



## **Diversity in Sustainability launches its Equity, Diversity and Inclusion in Sustainability Survey: Share your perspective today**

Toronto, ONTARIO, Feb 9, 2021 -- Today, Diversity in Sustainability, a non-profit network focused on increasing equity, diversity and inclusion (EDI) in the field of sustainability, launched its inaugural Equity, Diversity and Inclusion in Sustainability Survey. The survey is designed to develop a baseline understanding of today's state of equity, diversity and inclusion in sustainability professions across multiple industries.

While the field of sustainability focuses on creating a better future for our planet and society, initial research shows a lack of diversity amongst practitioners. Heather Mak, co-founder, Diversity in Sustainability says, "We recognize the necessity of continuing the momentum of decades of activism and collective action on issues of civil rights, social and environmental justice, and we are committed to creating tangible change in the field of sustainability to ensure future solutions are equitable and inclusive." The survey will be the first look into identifying areas of improvement across the sector for equity, diversity, and inclusion.

The survey is open now until March 23, 2021, and all sustainability practitioners regardless of industry are encouraged to participate. The survey will take approximately 15 minutes to complete and participants will be asked to provide their perspective on:

- **How diverse is the sector** across race/ethnicity, immigration status, age, gender, gender identity, sexual orientation, social mobility/class, education, religion, national origin, disability, neurodiversity, and caregiver status?
- What **barriers to entry** are faced in entering the field of sustainability?
- Have individuals **experienced inclusion and equity** within sustainability organizations?
- How do sustainability organizations **support equity, diversity and inclusion**?

The survey is 100 per cent confidential. No participant names or contact details will be published or made available to any third parties at any time.

To complete the survey, please go to [www.diversityinsustainability.com](http://www.diversityinsustainability.com).

Findings will be published and shared with the industry in late summer 2021 and will help inform Diversity in Sustainability's future planning and efforts.

**Heather Mak, co-founder, Diversity in Sustainability:** "We want to thank our Founding Partner, Acre, and our many distribution partners in their efforts to help us circulate this survey throughout the large and varied sector of sustainability."

**Richard Wright, Chief Executive, Acre:** "We're pleased to be a partner of this survey, as we join Diversity in Sustainability in accelerating the EDI agenda. We recognise Acre's role in driving systemic change for the industry. Unlocking our understanding of EDI is crucial within the sustainability market as we move towards an inclusive society."



In completing the survey, participants will:

- Connect their personal and professional experiences to global conversations on equity, diversity and inclusion.
- Contribute to the gathering of insights on barriers to professional development and career progression.
- Inform Diversity in Sustainability's understanding of areas where the sector needs to improve its approach to equity, diversity and inclusion.
- Benchmark their organization against the industry in terms of equity, diversity and inclusion initiatives.
- Influence the services that Diversity in Sustainability will offer to create more equitable outcomes in the sector.

For any questions regarding the survey, please contact Diversity in Sustainability at [info@diversityinsustainability.com](mailto:info@diversityinsustainability.com).

The sustainability professions are broadly defined as:

- Community/public affairs
- Corporate social responsibility and sustainability
- Design - product/graphic/service/packaging/other
- Education - higher education, outdoor education, youth education
- Environment, Health and Safety
- Environmental science and/or engineering
- Equity, diversity and inclusion
- Green buildings
- Indigenous relations
- International development/relief
- Law - environmental or social law, policy and/or regulation
- Philanthropy and not-for-profit (including foundations, associations, social NGOs, campaign/advocacy groups)
- Renewable energy
- Responsible investment/investor relations
- Responsible sourcing/procurement
- Social enterprise
- Support/enabling function/organization to one of the roles above (e.g. recruitment, accountancy, marketing, communications)

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