Diverse Sustainability Initiative Update

Caris Graham (she/her)

DSI Officer
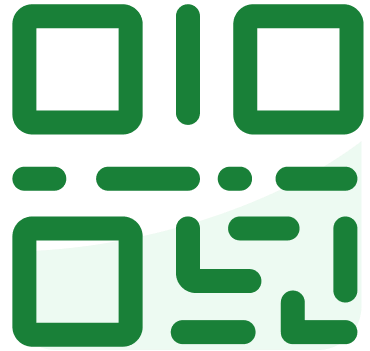
Agenda:

DSI Update

DSI Inclusion Survey Results

Some Key Takeaways For Your Organisations

How to get involved with the DSI

DSI- All about educating and connecting to improve diversity and inclusion across the profession

1. Launched in March 2021

2. Over 40 partners

3. People of Colour and LGBTQIA+ Network

4. Engage environmental & sustainability organisations

5. One face-to-face event a year

6. Two CEO meetings a year

7. Run better and not so good practices across our partners & free resources/ webinars

Inclusion Survey Context

Created to understand how inclusive our People of Colour & LGBTQIA+ Network feel within the profession in a format that allows them to remain anonymous

PoC Network Anonymous Inclusion Survey (28 responses)

LGBTQIA+ Network Anonymous Inclusion Survey (16 responses)

People of Colour Network Survey Results

Diverse Sustainability Initiative

19 Females
9 Males

Inclusion average rating of 3.21/5

53% felt that they were treated fairly without discrimination based on their ethnicity, 14% felt that they weren't and 25% weren't sure

Just under 70% felt mostly comfortable or somewhat comfortable being their 'whole self' at work

10% felt neither comfortable or uncomfortable

20% felt somewhat or mostly uncomfortable

Diverse Sustainability Initiative

People of Colour Network Survey Results

Question: How comfortable do you feel speaking up about issues related to racial or ethnic diversity in your current workplace/institution/environment?

- Very comfortable (3)

- Somewhat comfortable (8)

- Neither comfortable or uncomfortable (9)

- Somewhat uncomfortable (7)

- Other (Depends on the situation - sometimes somewhat comfortable, sometimes very uncomfortable)
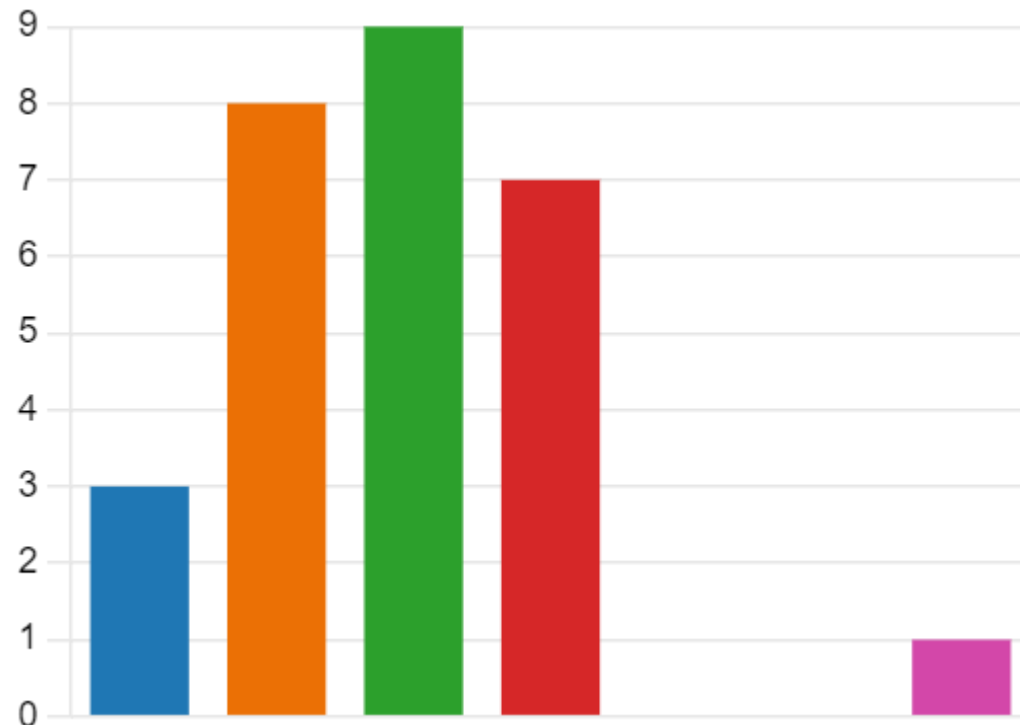
Diverse Sustainability Initiative

What suggestions do you have for leadership for improving racial or ethnic diversity and inclusion in your workplace, community, or social environments?

Conduct **regular diversity and inclusion training** for all employees; otherwise, it can quickly fade into the background, preferably in person, keep the discussions going. Online EDI training isn't always that effective without discussions.

Having **regular spaces to talk about issues related to race**, so that it becomes normalised part of work culture rather than having separate, closed time slots allocated to talk about it every so often.

Hold space for people to **bring their culture to work**, food/conversations/languages.

Publicly recognise racially driven conflicts that they know has an effect on their workforce, be more morally correct and less protective of public image.

Many organisations, have employed people of colour on a junior level such as apprentice, officer etc. I have failed to see people of colour getting a senior position within an organisation, a suggestion would be to incorporate avenues to make this easier for people of colour.

Recruit more senior leaders of colour - More senior leaders of colour in leadership advisory roles e.g. at the Board or other advisory councils

Diverse Sustainability Initiative

What suggestions do you have for leadership for improving racial or ethnic diversity and inclusion in your workplace, community, or social environments?

Don't use the same one stock photo every time the words 'equality and diversity' are mentioned

Advertise posts without stringent educational requirements that may put people off applying. Value lived experience during recruitment rounds

create more spaces to discuss these things openly **don't be afraid of having differing opinions**, we need to have these conversations

Greater regular systems for accountability. **Inclusion featuring as the highest priority in all recruitment** for leadership roles. Clear leadership around matters of white cultural domination at work.

Leaders should focus on **educating employees about cultural differences** and implement inclusive recruitment strategies.

Review **workplace policies** to ensure they cater to a diverse workforce.

Celebrating cultural differences

![Diverse Sustainability Initiative logo]

People of Colour Network Survey Results

Key Takeaways for Employees and Employers

Facilitate OPEN conversations about race and ongoing barriers or worldwide issues, some PoC want to talk about it

⬇

Allow more career progression opportunities for PoC, there needs to be more PoC in leadership

⬇

Embed ED&I in policies, celebrating international days, team meetings, 1:1 meetings with managers, end of year reviews, board and senior leadership meetings, don't be afraid of saying the wrong thing, we are always learning

LGBTQIA+ Network Survey Results

Diverse Sustainability Initiative

13 Women
2 Men
1 Genderqueer

75%
Lesbian/Gay/Bisexual
25%
Pansexual/Queer/

Average Rating for
Inclusion= 4.13/5

50% were fully out at their workplace
37.5% were out to some people
12.5% not out at the workplace at all

Less than 40% were very comfortable about speaking about LGBTQIA+ related issues of inclusion but no one felt uncomfortable

Just under 70% were either completely or mostly comfortable with being their 'whole self' at work. 12.5% were somewhat uncomfortable

![Diverse Sustainability Initiative logo]

LGBTQIA+ Network Survey Results

Question:
In your current workplace/institution/environment within the sector do you feel that you are treated fairly and without discrimination based on your sexual orientation or gender identity?

- Yes
- No
- Not Sure
- Other
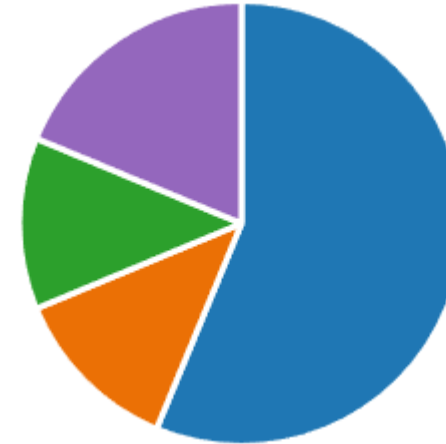
'Depends on the age and stance of the individual'

'it is a different picture in political spaces'

'Treated fairly but there is still a large amount of wrong assumptions made about gender and sexuality and 'normative' lifestyles'

Diverse Sustainability Initiative

LGBTQIA+ Network Survey Results

Key Takeaways for Employees and Employers

Embed LGBTQIA+ within the organisation and through equality, diversity and inclusion (ED&I) policies that address LGBTQIA+ rights

Create a safe space within organisations by ensuring that 'dated' views are addressed by educating ALL staff

Encourage people to be their FULL self at work by encouraging the use of pronouns on emails, open conversations about LGBTQIA+ & guidance around correct terminology

Learnings from our session on Inclusion

- No equity without representation, encourage diversity across leadership
- Encourage career progression opportunities within your organisation
- Leaders of organisations need to be visibly taking action, don't leave it all to EDI leads or HR
- Focus on wellbeing and supporting the colleagues you already have
- Instead of struggling for resource or capacity, embed ED&I and make it a business priority
- Consider ED&I impact when discussing HR & Finance
- Equality monitoring data
- Be transparent, don't make false promises or unrealistic goals

How Can I Get Involved?

You could join a network...

People of Colour Network

Who is the network for?

The People of Colour Network is for people of colour who are working within the Environment /Sustainability profession or an environment/ sustainability role. You do not need to be linked to the DSI.
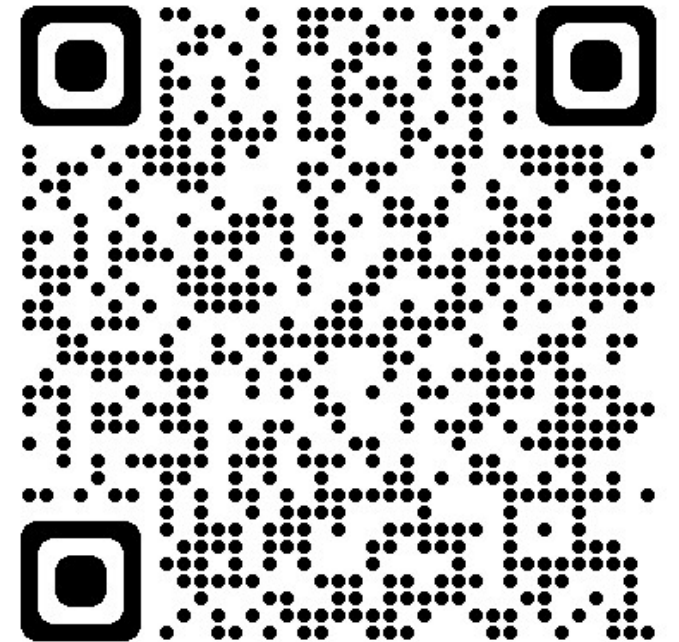
What is the aim of the network? Our aim is to create a safe and informal online space for people of colour to discuss barriers/ concerns and ensure that this is shared with our partners in order to influence change as well as networking with one another.

How does the network connect?

-Monthly informal coffee and catch-up meetings

-Microsoft teams channel where opportunities for the network are shared

-Quarterly formal meetings hosted by Sarah Mukherjee MBE

How do I join?

Scan the QR code or visit the DSI website, under 'get involved'.

LGBTQIA+ Network

Who is the network for?

The LGBTQIA+ Network is for people who identify as LGBTQIA+ and are working within the Environment/ Sustainability profession. You do not need to be linked to the DSI.

**What is the aim of the network?**

Our aim is to create a safe and informal online space for people who identify as LGBTQIA+, we also want to ensure any barriers that remain in the profession are addressed to our DSI partners.

How does the network connect?

Quarterly meetings with the network leads, alongside other virtual meet ups, e.g for Pride Month planning or to discuss upcoming events
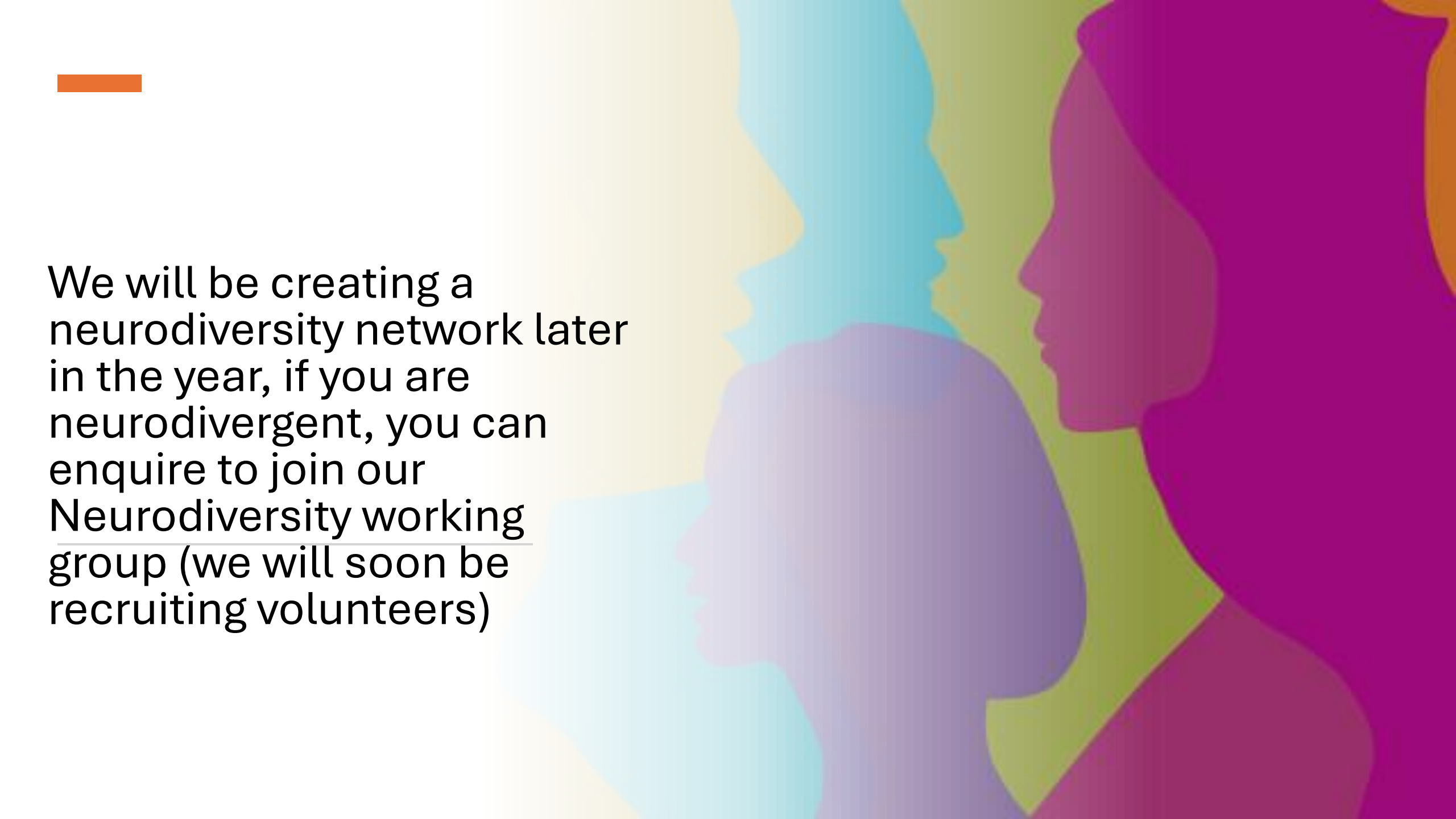
How do I join?

Scan the QR code or visit the DSI website, under 'get involved'.
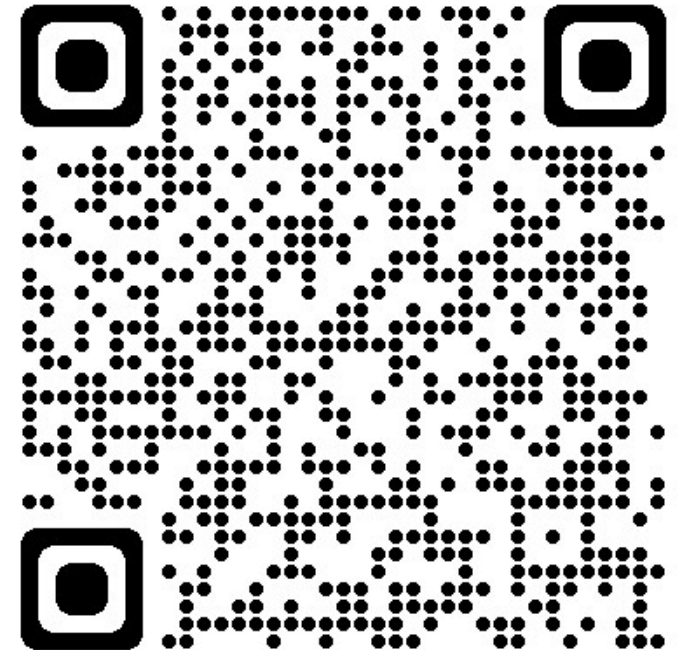
We will be creating a neurodiversity network later in the year, if you are neurodivergent, you can enquire to join our Neurodiversity working group (we will soon be recruiting volunteers)

You can become a DSI Volunteer and support with…

-Organising events

-Managing our social media

-Support the launch of a wider project across partners

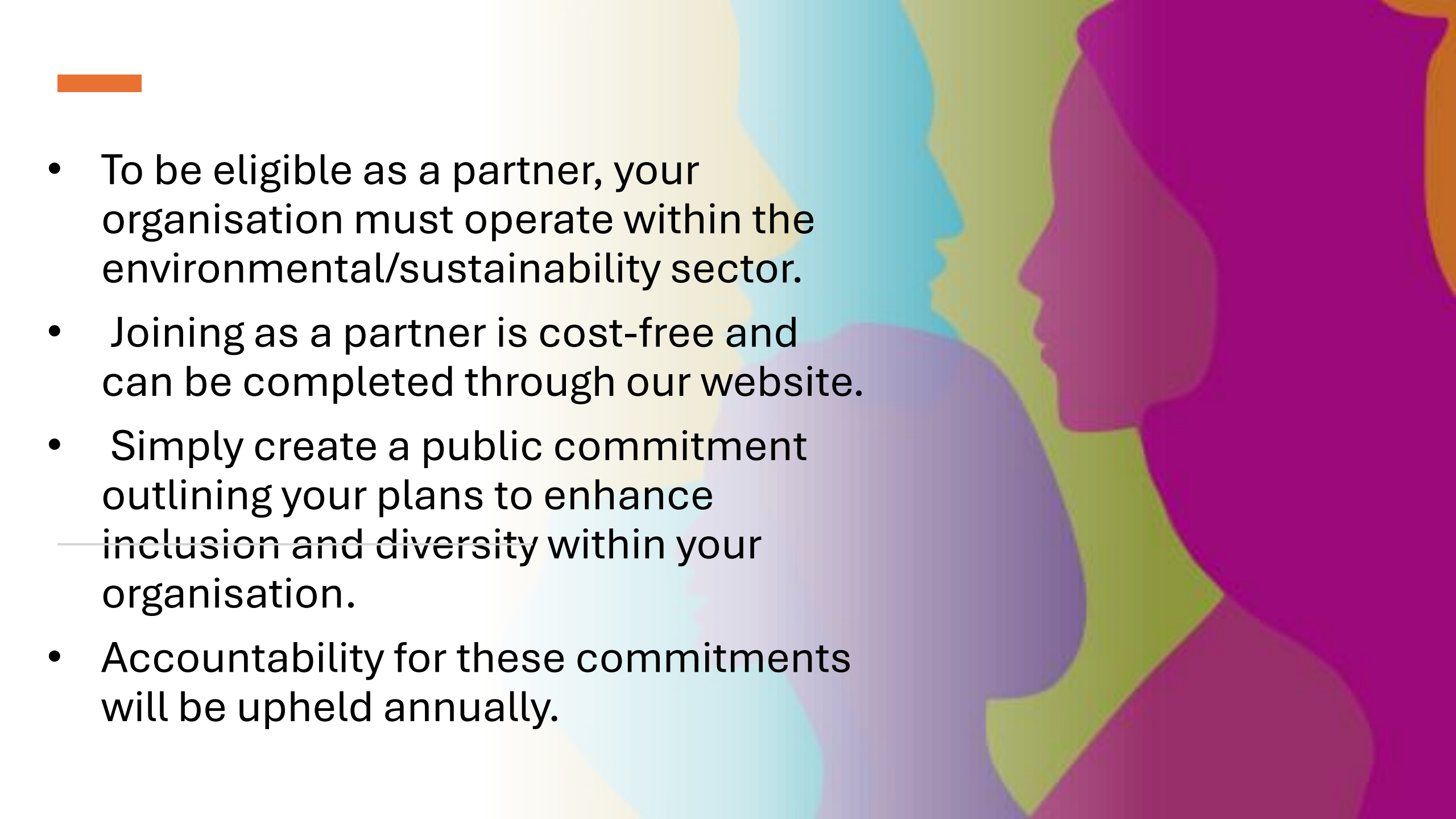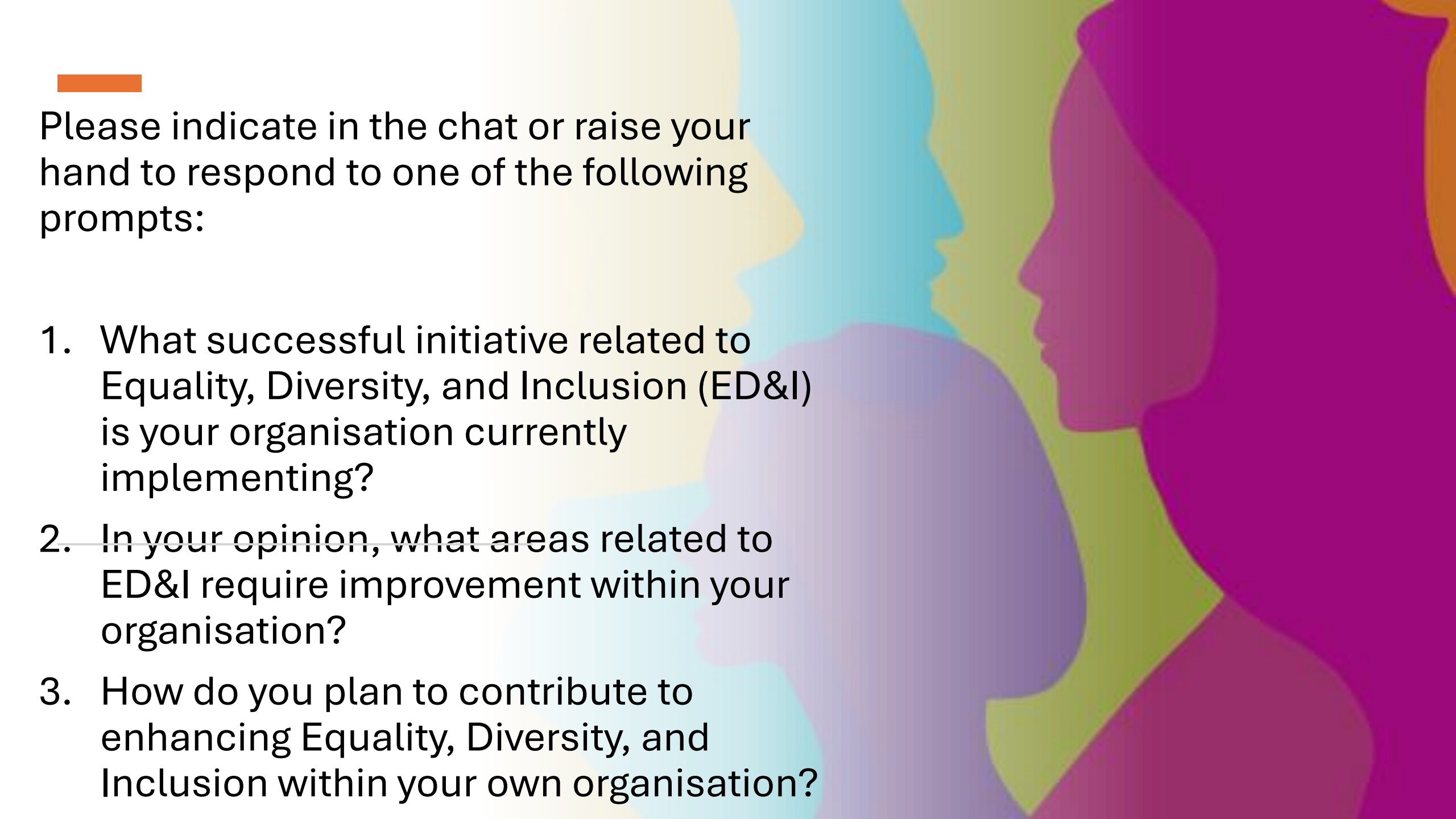-Writing newsletters

-Writing for IEMA's Transform Magazine

Support as an individual without the commitment...

- You can write a blog for the DSI site

- Promote our networks

- Support our DSI Face-to-face event by providing a space for partners

- Speak at one of our events and share your learnings

Who can become a DSI partner and how?

- To be eligible as a partner, your organisation must operate within the environmental/sustainability sector.

- Joining as a partner is cost-free and can be completed through our website.

- Simply create a public commitment outlining your plans to enhance inclusion and diversity within your organisation.

- Accountability for these commitments will be upheld annually.

Please indicate in the chat or raise your hand to respond to one of the following prompts:

1. What successful initiative related to Equality, Diversity, and Inclusion (ED&I) is your organisation currently implementing?

2. In your opinion, what areas related to ED&I require improvement within your organisation?

3. How do you plan to contribute to enhancing Equality, Diversity, and Inclusion within your own organisation?

Diverse Sustainability Initiative

info@diversesustainability.net
c.graham@iema.net
www.diversesustainability.net