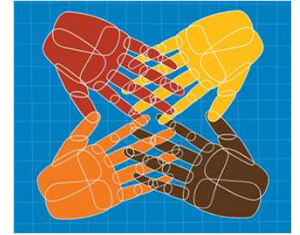


INCLUSION BLUEPRINT DIALOGUES



In 2021, **Diversity in Sustainability** conducted the inaugural global **State of Equity, Diversity and Inclusion in Sustainability Survey**. The survey explored demographics, barriers to entry and advancement, individual experiences and organizational support on equity, diversity and inclusion for sustainability practitioners. It highlighted that the sector of sustainability – which often aims to make the world a better place – is incredibly privileged, and makes it difficult for marginalized people to fully engage in it. This is to the detriment of us all.

75%	Come from middle class backgrounds or higher levels of social mobility	62%	Have at least a Master's degree, and 90% have at least a Bachelor's degree
54%	Of young sustainability professionals are people of colour, and the percentage drops significantly among older practitioners	<i>only</i> 27%	Feel as though the leaders in their organizations are diverse
<i>only</i> 49%	Of Black sustainability practitioners feel that their organization is committed to creating an inclusive environment.	<i>only</i> 57%	Of practitioners who are South Asian, neurodiverse or have a disability feel that they can voice contrary opinions freely in their organizations

THE BOTTOM LINE: WITHOUT LEADERSHIP AND PARTICIPATION FROM MARGINALIZED PEOPLE, WE WILL NOT GET TO A SUSTAINABLE AND JUST FUTURE.

WHAT CAN WE DO?

Starting in Fall 2022 and continuing into 2023, Diversity in Sustainability will facilitate the [Inclusion Blueprint Dialogues](#). The dialogue themes were chosen based on the outputs from the survey and by examining the life cycle of a sustainability professional - from considering sustainability as a profession as youth, all the way to advancing to the highest levels within organizations, and examining key influences, inhibitors and enablers to entry and advancement.

Each dialogue will follow a similar format - it will be shaped by individual interviews, and the dialogue will be facilitated virtually over 2 hours with approximately 15-20 participants. The participants will be chosen from those who wish to inquire deeply, build empathy and take bolder interventions in their professional roles and environments to create an inclusive sector. We will then develop a suite of **insights, tools, and resources** to drive change and build capacity for inclusion in the wider sector of sustainability, including **stakeholder-specific pledges** and longer-term **working groups**.

DIALOGUE THEMES

Sessions	Key Questions	Target Groups
Building a Diverse Talent Pipeline (1 session)	<ul style="list-style-type: none">• How do you ensure that you source diverse talent for your clients?• What dynamics in recruitment prevent diverse talent from being included?	Recruiters
Managing Challenges in DEI in Human Resources (3 sessions)	<ul style="list-style-type: none">• How can you attract diverse employees?• How can you build an inclusive culture of belonging?• How do you advance employees of colour and Indigenous employees?	Human Resources leaders
Building Touchpoints for Equity in Higher Education (3 sessions)	<ul style="list-style-type: none">• How do you attract diverse students to sustainability courses/programs/majors on campus? How do you build an inclusive culture on campus?• How do you create an inclusive community and support diverse students in sustainability courses/programs/majors?• How do you prepare students for future sustainability careers and workplaces?	Admissions (1) Academics (1) Career Centre professionals (1)

DIALOGUE THEMES - CONTINUED

Sessions	Key Questions	Target Groups
Sharing Power and Privilege as Organizational Leaders (1 session)	<ul style="list-style-type: none"> ● How do you manage the tension between meeting organizational objectives and creating an inclusive workplace? ● How can privilege be shared with others? ● How is an inclusive culture created? 	Organizational leaders in sustainability organizations and leaders of sustainability teams
The Duty of Diverse Leaders (1 session)	<ul style="list-style-type: none"> ● What is the responsibility of BIPOC/BAME senior executives to help the next generation of BIPOC/BAME sustainability professionals? 	BIPOC/BAME sustainability leaders
Building Mutual Support as an Ally (1 session)	<ul style="list-style-type: none"> ● How can you best show up as an ally for diverse colleagues and community? ● What prevents you from doing so? 	White sustainability practitioners
Bridging Socioeconomic Divides in the Sector of Sustainability (1 session)	<ul style="list-style-type: none"> ● What are the barriers to entry in sustainability? ● How do we ensure that it is not only people of means working in sustainability? 	Sustainability practitioners from challenging socioeconomic circumstances
Unpacking Stereotypes and Cultural Barriers (7 sessions)	<ul style="list-style-type: none"> ● What stereotypes - positive or negative - do people have about our racial/ethnic group? ● How does this affect our career choices, workplaces and advancement in the sector? 	Sustainability practitioners who identify as: Black, East/Southeast Asian, Hispanic/Latine, Indigenous, Middle Eastern, Multiethnic, South Asian + intersecting identities
Preparing Future Generations (1 session)	<ul style="list-style-type: none"> ● Do youth feel that this is a field that they can make a future in? ● What barriers prevent them from doing so? ● What would help them enter the field? ● What skills do they need help to develop? 	BIPOC/BAME youth interested in entering sustainability (ages 18-25)

GET INVOLVED

We are searching for partners who can assist with sponsorship, co-hosting, or distribution.

Sponsorship

We are searching for partners to fund the series or specific dialogues, with an intention to raise a total of \$300,000 CAD/\$225,000 USD/£200,000 to offset the cost of the events and to encourage broad participation. Sponsorship can be customized to your requirements. All the materials and events will benefit from wide distribution within the field of sustainability and additional outreach in mainstream and specialty media.

General sponsorship

General sponsors will receive the following benefits:

- Profile-raising as part of the sponsored dialogue communications and media outreach
- Opportunity to share a challenge for discussion during the dialogue
- Prominent logo placement within the summary report output, event summaries and pledge document

Cost: \$10,000 CAD/\$7,500 USD/£6,500+ (customizable)

Dialogue sponsorship

Dialogue sponsors will receive all the benefits of general sponsorship, as well as the following:

- Share a potential challenge or add a key question for discussion during the dialogues

Cost: \$20,000 CAD / \$15,000 USD / 12,000 GBP (per dialogue). For dialogues that are part of a multi-part series, the price will be reduced slightly per dialogue.

Co-Hosts

We are searching for co-hosts who are willing to access their networks to enable broad participation and to share their learnings from making organizational and personal change.

Distribution Partners

We are looking for partners to get the word out about the Inclusion Blueprint Dialogues. We will provide you with tools to communicate with your networks and recognize you in our communications.

ABOUT DIVERSITY IN SUSTAINABILITY

Diversity in Sustainability is a non-profit membership network established in June 2020 by diverse sustainability professionals. We aim to increase diversity, equity, and inclusion within the field of sustainability. We do this by equipping current and future diverse sustainability leaders with the skills, networks, and resources to accelerate the transition to a sustainable and just future. We also aim to shift the wider “ecosystem” to create an enabling environment for diverse individuals.

THE TEAM

The dialogues will be led by the co-founders of Diversity in Sustainability. To learn more about us, please visit our website.



Heather Mak
Lead Researcher
and Co-Facilitator



Marie Jurcevic
Co-Facilitator



Michael Harvey
Co-Facilitator

FOR MORE DETAILS, OR TO GET INVOLVED, PLEASE CONTACT:

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