

# Initiatives to support a more diverse and equitable environment sector

The following is a list of organisations and initiatives highlighted in the report: [Review of activity to address the lack of diversity in the Environment Sector](#), which was written by Dr Samina Zahir and Pam Jarvis; and commissioned by Esmée Fairbairn Foundation. You can also see the [Summary Findings](#) of the report.

The organisations and initiatives are in alphabetical order, along with a brief description and the types of intervention involved.

## Types of intervention

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- **Access and recruitment**
- **Accountability and evaluation**
- **Facilitating progression**
- **Perceptions and understanding**
- **Removing barriers**
- **Support for people from underrepresented communities**

Organisation / Initiative	Type of intervention	Description
<a href="#">All the Elements</a>	<b>SUPPORT FOR PEOPLE FROM UNDERREPRESENTED COMMUNITIES</b>	<p>All the Elements is a founder and community-led organisation working to increase diversity in the UK outdoors. Running for three years, they are a member network with members working on different areas of access and representation, and in a variety of activities in nature, conservation and environment.</p> <p>The community is broad and so feeds peer to peer learning. All the Elements provides upskilling and capacity building events. As with the Founder of All the Elements, members are unlikely to have found what they needed within the mainstream sector and they built it themselves.</p>
<a href="#">Chartered Institute of Ecology and Environmental Management (CIEEM)</a>	<b>ACCESS AND RECRUITMENT</b> <b>REMOVING BARRIERS</b>	<p>CIEEM is the leading professional membership body representing and supporting ecologists and environmental managers in the UK, Ireland and abroad. Working with Dialogue Matters, CIEEM produced <a href="#">Breaking down barriers to inclusion</a>, which aims to find solutions to the lack of ethnic diversity and representation within environmental and ecological professions. The process included discussion around actions that can be taken</p>

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		<p>with particular attention being given to identifying what CIEEM can do within its remit to catalyse change. One of their initiatives is Green Jobs for Nature.</p> <p>They're interested in running a two-year communications campaign, particularly targeting young people from lower socio-economic areas, People of Colour and young people who are differently abled or disabled. They've taken on a communications partner with specialist experience in this area, and set up a steering group made up of organisations who can reach the target audience, for example, the Prince's Trust, UK Youth for nature, All the Elements, Aspire, and Lexxic.</p> <p>They envisage that much of the communication will be digital. One of their targets is to recruit environmental champions who are people not working in the Environment Sector but with an interest in the environment, or who have big social media followings amongst the target audiences. They may then contribute some social media content to signpost towards their Green Jobs for Nature website.</p>
<a href="#">Community Supported Agriculture</a>	<b>SUPPORT FOR PEOPLE FROM UNDERREPRESENTED COMMUNITIES</b>	<p>They have a Food and Racial Justice Project, which aims to create ten fellowships for Black people and People of Colour to foster innovative collaborations between White and Black people and People of Colour food systems organisations.</p>
<a href="#">Diverse Sustainability Initiative</a>	<b>ACCOUNTABILITY AND EVALUATION</b>  <b>PERCEPTIONS AND UNDERSTANDING</b>  <b>REMOVING BARRIERS</b>  <b>SUPPORT FOR PEOPLE FROM UNDERREPRESENTED COMMUNITIES</b>	<p>A new collaborative programme of work with the vision to transform diversity within the sustainability profession and wider Environment Sector. The overall goal is to build a profession and sector that, over time, is reflective of modern Britain by using education, connection, and transparency.</p>

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<a href="#">Easypeasustainability</a>	<p><b>PERCEPTIONS AND UNDERSTANDING</b></p> <p><b>SUPPORT FOR PEOPLE FROM UNDERREPRESENTED COMMUNITIES</b></p>	<p>Active in sustainable fashion, noting its connection to Bangladesh's garment production – the founder has Bangladeshi heritage. The industry is primarily reliant on Bangladeshi women and presents the paradox of a major export but unsustainable sector. The Founder is interested in championing South Asian voices in the environment movement.</p>
<a href="#">Faith for the Climate</a>	<p><b>PERCEPTIONS AND UNDERSTANDING</b></p> <p><b>SUPPORT FOR PEOPLE FROM UNDERREPRESENTED COMMUNITIES</b></p>	<p>Faith for the Climate exists to encourage, inspire and equip faith communities in their work on climate change. They have strong connections with four target communities and are interested in scaling up to engage more communities, to see more voices – and a broader range of voices – present in current debates.</p> <p>They are interested in acknowledging, for example, ancestral homelands, sacred places under threat, and the countries most affected by climate change. They also see the voices of marginalised communities as vital to ensuring action has legitimacy and democratic accountability. They recognise that many of the people living with poor environmental standards are from minority backgrounds. More could be done with and for these communities.</p> <p>They would be interested in an intelligence hub of some sort, as a space/ hub through which to build up connections.</p>
<a href="#">Feedback Global</a>	<p><b>ACCESS AND RECRUITMENT</b></p> <p><b>SUPPORT FOR PEOPLE FROM UNDERREPRESENTED COMMUNITIES</b></p>	<p>Feedback Global is a UK and Netherlands-based environmental campaign group working for food that is good for the planet and its people. Their Eco Talent programme established forty-one placements to support young people from marginalised backgrounds in the sustainable food sector, with 50% being Black or a Person of Colour.</p>
<a href="#">Forestry Skills Forum (FSF)</a>	<p><b>PERCEPTIONS AND UNDERSTANDING</b></p> <p><b>REMOVING BARRIERS</b></p>	<p>FSF is a collaboration of forestry organisations that includes third sector and membership bodies representing both public and private sectors. It aims to ensure that the forestry sector has the people and skills required to meet the challenging demands placed upon it by the climate and biodiversity crises. At the most recent meeting in June 2023, it was</p>

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		<p>agreed to set up a working group to look at the equality, diversity and inclusion (EDI) crisis faced by the forestry sector.</p> <p>Through this, they identified the need for a toolkit that will give the confidence to have the necessary conversations to devise a strategy that creates a culture and policy that welcomes and supports people with different identities – one that is more representative of the people that use our woodlands, and support them to tackle unconscious bias and the practical issues of attracting more diversity to a mainly rural-based occupation.</p>
<a href="#">Froglife Trust</a>	<p><b>ACCESS AND RECRUITMENT</b></p> <p><b>SUPPORT FOR PEOPLE FROM UNDERREPRESENTED COMMUNITIES</b></p>	<p>Froglife Trust is a national wildlife charity committed to the conservation of amphibians and reptiles, and to saving the habitats they depend on. Their Transforming Lives programme is a three-year comprehensive nature conservation training programme for aspiring conservationists who will be trained in wildlife conservation techniques and practical skills. Recruitment is focused on 16+ year olds that reflect the diversity of the communities living, studying and working in Peterborough and the surrounding areas. Three trainees from the first year all gained full-time roles, and a further six have been recruited.</p>
<a href="#">Generation Green</a>		<p>Generation Green is the first project delivered by the Access Unlimited coalition, which includes YHA, The Outward Bound Trust, Scouts, Girlguiding, Field Studies Council and the 10 English National Parks. It offers progressive learning for community groups and leaders and spans micro-volunteering, day trips, residencies, apprenticeships, and employment. 15 organisations, including AONB, National Trusts, and green-focused entities, are involved. The initiative fosters employability via micro grants, promoting diverse learning experiences.</p>
<a href="#">Green Jobs for Nature</a>	<p><b>ACCESS AND RECRUITMENT</b></p>	<p>An initiative by CIEEM, Green Jobs for Nature is a website with information and resources on what a green job for nature is, how to get one and organisations you can work with.</p>

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<a href="#">Historic England</a>	<b>ACCESS AND RECRUITMENT</b>	Historic England is a public body sponsored by the Department for Culture, Media and Sport, set up to help people care for, enjoy and celebrate England's spectacular historic environment. They have started attending career fairs and are working with the Open University to review their approach to raise awareness about job opportunities and types of careers available in the environment sector amongst people from underrepresented communities.
<a href="#">Historic Royal Palaces</a>	<b>ACCESS AND RECRUITMENT</b>	Historic Royal Palaces was established in 1989 to take care of five royal palaces. Through their Horticulture Apprenticeship Programme, students gain work experience with Access Aspiration; work experience with young people with autism from charity Outside In Pathways; Future Gardeners with a Bankside Open Spaces Trust (BOST) initiative.
<a href="#">Institute of Chartered Foresters</a>	<b>ACCESS AND RECRUITMENT</b>	The Institute of Chartered Foresters is the professional body for foresters and arboriculturists in the UK. They ran marketing campaigns such as 'Women in Forestry, look like a forester campaign'.
<a href="#">Jumping Fences, land, food and racial justice in British farming</a>	<b>ACCOUNTABILITY AND EVALUATION</b> <b>REMOVING BARRIERS</b>	<p>Jumping Fences was commissioned by Ecological Land Cooperative, Land In Our Names and Landworkers' Alliance, as part of the Jumping Fences Project. It aimed to provide an evidence base from which to build strategy and act to address barriers to farming for Black people and People of Colour (BPOC) in Britain.</p> <p>The report made recommendations that covered both perceived problems and transformative solutions, and considered six main categories: narratives, culture, support strategy, spaces, networks and land.</p>
<a href="#">Local Storytelling Exchange (LSE)</a>	<b>PERCEPTIONS AND UNDERSTANDING</b> <b>REMOVING BARRIERS</b>	LSE is a communication initiative which has been operating for 18 months, has six team members and looks to address the diversity gap in climate change and net-zero transition narratives. It counters the dominance of national and global media by focusing on localised perspectives, making the transition relatable. LSE actively seeks diverse stories from varied communities, exploring climate change's impact across socio-economic

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		groups. Nearly 300 stories have been published in local media since its inception.
<a href="#">National Trust</a>	<p><b>ACCESS AND RECRUITMENT</b></p> <p><b>PERCEPTIONS AND UNDERSTANDING</b></p> <p><b>REMOVING BARRIERS</b></p> <p><b>SUPPORT FOR PEOPLE FROM UNDERREPRESENTED COMMUNITIES</b></p>	<p>National Trust is a membership organisation for heritage conservation in England. Their Everyone Welcome plan aims to increase the diversity of its workforce and to achieve greater representation of the working age population. It includes an Our People strand, a comprehensive plan and workstream for creating an inclusive culture conducive to workforce development. This included a review of the life cycle of a National Trust employee; scrutinising the insights of colleagues from its networks to share their experience in the organisation and what this means to them. National Trust is seeing an increase in blog posts and more staff engaging in initiatives such as the months for LGBTQI+; disability; Black History, and an increase in colleagues stepping forward as allies for staff from underrepresented communities to adopt consciously inclusive behaviours.</p> <p>Through Everyone Welcome, they also introduced an engagement survey to assess inclusivity. Progress is being gauged through staff inclusion scores, annual surveys, and member feedback. The National Trust intends to publish a report on their gender pay gap, and aims to expand reporting to include ethnicity, disability, and sexual identity, bolstering transparency and accountability.</p>
<a href="#">New to Nature</a>	<p><b>ACCESS AND RECRUITMENT</b></p> <p><b>REMOVING BARRIERS</b></p> <p><b>SUPPORT FOR PEOPLE FROM UNDERREPRESENTED COMMUNITIES</b></p>	<p>An initiative led by <a href="#">Groundwork</a>, New to Nature aims to provide life-changing experiences for people who might not normally have access to a career in the environmental sector, with young people who are from an ethnic minority, who are disabled or who are from low-income homes being encouraged to apply for roles in all areas of the nature sector. Trainee roles through the programme are paid for 12 months and the programme provides dedicated support through employment mentors who guide and assist trainees, helping them navigate the challenges of the workplace and providing valuable insights and advice.</p> <p>New to Nature also provides organisational training, which includes resources for</p>

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		organisations to prepare for an help employees from underrepresented communities to feel comfortable in the workplace and support progression, including disability confidence; race awareness; micro-aggression; intersectionality.
<a href="#">Northumberland Wildlife Trust</a>	<b>ACCESS AND RECRUITMENT</b>	Northumberland Wildlife Trust is a conservation charity set up to protect wildlife in Northumberland, Newcastle upon Tyne and North Tyneside. They networked with NHS contacts working on environmental health and social prescribing to help in recruiting new trustees to support organisational diversity, on the basis that this sector shared their organisational purpose.
<a href="#">Nourish Scotland</a>	<b>PERCEPTIONS AND UNDERSTANDING</b>  <b>REMOVING BARRIERS</b>	<p>Nourish Scotland works for a fairer, healthier and more sustainable food system in Scotland. They work closely with a variety of organisations across Scotland, including community-led organisations like <a href="#">Govan Community Project</a> who support refugees &amp; asylum seekers.</p> <p>Nourish Scotland take a co-creational and human rights approach and are running a ‘meaningful participation panel’ of experts by experience to advise decision makers on how to do diverse, equitably and inclusive participation in upcoming food policy.</p>
<a href="#">Race for Nature’s Recovery</a>	<b>ACCESS AND RECRUITMENT</b>  <b>SUPPORT FOR PEOPLE FROM UNDERREPRESENTED COMMUNITIES</b>	Race for Nature’s Recovery is a <a href="#">Kickstart</a> gateway consortium operated by SOS-UK, Action for Conservation, Voyage Youth and Generation Success) partnered with over 30 environmental organisations across the UK, The programme delivered 130 placements in the Environment Sector via the Government’s Kickstarter programme and paid them the Real Living Wage and provided training and mentoring.
<a href="#">RACE Report</a>	<b>ACCOUNTABILITY AND EVALUATION</b>	A joint initiative led by SOS-UK, the RACE (Racial Action for the Climate Emergency) Report supports transparency on the racial diversity of environment organisations and funders. By doing so, it is designed to be a catalyst for action to improve diversity, equity and inclusion in the sector. As well as sharing overall diversity data of the sector, the RACE Report conducts a biannual Staff Perceptions Survey to uncover experiences of diversity

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		and inclusion, and provide each participating organisation with an individual Transparency Card to reflect the organisation's diversity data along with progress on key areas including strategy, governance and HR.
<a href="#">Rainforest Foundation</a>	<b>ACCESS AND RECRUITMENT</b>	Rainforest Foundation is committed to both human rights and environmental protection when it comes to tackling deforestation. They created a new recruitment pack with diverse imagery and stories to promote board membership via community specific newsletters, networks and publications like the Asian Times, to reach people who might not otherwise see ads. They offered informal chats before the recruitment process. This attracted different ethnicities, people from LGBTQI+ communities, young and older applicants. The Board of eight now includes two women, two people from global majority backgrounds and a range of ages.
<a href="#">Raven Network</a>	<b>SUPPORT FOR PEOPLE FROM UNDERREPRESENTED COMMUNITIES</b>	A peer support network of 70 People of Colour working in the Environment Sector who have encountered racism and are committed to addressing racial disparities within the sector. They explore and articulate what meaningful change in EDI might look like within their field. The Network is concerned with the crisis in nature: the loss of species; limited access to natural areas through restrictions resulting from private ownership; pollution, and environmental damage. They see these problems as interconnected with social justice issues and believe that environmental organisations often fail to address this intersection.
<a href="#">Route Map Towards Greater Ethnic Diversity in the Environment Sector</a>	<b>ACCOUNTABILITY AND EVALUATION REMOVING BARRIERS</b>	Led by Wildlife and Countryside Link, the Route Map Towards Greater Ethnic Diversity sets concrete milestones towards long-term change and guidance on how to achieve them. Along with the accompanying guidebook, the route map gives direction and advice to help environmental organisations take meaningful action on improving ethnic diversity, and to overcome the barriers they face. It is also a statement of intent, with over 45 organisations so far (including non-Link members) pledging to commit to and deliver the route map aims over the next five years.



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<a href="#">Scottish Environment LINK</a>	<p><b>PERCEPTIONS AND UNDERSTANDING</b></p> <p><b>REMOVING BARRIERS</b></p>	<p>Scottish Environment LINK is the forum for Scotland's voluntary environment community. Informed by their annual member survey, Scottish Environment Link has developed <a href="#">Nature for All</a>, which aims to provide member organisations with the confidence, skills and knowledge to increase the diversity of Scotland's voice for the environment. They have employed an EDI Officer to put together materials, resources, and training, for members. And they are looking to develop a resource hub for members.</p>
<a href="#">Scottish Wildlife Trust</a>	<p><b>ACCESS AND RECRUITMENT</b></p>	<p>Scottish Wildlife Trust is a charity dedicated to conserving the wildlife and natural environment of Scotland. They are targeting their recruitment for entry level posts to people from underrepresented communities and have made changes to their recruitment practices such as providing questions in advance.</p>
<a href="#">South Asians for Sustainability</a>	<p><b>PERCEPTIONS AND UNDERSTANDING</b></p> <p><b>SUPPORT FOR PEOPLE FROM UNDERREPRESENTED COMMUNITIES</b></p>	<p>A small organisation focused on raising awareness and engaging South Asian communities on the climate emergency and sustainable living. They believe climate justice and human rights to be interconnected. The founder is actively engaged in advisory roles, such as with SOS-UK's <a href="#">RACE Report</a> and has observed a small but positive shift in the diversity of those who attend events – perhaps reflecting market dynamics as South Asian communities become more visible and present in sustainability and environmental spaces.</p>
<a href="#">The Wildlife Trusts</a>	<p><b>ACCESS AND RECRUITMENT</b></p> <p><b>ACCOUNTABILITY AND EVALUATION</b></p>	<p>The Wildlife Trusts are a federation of 46 independent wildlife conservation charities spanning the UK. The Wildlife Trusts are actively producing and sharing bite size videos and developing training packages to support recruitment of people from underrepresented communities. They also map the pipeline of people at an early career stage and carry out end of placement surveys to better understand their progress and identify barriers.</p> <p>To ensure they have a diverse and inclusive leadership, they measure the extent of the representation of minority groups in staff and trustees so that its workforce reflects the</p>

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		<p>diversity of local communities. The organisation also measures the impact of taking an actively anti-racist position, and of EDI training for trustees and staff to ensure everyone recognises their responsibility.</p>
<p><a href="#">UpRising</a></p>	<p><b>ACCESS AND RECRUITMENT</b></p> <p><b>FACILITATING PROGRESSION</b></p> <p><b>SUPPORT FOR PEOPLE FROM UNDERREPRESENTED COMMUNITIES</b></p>	<p>UpRising work to open up pathways to power and leadership and equip young people with the tools to follow them. They developed an <a href="#">Environmental Leadership Programme</a>, which has so far supported over 500 emerging young environmental leaders since 2016. They are currently running a second Environmental Leadership programme with Shropshire Wildlife Trust, funded by the National Lottery Community Fund.</p>
<p><a href="#">Venture Scotland</a></p>	<p><b>REMOVING BARRIERS</b></p> <p><b>SUPPORT FOR PEOPLE FROM UNDERREPRESENTED COMMUNITIES</b></p>	<p>Venture Scotland deliver non-curricular (i.e. not school-based) initiatives in outdoor settings for young adults aged 16 to 30 who had limited opportunities due to personal, social and financial circumstances. Fundamental to the project is raising awareness and understanding through action in a natural environment. The programme uses an array of methods of engagement including group games, substantial problem-solving exercises, icebreakers, name games and group dynamics games, as well as conservation activities like tree planting.</p>
<p><a href="#">Youth Hostels Association (YHA)</a></p>	<p><b>ACCESS AND RECRUITMENT</b></p> <p><b>REMOVING BARRIERS</b></p>	<p>YHA provide youth hostel accommodation in England and Wales. They funded a post within their HR team to review EDI. As a result, a revised recruitment process led to an increase in applications from diverse candidates.</p> <p>They have also considered how they recruit Trustees and how they engage people in consultation as well as who informs their work. They now pay people from protected characteristics groups and those underrepresented or on low incomes to attend or take part in conferences (£250) and when engaging in consultation.</p> <p>They set up a Youth Advisory Team, which works well but requires on-going resource to sustain and motivate.</p>

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		<p>YHA reviewed what they could offer the sector more broadly and have built a Community of Practice, which launched in 2022 as Outdoor Citizens. They asked whether there was an interest in visiting outdoor spaces, and then followed this up to better understand the barriers. Building on this, they developed a grants programme for people to, for example, access hostels, develop their (green) skills, or explain the environment to groups outdoors.</p>