

## FOR IMMEDIATE RELEASE

### Diversity in Sustainability Releases “Preparing Future Generations” Report and Toolkit, Exposing the Barriers Impacting BIPOC Youth in Accessing Sustainability Careers

On Wednesday, March 6th, 2024, Diversity in Sustainability will release its “Preparing Future Generations: Building the Conditions for BIPOC/BAME Youth to Succeed in Sustainability” Report. The report draws on external research and interviews to unpack the systemic barriers faced by BIPOC/BAME youth, and provides pragmatic tools and resources for aspiring young BIPOC/BAME sustainability leaders who want to break into the field.

Some key findings from the report:

- Young people are pivotal to social and environmental change, and are more educated, diverse, digitally fluent, and susceptible to anxiety, when compared to previous generations.
- BIPOC/BAME youth face distinct barriers, including disproportionate levels of environmental and social injustice, poverty, discrimination, limited exposure to the outdoors in their formative years, family pressures, lack of role models and networks, and insufficient training on soft working skills.
- The report offers a helpful toolkit, case studies, and tips for BIPOC/BAME youth to improve knowledge and self-awareness, prepare for job hunting, increase their competency, build experience and nurture well-being to pursue a career in sustainability.

The report is part of the [Inclusion Blueprint Dialogues](#) series, initiated in Summer 2023. The dialogues are a collaborative research effort, focusing on the unique roles that different stakeholders in the field of sustainability can take in creating a more inclusive sector for BIPOC/BAME professionals, who are disproportionately affected by social and environmental injustice. The Inclusion Blueprint Dialogues explore key influences, inhibitors, and enablers to entry and advancement in the field. The Inclusion Blueprint Dialogues reports are informed by extensive literature reviews, interviews with the affected communities, and group dialogues with 15-20 participants.

**Heather Mak, Co-Founder, Diversity in Sustainability:** “Despite their many deep cultural connections with sustainability, youth of colour in Canada, the U.S., and U.K. face unique challenges as they try to secure jobs in the field. The sector still has much to do to bring BIPOC/BAME youth on board. While tools exist to help, they can be hard to find and understand, and each person needs to take the time to develop self-knowledge, build competence, hone in on their sustainability interests, gain experience and nurture well-being.”

The “Preparing Future Generations” Report will be available to the public on March 6th, 2024, at [www.diversityinsustainability.com](http://www.diversityinsustainability.com). This is one of 13 Inclusion Blueprint Dialogue Reports the

organization is planning to identify the ways in which we can collectively create a more equitable and inclusive sector of sustainability.

### **About Diversity in Sustainability**

Diversity in Sustainability is a non-profit network of sustainability professionals aimed at increasing diversity, equity, and inclusion within the field of sustainability. We aim to do this by equipping current and future Black, Indigenous, and People of Colour (BIPOC) sustainability leaders with the skills, networks and resources to accelerate the transition to a sustainable and just future. We also aim to shift the industry to become more inclusive through community building, research and mentorship.

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