

## **Diverse Sustainability Initiative (DSI) Partner Guiding Principles**

The Diverse Sustainability Initiative (DSI) was formed with the intention of highlighting the lack of diversity in the profession and encouraging organisations and teams working in environment/sustainability to take action. Our goal is to ensure that organisations make a public commitment to equity, diversity and inclusion (EDI) on the DSI website, with ISEP holding DSI Partners accountable through annual surveys to track progress. While our ability to track progress is limited without internal audits, we aim to ensure that only partners who are genuinely committed to this are featured.

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### **Partner onboarding process**

Once you submit your EDI commitment as a partner, you will receive an invitation to a meeting with our Senior Diverse Sustainability Officer. They will review your commitment with you, and once confirmed, your organisation's commitment will be uploaded to the DSI website alongside your logo. By signing up as a partner, you agree to adhere to these Guiding Principles. Failure to comply may result in removal as a partner.

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### **Expectations from you as a DSI Partner**

As a DSI Partner, we expect you to:

1. Engage with the DSI by sharing your progress towards achieving your EDI goals and being open about your challenges and successes.
2. Complete the annual partner survey to help us track your organisation's EDI progress, identify areas for improvement, and share your key achievements.
3. Attend at least one DSI Partner meeting per year.
4. Collaborate with other partners by sharing any insights, resources, and best practices you might have to help build and strengthen the DSI community as a whole.
5. Share the DSI Networks with your organisation and encourage your staff to engage with these networks if they would like a confidential space to share barriers and successes.
6. Ensure you put aside some time or resources to support EDI in your organisation, demonstrating a commitment to ongoing improvement.
7. Update us on a change of email address or point of contact so we can keep communication going.
8. Treat employees with fairness, respect, and dignity, to create an inclusive work environment where everyone feels valued and empowered to contribute without fear of discrimination or harassment.

9. Follow DSI branding guidelines at all times to maintain consistency and integrity in our communications.
10. Use of the DSI Partner Logo is strictly reserved for active partners. If your partnership status changes or is revoked, you must stop using the logo immediately.

### **What to expect from us (ISEP)**

As a DSI partner, you can expect:

1. Ongoing communication and updates regarding the DSI
2. Recognition of your commitment on the DSI website and other promotional materials
3. Access to a community of like-minded partners dedicated to driving positive change
4. Support and guidance on advancing your EDI goals via calls, connections or events
5. Opportunities for collaboration and networking with other DSI partners
6. Updates from the DSI's underrepresented networks
7. Access to an annual in-person event.

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### **Negative feedback from Network Members**

We take any negative feedback from our Network Members seriously. If any issues or concerns arise regarding your organisation's adherence to the principles of the DSI, we will engage with you directly to address and resolve them in a timely and constructive manner. Where there is an ongoing concern that hasn't been addressed, you might be removed as a partner, this does not mean you would be unable to later rejoin.

### **Removal process**

If your organisation fails to meet the standards outlined in these Guiding Principles or does not engage meaningfully with the DSI, we reserve the right to remove you as a partner. We will notify you of any concerns and provide an opportunity to rectify the situation before a removal decision is made.

### **If you wish to discontinue as a DSI Partner**

If your organisation is no longer able to maintain its commitment to DSI, you can email [info@diversesustainability.net](mailto:info@diversesustainability.net) to notify us. We ask that you inform us promptly so that we can remove your logo and commitment from our website and records.

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### **Reporting a concern or complaint**

If you have any concerns or complaints regarding a partner's actions or your own experience as a partner, please report them to [info@diversesustainability.net](mailto:info@diversesustainability.net). We are committed to



addressing issues transparently and ensuring that all concerns are handled appropriately in line with our mission.

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*By being a Partner of the Diverse Sustainability Initiative, you agree to adhere to these Guiding Principles and the associated expectations. All Partners are expected to act in line with this, demonstrate a commitment to progress, and contribute positively to the network's goals.*