

The Wildlife Trusts' **Diversity Report**

2023



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Introduction

Over the last three years, The Wildlife Trusts have put a lot of effort into trying to increase the diversity of staff, volunteers and trustees across our federation of 46 locally run charities, and central organisation.

There will doubtless be some commentators who argue that this is “yet another example of charities pandering to the ‘woke’ agenda” and that we should be “sticking to our knitting”. They could not be more wrong.

The purpose of The Wildlife Trusts, as set out in our collective *Strategy 2030* published in 2022, is to “...bring wildlife back, to empower people to take meaningful action for nature, and to create an inclusive society where nature matters”.

Our ambitious vision of not just slowing, but also reversing, the long-term declines in nature, is not something that can be done to people. It is something that must be done by people – diverse, inclusive communities of people – if it’s going to be delivered at pace and scale, and if it is to endure.

We need everyone to feel that they can be themselves, that diversity is welcome and celebrated, and that all of us feel empowered to play our part in shaping a better future where nature matters.

When there’s such a huge job to do in reversing nature’s decline, it makes no sense for there to be physical or cultural barriers, however inadvertent, to making our work as inclusive as possible.

Ethically, promoting equality, diversity and inclusion is the right thing to do, of course. But make no mistake, it is also an essential and core part of how The Wildlife Trusts delivers towards our charitable purpose.

I am enormously grateful to the players of the People’s Postcode Lottery whose generous funding has supported our work on Equality, Diversity and Inclusion these last few years.

We are publishing this report because we believe transparency is important, and because we want to give our staff, volunteers, supporters and others the ability to hold us to account and help ensure future progress on this agenda.



A handwritten signature in black ink, appearing to read 'Craig Burt', written over a white background.

Chief Executive of
The Wildlife Trusts

At a glance

Our diversity survey has shown that **some minority groups are overrepresented in The Wildlife Trusts and others are underrepresented.** Whilst we are heading the right direction we still need to do more to increase the diversity of our federation.

This is the first year we have looked at multiple pay gaps. By focussing on Gender, Sexual Orientation, Disability and Ethnicity we can get a much better picture as to the employment inclusivity within the organisation. **Where national statistics are available our Pay Gaps appear lower than those averages.** However, we still need to keep a focus on these and ensure they improve.

We know as well as working towards having a diverse workforce we also need to be ensuring everyone has access to nature. Through #TeamWilder and Nextdoor Nature **we are supporting communities to create nature spaces near to where they live and work.**

We need more people taking action for nature. To reach our target of 1 in 4 we need people of all abilities, identities, backgrounds, experiences to feel able to join us. **We need to keep breaking down barriers** to ensure this target is reached.





About us

The Wildlife Trusts are a grassroots movement of people from a wide range of backgrounds and all walks of life, we believe that we need nature and nature needs us. We have more than 900,000 members, over 39,000 volunteers, 3600 staff and 600 trustees. There are 46 Wildlife Trusts, and each is an independent charity formed by people getting together to make a positive difference to wildlife and future generations, starting with where they live.

Collectively, The Wildlife Trusts are committed to bringing about nature's recovery. This is so that people can live close to nature, with land and seas rich in wildlife. To achieve this, the individual Wildlife Trusts work together and with a central charity, the Royal Society of Wildlife Trusts (RSWT). RSWT supports the development of the movement and strengthens its collective voice.

What is Equality, Diversity, and Inclusion?

Equality

Equality is about creating a fairer society, where everyone can take part and can fulfil their potential. It's about identifying patterns of experience based on group identity, and challenging what limits someone's chance to succeed. Our approach to equality recognises that our social identity will impact on our life experiences. This includes gender, race, disability, age, social class, sexual orientation, and religion.

Diversity

We are all different. Diversity is about recognising the value of difference. It's about understanding each other and truly embracing the diversity of every individual. Diversity is about valuing different identities, knowledge, skills, ideas, and experiences. We can use these differences to create an effective and innovative workforce and increase our effectiveness as a movement.

Inclusion

Inclusion is about positively striving to meet the needs of different people and communities. It's about taking deliberate action to create environments where everyone feels respected, able to contribute and achieve their full potential. Inclusion creates a sense of belonging, feeling respected and valued. Everyone has a part to play in promoting inclusivity and creating an environment where everyone can flourish.

FAMILY IN NATURE © HELENA DOLBY, SRWT





Becoming Wild About Inclusion

We put equality, diversity, and inclusion at the heart of The Wildlife Trusts. We want to ensure that everyone can experience the joy of wildlife in their daily lives.

This means inspiring, enabling, and engaging people from all backgrounds, cultures, identities, and abilities, to change the natural world for the better. It means creating workspaces where difference is celebrated, everyone can be themselves and flourish, just like nature.

We aim to better understand and address the inequalities experienced by many communities in accessing nature. We recognise that the conservation sector is one of the least diverse professions in the UK. Access to careers and educational opportunities needs to be significantly improved.

We believe being Wild About Inclusion is critical to the future of The Wildlife Trusts, the health and wellbeing of our communities and to wildlife.

We're Wild About Inclusion!

Why we are Wild About Inclusion

There are huge benefits to being Wild About Inclusion and embracing equality, diversity, and inclusion, for The Wildlife Trusts, for our people and for nature.

We need radical inclusion at all levels, so are benchmarking EDI across The Wildlife Trusts to help us monitor and report on our progress.

Our staff will be happier and healthier. An inclusive working environment means everyone has equal opportunity to develop, progress and be recognised at work.

More people will have access to and will benefit from wildlife and the natural environment. People from all parts of society will be supporting nature's recovery.

Our organisational performance will be stronger. Diverse and inclusive organisations have higher innovation, employee satisfaction and increased creativity.

Our volunteers and supporter base will increase. By being more inclusive and relevant to diverse communities, we will attract and engage a wider range of people.

VOLUNTEERS ENJOYING A TEA BREAK © MATTHEW ROBERTS



ELDERLY LADY AT THE BEACH © EVIE + TOM PHOTOGRAPHY



COMMUNITY GARDENING © AUTUMN BARLOW



OUTDOOR EDUCATION © PENNY DIXIE





Our Approach to EDI



Federation-wide EDI vision

The Wildlife Trusts have embedded a culture of inclusion and anti-racism championed by all, with Equality, Diversity, and Inclusion (EDI) at the heart of everything we do. As a federation we are committed to fair and equitable treatment, understand injustice within the environmental sector and beyond, and are leaders for inclusion within conservation as a whole.



The Wildlife Trusts Strategy 2030 Vision

Our vision is of a thriving natural world, with our wildlife and natural habitats playing a valued role in addressing the climate and ecological emergencies, and everyone inspired to get involved in nature's recovery.



The Wildlife Trusts Strategy 2030 Purpose

Our purpose is to bring wildlife back, to empower people to act for nature, and to create an inclusive society where nature matters.

Diversity Data

We collected basic diversity data in 2019 and again in 2021. We have now expanded the survey to provide us with more thorough data and a clearer picture of the organisation. We now have a wealth of data that allows us to look at intersectionality as well as demographics on a local and national level. For this report we are looking at the key data points. We aim to run this improved survey annually to be able to measure progress.

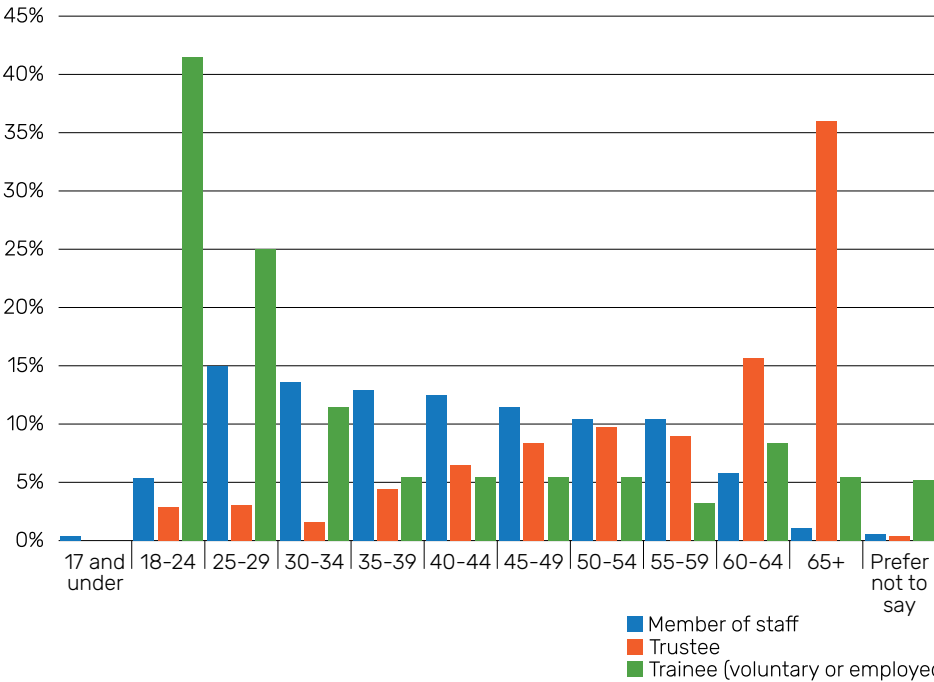
For this survey we had 2,840 participants which is a 68% disclosure rate from our staff and trustees.



Age range

As expected trainees are over represented in the younger categories and trustees in the over 65 category. However the spread of staff, trustees and trainees in every age bracket is an improvement from our 2019 survey. Trustee representation in the lower age categories, specifically categories 17 and under to 34 has seen an increase. 11.3% of trustees are under 30 this year, an increase from 5% in 2019. Trustees under 50 has also increased from 15.9% to 23.5%.

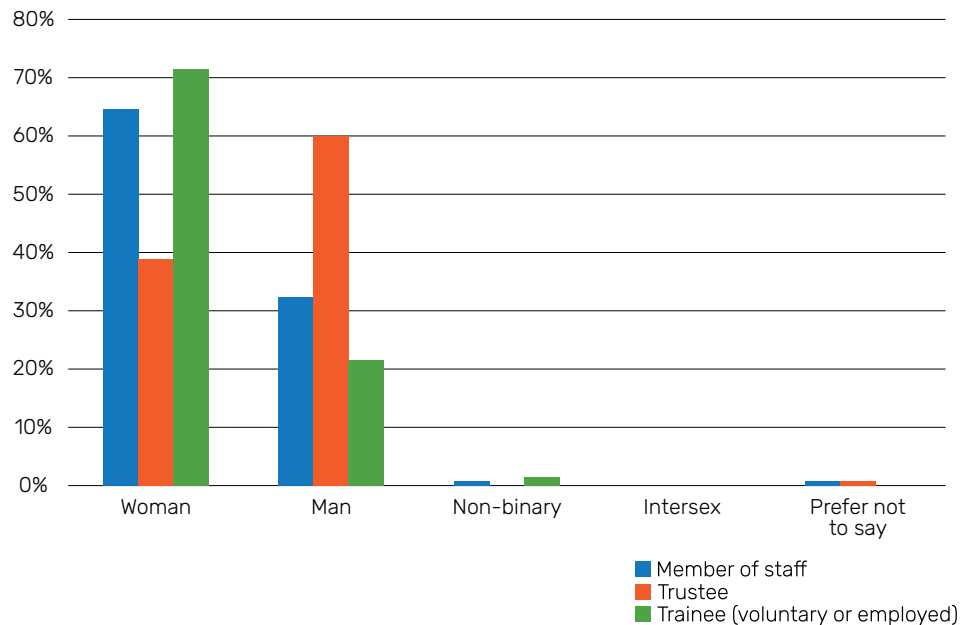
What is your age range?



Gender

Staff remain at around 60% female with trustees staying at around 60% male. This ratio has changed very little in the last four years.

Which of the following best describes your gender?

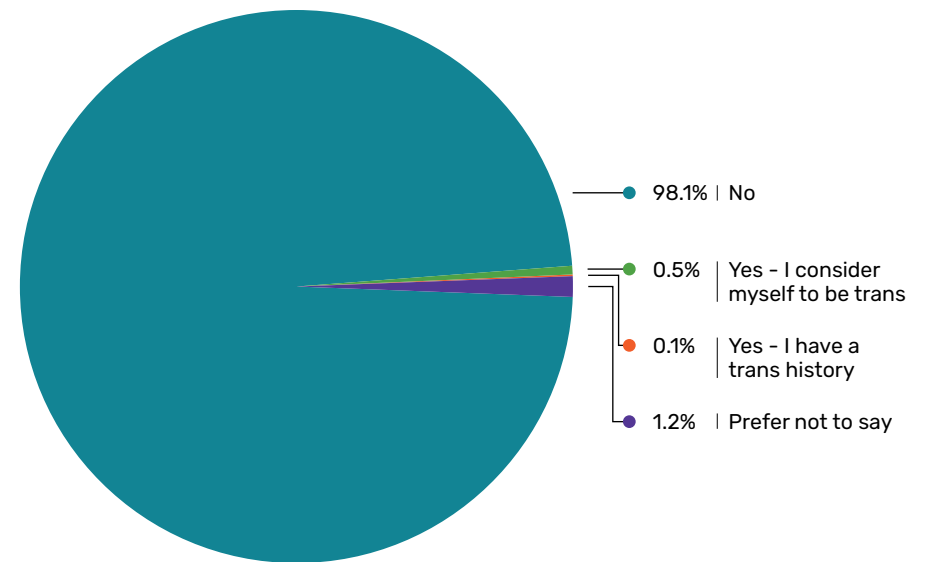


Trans history

Given the number of responses and the small number of people that are trans in the general population, we have only used the staff figures for this characteristic.

The national (England and Wales) average of those who said they do not identify as the gender registered at birth is 0.5% (ons.gov.uk) showing our data is representative.

Do you consider yourself to be trans, or have a trans history?

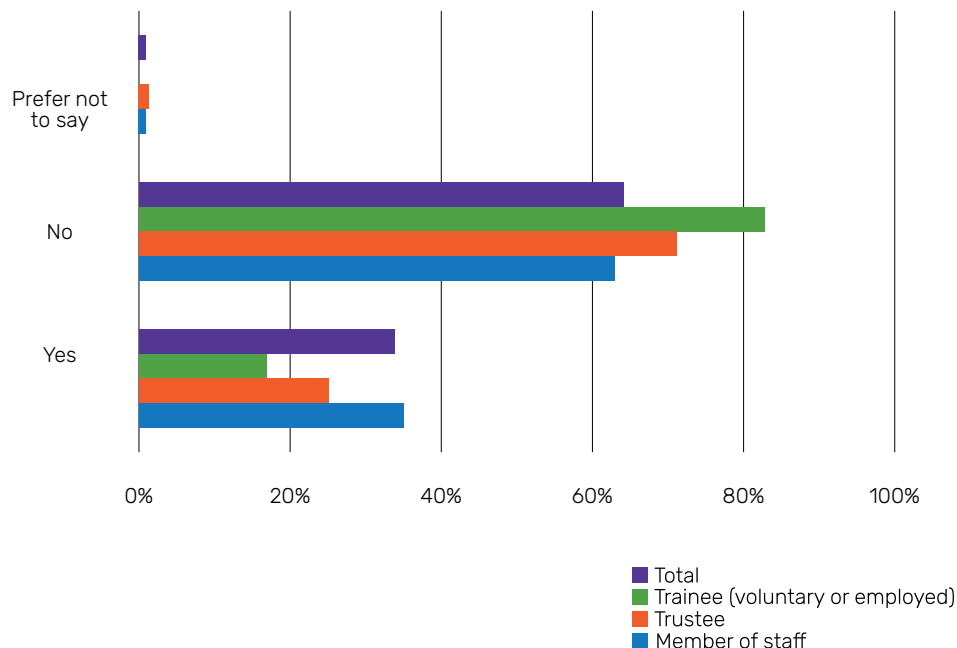


Caring responsibilities

A quarter of our trustees have caring responsibilities. The number of staff that have caring responsibilities has remained consistent over the past four years.

There is no representative data at a national level as we include caring for children in our data.

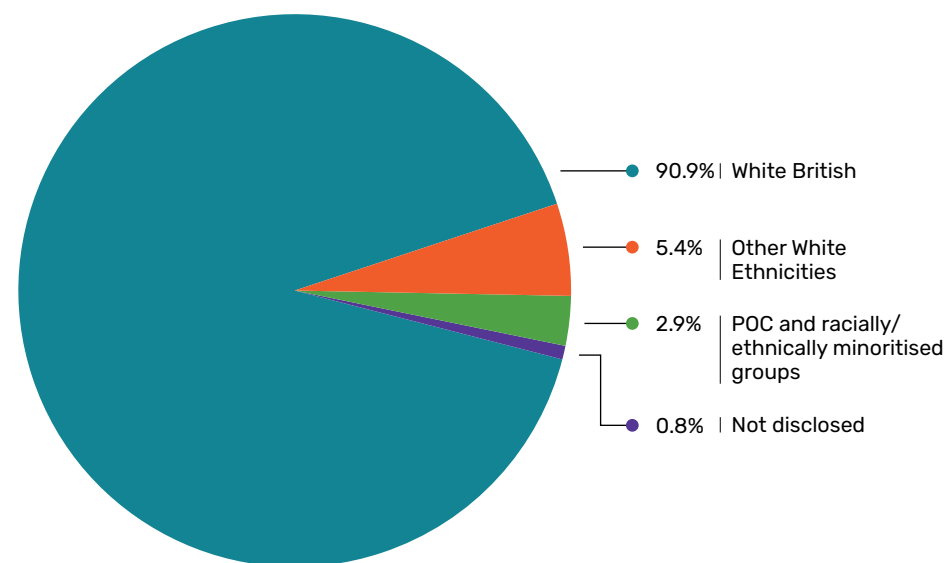
Do you have any caring responsibilities?



Ethnicity

We have only included staff in the below chart due to the current focus of the environment sector on improving the ethnic diversity of employees. The national (England and Wales) figure for all white ethnicities is 81.7% (ons.gov.uk) so there is still much work to be done. However, we have seen small changes with a decrease of 1% since 2019 when looking at white British staff and a decrease of 5% of white British trustees. Minority ethnic staff numbers have increased by 1% with minority ethnic trustees increasing by 4%.

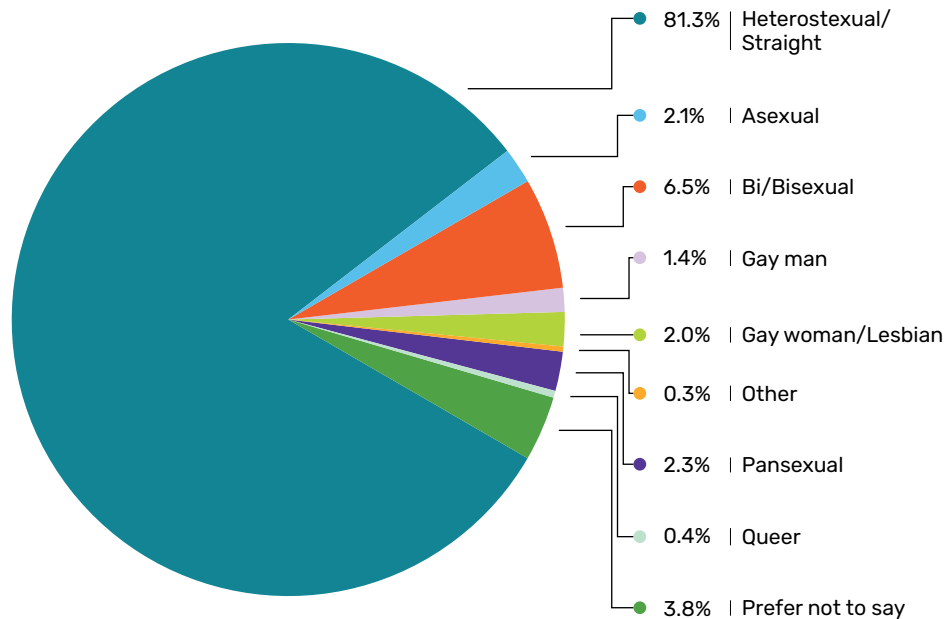
Which of the following best describes your ethnic origin?



Sexual Orientation

Again focussing on staff only figures for this chart our LGB+ staff have increased by 6% over the past four years and LGB+ trustees by 2%. This puts our LGB+ staff levels at 15% well above the national (UK) population statistic of 3.3% (ons.gov.uk)

Which of the following best describes your sexual orientation?



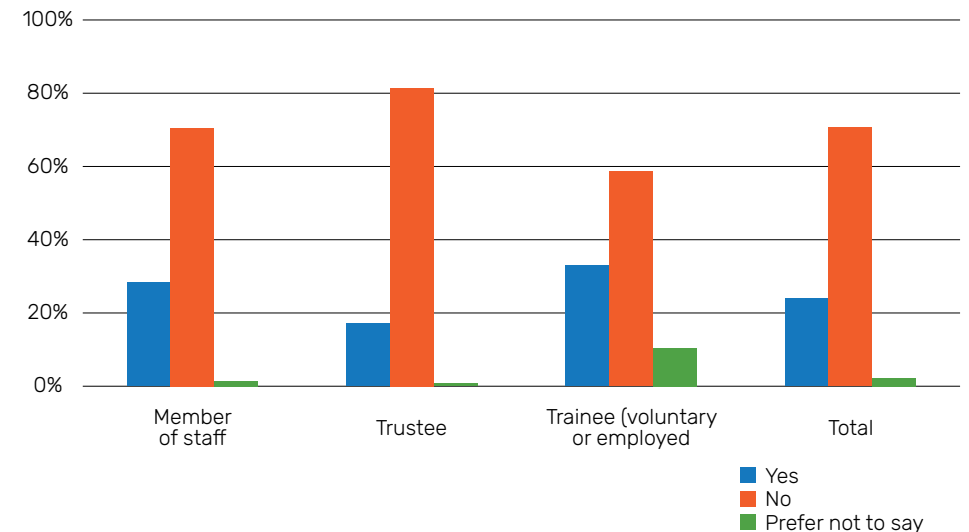
Disability

For this report the term Disability covers the following:

'Do you have any physical or mental health conditions or illnesses that have or will have a substantial and long-term impact (12 months or more) on your ability to carry out day-to-day activities?'

The national (England and Wales) population statistic for disability is 17.8% (ons.gov.uk) with our disability staff level sitting at 27.8% showing staff with disabilities are overrepresented at The Wildlife Trusts.

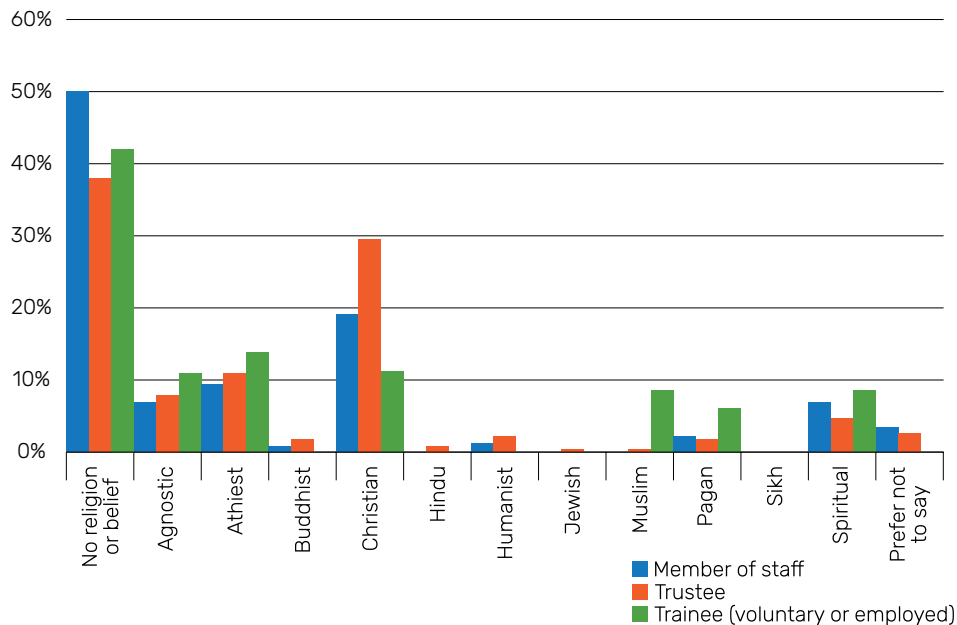
Do you have a disability that impacts on your day-to-day activities?



Religion

Over the past four years the diversity of the religions of our staff and trustees has increased with 19% of staff being Christian and 27% having another religion, with trustees we have 30% Christian and 29% other religion.

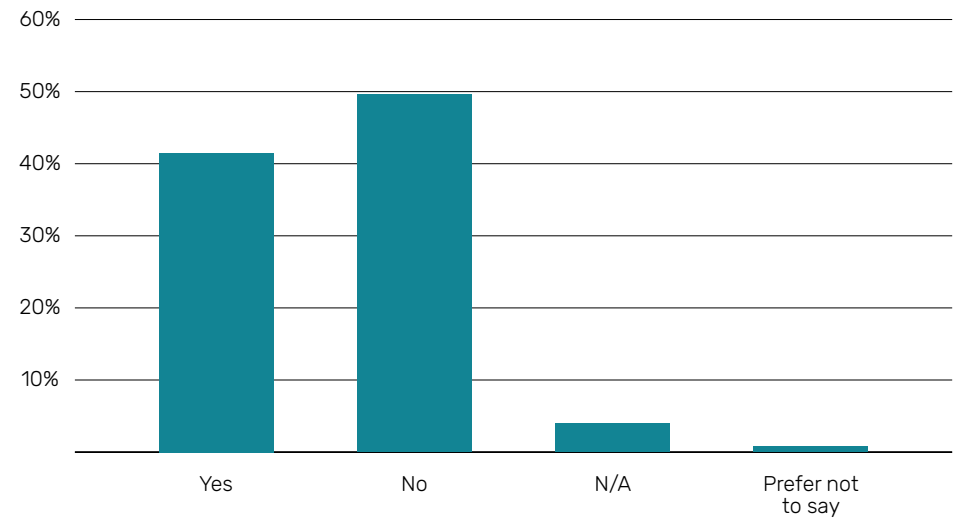
Which of the following best describes your religion or belief?



Progression

This is the first time we have monitored progression in our diversity survey. This year's data has created a base line for us. It is good to see that 1019 staff who completed the survey have progressed within the organisation with 445 of those being in the last 12 months.

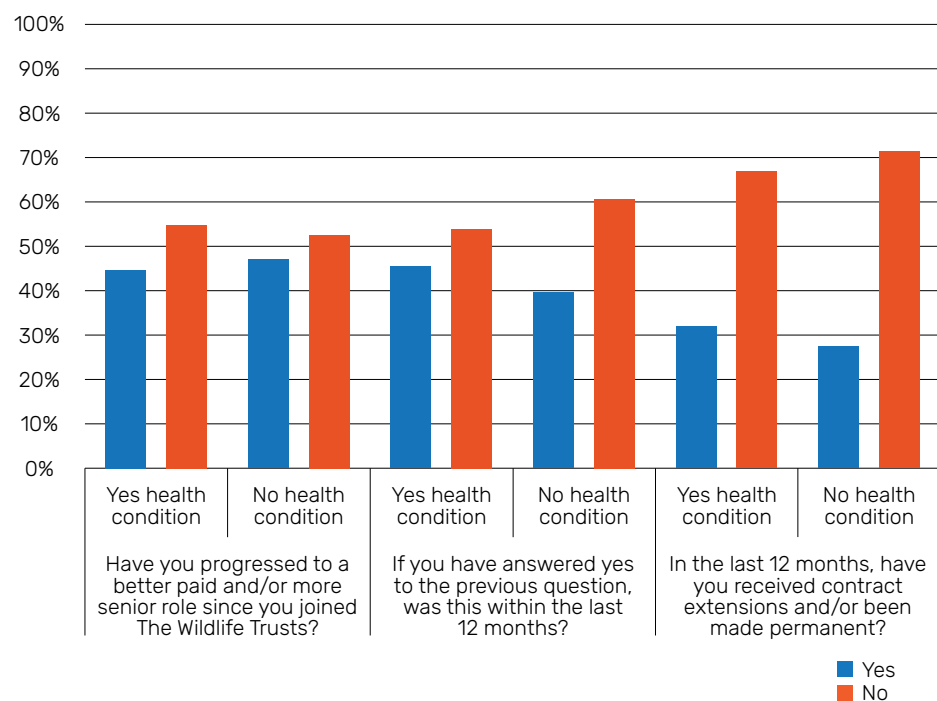
Have you progressed to a better paid and/or more senior role since you joined The Wildlife Trusts?



Disability and progression through the federation

The below chart shows that almost half of staff who said they had a disability have been able to move up within the organisation. Out of those who have progressed almost half have been in the last 12 months.

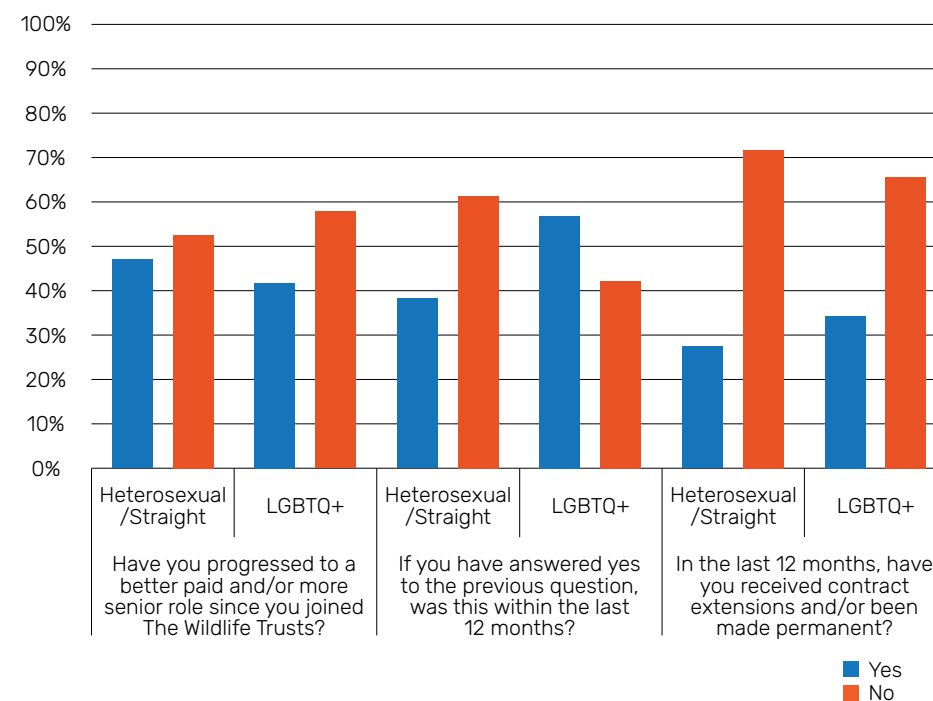
Disability – by progression and contract



Sexual orientation and progression through the federation

Just over 40% of LGBTQ+ staff have progressed to a better role within the federation with almost 60% of those who progressed having done so in the last 12 months.

Sexual Orientation – by progression and contract



Pay gaps

Pay gaps look at the difference in pay between groups doing similar jobs. The Wildlife Trusts have decided to voluntarily report on our gender pay gap – between men and woman, our disability pay gap – between disabled and non-disabled staff, our sexual orientation pay gap – between heterosexual/straight staff and LGBTQ+ staff, and our ethnicity pay gap – between white ethnicities and minoritised ethnicities including people of colour (POC).

We compare both the mean pay (average) and the median pay (mid point in the range of pay). We have done this so we are comparable with those organisations where reporting is compulsory.

The results are looking at staff only (not Trustees or Trainees), a total of 2397 responded, with some question responses grouped, or just focusing on the groups where a large enough data set was provided.

In addition as this is our first year reporting this is baseline data.

The quartiles represented in this section are split by position in the federation with Lower being Entry Level and High being Chief Executives and Directors.

Gender

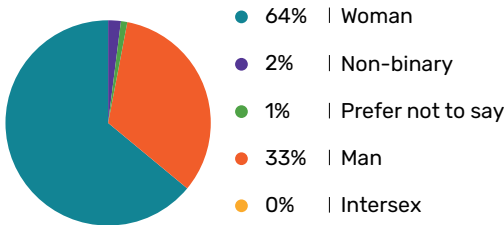
The questions below look just at those that responded with woman or man. This is because the number of responses in other categories are too small for robust analysis.

The baseline for all staff shows that two thirds are women.

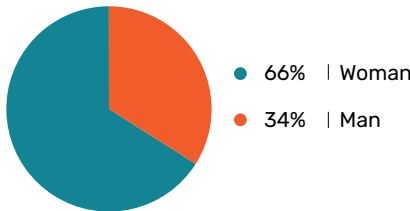
Overall women on average earn 8.2% less than men, although this figure is down to 5.4% when looking at the median. The national (UK) gender pay gap is currently 8.3% (ons.gov.uk).

	2023
Mean	8.2%
Median	5.4%

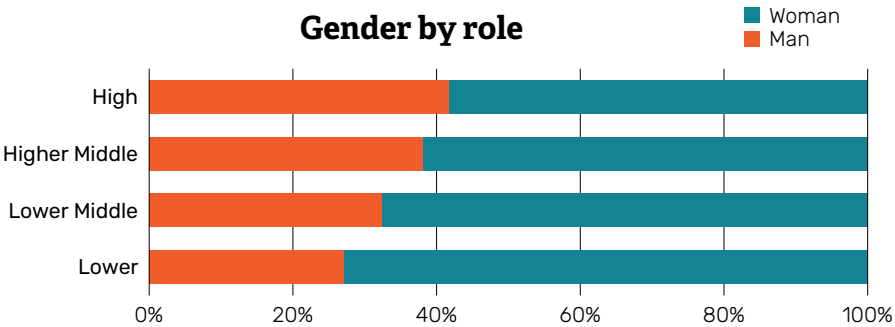
Gender proportion



Female/Male proportion



Gender by role





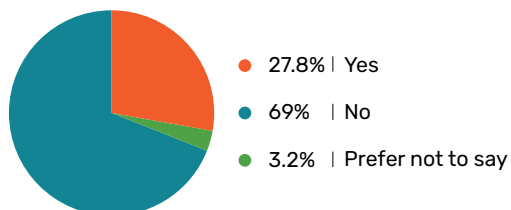
Disability

Over a quarter of staff (27.8%) said they had at least one disability.

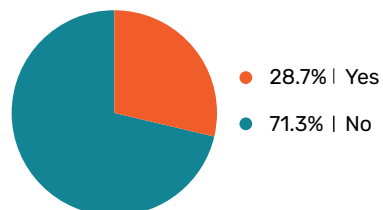
Our disability pay gap is 5.1%, the national (UK) disability pay gap is 13.8% (ons.gov.uk) showing we are well below that national level.

	2023
Mean	5.1%
Median	3.7%

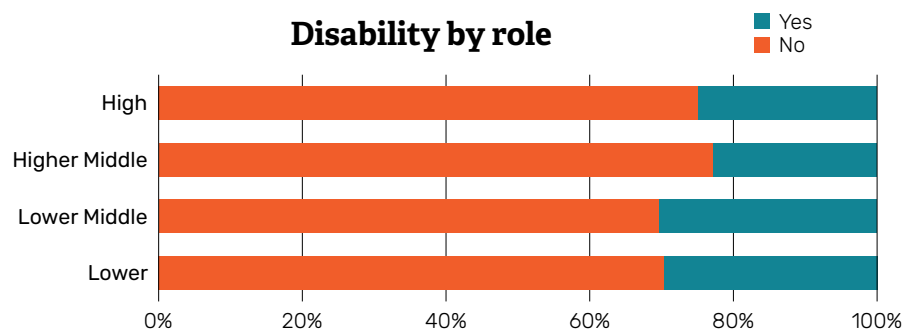
Disability proportion



Yes/No proportion



Disability by role



NATURE CONSERVATIONS © THE WILDLIFE TRUSTS

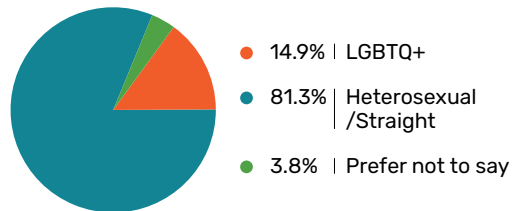


Sexual Orientation

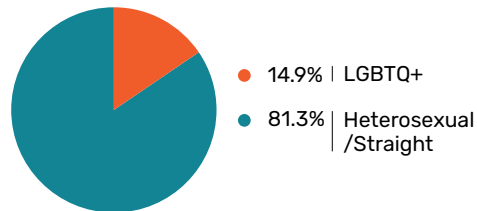
Our sexual orientation pay gap is 8.2%, the national (UK) pay gap for this characteristic is 16% (YouGov and LinkedIn).

	2023
Mean	8.2%
Median	5.2%

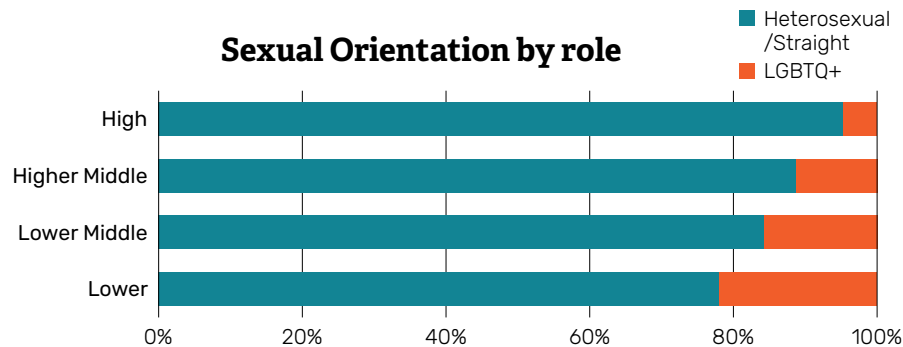
Sexual Orientation proportion



Hetersexual/LGBTQ+ Proportion



Sexual Orientation by role

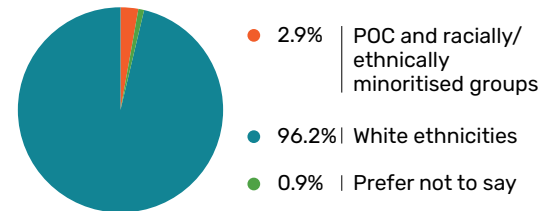


Ethnicity

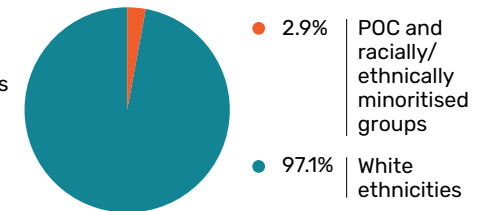
Our ethnicity pay gap is 5.1%, currently there are no reliable national figures for ethnicity pay gaps. We will be using this as a baseline and monitoring our data annually moving forward.

	2023
Mean	5.1%
Median	0%

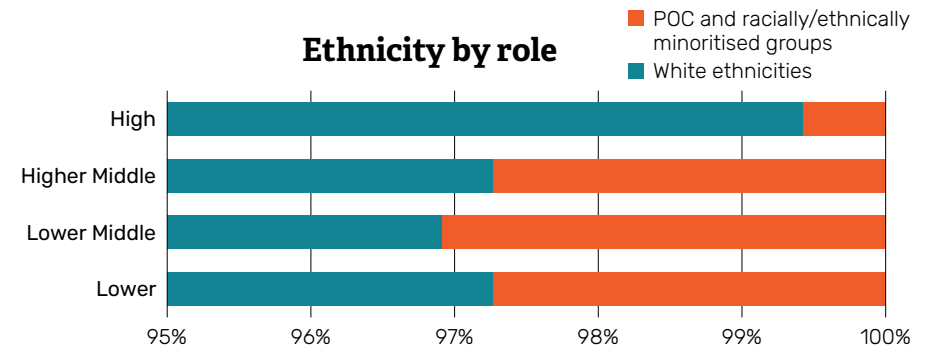
Ethnicity proportion



Disclosed Ethnicity proportion



Ethnicity by role





Our Equality, Diversity and Inclusion Work

We have made great progress with our Equality, Diversity, and Inclusion (EDI) work at The Wildlife Trusts over the last 12 months.

Although our diversity statistics show we do not yet have a fully diverse workforce, a vast amount of work is being undertaken to drive sustained change for the future. Without this work we risk tokenistic changes in diversity that do not lead to the retention and progression of staff from minoritised groups. Getting the foundations for change in place will assist us with our EDI journey.

To help us on this journey we have been working with the Wildlife and Countryside Link EDI Working Group using the Changing the World from Within Route Map to help shape our work. We also take part in the RACE Report allowing us to focus closely on increasing ethnic diversity within The Wildlife Trusts.

Framework and Achievement Levels

We have created a Wild About Inclusion framework and EDI Achievement Levels which have been adopted by all Trusts. Both of these support the delivery of The Wildlife Trusts Strategy 2030. This is an exciting phase of our EDI work, as we move together as a federation. It will ensure EDI is a golden thread running through all aspects of our work.

Staff Training

We have continued to provide high value EDI training in a variety of formats. Over the last year (September 2022 – August 2023) we have had 1020 Zoom webinar attendees, our monthly podcast has had 1977 views and our bitesize videos have been viewed 4510 times. We have also provided bespoke sessions on a variety of topics to individual Trusts.





Staff networks

It has been almost a year since our Staff Networks grew from one to five. We now have Out for Nature for LGBTQ+ staff, Nature for All for staff with disabilities, Nature in Mind for staff with mental health concerns, Next Gen Nature our youth network and Colours of Nature, our staff network for people of colour. In 2023 we have also added a sixth network for women called Women In Nature.

Our staff networks work as a safe space for staff to discuss any thoughts and share experiences. Some of the networks have also been organising events and webinars. Our Out for Nature staff network took part in 12 Pride events this year, promoting The Wildlife Trusts and the staff network at all of the events.

We have over 280 staff supported by these networks.



STAFF NETWORKS

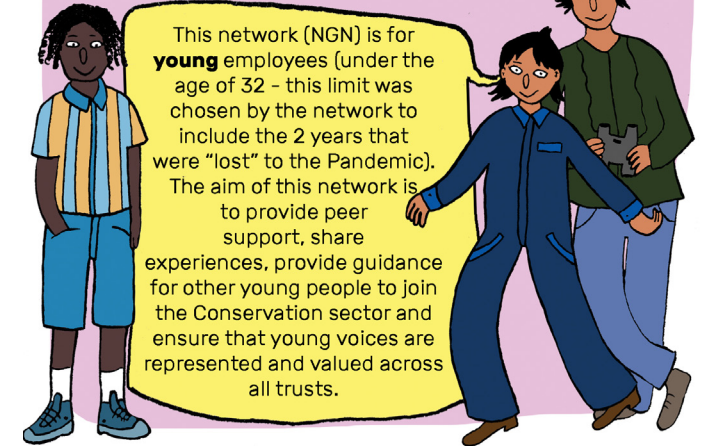
But what are they and who are they for?



Staff networks are groups led by employees who share a common heritage, experience or protected characteristic and who come together regularly to discuss and support each other. The meetings are run by co-chairs and supported by the EDI team at RSWT. The networks are currently only for employees (not for volunteers) from all 47 trusts. Meetings are a safe place where we respect confidentiality and value people's opinions. You can join as many networks as you want!

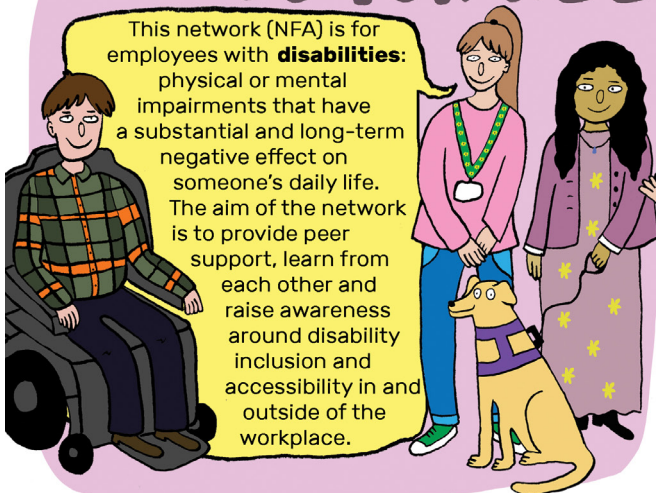


NEXT GEN NATURE



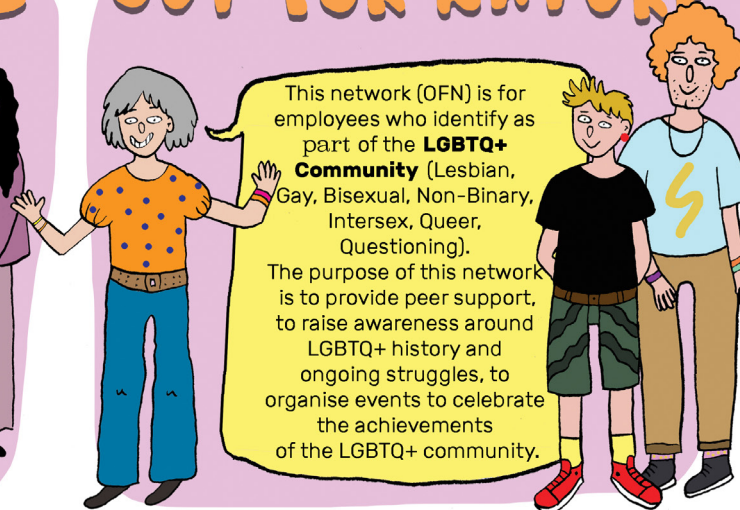
This network (NGN) is for **young** employees (under the age of 32 – this limit was chosen by the network to include the 2 years that were “lost” to the Pandemic). The aim of this network is to provide peer support, share experiences, provide guidance for other young people to join the Conservation sector and ensure that young voices are represented and valued across all trusts.

NATURE FOR ALL



This network (NFA) is for employees with **disabilities**: physical or mental impairments that have a substantial and long-term negative effect on someone's daily life. The aim of the network is to provide peer support, learn from each other and raise awareness around disability inclusion and accessibility in and outside of the workplace.

OUT FOR NATURE



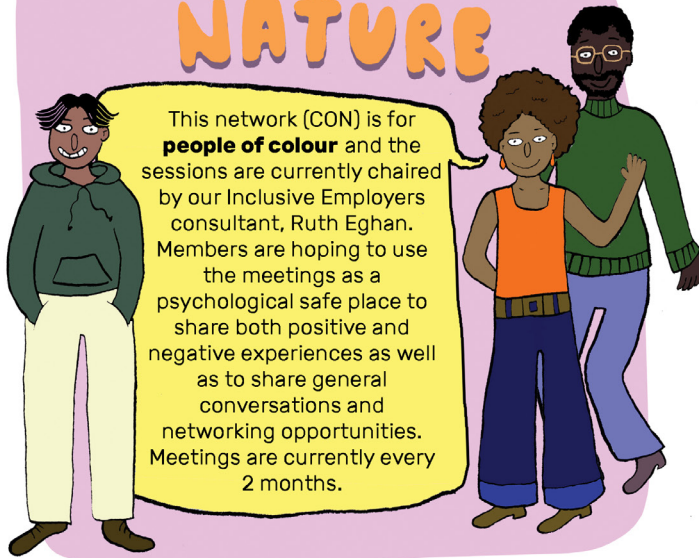
This network (OFN) is for employees who identify as part of the **LGBTQ+ Community** (Lesbian, Gay, Bisexual, Non-Binary, Intersex, Queer, Questioning). The purpose of this network is to provide peer support, to raise awareness around LGBTQ+ history and ongoing struggles, to organise events to celebrate the achievements of the LGBTQ+ community.

NATURE IN MIND



This network (NIM) is for employees who live with **mental health** conditions. The purpose of the network is to come together to share experiences, to raise awareness around mental health causes, to improve inclusion and well-being practices across all trusts.

COLOURS OF NATURE



This network (CON) is for **people of colour** and the sessions are currently chaired by our Inclusive Employers consultant, Ruth Eghan. Members are hoping to use the meetings as a psychological safe place to share both positive and negative experiences as well as to share general conversations and networking opportunities. Meetings are currently every 2 months.

WOMEN IN NATURE



This network (WIN) is an inclusive space for women of all backgrounds including trans women and non-binary people. The aim of this network is to provide a social space to share experiences and celebrate each other, for training and development opportunities, to raise awareness around issues women face and to challenge inequalities in the workplace.

But why are staff networks so important?



Our 5 networks are really important because they contribute to making our organisation into a more inclusive place, where colleagues have the space and time to meet regularly, feel safe, valued and supported at work. It's also an opportunity to get voices heard and find better ways to challenge inequalities together. We want to make sure people can be their full selves at work and can connect with colleagues with similar experiences.



I don't identify with any of these networks but I'd still like to show my support - what can I do?

You can also sign up to the mailing lists if you are an **"ally"**, meaning a person that doesn't share the characteristic but provides assistance and support to marginalised groups. Allies are invited to attend meetings from time to time to have discussions on specific subjects around inclusion. We would also encourage you to research the ways in which you can support different communities by doing your own research on the internet.



And what's on the agenda?

Amazing! Count me in! Where do I sign up?



TIDE

The Wildlife Trusts are made up of 47 charities; 46 local Wildlife Trusts and a central charity called The Royal Society of Wildlife Trusts (RSWT). Each year RSWT undertake the Employers Network for Equality and Inclusion's (ENEI) Talent Inclusion Diversity Evaluation (TIDE). TIDE has over 200 questions that score RSWT on eight areas of EDI work. This is an intersectional assessment which makes it really valuable, and each year RSWT receive a report suggesting which areas of work need to be a focus for the coming year. This year we are pleased to say the EDI progress at RSWT (which is then available to the local Trusts) has earned us the Bronze TIDE Award! The bronze, silver and gold awards are given to the top scoring organisations each year.





Eco-anxiety

Eco-anxiety has been a key issue for us to cover. After all, because of the nature of the vital work that The Wildlife Trusts do, many of us may be closer to feelings of anxiety over climate change and the loss of nature. Because of this, we worked on specific material on the topic of eco-anxiety to aim to best support staff across the federation.

We have run specific Zoom training sessions on the topic of eco-anxiety, created bitesize videos, and ran an internal podcast on the topic. We have also created an eco-anxiety hub with a range of materials to best support colleagues throughout The Wildlife Trusts. There are also further projects to come, including an external [podcast](#) to help our supporters and the public realise they are not alone with eco-anxiety.



Content Seed funding from Catalyst

We secured a small grant from Catalyst to fund the creation of a suite of our [EDI Bitesize Videos](#) focussing on Digital. We have created videos on the following subjects: Introduction to Digital Inclusion, Practical Tips for Inclusive Digital Content Design, Inclusion for Visual Impairment in Nature, Digital Inclusion and Democratising Work, Neurodiversity in Digital, and Empowering Staff Networks. These are our first public EDI Bitesize videos but we hope to have more for the coming year.



Inclusive Working with Communities

#TeamWilder is about creating a community-led approach in the project work of The Wildlife Trusts. We want projects which empower people to take action for nature in hundreds of ways across the country. This includes the Nextdoor Nature project, Wilder Communities, local action and more. These projects are rooted in specific areas, and spring directly from the needs of the community. This means that projects using the #TeamWilder way of working are as varied as the population of the UK.

Dozens of projects have been working with diverse ethnic groups. This includes the African and Caribbean Community Initiative and the One Voice (Windrush Generation) groups in Telford, as well as projects with the Bengali community in Tower Hamlets and the Somali community in Bristol. Other projects support asylum seekers, including Welcome to English in Yorkshire, Samphire - who work with migrant communities in Kent, and nature walks for asylum seekers in Herefordshire.

#TeamWilder and Nextdoor Nature's work with existing communities includes many faith groups. This includes the Quakers in Teesside, Surrey's Shifa Network and Gurdwaras in Derby and Telford. The Slough Ujala Foundation, a Muslim centre, has created a garden and in Birmingham and the Black Country, they held We Don't Settle, a specific event for young people of colour to be in nature and talk about their relationship with the natural world.

Projects such as Cumbria's Brook Street School aims to bring people together. Members of the Men's Diaspora group from Multi-Cultural Cumbria cleared the grounds of litter and weeds, and a similar project is starting in the Belgrave area of Leicester.

Faith and ethnicity intersect with youth at both London Wildlife Trust and Birmingham and the Black Country Wildlife Trust. In Derby at the Hadhari project, elders of the West Indian community are invited to share their knowledge.

Older people who might be isolated are supported by a gardening project in Walker, Northumberland. A project is working to improve the green spaces around social housing for older residents in Exeter. Similar things are happening in Corwen, North Wales and Staffordshire. Gloucestershire is working with the staff and residents of a dementia care home, and the Isles of Scilly have supported a Memory Café. The Isles of Scilly has also worked alongside the child services group SENSational, connecting young people with additional needs to nature.

Work has been increasing to ensure that LGBTQ+ people are welcomed in all the projects. Initiatives include Montgomeryshire's Out for Nature group, and the Wilder Pride event in Gloucester. This saw a churchyard being planted with wildflowers by the local community, in the colours of the Pride Flag. In Kent, they are beginning to work alongside Dover Pride and a group that supports the trans community in Folkestone called TransFolke.



Climate Change and Inclusion

Climate change is one of the most critical threats to nature here in the UK and globally. It forms a key thread running through The Wildlife Trusts' 2030 Strategy. Our collective approach to climate change has two aspects. We are working within The Wildlife Trusts to reduce our greenhouse gas emissions and to build our resilience to the changing climate. We are also externally advocating for more ambitious domestic and global action to address the twin threats of climate change and biodiversity loss. Both our internal and external work on climate change have equality and just transition at their heart.

It is well-evidenced that climate change will affect people in different ways. In the UK, different communities are more vulnerable to weather impacts like extreme heat and flooding. We know that lower income households, people from minority ethnic backgrounds, older people and people with disabilities are more likely to be impacted negatively and to a greater degree by climate hazards. We are supporting the Trusts to take this into account, for example by considering social vulnerability in how they prioritise their nature-based solutions programmes. This is so those who are worst affected can benefit the most. We also highlight the effects on different groups of people from Government policy decisions on net zero and adaptation, for example in how costs may be apportioned to different groups. Recently, we have started a new workstream to give more information and a space for public dialogue on how

individuals can reduce their emissions and work towards net zero. We are very careful to ensure that any advice we offer will work for anyone, regardless of their circumstances.

Through our internal work programme, we use the same concepts of fairness and diversity in our own net zero and adaptation plans. The Wildlife Trusts have set a collective net zero target for 2030, which includes categories such as staff travel and emissions from staff working from home. Our emissions reduction strategies take account of the need that staff members make their own personal choices. We focus on providing a greater number of options for staff who want to change how they travel, for example, rather than imposing any blanket rules. Similarly, our adaptation planning takes into account the need to protect the health and wellbeing of our staff. This includes protecting staff from overheating risk in offices, or giving information and guidance on managing flood risk when in the office, out at our nature reserves or when working from home. We are working with the Trusts to embed consideration of climate risk in our corporate environmental strategies to ensure that guidance and advice is available to all staff across the Federation.



Anti-Racism Pledge

We have publicly committed to anti-racism by signing up to the Wildlife and Countryside Link Diversity and Anti-racism Statement.

We are currently developing what Anti-Racism looks like at The Wildlife Trusts and at present are running a suite of anti-racism training and working with external anti-racism professionals to help us on our journey to becoming an anti-racist organisation.

Diversity and anti-racism statement

Racism and racial inequality must be rooted out of the environment and animal welfare movement wherever it is found. We recognise that our sector has not dealt with all forms of systemic racism. In fact, we are at risk of falling far behind. Recent movements such as #BlackLivesMatter, #BlackinNature, #CharitySoWhite, #BlackBirdersWeek and #BlackintheIvory have had a galvanising effect around the world, including within the environment sector.

We have a responsibility to be more proactive in our work against racism. Many of our organisations have programmes to champion Equality, Diversity and Inclusion, but we must do more. We have to listen and act upon what we learn, demonstrate solidarity with the anti-racism movement, and create accessible opportunities to enter, progress and lead in the sector.

We know as an environment and animal welfare movement we are not nearly representative of society. We must proactively diversify our sector, especially in leadership positions. We know that our culture and ways of working can still exclude many people and cultures and we must learn to overcome that. We know that our campaigns and conservation work does not always face up to the links with systemic and historical racism and we must reconsider the way we develop our strategies and work with others.

We also know that the impacts of pollution and other environmental problems often fall most heavily on minority ethnic communities, who are less likely to live in a healthy environment because of racial inequalities. We must continue to reinforce and add to our actions to ensure equitable access to a healthy environment.

While we are all at different stages of our journey we all commit to working much harder to remedy these shortcomings, not simply in response to the anti-racism movement, but because climate and environmental injustice are intrinsically linked to social justice.

Room to Grow

This report has shown where The Wildlife Trusts currently sit with regards to equality, diversity, and inclusion. We know that this is a journey, and we are passionate about ensuring we all move towards diversity together. We haven't been able to include all the data collected in this report and are continuing to do a substantial amount of intersectional analysis. We hope that next year we will begin to see some more trends coming through and evidence that we are continuing to move along our EDI journey. One of our key focuses for the next 12 months will remain increasing racial diversity within our federation

- We will continue to monitor the diversity of our Staff and Trustees, reporting annually.
- We will look at ways in which we can monitor the diversity of our Volunteers and Members.
- We will identify areas of underrepresentation within our movement and work to remove barriers that are causing this imbalance.
- We will continue to work with communities to support their connections with nature and nature spaces.
- We will continue to make our nature reserves accessible to all communities.
- We will create a ripple effect of people and communities led by The Wildlife Trusts, to achieve one in four people taking action for nature and climate.

We know that many people feel unwelcome and unsafe in green spaces or are unable to access wild places close to where they live. Too often, this is associated with underlying issues in society of discrimination, privilege, or oppression. The environment sector as a whole must do more to overcome this and at The Wildlife Trusts, we will play our part ensuring that our work is fully inclusive.





The Wildlife Trusts

The Wildlife Trusts are a federation made up of 46 Wildlife Trusts and a central charity (the Royal Society of Wildlife Trusts). Each is an independent charity with a shared mission.

Help us achieve our vision of 30% of land and sea to be connected and protected for nature's recovery by 2030...

- Join us as a member
- Remember us in your will
- Speak up for wildlife
- Volunteer your time
- Work with us

Get in touch...



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