession plan also commits the Authority to continue to engage with BME communities and to develop opportunities for the involvement of both groups and individuals in its work.
- A bid has been prepared by the CNP and submitted to the Big Lottery for a successor project to Mosaic Cymru. The proposed project aims to 'Increase access and engagement between National Parks and urban communities in Wales' with a focus on the following four outcomes:
 1. Community Champions from disadvantaged urban wards have the necessary skills, knowledge and confidence to promote National Parks in their communities and protect them.
 2. Members of different urban and rural communities have improved communication, and understanding between each other (through shared experiences in National Parks or other greenspace).
 3. Community Champions and other members of their communities have better wellbeing as a result of being involved with National Parks and/or the countryside.
 4. National Park Authorities are actively reaching wider and more diverse communities in urban Wales.

The Big Lottery Fund are at present assessing the bid and will notify CNP of the outcome before the end of the year.

Financial considerations

Mosaic Cymru was managed by the Campaign for National Parks (CNP) with funding from the Big Lottery. The project started in January 2012 and was completed in March 2015 with a budget of £530,706 (56% funded by the Big Lottery Fund).

Pembrokeshire Coast National Park Authority (PCNPA) contributed £4k per annum as did the two other participating National Park Authorities; Brecon Beacons and Snowdonia.

Risk considerations

Financial, legal, political, public perception, risk of not doing something.

Human Rights/Equality issues

Mosaic Cymru delivered work that addressed key equality issues in terms of access to the natural heritage of Wales. The project also makes links between access to natural heritage and human rights. Some of the Mosaic clients had refugee status and suffered basic human rights abuses themselves.

Mosaic contributes to the objectives of **Welsh Government's Strategic Equality Plan (2012-16)** in strengthening advice, advocacy and support for groups and individuals, and providing opportunities that are accessible all.

Mosaic contributes to the Welsh National Parks Social Inclusion and Child Poverty Strategy and Action Plan. In particular addressing the following outcomes:

- A3 Mechanisms are in place to ensure social inclusion is integral to all work areas
- B3 Communities and groups are supported by the NPA to use the National Park
- C1 NPA's play a role in the WG vision for inclusion
- C2 Visitors of all abilities can access areas of the National Parks
- C3 People of all abilities and backgrounds can discover the National Parks
- C4 People of all abilities and backgrounds have access to information about National Parks
- C5 There is a flourishing heritage, culture and local distinctiveness within the NP's

Biodiversity implications/Sustainability appraisal

The project has no negative impact on biodiversity in the National Park. Elements of the project raised awareness of biodiversity in Pembrokeshire and involved participants in positive actions which support biodiversity. For example, a group of Champions took part in the Bioblitz at Stackpole in 2013, which involved local communities and organisations learning about local wildlife and environments.

The project encouraged additional travel to PCNP for new groups of people from South East Wales. This could be viewed as a less desirable outcome in terms of environmental sustainability but is essential in order to overcome key barriers that prevent BME communities from enjoying the countryside of Wales.

Welsh Language statement

The project worked with clients from many different cultures and backgrounds. A large proportion of the people engaged in the project have neither Welsh nor English as their first language. The project sought to introduce these groups to Welsh culture and where appropriate, Welsh language.

Conclusion

The Mosaic Cymru project has successfully increased the numbers of people from black and minority ethnic (BME) communities across South East Wales visiting and building links with Pembrokeshire Coast National Park and the Park Authority.

The project has helped to identify and address some of the barriers that can prevent people from BME communities from accessing opportunities to enjoy the special qualities of the National Park.

Recommendation:

Members are asked to NOTE the Report.

Background Documents

None

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Mosaic Wales Project Report April 2015

'Thank you to you guys for running Mosaic – it has been a real inspiration'
Snowdonia Community Champion

1. Introduction and highlights

The Campaign for National Parks' Mosaic project in Wales set out to build sustainable engagement between National Parks and Black and Minority Ethnic (BME) communities. It ran from 2012 to 2015 in partnership with all three Welsh National Parks and the YHA. It was based on the premise that National Parks exist for everyone in the UK to use, understand and enjoy and that people from BME backgrounds are under-represented amongst National Park visitors. The project was successfully completed in March 2015. This report has been produced for the project partners and describes the most significant achievements and learning from the project. It sets out the projects' legacy with each partner organisation.

Main project achievements were:

- 1.1 Sixty eight Community Champions recruited throughout the project of which 59 were still active at the project end (Brecon Beacons 23 (20 still active), Pembrokeshire Coast 25 (23 still active), Snowdonia 20 (16 still active). Between them, they have given a total of 1,049 volunteer days, 13% higher than expected.
- 1.2 Champions have promoted the Welsh National Parks to over 2,200 people from urban BME communities.
- 1.3 Champions report high growth in confidence and other personal development, which has impacted other areas of their lives.
- 1.4 All project partners have made some changes to become more accessible to BME audiences, although these were not as profound as had been envisaged at the start of the project.
- 1.5 All three National Park Authorities have formal succession plans in place with their Champions.
- 1.6 Pembrokeshire Champions formed 'Diversity Outdoors' which aims to promote National Parks to BME audiences in South Wales. They received grant funding from the Big Lottery Fund, through Awards for All. Brecon Beacons Champions set up 'Community Footprints'; a group connecting south Wales BME communities with the Brecon Beacons National Park.
- 1.7 Champions took part in the recent Welsh government designation consultation and other consultations carried out by National Park Authorities.
- 1.8 Mosaic was referred to several times in debates on the social value of National Parks in Wales, including twice in the Welsh Assembly.
- 1.9 The Mosaic final evaluation concluded that the project has worked well and achieved on most of its targets. Targets where the project fell short were related to organisational change.
- 1.10 The project was completed on budget, with a two-month time extension which brought the end date from 21 January to 31 March 2015.

2. Achievements against outcomes

'It's been great hearing from Champions about the amazing things you're doing in your own communities to promote National Parks, how wide and how deep this is going. How it's becoming part of so many different places and groups.' National Park Officer speaking at Annual Event.

2.1 Sixty Community Champions with the requisite skills, knowledge and confidence to champion National Parks with people from BME communities.

We recruited a total of 68 Community Champions of whom 59 were active by the end of the project, showing a high level of commitment and interest from Community Champions in National Parks. Most people who stopped being Champions before the project end did so because they had moved to a different area.

National Park	No of Champions Recruited	No of Champions active at the end of the project
Brecon Beacons National Park	23	20
Pembrokeshire Coast National Park	25	23
Snowdonia National Park	20	16

Recruitment was more challenging for Snowdonia National Park due to lower BME minorities in the target towns of Bangor and Wrexham and the transient nature of many BME families in the area.

We delivered an average of three training sessions per Champion per year including formal training, such as first aid, and informal training, such as learning about the National Parks through residential 'Group Leader Visits'. In the final evaluation, Champions valued the training they had received through Mosaic because it was tailored to what they wanted and had helped them feel more confident in National Parks and the outdoors and assisted them to lead groups. However Champions particularly valued the personal mentoring and support they had received from their project officers and, to a lesser extent, staff in the National Park Authorities.

Pembrokeshire Champions formed the cluster group, Diversity Outdoors. They were awarded funding by Awards for All, which they completed in December 2014. They have organised several trips and training events in the Pembrokeshire Coast National Park. Brecon Beacons Champions formed a group called Community Footprints towards the end of the project with the aim of supporting each other to remain involved with the Brecon Beacons National Park and encourage other people from BME communities in South Wales to use it. Snowdonia Champions have not formed an official group, but have arranged a series of regular events and meetings with the National Park Authority and are supporting each other informally in their roles as Community Champions.

2.2 Five partner organisations (three NPA's, YHA, CNP) demonstrate concrete examples of changes from strategic to ground level policy, decision making and practice to engage and involve people from BME communities.

All five partners made changes in policy and/or practice although these were not as comprehensive as had been hoped. The project focussed more on recruiting and developing Community Champions in recognition that Champions need to know about the National Parks and meet staff before effective change can happen. Some planned mechanisms for change proved difficult to implement. Mystery shopping worked well with the YHA, but it was challenging to find appropriate opportunities, Champions willing to undertake it and an effective feedback system that focussed on equality for National Park provided services. In other areas, the following changes happened:

- Snowdonia NPA held stands at various urban and multicultural events, including the Kaya Afro-Caribbean festival, Wrexham town centre communities' event and the Bangor Encompassing World Cultures festival. They have discontinued their Disability Equality Forum and set up an Equality Forum in its place.
- Champions have become formal volunteers with the Brecon Beacons National Park Authority and provided feedback to Brecon Beacons NPA on the social inclusion strategy. The Brecon Beacons National Park Authority has also increased the number of images of visible ethnic minority people on its promotional materials in line with BME population percentages in its catchment area.
- Pembrokeshire Coast NPA officers have developed strong relationships with Champions and meet Champions in urban centres as well as at the National Park. The communications team has promoted Champions' activities regularly through local media and started using many more images of visible minority ethnic people.
- YHA managers have held feedback sessions with Champions staying at their hostels. YHA produced a national leaflet to introduce those new to the YHA to 'staying at a hostel' using feedback from Champions. YHA provided Champions with an online feedback form to provide specific feedback about hostels to the head office.
- CNP has revised its volunteer policy with learning from Mosaic and co-opted Diversity Outdoors and one individual Champion to its Council. CNP has committed to continuing to support Champions, for example, by providing relevant information and signposting.

2.3 Established relationships between the local BME voluntary sector and National Parks.

All Champions reported that they have good working relationships with at least one member of staff in the National Park Authority. Several also have developed working relationships with YHA managers.

All three National Park Authorities have succession plans in place with Community Champions which includes support to Champions (e.g. hosting a visit, providing training) and regular meetings. Diversity Outdoors has a strong relationship with the Pembrokeshire Coast National Park and Community Footprints is developing a strong relationship with Brecon Beacons National Park Authority.

The majority of Champions are connected with local BME voluntary groups, and provide a connection between their own groups and the National Parks. For example, Basma Ihabshah of Barry provides an active link between the Rainbow Women's group and the Brecon Beacons National Park.

In some cases individual Champions are also providing that link. For example, Homan Yousofi from Bangor has set up a series of 'Mindfulness Walks' in partnership with Snowdonia National Park Authority for a range of BME groups with physical or mental health challenges from Bangor and Anglesey.

2.4 Community Champions are influencing from strategic to ground level policy, decision making and practice in National Park Authorities.

Tahira Tanveer, Community Champion from Bangor, is a member of the Snowdonia Equalities Forum, set up as a result of Mosaic.

Two Champions, Bhunesh Napal and Zobia Zaman, applied to take part in a Welsh Government pilot for under-represented groups to shadow NPA members for a period of six months. The Brecon Beacons project officer for Mosaic, Jasmin Chowdhury, is also taking part. Unfortunately one of the Champions, Zobia Zaman, had to pull out of the scheme due to personal commitments. 4 Community Champions with other National Parks have also expressed interest in taking part in a similar scheme in Snowdonia or Pembrokeshire Coast.

All three National Park Authorities have made it standard practice to involve Champions in relevant policy and strategy consultations. Champions have given presentations at National Park Authority meetings about Mosaic and its impact.

35 separate articles have been published in a range of media about Mosaic, Community Champions and their involvement with National Parks, creating high visibility of BME communities enjoying National Parks. Homan Yousofi, from Bangor, appeared in BBC Wales' Weatherman Walking. In addition, Champions produced six videos, published on our YouTube channel and there has been strong social media activity around the project.

2.5 One thousand, two hundred and sixty people from BME communities have enjoyed the natural environment through participating in activities in National Parks.

Project monitoring shows that Champions introduced 1,270 people from BME communities to National Parks through visits. The final evaluation, however, estimated that in fact the figure was much higher at 2,160 individual visits to National Parks. This is an average of 30 people per Champion over the life of the project.

One of the ways Mosaic helped Champions organise their first visit to National Park was through the 'Let's Do It!' fund. Champions could apply for a maximum of £260 for a visit to cover the cost of transport or activities in a National Park. During the final two years of the project we provided 46 lots of funding for a total of 35 visits (where two or more Champions working together organised visits for a large number of people, they were able to apply for more than one lot of funding). Seven hundred and sixty two people were introduced to National Parks in this way. Providing funding through the Let's Do It fund enabled us to ask Champions to undertake mystery shopping exercises providing feedback on services, and to get formal feedback on the visit from the participants. Formal feedback showed overwhelmingly that the visits had been enjoyed and most people (over 80%) hoped to return. Over 50% of Champions who used the Let's Do It fund went on to organise other visits to National Parks using other funding sources¹.

¹ A full report reviewing the Let's Do It Fund is available from the Campaign for National Parks

Several Champions reported that their health and/or wellbeing had improved as a result of their involvement with National Parks. They reported feeling better as a result of visiting a National Park, and this feeling lasted for more than one week. Seventy five per cent of Champions also reported using local green space more or taking up new healthy behaviours (such as walking to work) since they started using National Parks. We produced two short papers summarising these benefits, which are available on the Campaign for National Parks website (<http://www.cnp.org.uk/benefits-using-national-parks>).

2.6 Improved relations and new relationships between urban BME communities and rural communities in the National Parks.

We built experiences of rural and local culture into Group Leader Visits for Champions, including an Ultimate Frisbee game between Champions and Youth Rangers in Pembrokeshire, walks with local National Park organisations, using local providers for training, e.g. the community leisure centre in Harlech, Welsh poetry and music sessions, farm visits, attending Food Festivals, meeting locals at a community cafe in Beddgelert and taking part in the St David's day parade in St David's.

Events organised by Champions included overnight stays in Youth Hostels, a bushcraft weekend, an 'Arts and Outdoors' weekend and a 'global picnic' in Pembrokeshire, creative writing and poetry walks in Snowdonia, visits to caves, canals and mountain railways, walks, camping weekends and several visits to different beaches.

The majority of Champions took part in at least one conservation activity with a local organisation, such as the Snowdonia Society or the Wildlife Trust of South and West Wales. This not only provided an opportunity to meet local people, but enabled Champions to learn about the National Park ecology as well.

Several Champions reported that they understood the rural economy and life better as a result of this interaction. A few Champions took up the connection with local people to organise joint events. For example, Homan Yousofi organised poetry walks with local poets and musicians met through Mosaic.

Several Champions found hearing folk stories and music a particularly enriching experience, finding similarities with 'stories from home' which helped make a connection with Wales and the National Parks.

3. Project Governance

'Without the support from Pat I never would have had the confidence to call up the bus company and haggle to get an affordable price! She challenged me but also made me feel I could do it!' Pembrokeshire Coast Community Champion

- 3.1 The Mosaic project board, made up of the staff team, lead officers from each National Park Authority and the YHA and three Champions met once a quarter throughout the project. This was a useful forum for sharing project learning and information and planning.
- 3.2 We contracted the Gilfillan Partnership to carry out the baseline, mid-term and final evaluation of the Mosaic project in Wales. The final evaluation found that the project

had been well managed and had achieved most of its targets. A full copy of the evaluation is available from the Campaign for National Parks.

- 3.3 CNP managed a staff team of four people to run the project, made up of one project manager (1/5 FTE) and three project officers (2/5 FTE, one for each National Park). One of the project officers also carried out project support duties for one day per week. The staff team was stretched and did not have quite enough time to deliver on all project targets, according to the final evaluation.
- 3.4 The final expenditure was £538,108 against a budget of £530,706. In-kind contributions from Champions were 13% higher than expected, showing their commitment to the project.

	Budget	Expenditure	Difference
Cash	332,308	330,334	1,974
In kind	198,398	207,774	-9,376
Total	530,706	538,208	-7,802

The cash underspend of £1,974 is restricted and will be used for further ah-hoc support to Community Champions in Wales in the 2015/16 financial year.

4. Mosaic Legacy

'The National Parks have definitely improved my health and attitude to life. In town I do go for walks but it is nothing like walks in the Brecon Beacons. Walking there is amazing – it energises you much more than walking in town.' Brecon Beacons Community Champion

There is now an active body of Community Champions from black and minority ethnic communities across Wales, promoting and using National Parks in a variety of ways. They have become important advocates for National Parks where previously there were none in their communities. Some are planning their own projects to increase engagement between specific communities and the National Parks, others are getting more involved in National Park governance. Members, staff and trustees of all the partner organisations have met Champions and gained personal insights into issues facing BME communities relating to National Parks. Specific legacies of the project include:

4.1 Brecon Beacons National Park Authority

- Champions have become NPA volunteers, with a role to promote the National Park
- Regular meetings are planned between Champions and NPA staff. There is one named staff member who can support Champions as the main contact.
- Community Footprints, a new organisation to connect BME organisations in South Wales with the Brecon Beacons National Park has been set up.
- The NPA has consulted and will continue to consult with Champions on relevant policies and strategies
- There is higher visibility of BME people in NPA communications products
- Four people (two involved with Mosaic) taking part in Welsh Government member-shadowing pilot

4.2 Snowdonia National Park Authority

- There is a small body of active Champions, who support each other to organise visits for new groups to the National Park. Several visits have happened or been planned since the project ended.
- One Champion has secured funding from the National Park Authority CAE (Sustainable Development Fund) to run a series of mindfulness walks for people with mental health issues
- Regular meetings between the NPA and Champions are planned
- The Equality Forum has been set up and functioning for two years. One Champion is a member
- The NPA will consult Champions as standard on relevant policy and strategy consultations

4.3 Pembrokeshire Coast National Park Authority

- Community Champions formed a group, Diversity Outdoors, in 2013. They promote National Parks amongst BME communities in South Wales and received grant funding from Awards for All. Diversity Outdoors provides a good link between Champions and the National Park Authority
- Training and other events are planned between Champions and the NPA for the coming year.
- Two Champions are putting together a project to link their Caribbean community with Picton Castle, the owners of which played a part in the movement to end slavery in the UK.
- The NPA has increased the number of visible BME people in its communications products and collected a bank of images for future use

4.4 YHA

- Champions have access to reduced rates in Wales hostels
- Champions' feedback to YHA about hostels through questionnaires and sessions, including a diversity training session, with the managers has led to some changes and greater understanding about BME issues.
- Champions are knowledgeable and enthusiastic about hostels and the YHA. When the project started almost none of them knew about them.

4.5 CNP

- One Champion and One representative of Diversity Outdoors sit on the CNP Council
- As a group, Champions are more aware of CNP's work and campaigning for National Parks. Some have got involved in national consultations about National Parks, for example.
- CNP has increased contacts and visibility amongst a range of organisations in Wales.

4.6 Materials

- Two papers demonstrating the social impacts of National Parks on BME communities, with a particular focus on health and wellbeing.
- A paper describing the Mosaic model, aimed at other organisations in the sector.
- The final evaluation summary gives some good insights into how the project worked well and what the challenges were
- Six videos and eight case studies of Champions from across Wales, showing what they have got out of being involved with National Parks.
- Several images shared with each National Park Authority of Champions enjoying National Parks.

5. Learning from Mosaic

'Mosaic made me feel more integrated; more at home in north Wales. It made me feel more involved, really part of it, owning part of it. I am part of this place and I want to do my part. I'm there now in Wrexham telling people about Snowdonia, the farmers, the slate, other National Parks.' Snowdonia Community Champion

5.1 Organisation Change

- It is important for a diverse group of staff to engage with Champions in different ways in order to enhance understanding of issues around diversity and day-to-day practice in the organisation. This would normally include taking part in events in National Parks, meeting Champions formally and informally, promoting the National Park at urban events which attract high numbers of BME people.
- Personal connection between Champions and staff / volunteers / trustees is the single most important way creating better understanding and positive change on making National Parks more accessible to new audiences.
- Feedback by Champions to National Park Authorities must be done in a structured way, with clear expectations on both sides and a clear way for National Park Authorities to let champions know what has been done with their feedback. Structured feedback should only be sought on areas where there is a real chance of change.

5.2 Role of project officers

- Champions identified that the support and mentoring they received from project officers was the single most important thing that enabled them to carry out the Champion role and develop their skills, confidence and knowledge.
- Project officers need to be flexible and fit in with Champions' schedules (to a point) and have enough time to carry out all aspects of their role. It was felt by Champions, staff and project partners that two days per week for project officers had not been sufficient time to undertake everything that was expected of them to meet the project targets.

5.3 Cluster groups and individuals

Mosaic set out to encourage Champions to create 'cluster groups' as a way of continuing to work together after the end of the project. However a 'one size fits all' approach did not work. Although it is too early to see how Champions will continue their role beyond the life of the project, it was clear that different approaches worked for different people. Some Pembrokeshire Coast Champions set up the constituted group, Diversity Outdoors, which has worked well in providing mutual support and motivation as well as having an entity to raise funds for joint activities. However not all Champions are a member of the group. Some have preferred to support each other informally. Champions from Snowdonia have not set up a group, but value being an informal group of representatives from different community organisations and individuals who support each other. The key thing is that Champions are supported to set up a system that works for them.

5.4 Community cohesion, health, wellbeing

We learnt through Mosaic that National Parks, with their inspirational landscapes and cultural heritage, provide excellent opportunities for and motivation for leading healthier lives, improving wellbeing and cohesion. In addition they provide exceptional venues for assisting people born outside the UK to feel at home and find a new identity and for events which promote cohesion or social interaction. Discussions with Champions revealed that these

outcomes are due to the inspirational nature of National Parks, but also the individual support and training and personal connections they received from Mosaic and the fact they had a recognised role as Champions for National Parks.

5.5 Volunteering role

We provided opportunities for nearly every Champion to take part in a conservation volunteering activity. Many were sceptical at the start, but, without exception, Champions were very positive about conservation activities saying they helped them understand the environment, they were fun and you could choose how much physical exercise to do, they were good places to talk to others while focussing on something else and they were opportunities to meet new people, often local to the area.

Most Champions particularly appreciated the volunteer role of promoting National Parks. They got a lot out of 'seeing the expression of people's faces when they see the National Park for the first time', for example. This was almost more important than experiencing the National Park themselves.

6. Summary

The Mosaic project has been a successful intervention in Wales' National Parks and increased awareness of National Parks amongst some black and minority ethnic communities. It has created a strong body of advocates for National Parks based in BME urban communities and better understanding of BME issues amongst staff, trustees, members and volunteers of the partner organisations.

In addition the Mosaic project has had positive personal and professional impacts on Community Champions, which has spread to other areas of their lives.

'You need National Parks for the soul.' Snowdonia Community Champion

For further information or additional reports and materials, please visit our Mosaic Resource Centre on our website at <http://www.cnp.org.uk/mosaic-resource-centre> or contact: Sarah Wilson, Mosaic Project Manager, sarah@cnp.org.uk.