



Diversity Report 2023

This report is all about the different people who work for us and who we work with.



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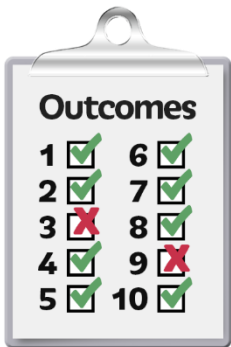
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About Us



We are a **charity** called The Wildlife Trusts.



- A **charity** is an organisation that does good things for a group of people or a place. We help **nature** and help people to go to nature.



- **Nature** is things like flowers, animals, rivers and trees.



There are 47 local Wildlife Trusts across the country.



This means we have a lot of staff, volunteers and trustees.



- **Staff** are people who are paid to work.



- **Volunteers** are people who help staff. They are not paid.



- **Trustees** are a group of people who help staff make decisions. They are not paid.

About this report



We wanted to know more about the people who work for us or help us.



We gave them some questions to answer.



The questions were about the people and the work they do.



Then we put what people told us into a report.

What is Equality, Diversity, and Inclusion



We care about **equality, diversity** and **inclusion**.



- **Equality** means treating every person fairly and giving every person fair chances. It means taking care of people, whoever they are.



- **Diversity** means that everyone is different and that it is a good thing. People who look or think differently will all have their own skills and ideas.



- **Inclusion** means everyone's needs are met, they can take part, feel welcome and can be themselves.

What we found out

Age



Our staff are of all ages.



Most of our trustees are older than 65.

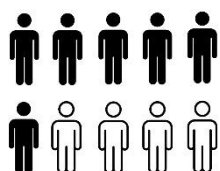


This year we have more young people who have become trustees.

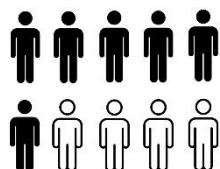
Gender



Gender is whether you are a man, woman or neither. It might be different from the gender you were given when you were born.



6 out of 10 staff members are female.

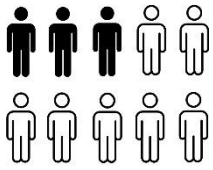


6 out of 10 trustees are male.

Carers



Being a **carer** is when people have to look after another person. For example, having a baby or a brother or sister who is disabled.



3 out of 10 members of staff are carers.

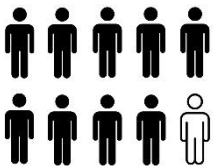
Ethnicity



Ethnicity means someone's background including **culture** or skin colour.



Culture is how people live, including their rules, what they wear, how they speak and what they believe.



9 out of 10 people at The Wildlife Trusts are White.



This means we don't have enough people with different ethnicities working for us.

Sexual Orientation



- **Sexual orientation** means the people that you are attracted to. LGBTQ+ stands for **Lesbian, Gay, Bi**. People might be attracted to other people in different ways. This is what the + means.



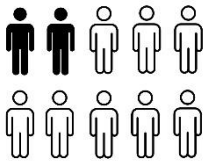
- **Lesbian** means a woman who is attracted to a woman.



- **Gay** means a man who is attracted to men.



- **Bi** means someone who is attracted to men and women.



Almost 2 out of 10 people are LGB+.



We have lots of LGB+ people working for us

Trans people



- **Trans** means that the gender you were given as a baby is not the same gender that you feel yourself to be.



We have some Trans people working for us but we would like to have more.

Disability



- A **disability** is a condition that makes it difficult for someone to do the things they want to do.



Almost 3 out of 10 members of staff have a disability.

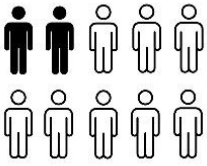


We have lots of people with disabilities working for us.

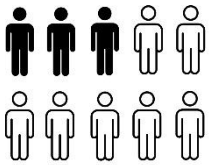
Religion



- Having a **religion** means that you have beliefs you share with others.



2 out of 10 members of staff are Christian.

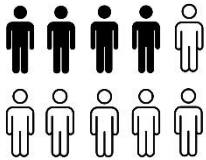


3 out of 10 members of staff have a different religion.

Staff starting new jobs



- We asked if staff have moved to new and better paid jobs at The Wildlife Trusts.



4 out of 10 members of staff have moved to new jobs.



This means they have stayed working for us and not started working for someone else. This is because they like working for us.

Work we have been doing



We have written a list of things to do to help all 47 Trusts with their Equality, Diversity and Inclusion work.



This means we are going to make changes to be more diverse and inclusive.



We are training our staff to help them be more inclusive

Anti-Racism



We have made a promise to be anti-racist.

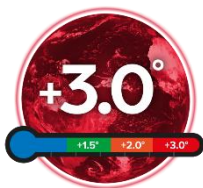


- When people are treated badly because of their skin colour, this is called **racism**.

Climate Change



We are trying to stop climate change.



- **Climate change** means our planet is getting warmer.



This is hurting nature.



But not everyone is suffering in the same way because of climate change. Some people are suffering more than others:



- people from minority ethnic groups



- people who are poor



- people who have disabilities

Staff Networks



To help our staff we have 6 **staff networks**

A **staff network** is a group of people who are like one another. We have a network for:



- People of colour



- Young people under 32 years old



- LGBTQ+ people



- People with disabilities



- Women



- People with mental health concerns



These people talk to one another and help one another at work.



Staff networks are very important to make people feel happy and comfortable.

Working together with communities



We work with local **communities** to help nature and people.



- A **community** is a word for a group of people who have things in common or live near each other.



These groups include:



Old people who are lonely



People of colour



Religious groups



Young people with disabilities

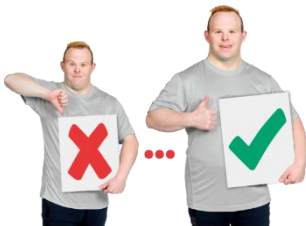
Looking to the future



We need to keep asking our staff, and trustees questions about who they are and how they feel.



We will write a new report every year.



This will help us see if things are getting better.



We want people to be happy to work here.

How to contact us



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(images: Dinosoft Labs)