



Diverse  
Sustainability  
Initiative

# Diverse Sustainability Initiative Introduction

# Vision & Mission

## **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.

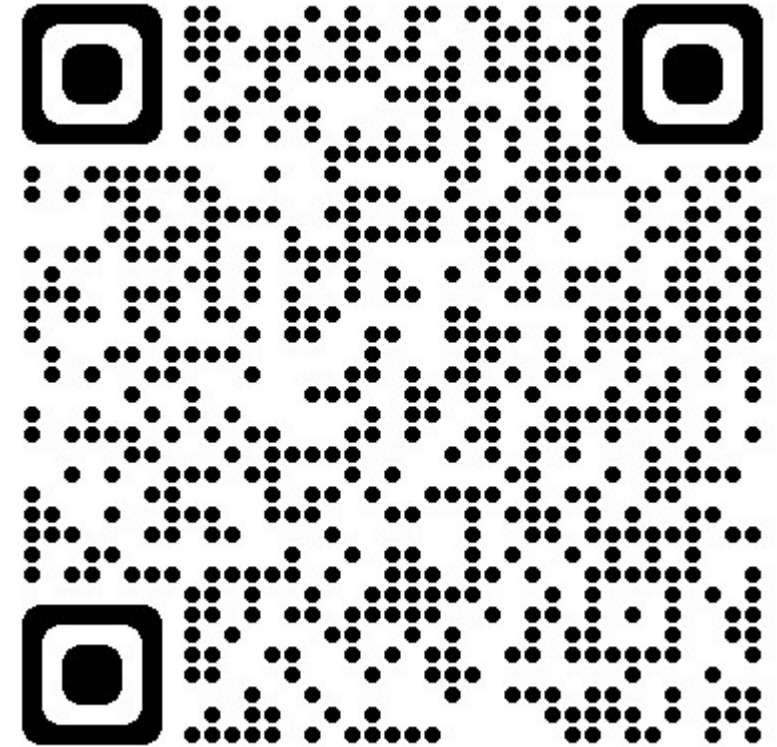
## **DSI mission**

- Providing practical tools and resources for organisations so that they have the knowledge and confidence to drive change within the EDI space.
- Allowing a space for partners and networks to support one another.
- The DSI will work as a facilitator of change rather than leader of change as this comes down to individual organisations.

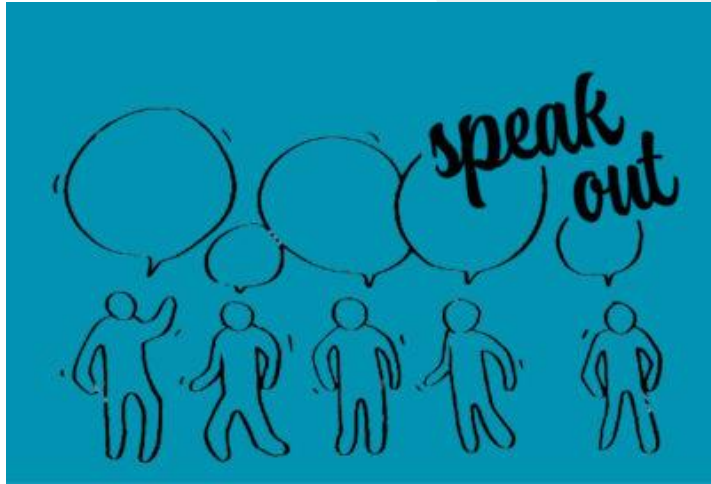


■ ■ ■ ■ ■ Diverse  
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- Began in March 2021
- Just under 40 partners
- Launched a People of colour network
- Launched an LGBTQIA+ network
- Built a free resources section on the website
- 15+ blogs on our website
- Provided two webinars with our partners
- Provided two best practice sessions with our partners
- Hold 2 CEO meetings a year to discuss progress



# Latest Blogs



**The benefits of a green job and the outdoors for people who are neurodiverse**



**Tips for employers - onboarding new staff and creating an inclusive, diverse and engaged workforce**



**External support for people of colour within the workplace**

# People of Colour Network

## 1. Why was the network created?

The People of Colour Network was formed in October 2022, after IEMA launched the Diverse Sustainability Initiative (DSI) due to a Policy Exchange report in 2017 that identified that the Environment/ Sustainability profession was the second least diverse profession out of 202 in the UK. IEMA felt it was important to have a safe space for people of colour in a space which lacked racial diversity.

## 2. Who is the network for?

The People of Colour Network is for people of colour who are working within the Environment /Sustainability profession. You do not need to be linked to the DSI or IEMA.

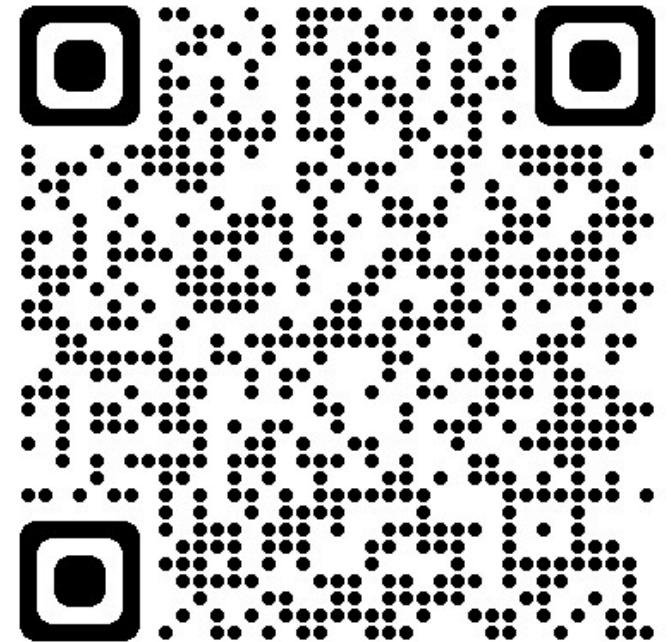
**3. What is the aim of the network?** Our aim is to create a safe and informal online space for people of colour to discuss barriers/ concerns and ensure that this is shared with our partners in order to influence change.

## 4. How does the network connect?

- Monthly informal coffee and catch-up meetings
- Microsoft teams channel where opportunities for the network are shared
- Quarterly formal meetings hosted by Sarah Mukherjee MBE

## 5. How do I join?

Scan the QR code or visit the DSI website, under 'get involved'.



# LGBTQIA+ Network

## 1. Why was the network created?

The LGBTQIA+ network was formed after the success of the people of colour network. The Diverse Sustainability Initiative (DSI) plans to expand these networks further to ensure that our partners are addressing other areas of equality, diversity & inclusion.

## 2. Who is the network for?

The LGBTQIA+ Network is for people who identify as LGBTQIA+ and are working within the Environment/ Sustainability profession. You do not need to be linked to the DSI or IEMA.

## 3. What is the aim of the network?

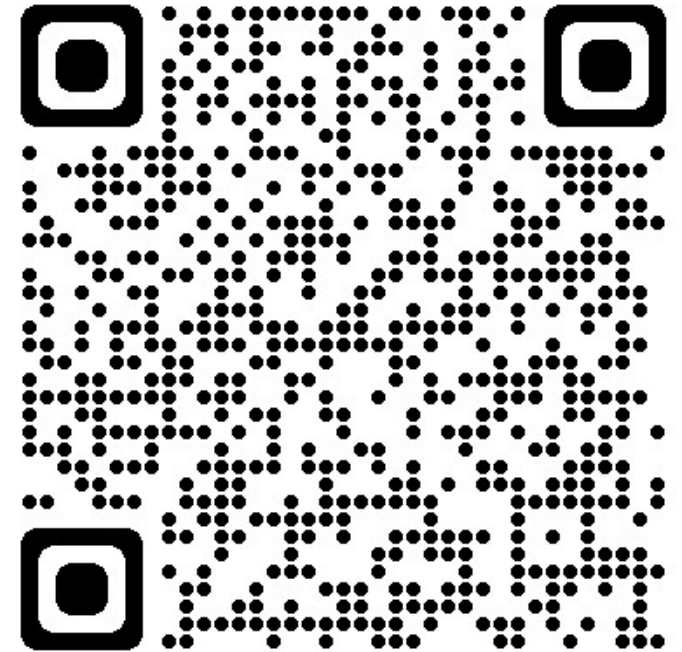
Our aim is to create a safe and informal online space for people who identify as LGBTQIA+, we also want to ensure any barriers that remain in the profession are addressed to our DSI partners.

## 4. How does the network connect?

Our first network meeting is on 03/08/23 13:30-15:00, it will then be up to the network to decide how often these meetings run. Once there are more members, the plan is to use this network in the same way as the People of Colour Network.

## 5. How do I join?

Scan the QR code or visit the DSI website, under 'get involved'.



# Free Upcoming Event

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## Learning outcomes:

- Gain a comprehensive understanding of the importance of diversity and inclusion in building high-performing teams, supported by sector-specific data and research findings.
- Acquire **practical strategies and best practices for creating inclusive recruitment processes** such as crafting inclusive job descriptions, implementing unbiased screening methods, and conducting interviews that minimise bias. **Support with creating and implementing an action plan.**
- Understand the concept of **positive action** and its role in promoting diversity, while also being able **to differentiate it from positive discrimination** and navigate the boundaries between the two.
- **Identify actionable steps and initiatives to remove barriers and promote diversity** within the recruitment process and beyond, including strategies for supporting and retaining diverse hires.



# Free Upcoming Event



Date: 27th September



Time: 9:30-11:30



Location: Virtual







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