



# Towards greater ethnic diversity in the environment sector

Wildlife and  
Countryside





# Nature should be for everyone – so should the nature sector.

- The nature & environment sector is one of the least ethnically diverse in the UK.
- Just 4.8% of environmental professionals identify as Black, Asian or from other ethnic minority groups. Across all UK professions, this is 12.6%.
- People of colour face barriers to joining environmental organisations in the first place, and then once in the sector experience both overt and covert racism.



# Changing the world from within

- Whilst the appetite for change exists within the sector, the direction and drive for meaningful progress is lacking.
- 84% of organisations had considered the issues or taken some action, but did not have a specific action plan.
- 86% of leaders felt increasing ethnic diversity should be a top or high priority for the environment sector, but only 22% felt it currently is a priority.
- Barriers to taking action include lack of capacity, competing priorities, a lack of buy-in from boards and senior leadership, and the fear of getting it wrong.



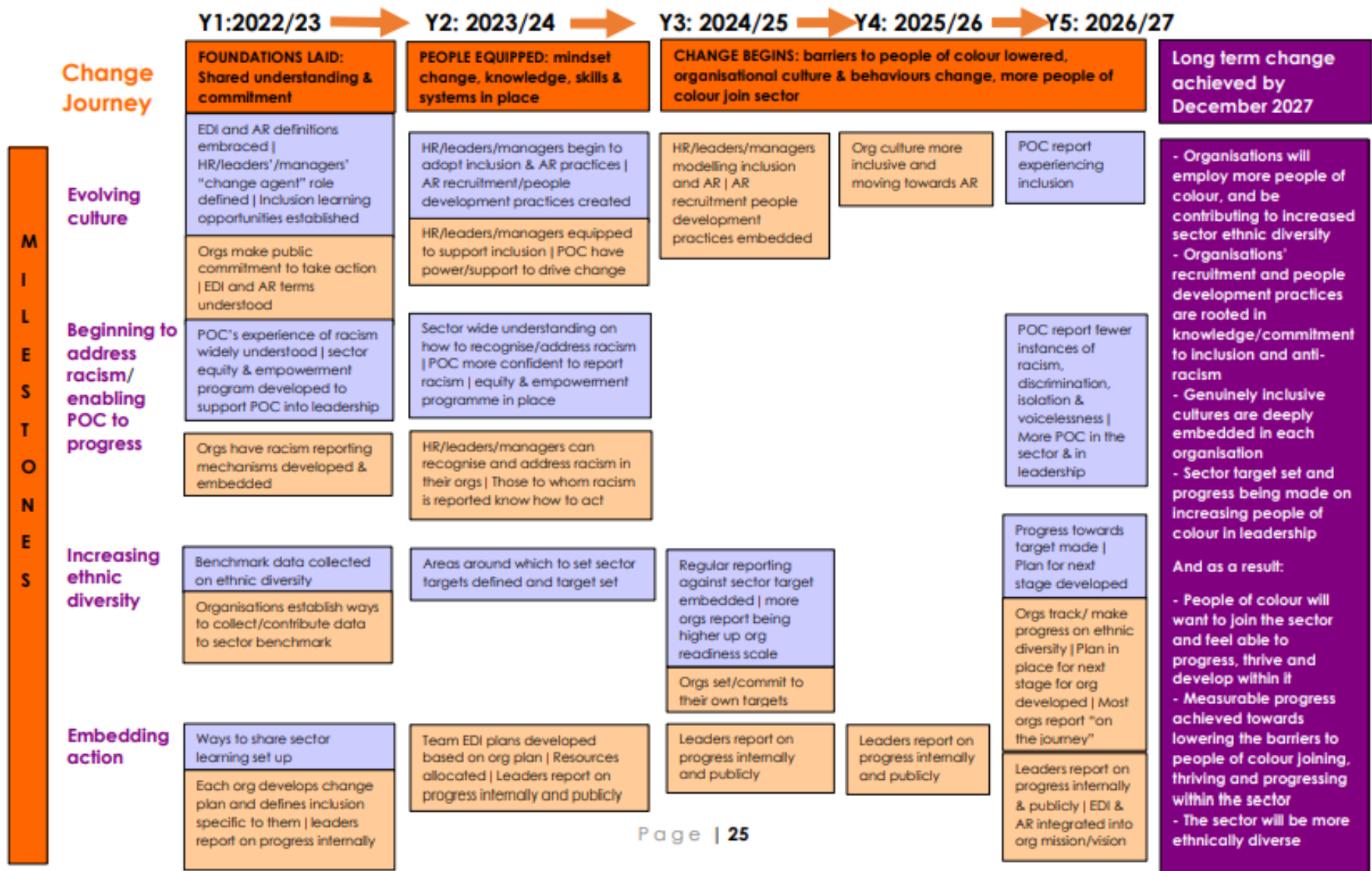
# Our route map towards greater ethnic diversity

- Direction and guidance, milestones to work towards, and a statement of intent.
- Actions for individual organisations, including inclusive recruitment, and establishing responsibilities for leaders.
- Actions for the sector, to share best practice, and to empower people of colour.



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## What next?

- The route map launched in October 2022 – the responsibility now rests with us to make sure we deliver it.
- The route map alone cannot solve everything – but profound change is possible through working together.
- Wildlife and Countryside Link is coordinating the sector through our Equality, Diversity and Inclusion Working Group.



# Any questions?

- What conversations are you having as ADEPT around diversity and inclusion? What action should be taken?
- What barriers are your own organisations facing – are these common barriers, and could they be solved by working together?