THE RACE REPORT

2022 REPORT

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Acknowledgements
Thanks to the 94 organisations who submitted data to The RACE Report for their contribution towards increasing transparency that will drive environmental charities and funders towards a more diverse and inclusive sector.

Thanks also to our **advisory group** for their constructive critique and guidance throughout the delivery of the initiative.

About The RACE Report

What is The RACE Report?

The environment, climate, sustainability and conservation sector is one of the least diverse in the country. The RACE Report (**R**acial **A**ction for the **C**limate **E**mergency) launched in April 2022 with the goal of increasing transparency amongst charities working on these issues and creating an impetus to go further and faster on diversity and inclusion.

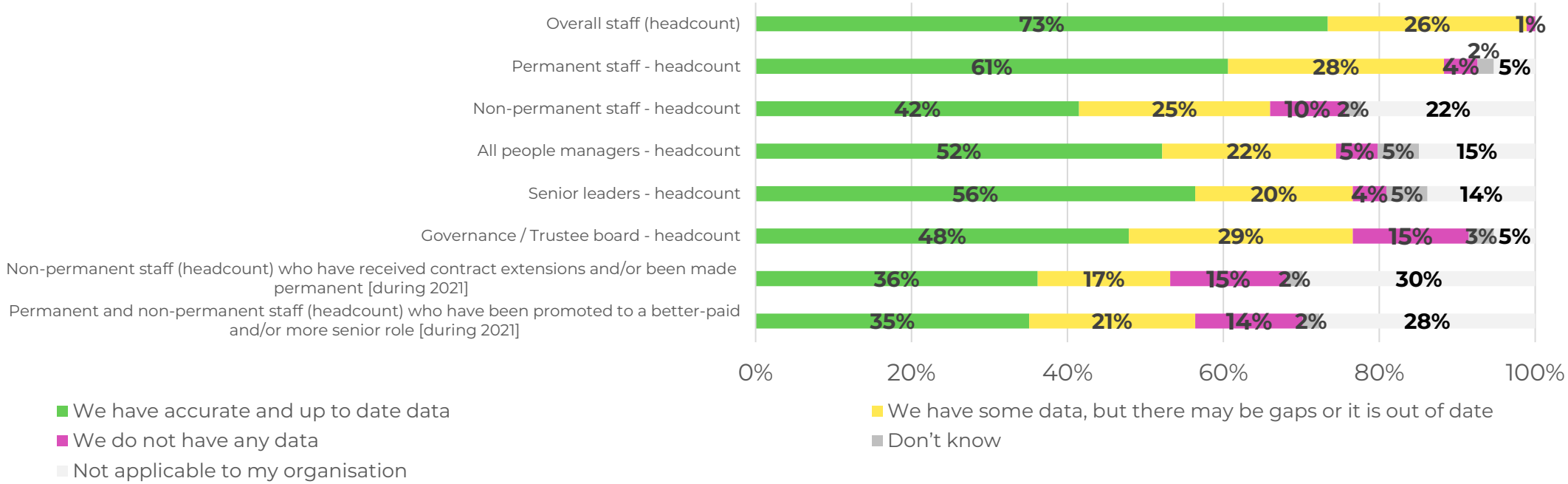
Between April and September 2022, charities, trusts and foundations that predominantly work on environmental, climate, nature or sustainability issues could first register their support for the initiative, and then submit data on the diversity characteristics of their staff and trustees, contributing to building a picture of diversity.

A total of **175** charities, trusts and foundations signed up, demonstrating their support for the initiative and **94** submitted data at some level through the data submission process which included three categories of data, outlined below. **91** organisations submitted race and ethnicity data, at some level. In two instances, organisations operating as federations of charities made single submissions for some or all of the charities under their 'umbrella'. Due to the nature of their data collection we are not able to provide a definitive number of organisations represented by the data. A full list of the data points included in the data collection can be found on the **RACE Report website**. This report presents the findings from the 94 organisations that submitted data, with the number of organisations represented noted for each data category.

SECTION A (mandatory)	SECTION B (mandatory)	SECTION C (optional)
Administration and organisation characteristics	Race and ethnicity data for staff and governance bodies (where applicable)	Information on policy, strategy and action on diversity and inclusion

In the first year, the data published in this report and online is anonymous, with no organisation named. The goal is to repeat the data collection each year from 2022 onwards, publishing an annual RACE Report for the sector, and also individual transparency cards for organisations where publishing the data would not leave individual members of staff identifiable.

It is important to note that the data presented here has been collected and submitted voluntarily by individual organisations. Data is likely to have been collected using different methods and at different points in time, for example, organisations whose equality, diversity and inclusion practices already involved annual staff surveys were not asked to repeat the survey if they had already collected data for 2022. Similarly, in each category there is a proportion of individuals who have not disclosed their race/ethnicity, either out of choice or through absence when data collection occurred. The 94 organisations who submitted data at any level were asked to assess the accuracy and currency of the data they were submitting. The chart below outlines their assessment of the data they submitted to The RACE Report. As such the data presented here should not be seen as a perfect representation of the sector, however it is a first step in measuring and tracking diversity through comparable and collective data. Our **project plan** outlines the steps taken to devise the data collection process in the first year, and The RACE Report will continue to work to improve the reporting process to achieve greater accuracy and consistency, in collaboration with participating organisations.



Organisations submitting data did so in the format of number of staff according to headcount. These have been totalled across all organisations submitting data, for each racial ethnicity and for the total staff within that category. This total has then been used to calculate a percentage for each category. Within the report, racial and ethnic identities have been grouped as follows for analysis purposes. This does not imply any one group is more or less important than another or that the experiences of these groups are uniform. Grouping has been carried out for practical purposes only, where populations are too small to support meaningful analysis and where grouping allows for a better understanding of trends and relationships.

POC and racially/ethnically minoritised groups

- Arab
- Asian/Asian British - Indian
- Asian/Asian British – Pakistani
- Asian/Asian British – Bangladeshi
- Asian/Asian British – Chinese
- Asian/Asian British – Any other Asian background
- Black/African/Caribbean/Black British – Caribbean
- Black/African/Caribbean/Black British – African
- Black/African/Caribbean/Black British – British
- Black/African/Caribbean/Black British – Any other Black/African/Caribbean/Black British background
- Jewish
- Latin/South/Central American
- Mixed/Multiple ethnic groups – White and Black Caribbean
- Mixed/Multiple ethnic groups – White and Black African
- Mixed/Multiple ethnic groups – White and Asian
- Mixed/Multiple ethnic groups – White and Latin/South/Central American
- Mixed/Multiple ethnic groups – Any other Mixed/Multiple ethnic background

White ethnicities

- White – English
- White – Scottish
- White – Welsh
- White – Northern Irish
- White – British
- White – Irish
- White – Gypsy or Traveller communities
- White- Roma
- White – Any other White background

Other ethnicity

- Any other ethnic group

Not disclosed

- Individuals that have not disclosed this information

Data summary

2022 RACE Report | Diversity data

7%

of **staff overall**, across 91 organisations, identify as people of colour*

7%

of **permanent staff**, across 68 organisations, identify as people of colour*

10%

of **non-permanent staff**, across 41 organisations, identify as people of colour*

5%

of **people managers**, across 57 organisations, identify as people of colour*

7%

of **senior leaders**, across 57 organisations, identify as people of colour*

14%

of **non-permanent staff who received contract extensions, or were made permanent**, across 52 organisations, identify as people of colour*

9%

of **staff who received a promotion in 2021**, across 28 organisations, identify as people of colour*

11%

of **governance/trustee board members**, across 62 organisations, identify as people of colour*

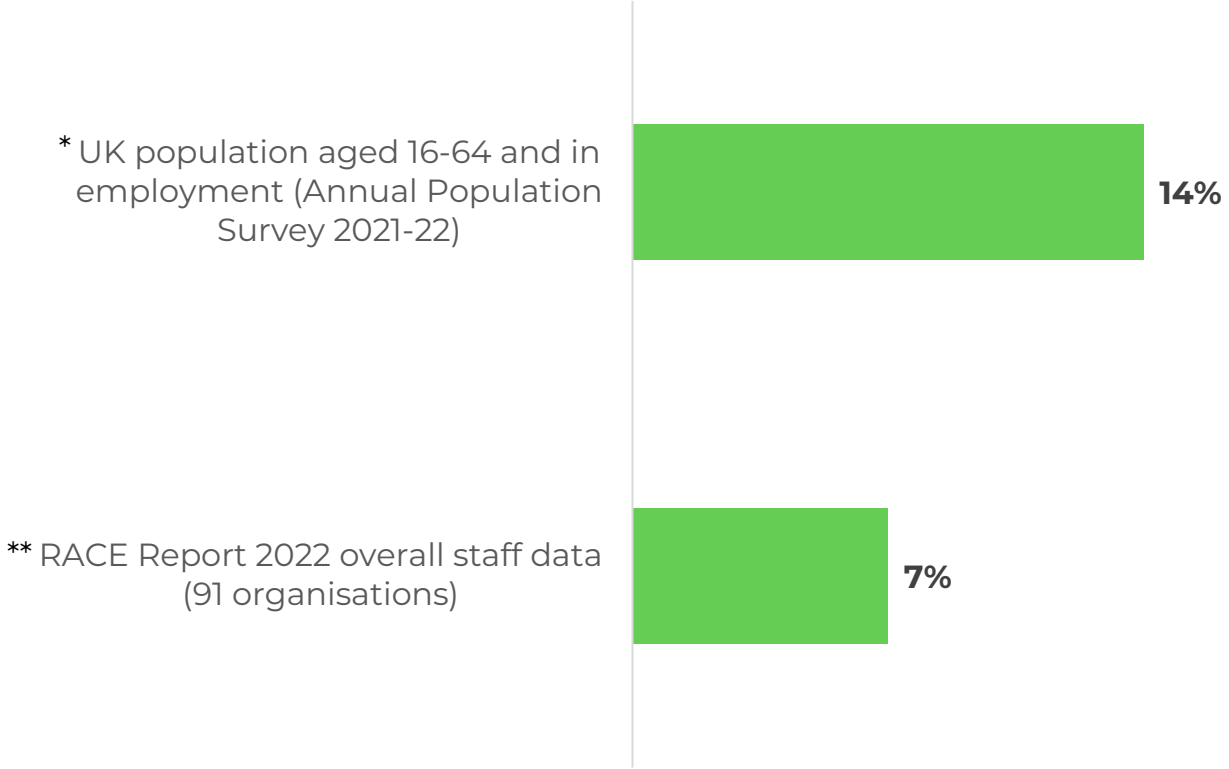
* POC and racially/ethnically minoritised groups. Please see page 4 for further detail.

Action on diversity, equity and inclusion

Within the RACE Report, organisations were also asked to report on their action on diversity, equality and inclusion in five areas. This table outlines the most and least commonly reported actions in each area.

Area of action	Most and least commonly reported action	% stating partially/fully implemented	% stating fully implemented	% combined
Transparency	A published statement that shows the organisation is committed to tacking racism	36%	30%	66%
	Race equity pay gap published in last 18 months	1%	4%	5%
Strategy and targets	Race equity / diversity and inclusion strategy, or similar	61%	21%	82%
	Improvement in racial diversity in the performance targets for managers / directors	6%	5%	11%
Management and governance	Regular review of equality, diversity and inclusion activities to ensure they remain effective and impactful	51%	28%	79%
	The risk register for the organisation includes a lack of action to tackle racial injustice / increase racial diversity	19%	17%	36%
HR processes	Statements promoting race equity and inclusion within all new recruitment materials	30%	52%	82%
	Accredited for Investors in Diversity, or similar	2%	3%	5%
Practical and positive action	Recent review of imagery and language used in marketing and websites / process in place to ensure it is representative of racial diversity and inclusive	41%	35%	76%
	Inclusion of racism towards staff of colour in risk assessments	6%	7%	13%

UK environment and sustainability charities and funders are still behind the UK on diversity



Taking national data from the **Annual Population Survey** gathered for 2021-22 by the Office off National Statistics, we can see that data submitted by environmental charities and funders through the 2022 RACE Report highlights the gap in diversity within this sector. Whilst, 14% of the UK's working population that are currently in employment identify as Black, Asian or other Minority Ethnic* identities compared to the 7% of employees identifying as people of colour or other racially or ethnically minoritised identities within The RACE Report.

Whilst the data submitted by participating organisations shows that some good practices are becoming commonplace (see page 7), it is clear that more substantial and widespread action is needed to ensure organisations' diversity is reflective of the broader picture across the UK's population.

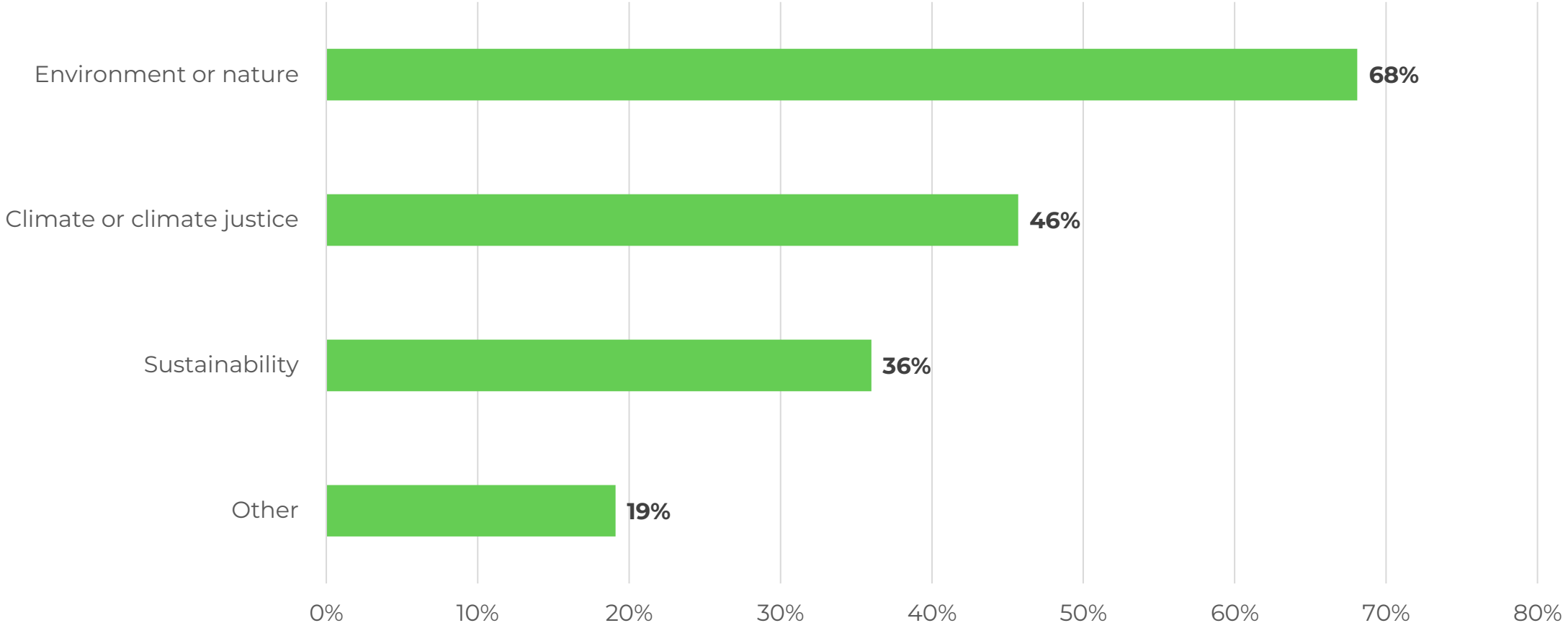
* Non-white identities [n.b terminology replicated from ONS data export]
** POC and racially/ethnically minoritised groups. Please see page 4 for further detail.

Full data

Organisation characteristics

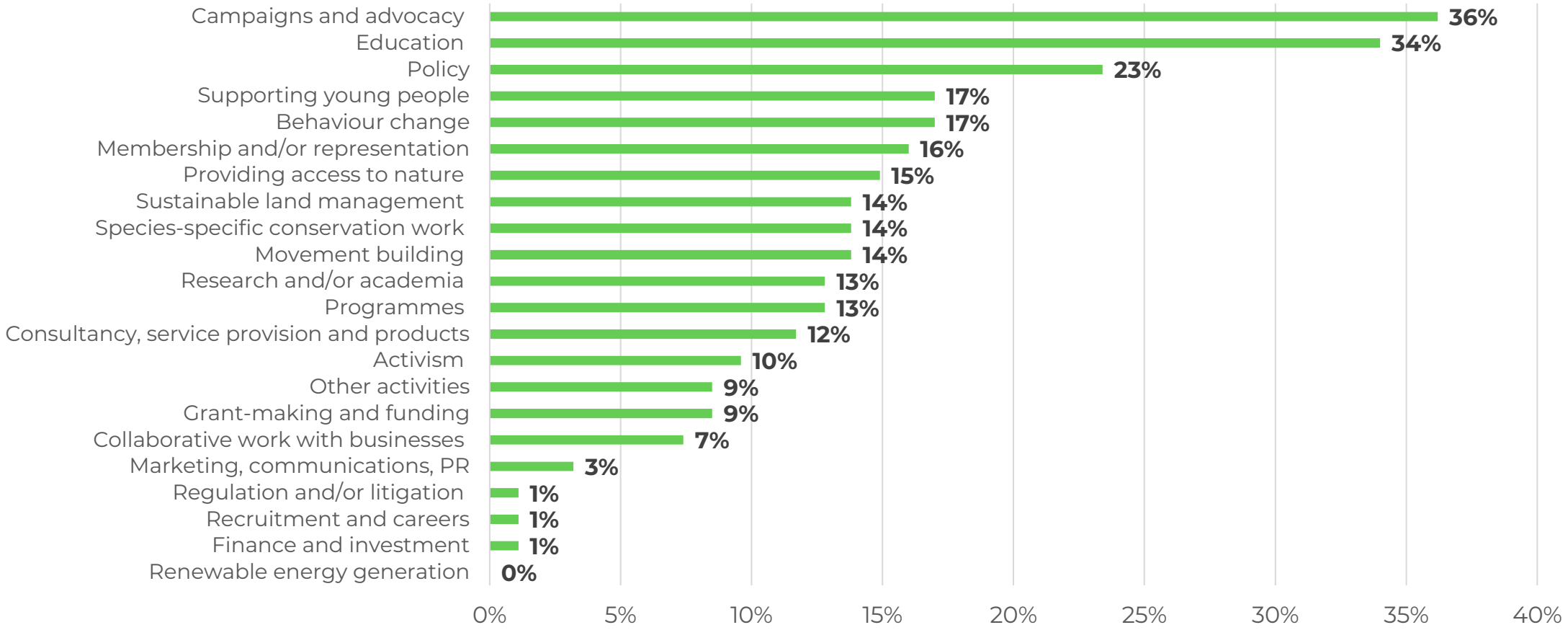
Which sectors best describes your organisation?

[Base: 94 organisations]



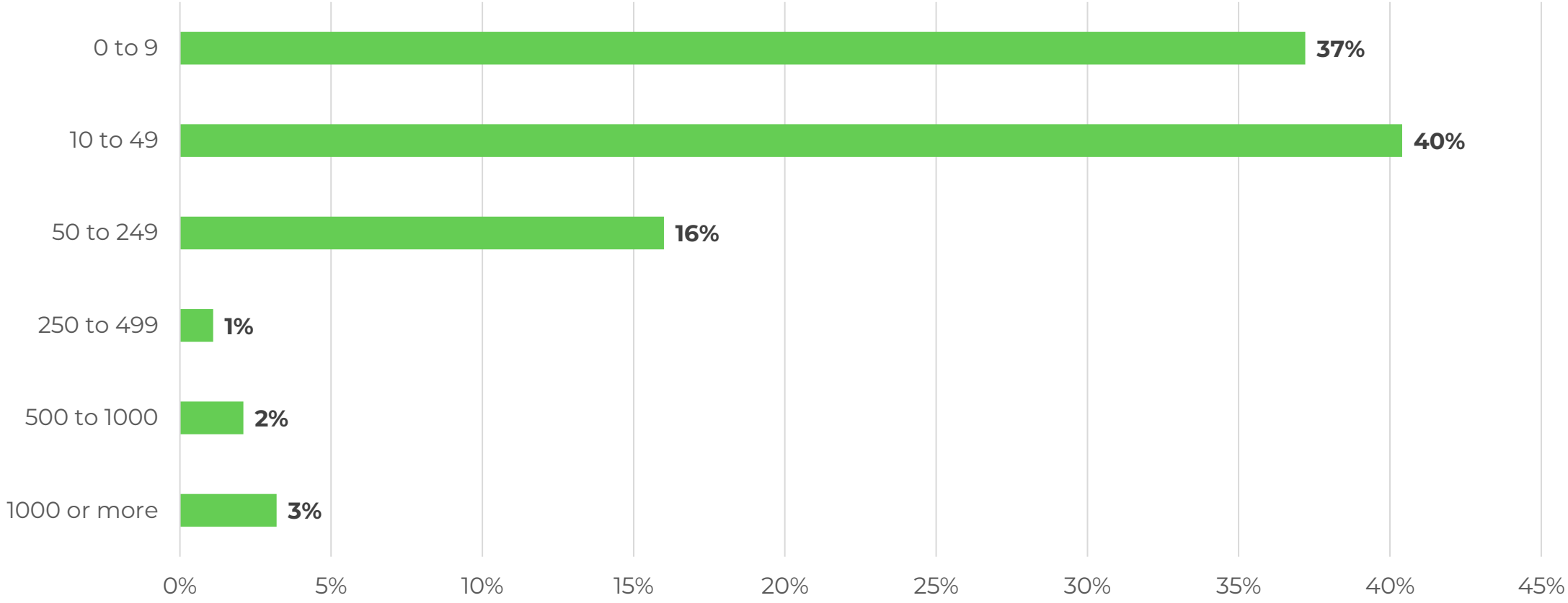
Which activities best describe what your organisation does? [up to 3 options]

[Base: 94 organisations]



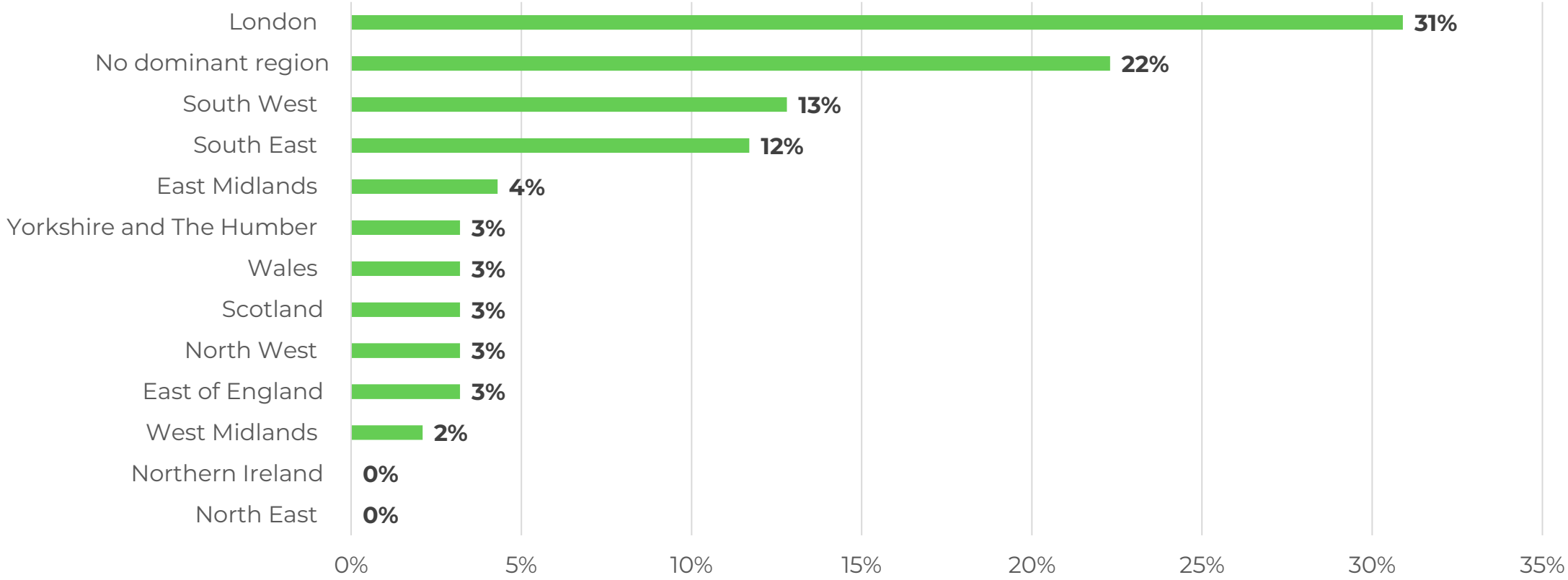
How many members of staff (FTE) does your organisation employ overall?

[Base: 94 organisations]



Which region are most of your staff based in?

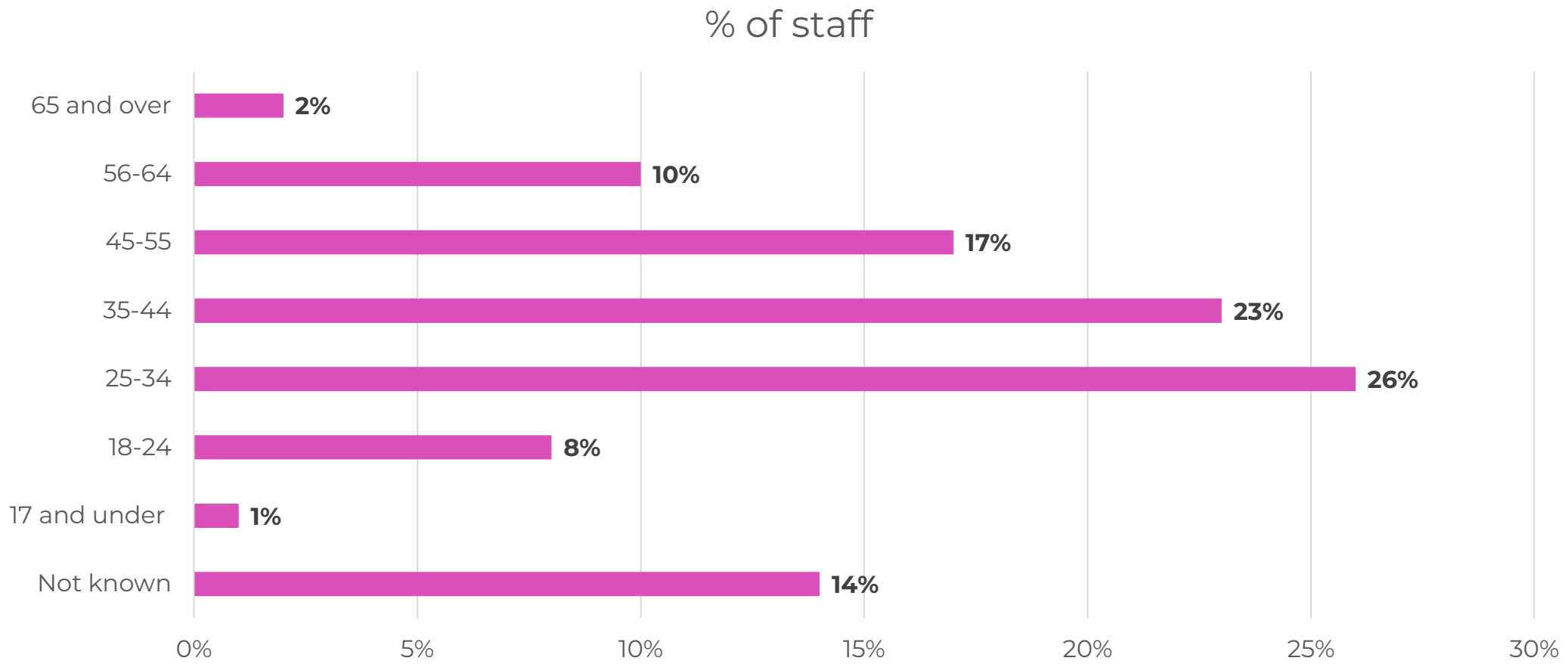
[Base: 94 organisations]



Diversity data

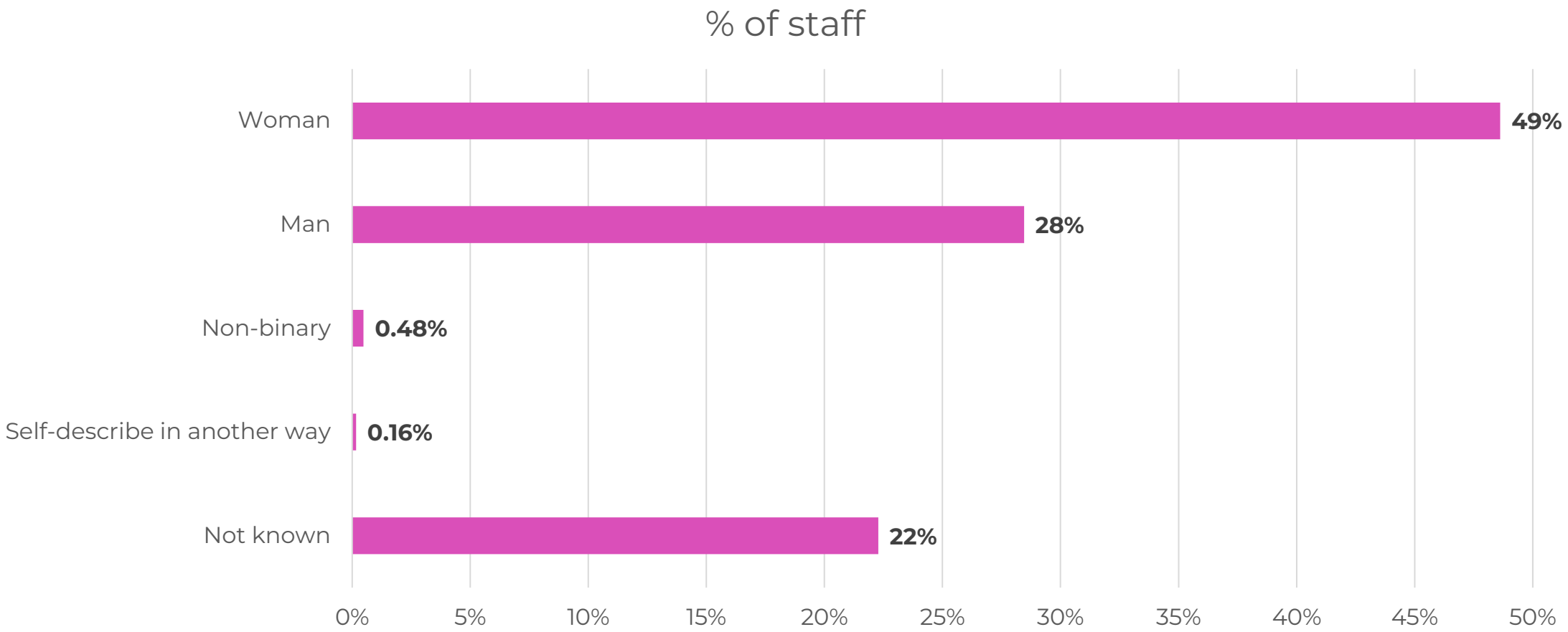
How many members of staff fall under these age groups?

[Base: 94 organisations]



How many members of staff declare the following gender identities?

[Base: 94 organisations]



Within the remaining date, racial and ethnic identities have been grouped as follows for analysis purposes. This does not imply any one group is more or less important than another or that the experiences of these groups are uniform. Grouping has been carried out for practical purposes only, where populations are too small to support meaningful analysis and where grouping allows for a better understanding of trends and relationships.

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- White – Gypsy or Traveller communities
- White – Roma
- White – Any other White background

Other ethnicity

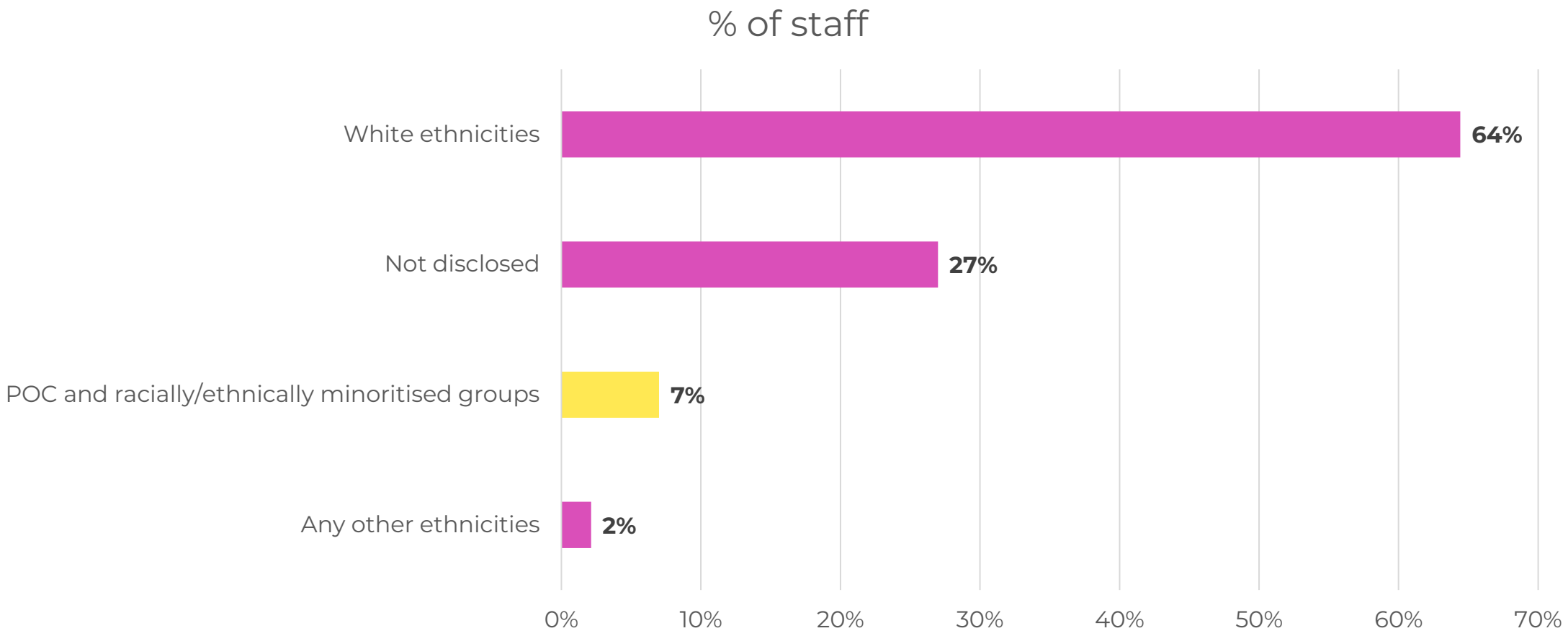
- Any other ethnic group

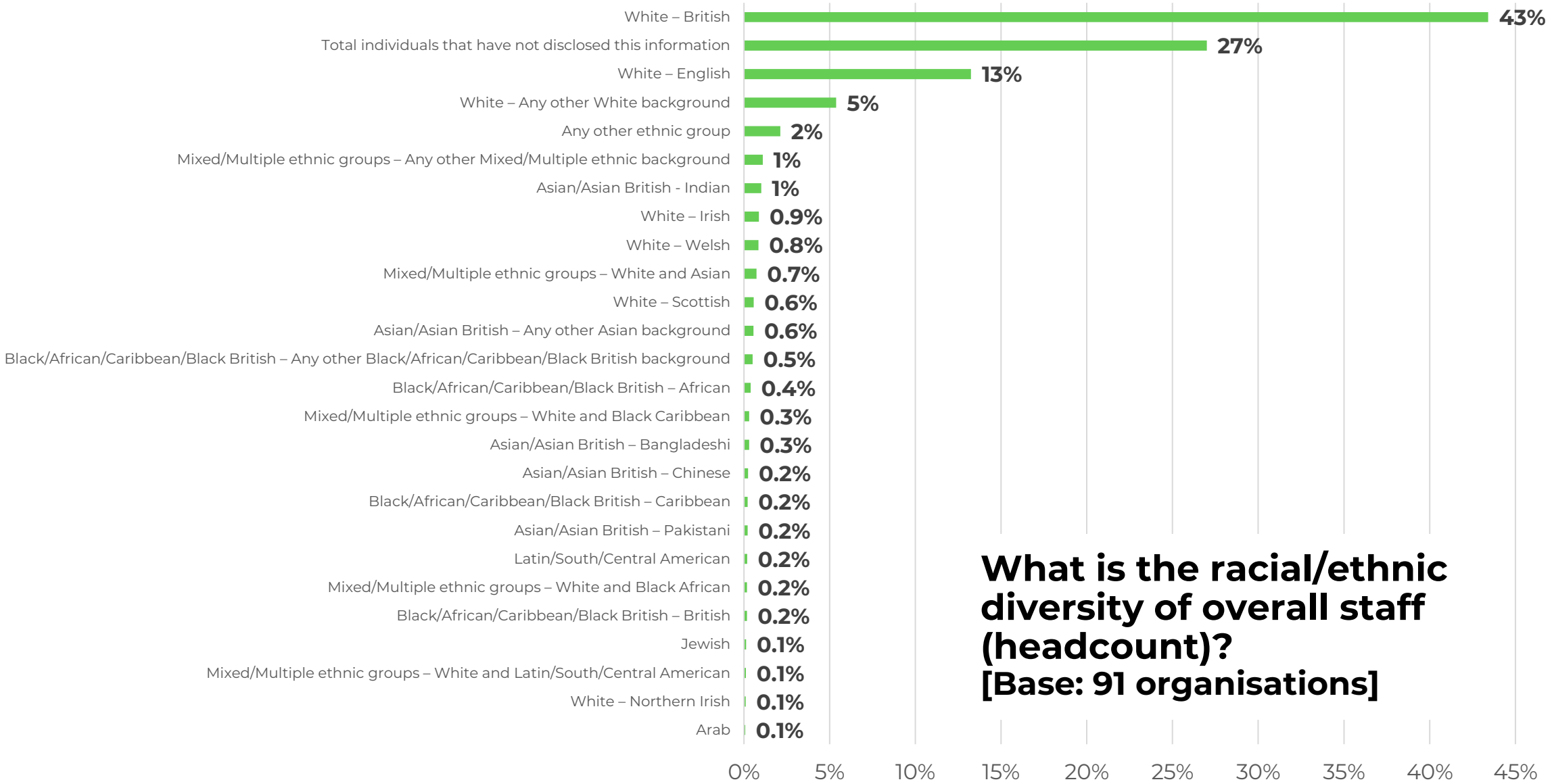
Not disclosed

- Individuals that have not disclosed this information

What is the racial/ethnic diversity of overall staff (headcount)?

[Base: 91 organisations]

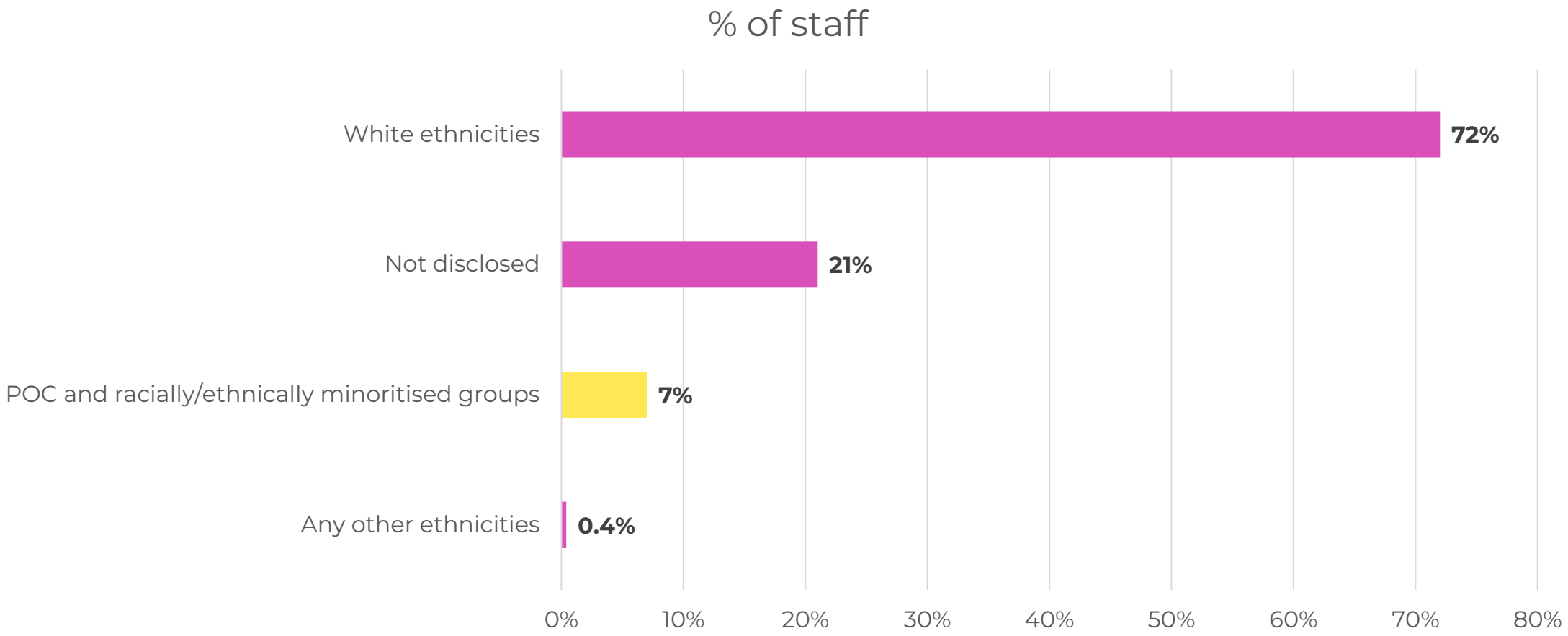


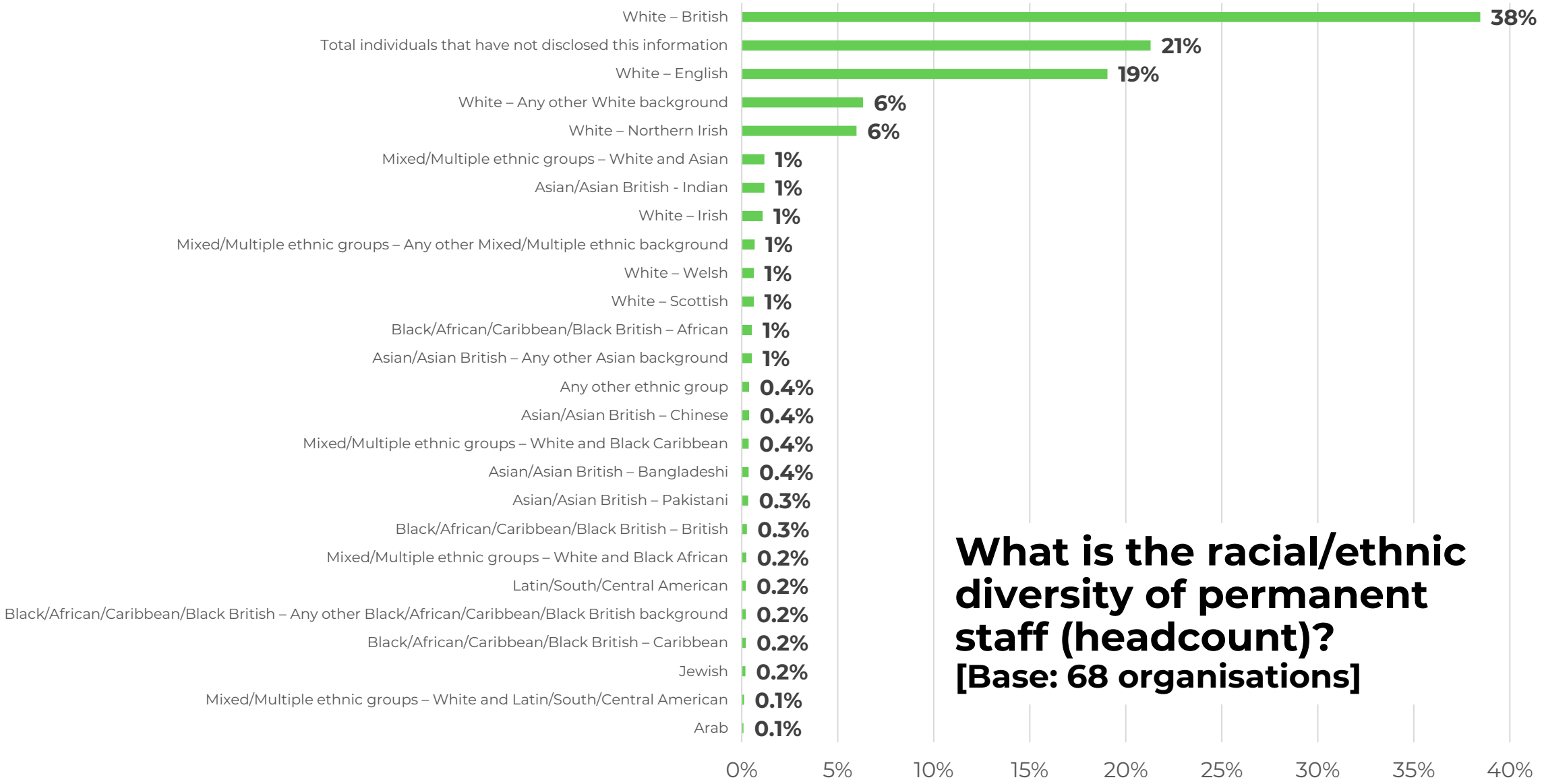


What is the racial/ethnic diversity of overall staff (headcount)?
[Base: 91 organisations]

What is the racial/ethnic diversity of permanent staff (headcount)?

[Base: 68 organisations]



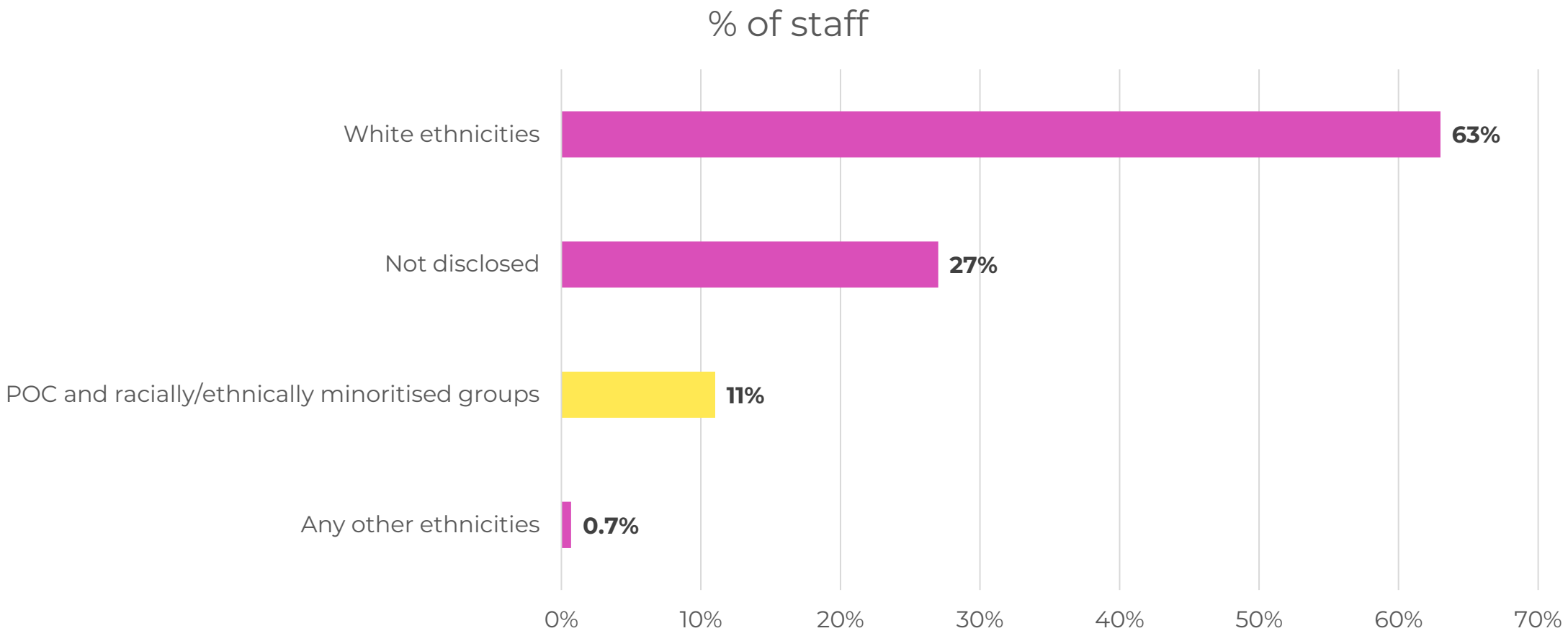


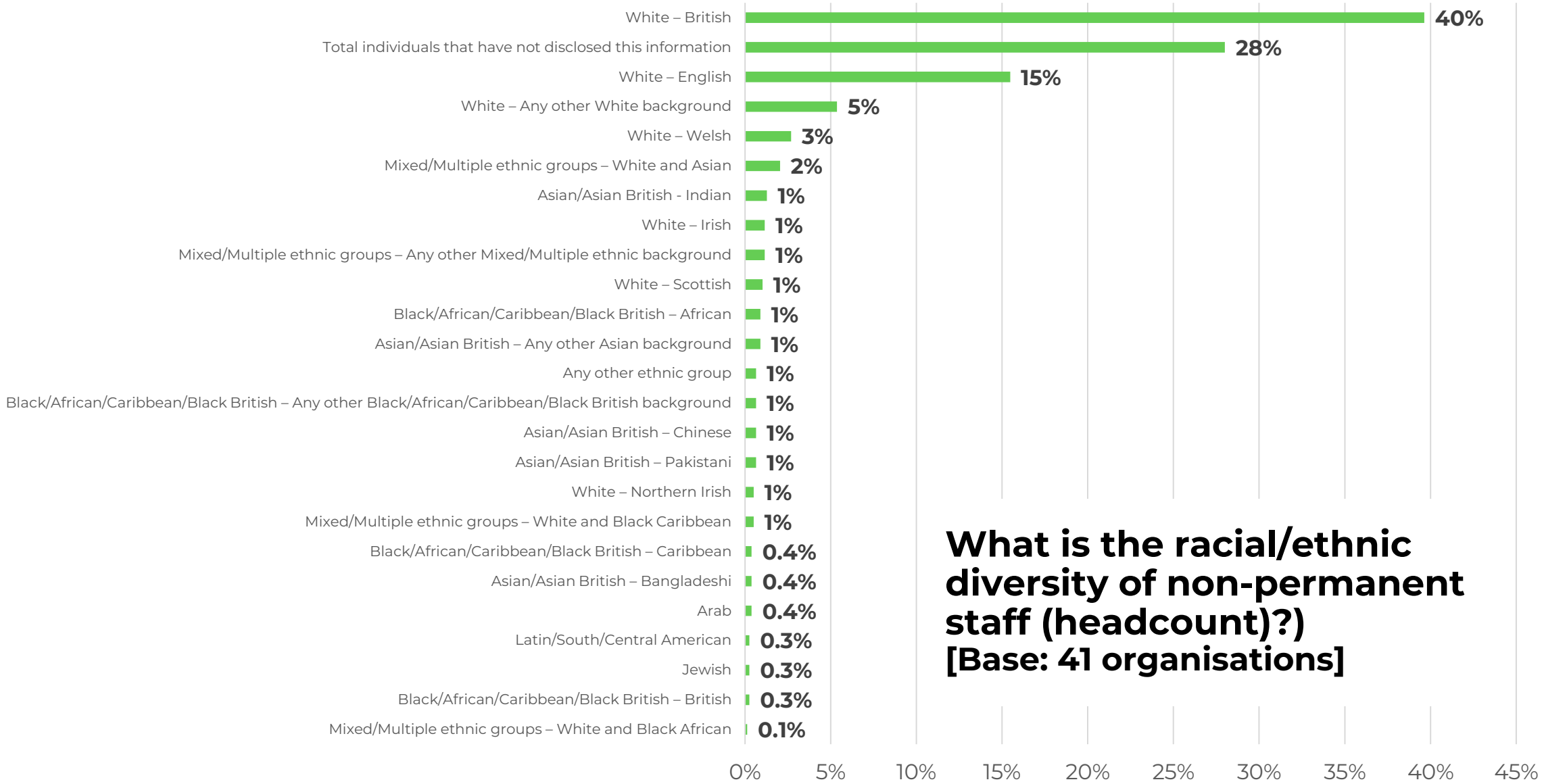
What is the racial/ethnic diversity of permanent staff (headcount)?

[Base: 68 organisations]

What is the racial/ethnic diversity of non-permanent staff (headcount)?

[Base: 41 organisations]

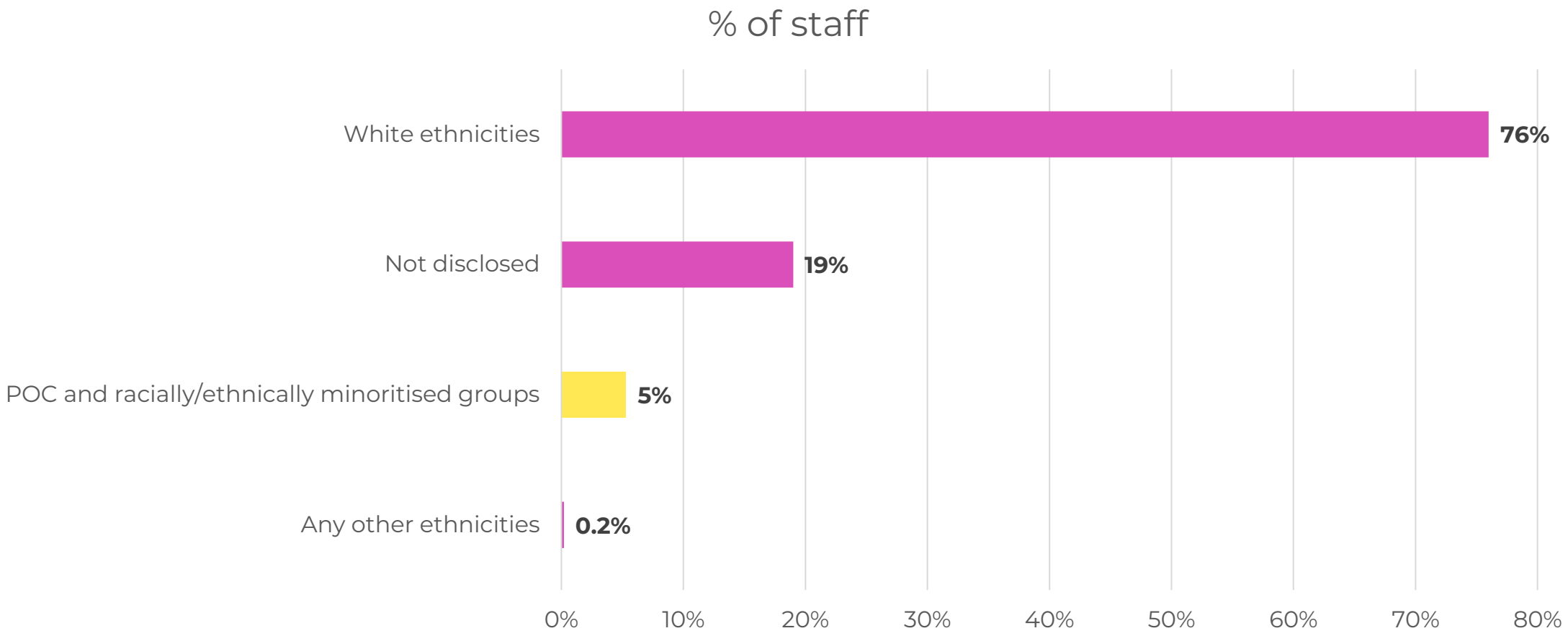


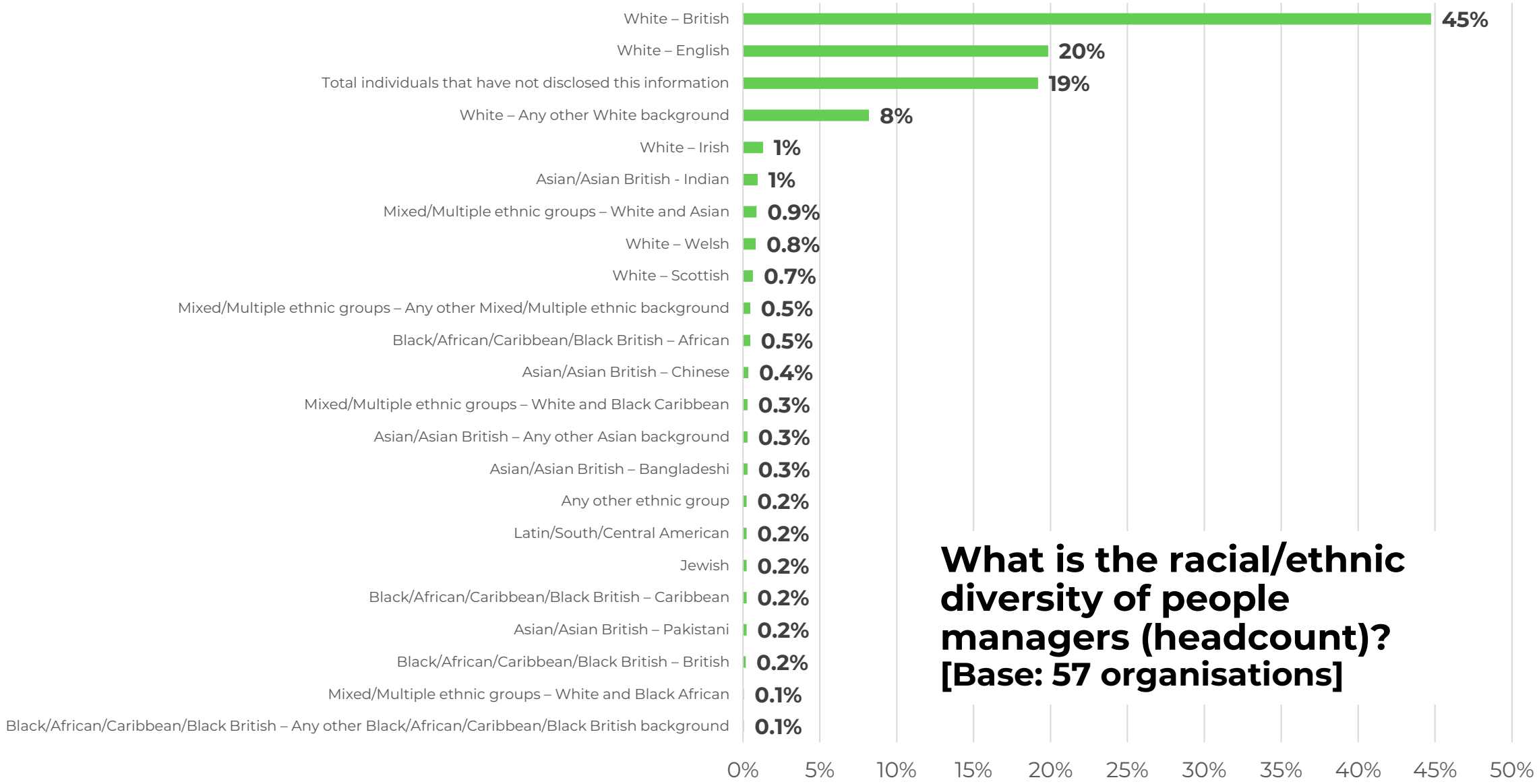


What is the racial/ethnic diversity of non-permanent staff (headcount)?)
[Base: 41 organisations]

What is the racial/ethnic diversity of people managers (headcount)?

[Base: 57 organisations]

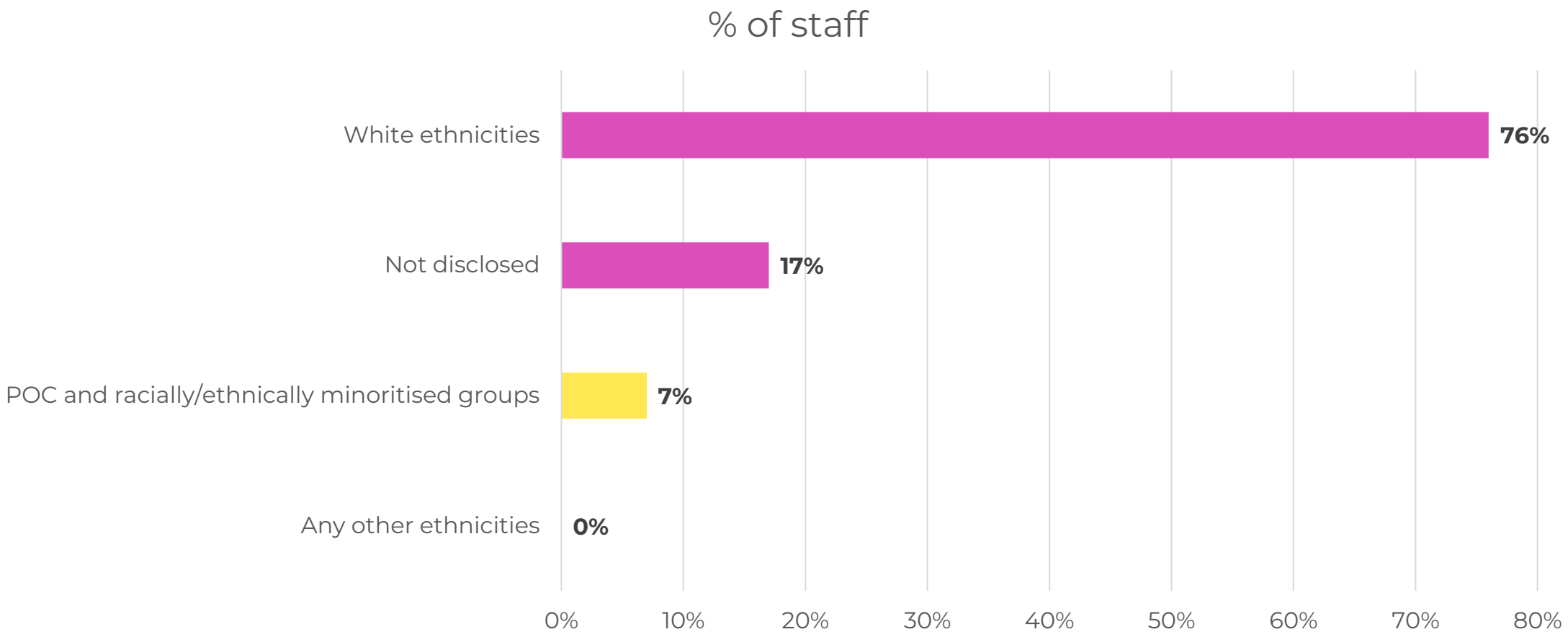


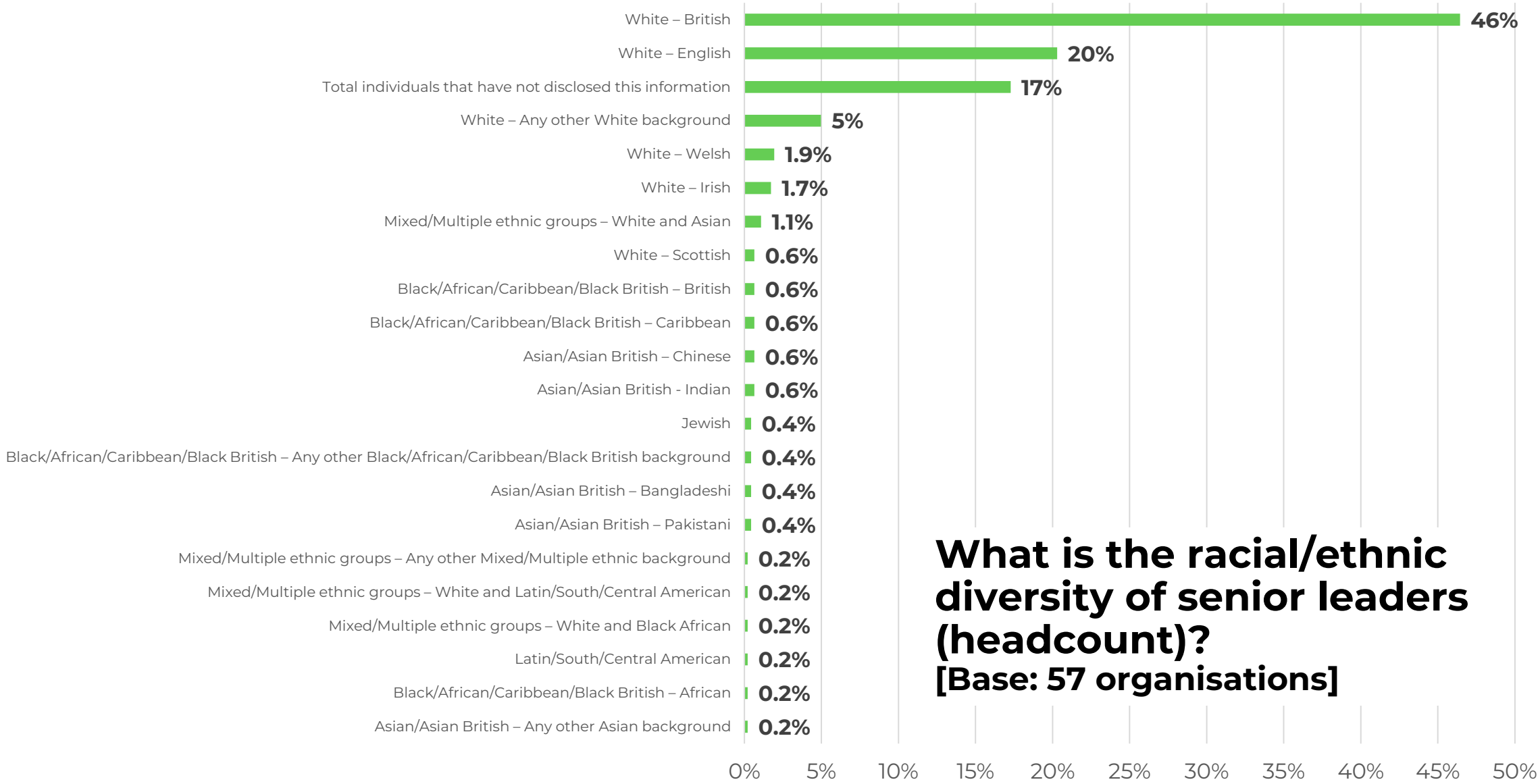


What is the racial/ethnic diversity of people managers (headcount)? [Base: 57 organisations]

What is the racial/ethnic diversity of senior leaders (headcount)?

[Base: 57 organisations]





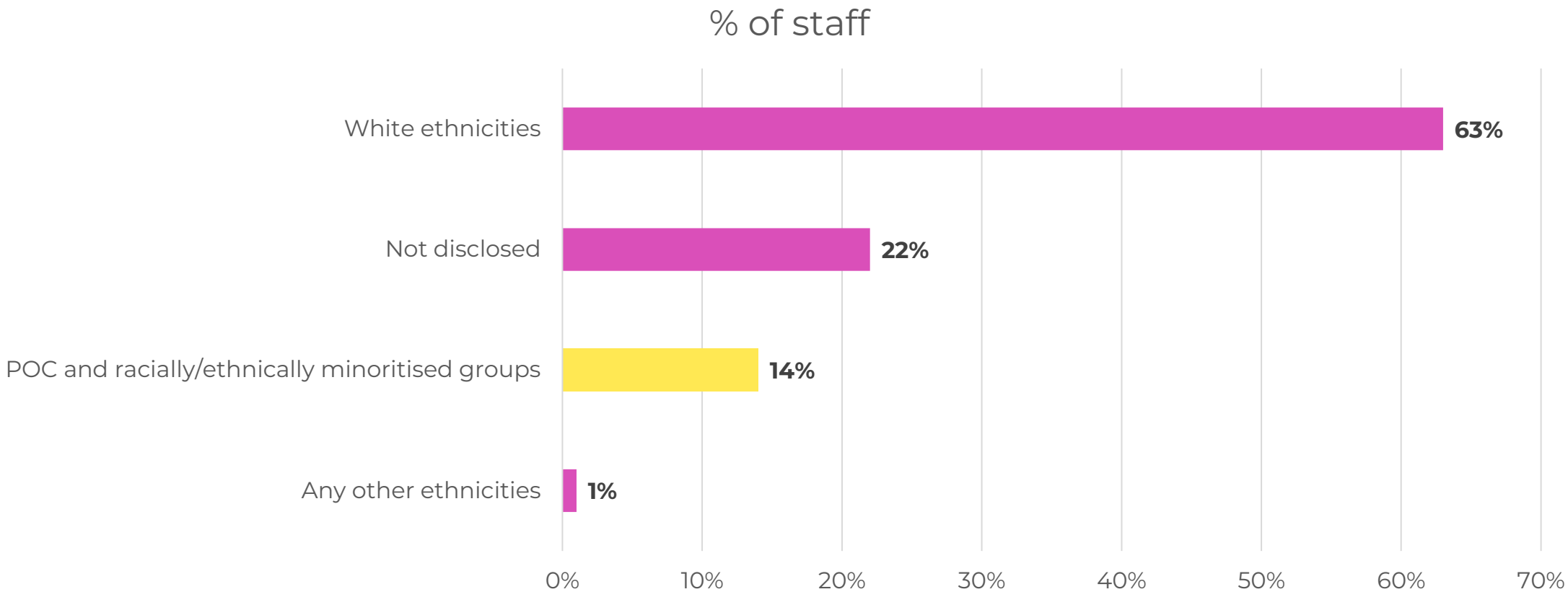
What is the racial/ethnic diversity of senior leaders (headcount)?

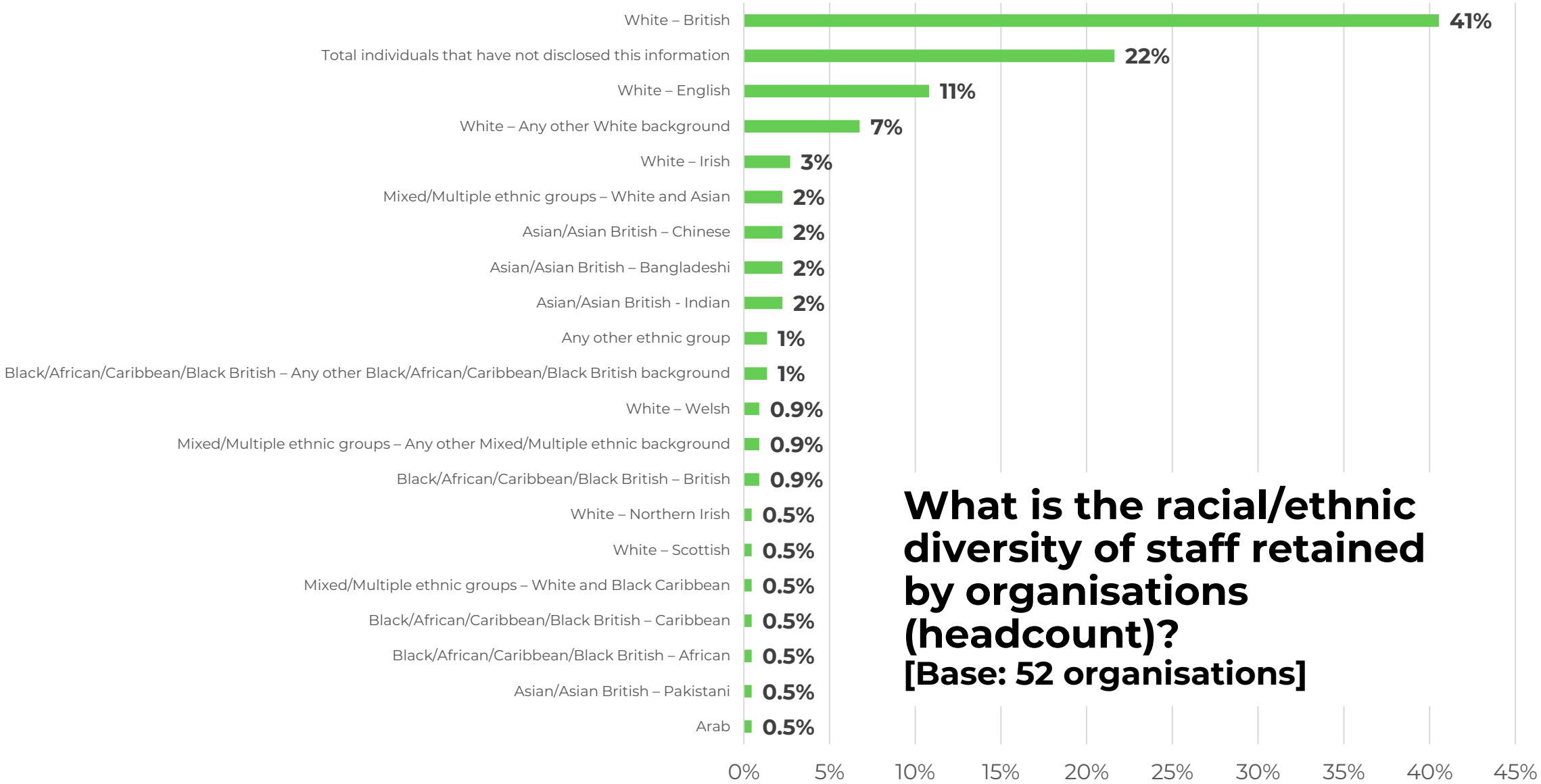
[Base: 57 organisations]

What is the racial/ethnic diversity of staff retained by organisations (headcount)?

[Base: 52 organisations]

Over the 12 months of 2021, how many non-permanent staff have received contract extensions and/or been made permanent?





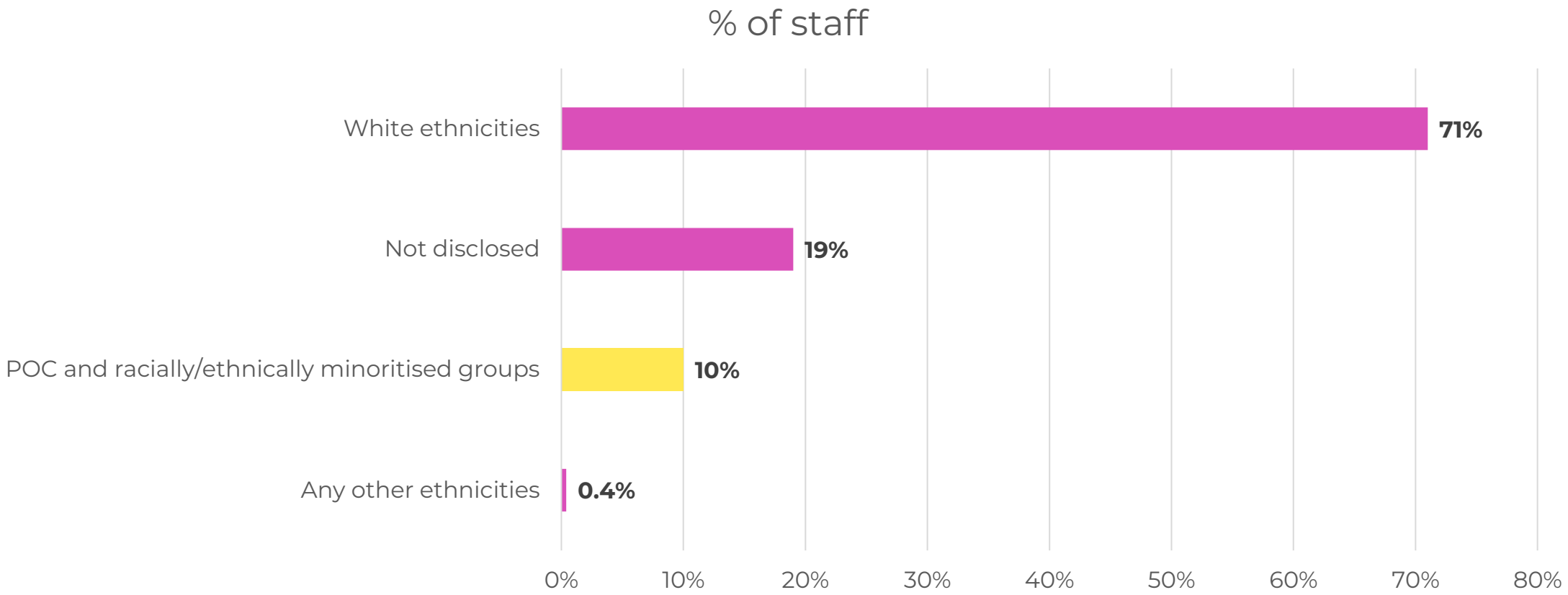
What is the racial/ethnic diversity of staff retained by organisations (headcount)?

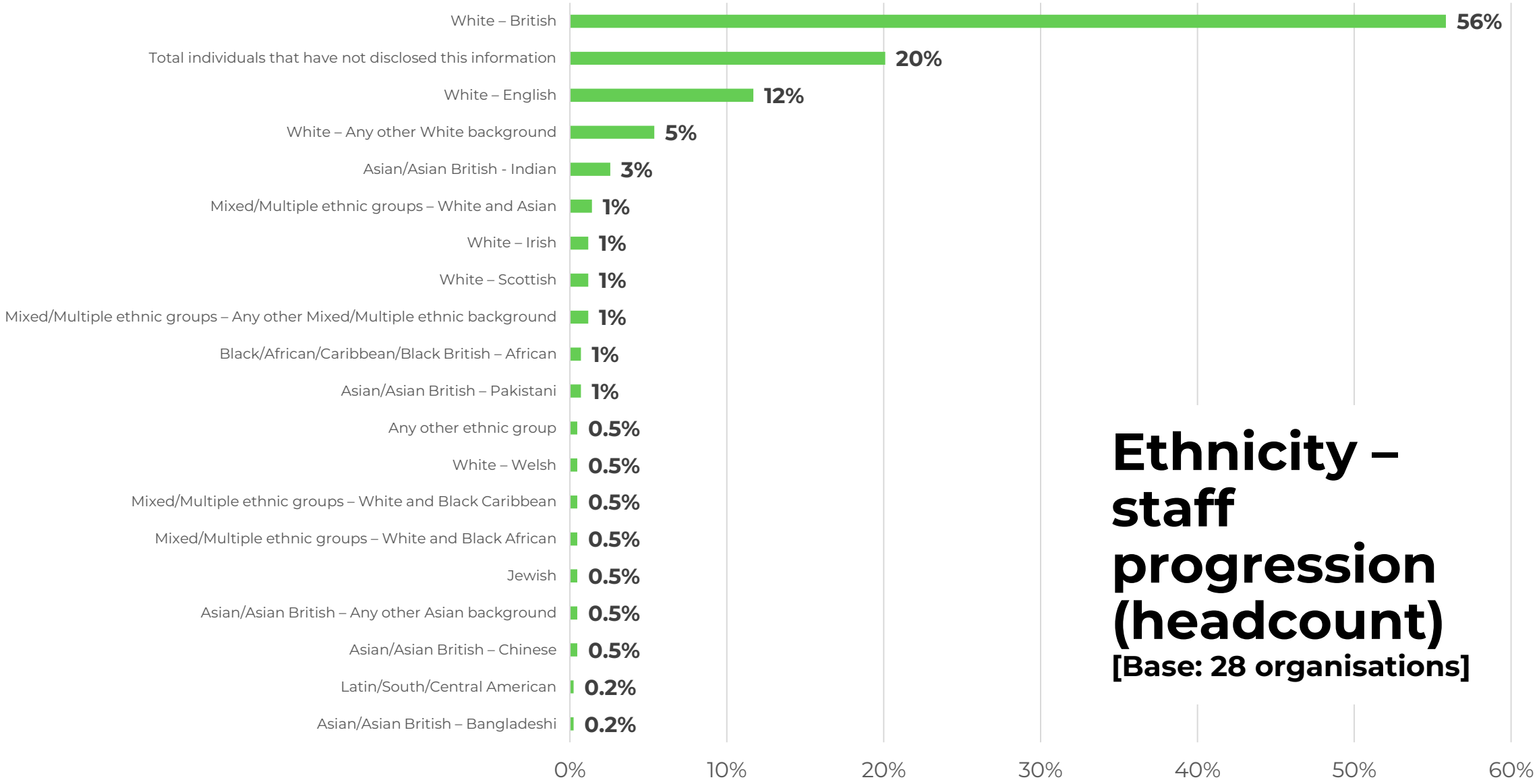
[Base: 52 organisations]

What is the racial/ethnic diversity of staff experiencing progression within organisations (headcount)?

[Base: 28 organisations]

Over the 12 months of 2021, how many staff (permanent and non-permanent) have been promoted to a better-paid and/or more senior role?



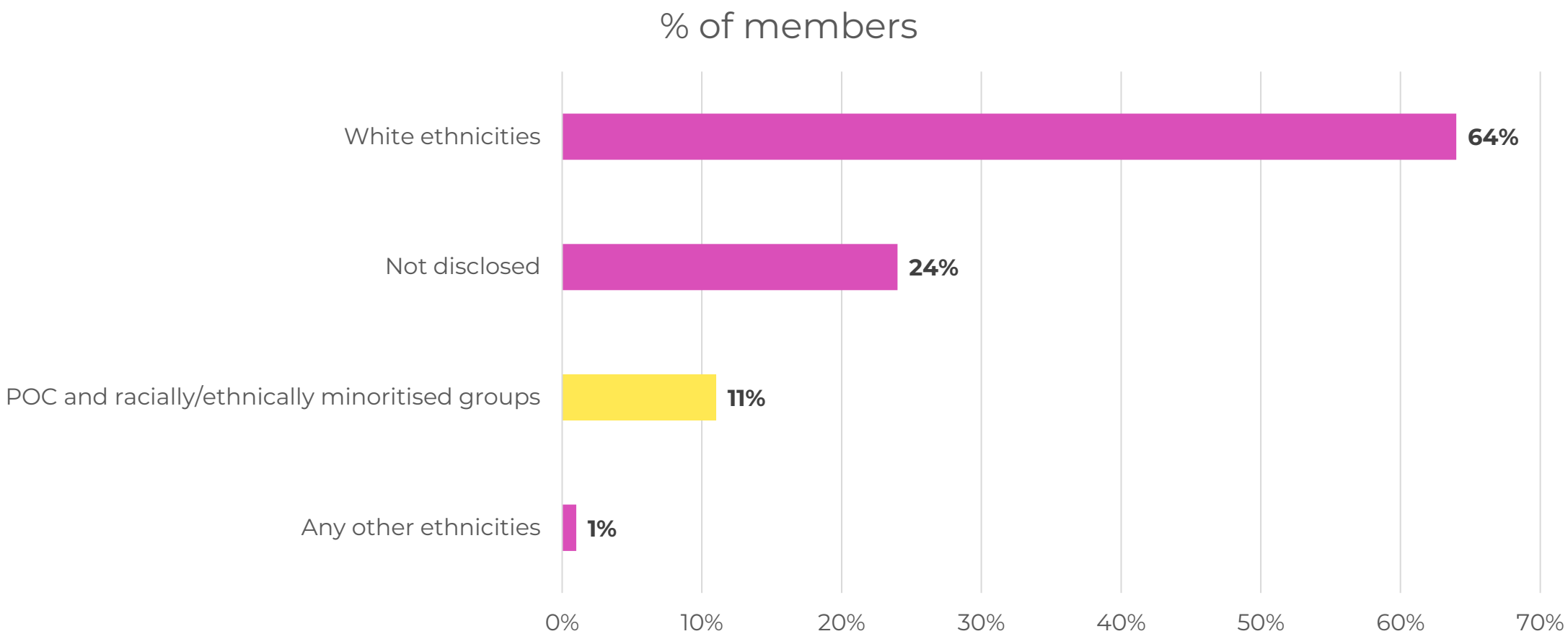


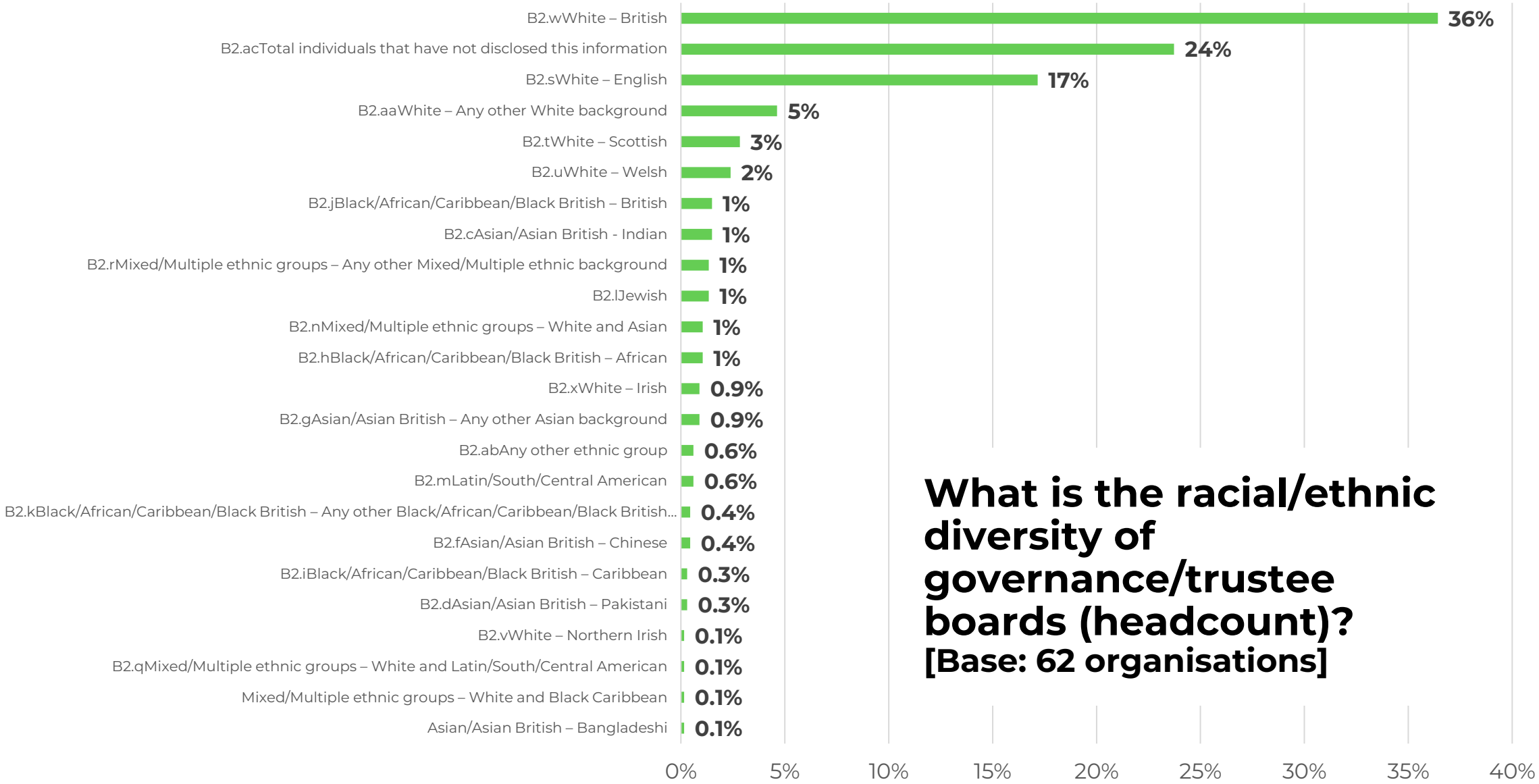
Ethnicity – staff progression (headcount)

[Base: 28 organisations]

What is the racial/ethnic diversity of governance/trustee boards (headcount)?

[Base: 62 organisations]



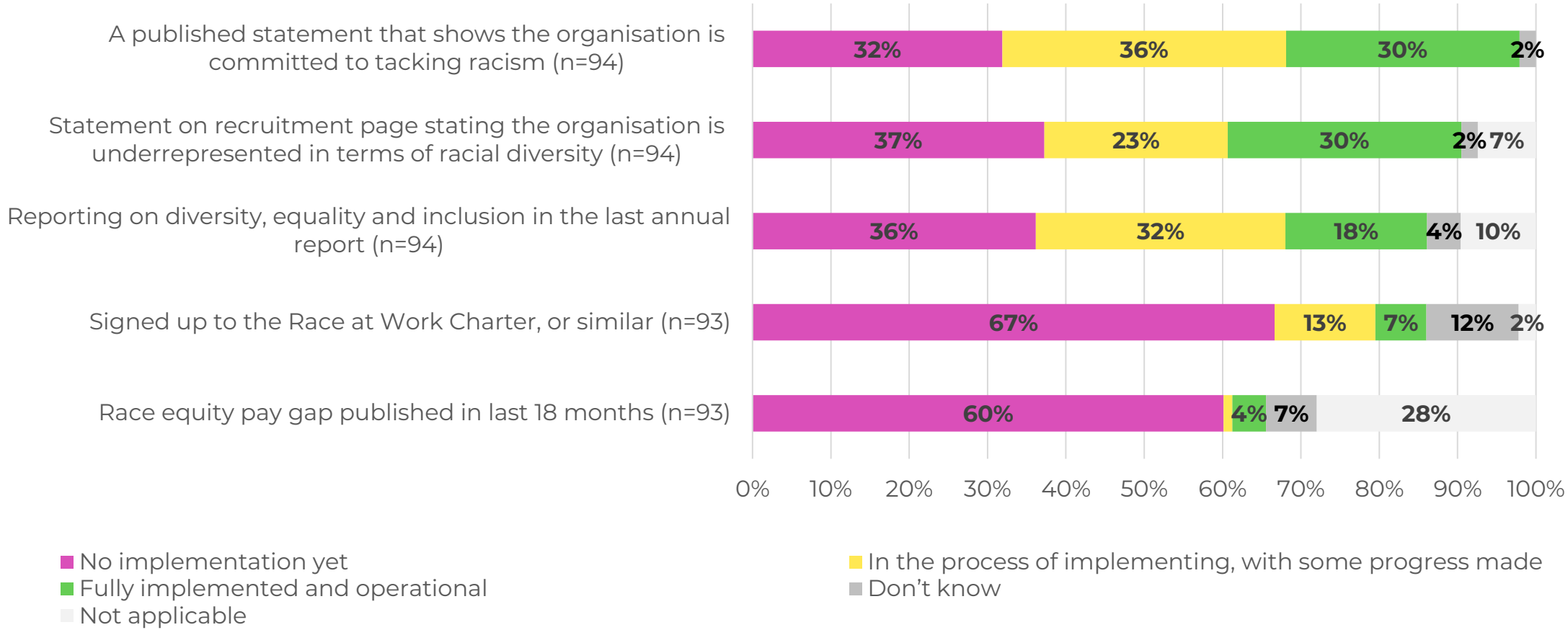


What is the racial/ethnic diversity of governance/trustee boards (headcount)?

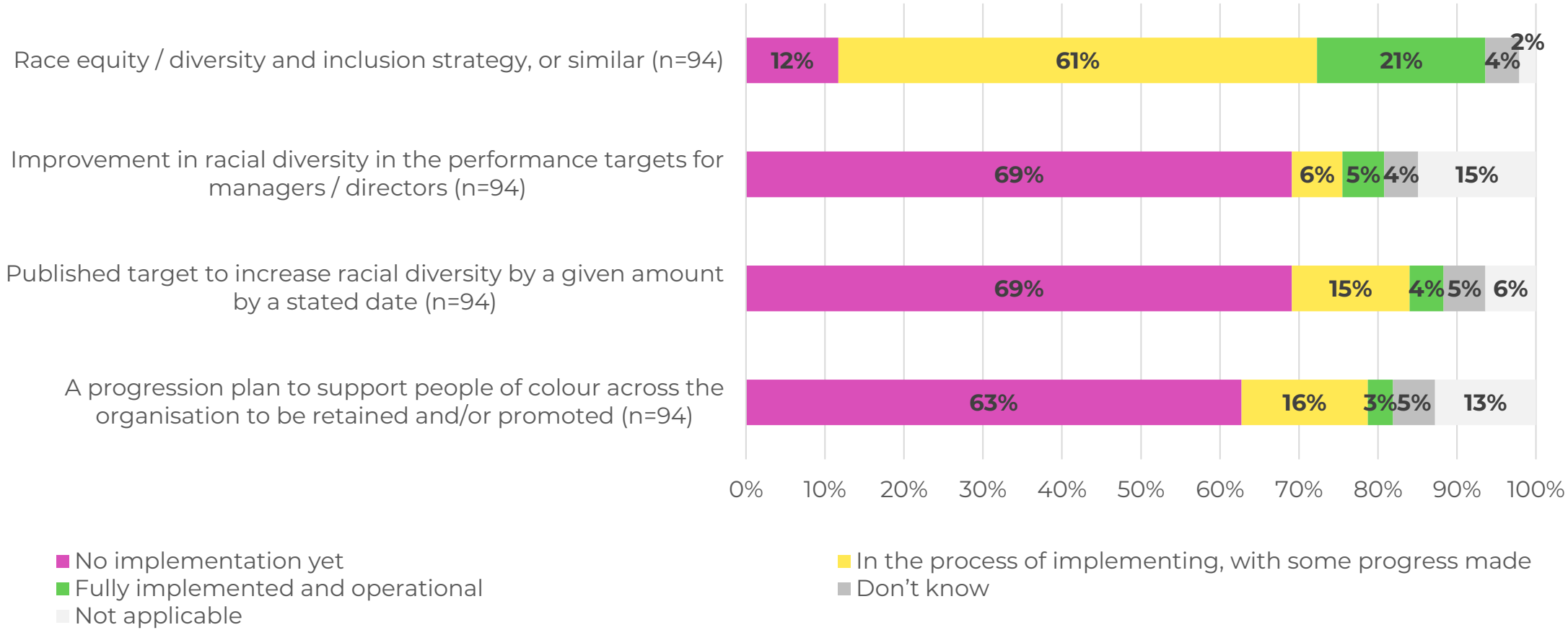
[Base: 62 organisations]

Action on equality, diversity and inclusion

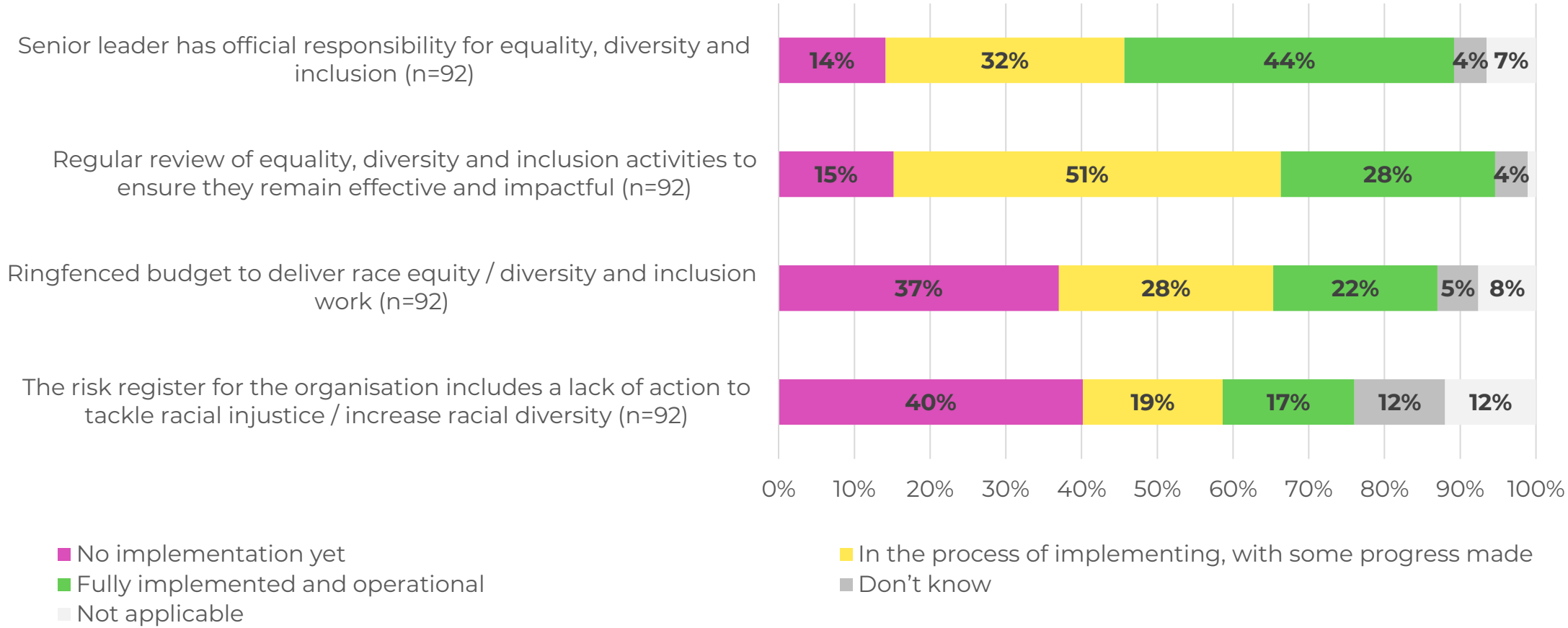
Has your organisation implemented any of the following aspects related to transparency?



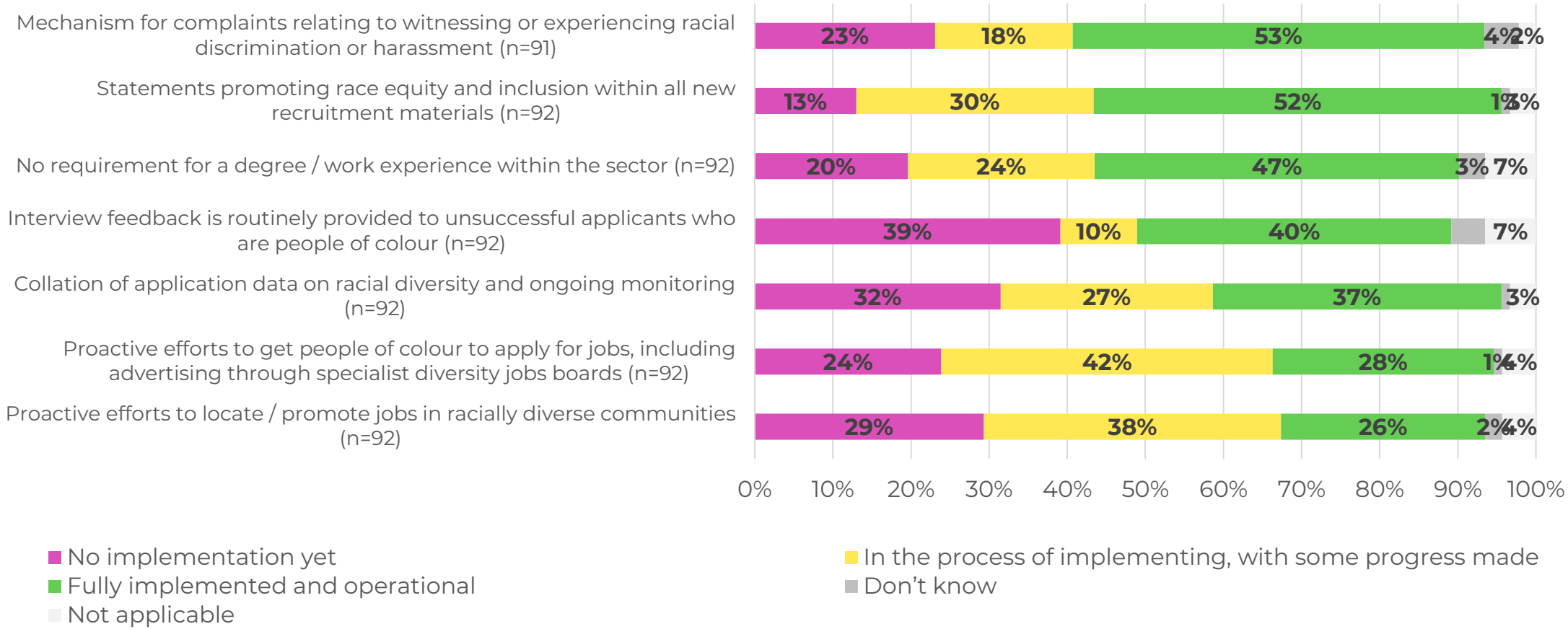
Has your organisation implemented any of the following aspects related to strategy and targets?



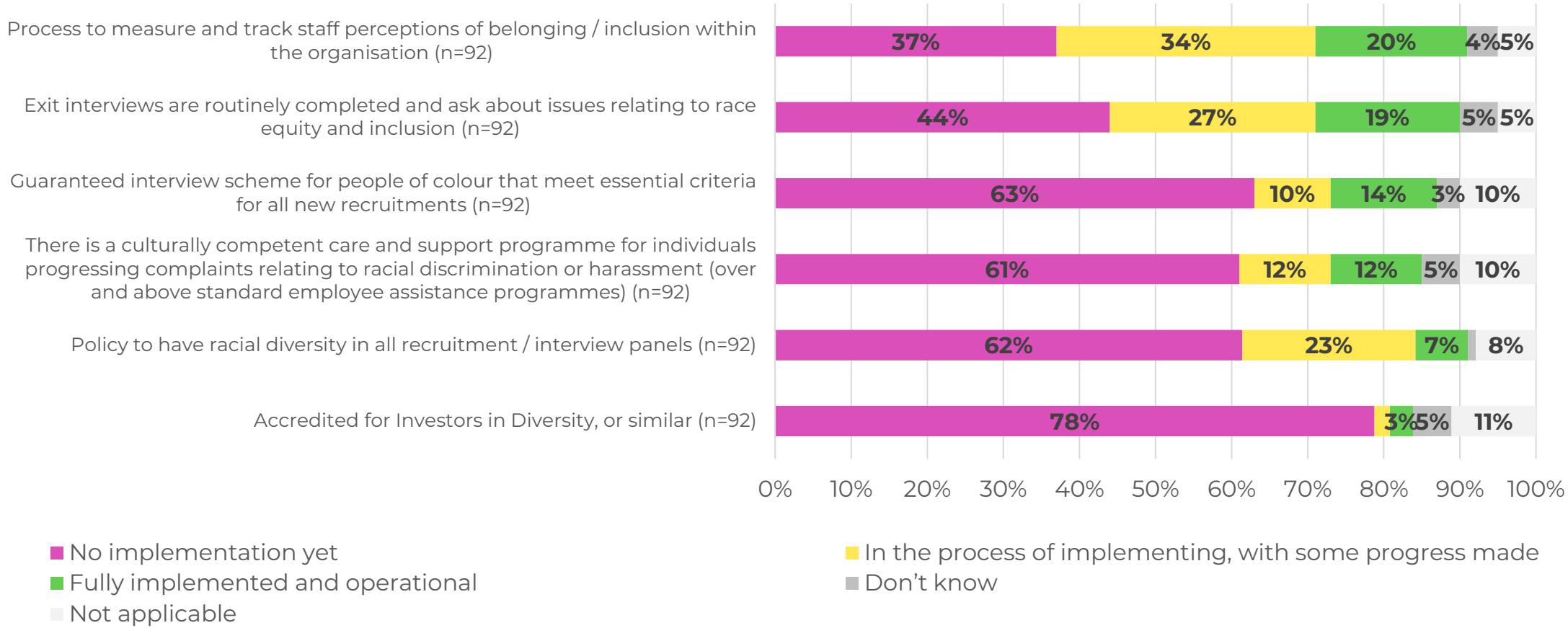
Has your organisation implemented any of the following aspects related to management and governance?



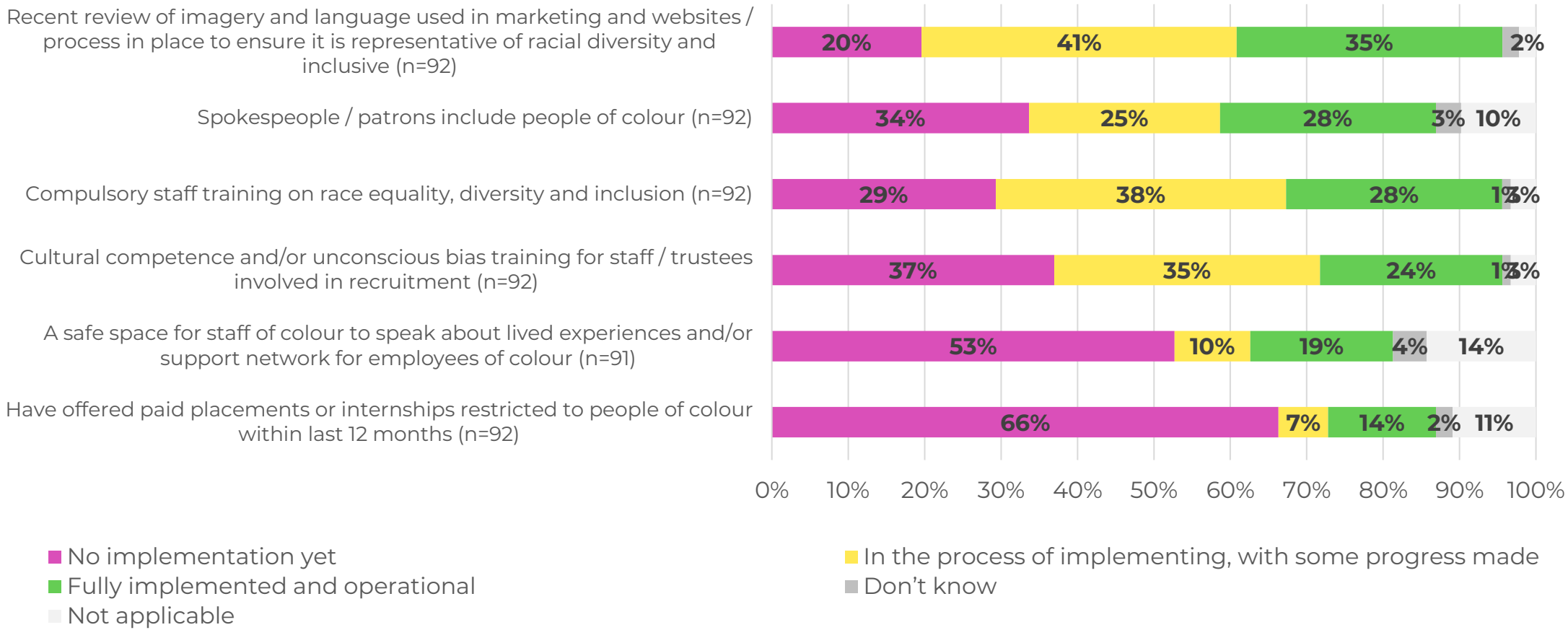
Has your organisation implemented any of the following HR processes? [1]



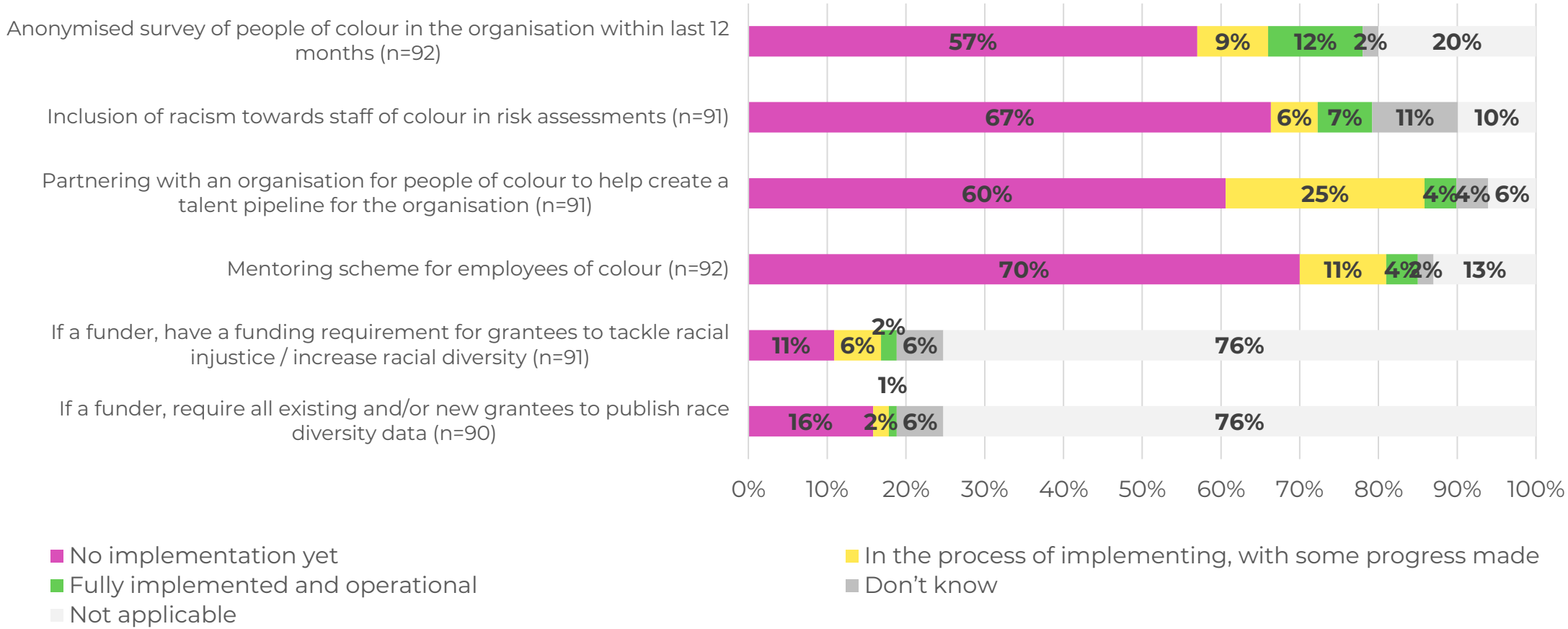
Has your organisation implemented any of the following HR processes? [2]



Has your organisation implemented any of the following practical and positive actions? [1]



Has your organisation implemented any of the following practical and positive actions? [2]



2022 Participating organisations

The 94 organisations who submitted data to the 2022 RACE Report include...

ALDERSGATE
GROUP
Leaders for a sustainable economy

amphibian and reptile
conservation

ANCIENT
TREE
FORUM

Ashden
Climate Solutions in Action

Bioregional

Brighton & Hove
FOOD
Partnership

BRITISH
EXPLORING
SOCIETY

BTO
British Trust for
Ornithology

Bumblebee
Conservation
Trust

Butterfly
Conservation
Saving butterflies, moths and our environment

Campaign for
National Parks
Keeping beautiful places safe

carboncopy

Carymoor
Environmental Trust

centre for
sustainable
energy

Change Agents UK

CIEEM
Chartered
Institute of
Ecology and
Environmental
Management

CHEMTrust
Protecting humans and wildlife
from harmful chemicals

City to Sea

Climate
2025

CLIMATE
EMERGENCY
UK

FACING
DIFFICULT
TRUTHS
Climate Psychology Alliance

CLIMATE
SPRING

COAL
ACTION
NETWORK

COMPASSION
in world farming

CONSERVATION
COLLECTIVE

CPRE
The
countryside
charity

CYNNAL | SUSTAIN
CYMRU | WALES

eauc
The Alliance for Sustainability
Leadership in Education

Environmental
Funders Network

ERCS
JUSTICE FOR PEOPLE
AND THE ENVIRONMENT

ef
Esmée
Fairbairn
FOUNDATION

ethical
consumer

faith
for the
climate

FAUNA & FLORA
INTERNATIONAL

FEED
BACK

FLIGHT
FREE
UK

Food, Farming
& Countryside
Commission

Friends of
the Earth

FSC

GCC

global
action
plan

Gower St.

green
alliance...

GREEN
SCHOOLS
PROJECT

GROUNDWORK

Heal

HINDU
CLIMATE
ACTION

HOPE FOR
THE FUTURE

IEMA
Transforming the world
to sustainability

ifm
Institute of Fisheries
Management

KEEP
BRITAIN
TIDY.

ies

LEAGUE
AGAINST CRUEL SPORTS

NATIONAL
PARK CITY
FOUNDATION*

nyce
NatureYouthConnection Education

ocean
conservation
trust

PESTICIDE
ACTION
NETWORK UK

Plantlife

Polden · Puckham
Charitable Foundation

RSPB

SCHOOL
FOOD
MATTERS

SOS
STUDENTS
ORGANISING FOR
SUSTAINABILITY
UNITED KINGDOM

SOUTH ASIANS FOR SUSTAINABILITY

SURFERS
AGAINST
SEWAGE

sustain
the alliance for better food and farming

SYLVA
FOUNDATION

SYNCHRONICITY
EARTH

Bat
Conservation
Trust

Carbon Literacy
Project

THE
CLIMATE
COALITION

Environmental Law Foundation

Woodcraft folk

Young People's Trust For the Environment

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