



Diverse Sustainability Initiative (DSI) Strategy

This document outlines the processes that the DSI has decided to embed. This will give you a clearer understanding of the DSI and the ongoing work in 2023-2024.

Background

Original objectives

The overall goal of the Diverse Sustainability Initiative was to build a profession and sector that, over time, is reflective of modern Britain. It will result in a diverse group of people working in and engaging with the environment and sustainability profession and wider NGO movement. This is a long-term goal, which could take a generation to resolve as it is a deep-seated problem with a lot of complexity.

The purpose of the DSI is to improve diversity through education, connection, and transparency to support current professionals and increase appeal and access for future and potential professionals. This journey starts with breaking down barriers for minority ethnic groups before expanding into other minority or disadvantaged groups.

DSI vision

- An inclusive and representative profession of modern Britain.
- A network for DSI partners that ensures a safe space for partners to share best practice and barriers.
- Expanding networks for underrepresented groups to share any barriers.

DSI mission

1. Providing practical tools and resources for organisations so that they have the knowledge and confidence to drive change within the EDI space.
2. Communities/networks facilitated through the DSI are used to inform organisations, or to decide which areas organisations need to improve (keeping the work relevant).
3. Allowing a space for partners to support one another.
4. The DSI will work as a facilitator of change rather than leader of change as this comes down to individual organisations.

What the DSI has achieved so far

- Created a new mission & vision
- Created a website with a large free resources section, including 15 blogs
- New DSI governance structure introduced in Autumn 2022
- Began webinar series
- 65 partners have signed up to the initiative

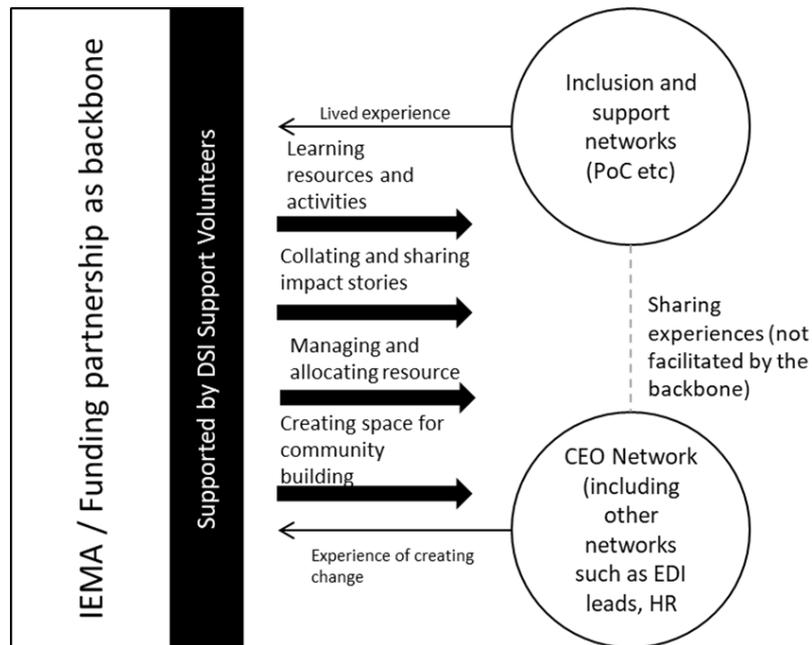


- PoC Network established, with 60+ members
- LGBTQ+Network launched – currently searching for a network lead
- A process in place for commitment accountability, through the annual partner survey
- Set out 2023 planning - planning a best practice & workshop series for the year

Governance model

Chosen model: Social movement and backbone approach

Created to harness the collective energy of people working on this agenda across the profession. Bringing together different skills and energies of people wanting to bring about change through a more informal network that enables a wide range of perspectives.



2023 for the DSI

Objectives

To educate and collaborate. By providing our DSI partners with the tools, best practice and support to change our thinking as well as our recruitment processes to promote a diverse workplace. Upon agreement of the paper, we will add an objective around a wider strategy.

Where can we drive change?

The below table highlights the problems that we have identified, based on the research found, and some potential solutions to drive change.

Challenges	Proposed Action
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<p>Lack of understanding from young people about what an environment/sustainability job involves or an understanding of the progression pathways.</p>	<ul style="list-style-type: none"> • Careers guidance and engagement in schools, targeting both young people and their advisors. This can be done by partnering with a charity. By the end of 2024. • Working collaboratively with IEMA's Green Careers Hub. • Supporting young people build confidence and overcome imposter syndrome via mentoring and workshops in schools. By the end of 2024. • Making connections between young people and employers, paid/voluntary opportunities in the local area, by the end of 2024
<p>Lack of support for those entering the profession from underrepresented backgrounds.</p>	<ul style="list-style-type: none"> • Targeted mentorship programmes, offering DSI partners to mentor people of colour in the profession on soft skills. By the end of 2024. • Hosting a series of workshops for young people of colour entering the profession. By the end of 2024.
<p>Lack of knowledge and understanding from leaders on how to implement change, and support underrepresented groups.</p>	<ul style="list-style-type: none"> • Workshops for senior leadership to develop and implement organisational change plans for greater inclusion. By the end of 2023. • Sharing resources on our website. By the end of 2023. • Using the full colour roadmap as a reference document to help direct partners. By the end of 2023.
<p>Addressing biases from Middle Managers.</p>	<ul style="list-style-type: none"> • Ensuring that middle managers are also invited to the webinar and best practice series that the DSI hold. Including a session specifically tailored for middle managers. By the end of 2023. • Encourage CEOs to explain the reasoning for their commitments to their own staff & involving them in the process, where possible. By the end of 2023. • Offering middle managers to join as a DSI volunteer. By the end of 2023.
<p>Lack of support for people of colour in their current roles.</p>	<ul style="list-style-type: none"> • Ensuring that the PoC networks feedback is addressed and fed through the CEO meetings. By the end of 2023. • Offering people of colour in the network to complete an inclusion survey at the end of the year to ensure that we are addressing current barriers. By the end of 2023. • Ensuring that our partners are given support to address anti-racism in the workplace and inclusive practices. By the end of 2023.
<p>Keeping all partner organisations engaged with the DSI.</p>	<ul style="list-style-type: none"> • Hosting an annual face-to-face meeting for partners and networks. By the end of 2023. • Keeping a process in place whereby the partners updating their commitments remain on the website. By the end of 2023. • Engaging with the DSI partners 1:1, on a 6-month basis to track progress and offer support where possible. By the end of 2023.



<p>No unified understanding amongst partners on what good practice looks like and how to get there.</p>	<ul style="list-style-type: none"> • Webinars from our DSI partners showcasing good practice case studies across different areas of organisations (e.g. recruitment, HR, etc) and converting these into blogs after the session to showcase on our website for any external leaders. By the end of 2023. • A communication channel for partners to share best practices and bad practices with one another, to prevent the same mistakes being repeated. By the end of 2023.
<p>Attracting people of colour to pursue a role in the profession.</p>	<ul style="list-style-type: none"> • Increasing diverse representation across the GCH and showcasing varied journeys into the profession. By the end of 2023. • Encouraging best practice series from people from underrepresented backgrounds. By the end of 2023. • Encouraging blogs from people from underrepresented backgrounds. By the end of 2023. • Outreach to schools to engage students from diverse areas. This might begin on a smaller scale by beginning talks at schools. By the end of 2024.
<p>Lack of collaboration with other initiatives or individuals working on a similar project</p>	<ul style="list-style-type: none"> • Regular engagement with other initiatives doing similar work, to ensure that we aren't working in silos. By the end of 2023. • Transparency around the work we are doing, by sharing this on our website. By the end of 2023.
<p>Smaller organisations wanting to make a change but struggling with little resource</p>	<ul style="list-style-type: none"> • A Teams or Slack channel for smaller partners to support one another with challenges. By the end of 2023. • Consider supporting smaller organisations by funding their ticket for future DSI webinars. This might be something that larger partners can support with. By the end of 2024. • Ensure that webinars, workshops and the best practice series also consider smaller organisations and how they can create change on a smaller scale. By the end of 2023. • Build up our DSI volunteer network to enable support for smaller organisations. By the end of 2023.