



Our commitment to Equality, Diversity & Inclusion (EDI)

At Derbyshire Wildlife Trust we strongly believe that the natural world should be an integral part of everyone's life. We want to strive to reflect the communities that we serve, enabling everyone to notice and connect with nature. We want to work more inclusively and collaboratively than ever before to ensure that everyone in Derbyshire has access to nature, whatever their background.

The environmental sector is the second least diverse sector in the UKⁱ. We believe that we have a responsibility to address this and to influence change in this area in a positive and meaningful way. We know that we have a lot to learn and want to better understand the inequalities faced by our communities in accessing and connecting with nature.

We also know that this journey will not be an easy one, and that there will be many barriers to change. Discrimination is systemic, this is unacceptable and must end. We may be confronted with prejudice and defensiveness through lack of understanding and we will tackle this through honesty and empathy.

We believe that by committing to Equality, Diversity and Inclusion more people will have access to and will benefit from wildlife; our employees will be happier, healthier and more productive and our organisational performance will be stronger. Through this approach we hope to build trust - helping people to see our cause of a Wilder Derbyshire being their cause too.

We are dedicated to building a working environment in which all individuals are free from discrimination in which opportunities are equal to all and where diversity of thought is welcomed.

We believe that Equality, Diversity and Inclusion is everyone's responsibility.

EDI and Covid-19

Now more than ever, as it is clear that parts of our society are disproportionately affected by the coronavirus outbreak due to deeply entrenched inequalities. We are committed to ensuring EDI remains a key organisational priority and are taking the necessary steps to address how these issues will impact on our employees, volunteers and the audiences that we hope to engage with.

Derbyshire & the wider context

The Derbyshire Observatory states that Derbyshire has a small (4%)ⁱⁱ ethnic minority population (England 20%) that is mainly concentrated in the districts of Chesterfield, Erewash and South Derbyshire. The 2011 census showed that Derby City has an ethnic minority population of 25%ⁱⁱⁱ.

Derbyshire is a place of geographical and social contrasts with heavily built-up areas and large rural areas and the communities within these areas will be diverse and have differing barriers to accessing nature.

There are 18 areas in Derbyshire which rank amongst the 10% most deprived areas in England.



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The Office of National Statistics (ONS) reports that the UK's employment rate is currently at 5% (Nov 2020) young people are being disproportionately hit by this rise with 13.4% of 16 – 24 year olds who are economically active being unemployed. Derbyshire's unemployment rate is on par with this statistic with more young people claiming universal credit in the latter part of 2020^{iv}.

Stonewall reports^v that more than a third of LGBT staff (35 per cent) have hidden that they are LGBT at work for fear of discrimination and that almost one in five LGBT people (18 per cent) who were looking for work said they were discriminated against because of their identity while trying to get a job.

Where we are now

Derbyshire Wildlife Trust lacks diversity.

Our 2019 Diversity survey highlighted some key areas that we want to address, these include:

- **Ethnic diversity**

We have a very poor representation of black and ethnic minorities within our employees, Board and volunteer base.

- **Sexual orientation**

Only a very small minority of employees identify as LGBTQ+

- **Age**

There is a lack of opportunities for young people to access work experience in nature conservation and only a small proportion of our workforce are age 16-24

- **Socio economic background**

Only a small minority of employees and Board members classify as coming from a lower socio economic background.

We have a good gender balance across the Board and employees, with women represented at all grades within the organisation. A range of people identifying as having a disability (mental or physical) and a large proportion of employees have caring responsibilities. We have made small steps to increase the diversity of our staff and audiences but know there is so much more work for us to do to make meaningful change.

Our supporters and volunteers generally mirror the makeup of our staff and Board.

We have already started making connections with and learning from underrepresented groups.

- We set up a youth social action project for 13-19 year olds and we are setting up a youth panel to feed into our Board of Trustees.
- We have secured funding for a number of projects involving vulnerable people from Derby City and South Derbyshire



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- We work closely with a number of volunteer organisations who support vulnerable people facing issues including homelessness, domestic abuse, and drug and alcohol misuse.
- Our Working for Nature project provides people with no previous experience with the opportunity to gain paid work experience and professional qualifications.

Our nature reserves continue to connect communities with wild spaces and we are supported by hundreds of volunteers who help us to create our vision of a Wilder Derbyshire. Our vision relies on us being able to reconnect communities with wildlife..

Our Vision

Our purpose is to achieve our vision of a Wilder Derbyshire.

To achieve our vision we must be diverse, agile and inclusive. We want to foster a culture that listens, learns and shares from each other and from those underrepresented in our communities.

We will focus on the following key priorities:

Everyone can access nature in their everyday lives

- We will work to reduce the barriers that prevent people accessing nature.
- We will ensure more people from diverse backgrounds are accessing and engaging with nature in Derbyshire.

Increase Diversity

- We will be more reflective of the communities that we live and work in.
- We will ensure Derbyshire Wildlife Trust has a wide range of opportunities for people from all backgrounds to gain work experience and skills in nature conservation.
- We will ensure we have a diverse workforce, Board, volunteer and supporter base that is more reflective of the communities that we serve.

Inclusivity at the heart of what we do

- We will build awareness and foster an inclusive culture by listening, learning and being honest.
- We will ensure everyone feels valued, accepted and enabled to reach their full potential without pressure to conform.

We know that there are some key issues we can address straight away and these include:

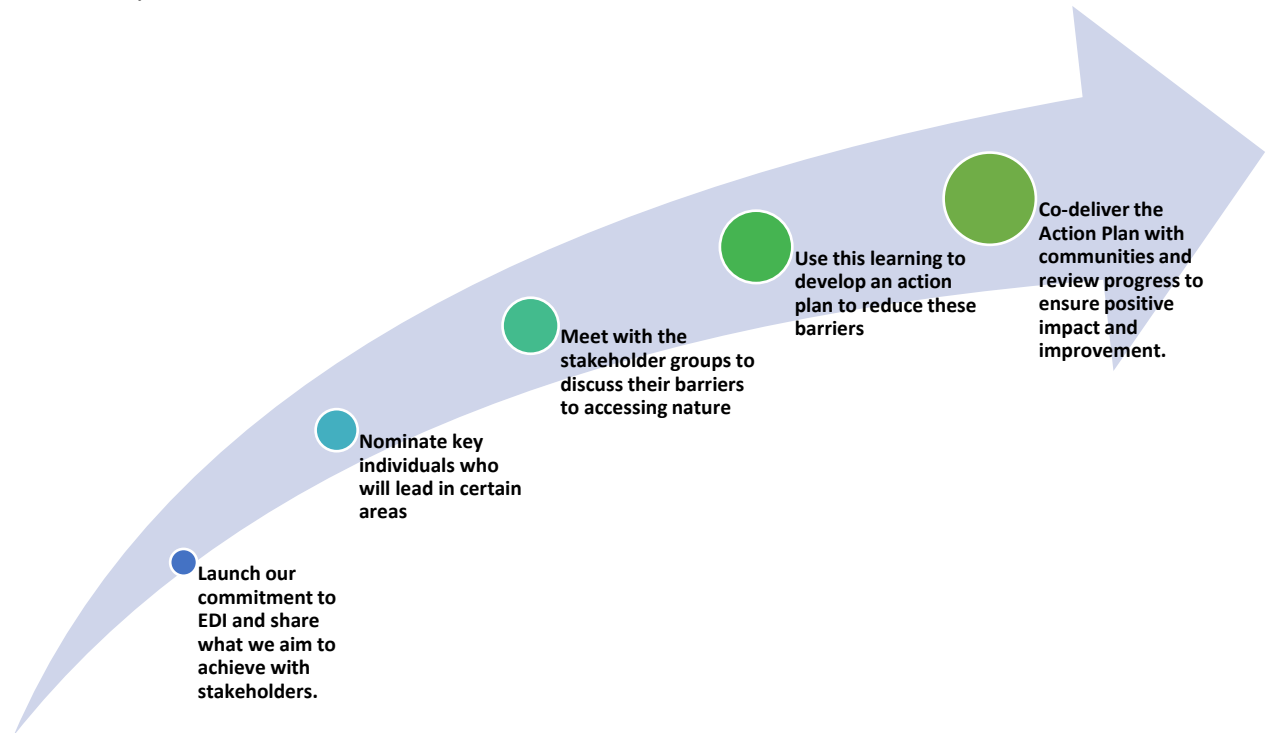
- Reviewing our internal employee policies and procedures, external literature and media to ensure they are relevant and have an inclusive message.
- Ensure all our employees learn about their responsibilities with regards to equality, diversity and inclusion and understand what unconscious bias is.
- Improving our Equality, Diversity and Inclusion monitoring
- Continue to listen to and work with our Diversity and Inclusion networks



Our Journey

To understand what we need to do to achieve this vision we must work together with all of our stakeholders to understand the issues that are barriers to accessing nature.

Over the next year we will:



Measuring Impact

We will monitor and measure the success of our interventions, continually learning from and improving our approach to Equality, Diversity and Inclusion.

ⁱ <https://policyexchange.org.uk/wp-content/uploads/2017/03/The-two-sides-of-diversity-2.pdf>

ⁱⁱ https://observatory.derbyshire.gov.uk/census_population_ethnicity/

ⁱⁱⁱ <https://www.derby.gov.uk/media/derbycitycouncil/contentassets/documents/reports/DerbyCityCouncil-Population-Profile-April-2013.pdf>

^{iv} <https://www.derbyshiretimes.co.uk/news/politics/surge-youth-unemployment-chesterfield-blamed-lockdown-2974735>

^v <https://www.stonewall.org.uk/media/lgbt-facts-and-figures>