

THE RACE REPORT

2023 REPORT

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Acknowledgements

Thanks to the 142 organisations who are represented in the data for their commitment to The RACE Report, and 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.

1. Summary

2023 Overview

The environment, climate, sustainability and conservation sector is one of the least racially diverse in the country. The RACE Report (Racial Action for the Climate Emergency) seeks to drive diversity and inclusion in charities and funders working on these issues through data transparency. The data presented here should not be seen as a perfect representation of the sector, however it is a step towards measuring and tracking diversity through comparable and collective data.

2023 diversity data

In 2023, **142 organisations** are represented in The RACE Report to some extent, with the data showing:

6%

of **staff overall**, across 140 organisations, identify as people of colour*

5%

of **senior leaders**, across 124 organisations, identify as people of colour*

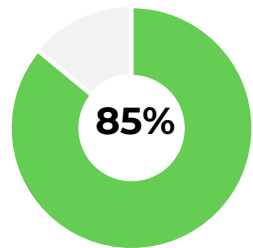
9%

of **governance/trustee board members**, across 115 organisations, identify as people of colour*

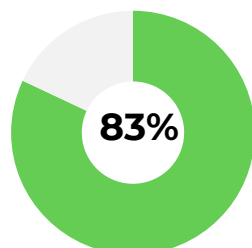
2023 action on diversity, equality and inclusion

Charities and funders also submit data on the action they are taking to improve diversity, equality and inclusion.

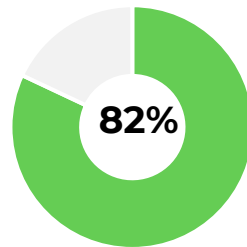
In 2023, the **most commonly reported actions** are:



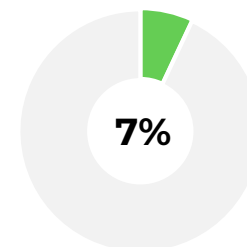
Regular review of equality, diversity and inclusion activities to ensure they remain effective and impactful



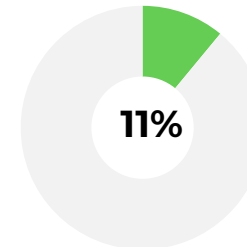
Statements promoting race equity and inclusion within all new recruitment materials



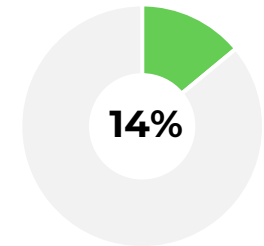
Senior leader has official responsibility for equality, diversity and inclusion



Accredited for Investors in Diversity, or similar



Race equity pay gap published in last 18 months



Improvement in racial diversity in the performance targets for managers / directors

And the least **commonly reported actions** are:

Comparing The RACE Report data

60 organisations submitted data on their action on EDI in 2022 and 2023 and 58 organisations submitted diversity data for their staff in both years. The data from these organisations has been isolated and is presented here to show a like for like comparison between 2022 and 2023. Statistically significant differences are reported at 95% confidence level.

2022 v 2023 overall staff - repeat participants

Isolating the overall staff data for the 58 organisations that submitted their data in both 2022 and 2023 shows **no statistically significant change in representation of people of colour or other racially or ethnically minoritised groups**, despite small variations in percentages.



2022 v 2023 action on equality diversity & inclusion - repeat participants

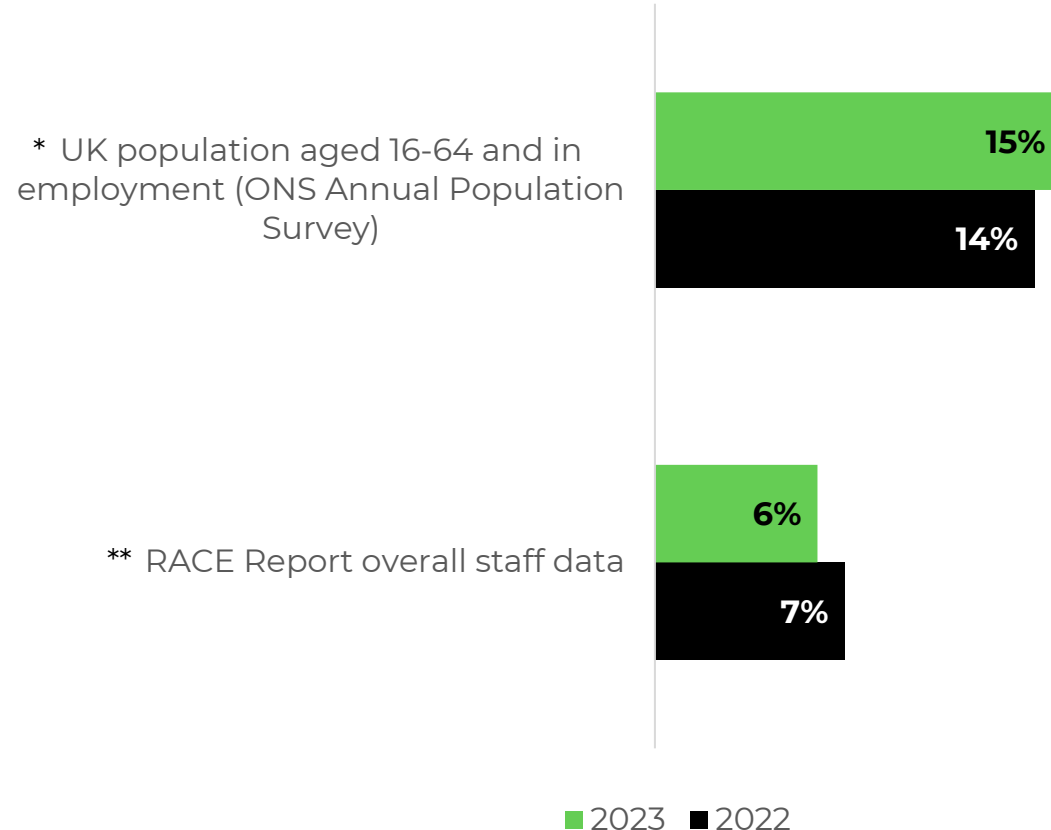
Analysing the findings from the 60 organisations that submitted data on their action on equality, diversity and inclusion in 2022 and 2023 showed a statistically significant increase in the following actions (when combining organisations that are in the process of implementing, or have fully implemented the action):

- 'Inclusion of racism towards staff of colour or from other ethnically minoritised groups in risk assessments' increased from 10% of the organisations saying this was in progress or fully implemented in 2022 to 27% in 2023.
- 'Process to measure and track staff perceptions of belonging / inclusion within the organisation' increased from 57% of the organisations saying this was in progress or fully implemented in 2022 to 78% in 2023.

Other actions show a substantial, but non-significant change between 2022 and 2023, for example:

- 'Compulsory staff training on race equality, diversity and inclusion' increased from 68% in 2022 to 82% in 2023.
- 'The risk register for the organisation includes a lack of action to tackle injustice / increase diversity of underrepresented groups, with specific reference to race/ethnicity' increased from 39% in 2022 to 54% in 2023.

Comparing The RACE Report data



The RACE Report 2023 v national statistics

Taking national data from the **Annual Population Survey** gathered for 2022-23 by the Office of National Statistics, we can see that data submitted by environmental charities and funders through the 2023 RACE Report highlights the gap in diversity within this sector. Whilst 15% of the UK's working population that are currently in employment identify as Black, Asian or other Minority Ethnic* identities, 6% of employees identify as people of colour or other racially or ethnically minoritised identities within The RACE Report.

* Non-white identities [n.b terminology replicated from ONS data export. This group does not include Gypsy, Roma or Traveller identities as these are classified as white ethnicities. The RACE Report data does include individuals who identify in this way]

** POC and racially/ethnically minoritised groups. Please see page 11 for further detail.

Reflections on the data

2023 saw an increase in the number of organisations making a commitment to data transparency through The RACE Report and submitting data (to any extent). In 2022, 94 organisations submitted data and in 2023 this rose to 142.

With just two years of data, and changes in participating organisations, demonstrating trends remains difficult. We recognise that the change we are seeking to achieve will not happen overnight. The RACE Report has continuity funding through to 2027 enabling annual tracking to develop. With this, and continued commitment to the campaign amongst participating organisations the ability to identify trends and track progress will increase.

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

UK environment and sustainability charities and funders are still behind the UK's working population on diversity.

Other data from The RACE Report

In 2023, each participating organisation has received a **transparency card** showing data on their organisation's action on equality diversity and inclusion. If the organisation has 30 or more members of staff, their diversity data is also shown.

2023 also sees the launch of the **first staff perceptions survey**, uncovering the direct experiences related to inclusion of people working in the sector.

Access all The RACE Report data via [our website](#).

Further action for organisations

The RACE Report is designed to drive accountability across the sector through increased transparency.

It complements wider initiatives offering support and guidance to organisations and employees on diversity and inclusion, for example [Wildlife and Countryside Link's Ethnic Diversity Route Map](#), and [IEMA's Diverse Sustainability Initiative](#).

2. About The RACE Report

What is The RACE Report?

Aim and process

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. 2023 is the second year of campaign activities.

Between April and early October 2023, charities, trusts and foundations that predominantly work on environmental, climate, nature or sustainability issues could first register their participation, and then submit data on the diversity characteristics of their staff and trustees, contributing to building a picture of racial/ethnic diversity across the sector.

Participation

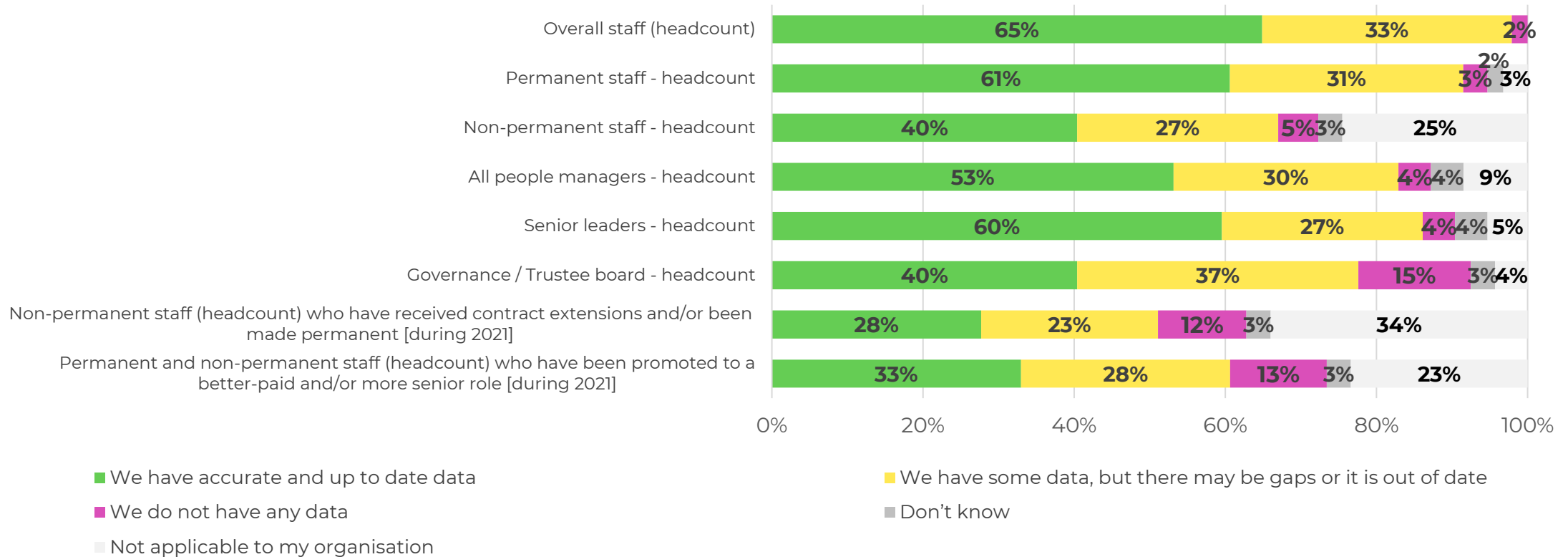
A total of **98** data submissions were made, which included a federated response representing a further **44** organisations meaning a total of **142 organisations** made a submission to some extent. These organisations represent almost **13,000** employees. The submission process included three categories of data, outlined below. The number of organisations contributing data to each data point is noted in the charts*. It's worth noting that the [Charity Commission](#)'s register of charities lists over 8000 charities whose objects and activities include the word 'environment' and over 2000 charities whose objects and activities include the word 'nature'. (however it is also likely that not all organisations whose objects and activities reference these words can truly be describe as 'environmental charities'). 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 2023 submissions before going on to compare the cohort of organisations that have taken part in both years of the campaign to date. The three data categories completed by participating organisations are:

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

* Within the federated data, all organisations represented have been counted in each data point although some may not have submitted data

Reading the findings

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. 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. During the submission process organisations 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 step towards measuring and tracking diversity through comparable and collective data. Our **project plan** outlines the steps taken to devise the data collection process, and The RACE Report will continue to work to improve the reporting process to achieve greater accuracy and consistency, in collaboration with participating organisations.



Analysis approach

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. In 2023, respondents identifying as Roma or from Gypsy or Traveller communities have been included in the people of colour and other ethnically minoritised groups category following feedback from participating organisations. In 2022, the approach used by the Office for National Statistics was used with these identities classified as white.

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
- Gypsy or Traveller communities
- 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
- Roma

White ethnicities

- White – English
- White – Scottish
- White – Welsh
- White – Northern Irish
- White – British
- White – Irish
- White – Any other White background

Other ethnicity

- Any other ethnic group

Not disclosed

- Individuals that have not disclosed this information

Developments in 2023

In 2022, the first year of the campaign, the data was published anonymously, with no organisation named and only aggregated data shared. The data from 2022 is available online. In 2023, new elements have been introduced to further increase transparency. These include:

- Publishing individual **transparency cards** for each participating organisation. Two types of transparency card will be published, dependent on the size of the organisation according to headcount. Those with 30 or more staff members will have transparency cards featuring data from all three sections of the data collection process. Data on personal characteristics is published with steps built in to protect individual staff identities. For organisations with less than 30 staff members, transparency cards only feature data from section A and section C. The table below summarises the two different types of transparency card. All transparency cards can be viewed online on The RACE Report website.

Organisation size (headcount)	Individual transparency card data
Under 30 staff members	Section A (organisation characteristics) Section C (action on equality, diversity and inclusion)
30 and over staff members	Section A (organisation characteristics) Section B (diversity data, including age, gender and race/ethnicity, with anonymity protection measures) Section C (action on equality, diversity and inclusion)

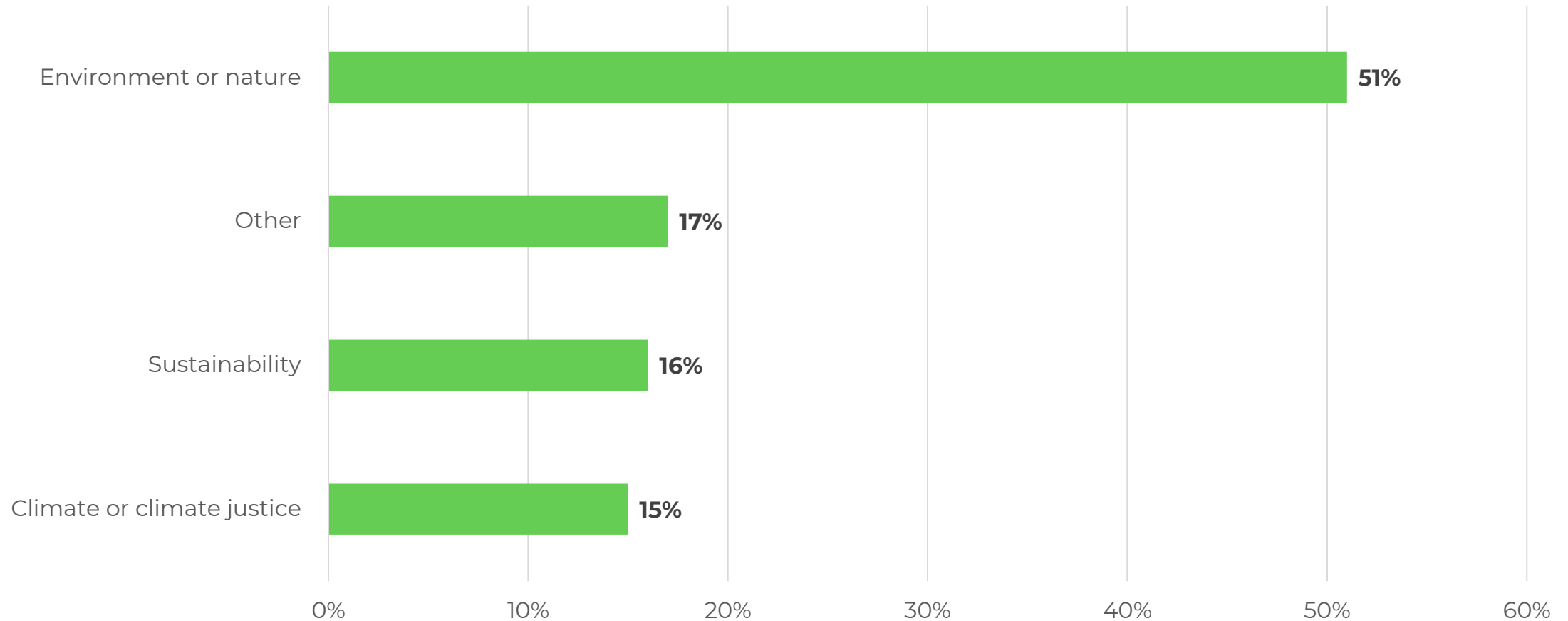
- In addition to the diversity data submission process on which this report and the transparency cards are based, in 2023 we also launched the **Staff Perceptions Survey**. This survey is designed to uncover the direct experiences of people working in the environmental charity sector in relation to diversity, equality and inclusion. It is designed as a complementary measure to the diversity statistics captured in this report, in recognition that increasing diversity is only part of the story – alongside these we must also see improvements in equality and inclusion. You can read the Staff Perceptions Survey report on The RACE Report website. Please note, not all organisations participating in the Staff Perceptions Survey also took part in the main diversity data submission process, and vice versa. Full details are outlined in the Staff Perceptions Survey report.

3. Full data - 2023

3.1 Organisation characteristics

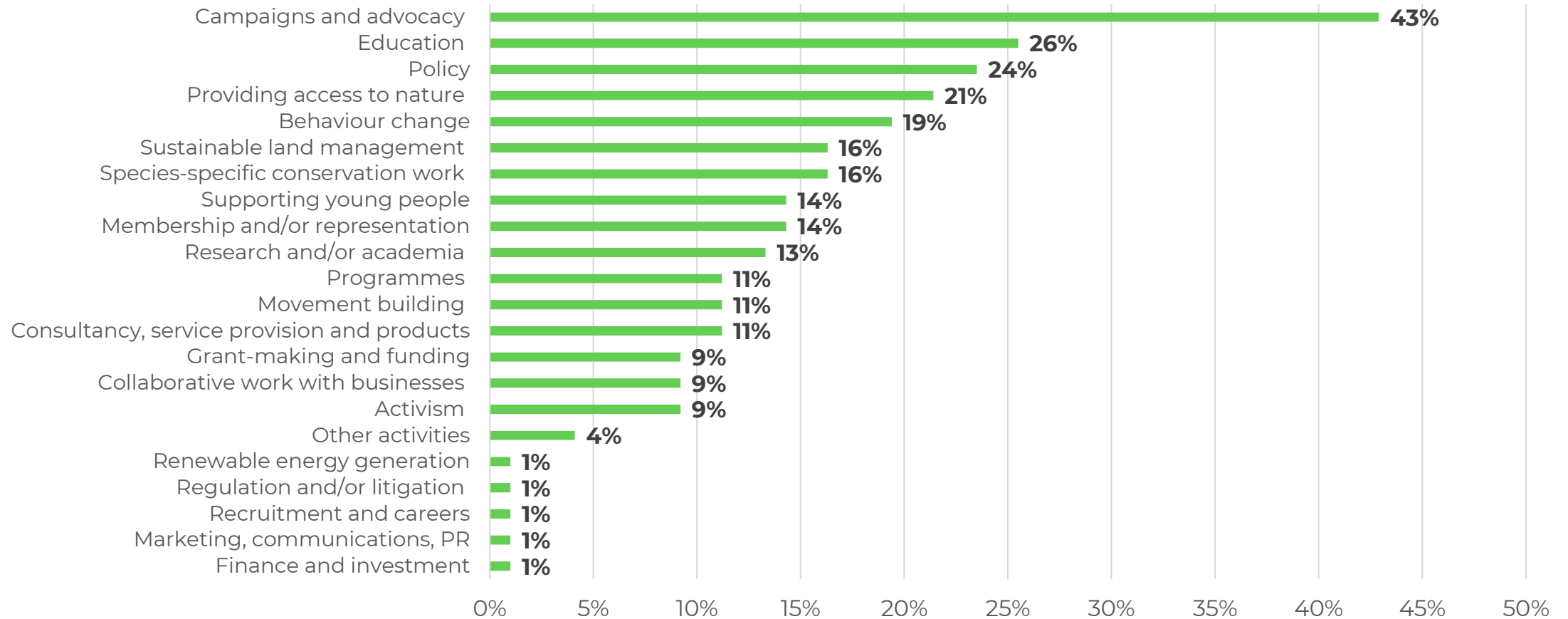
Which sector best describes your organisation?

[Base: 142 organisations]



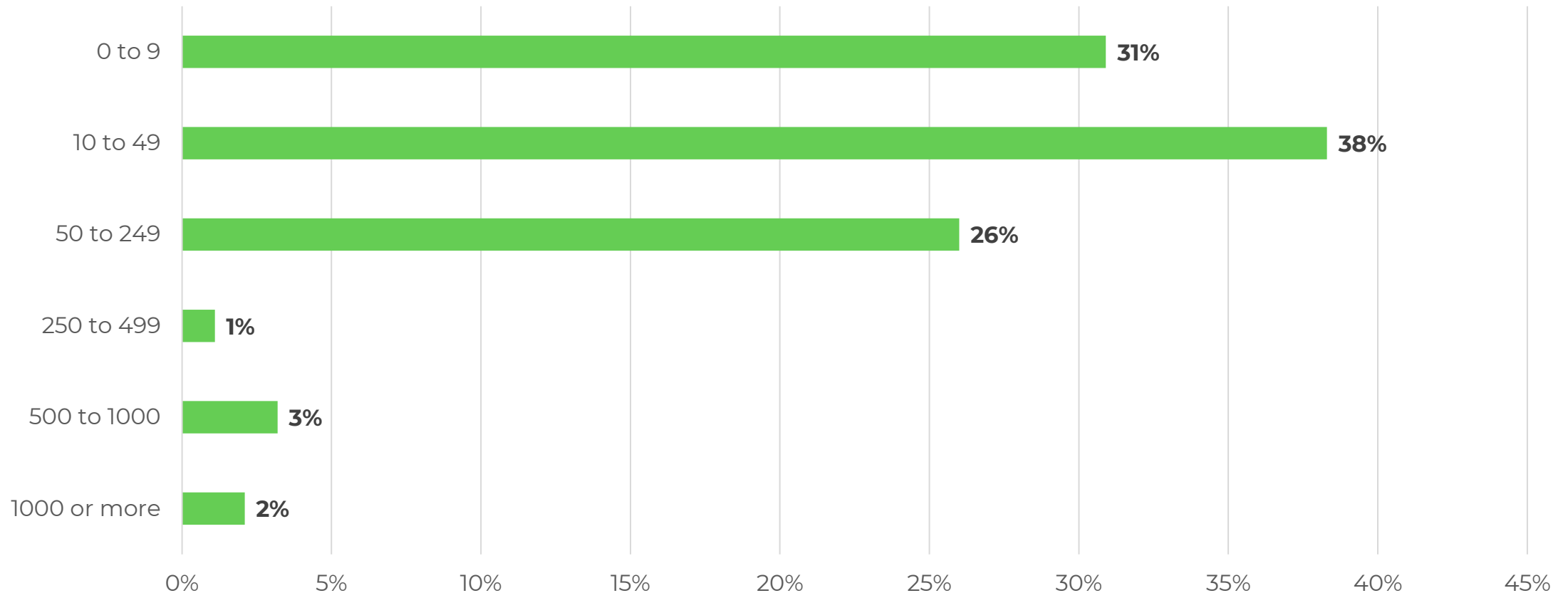
Which activities best describe what your organisation does? [up to 3 options]

[Base: 137 organisations]



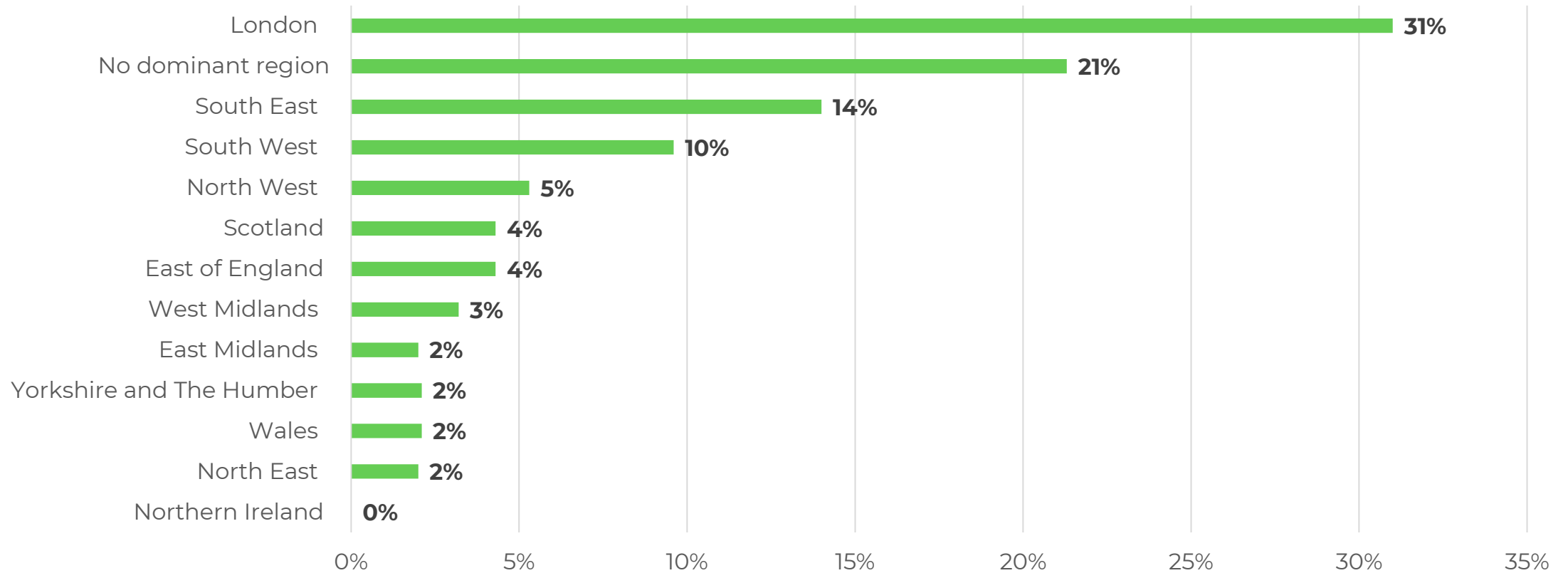
How many members of staff (FTE) does your organisation employ overall?

[Base: 142 organisations]



Which region are most of your staff based in?

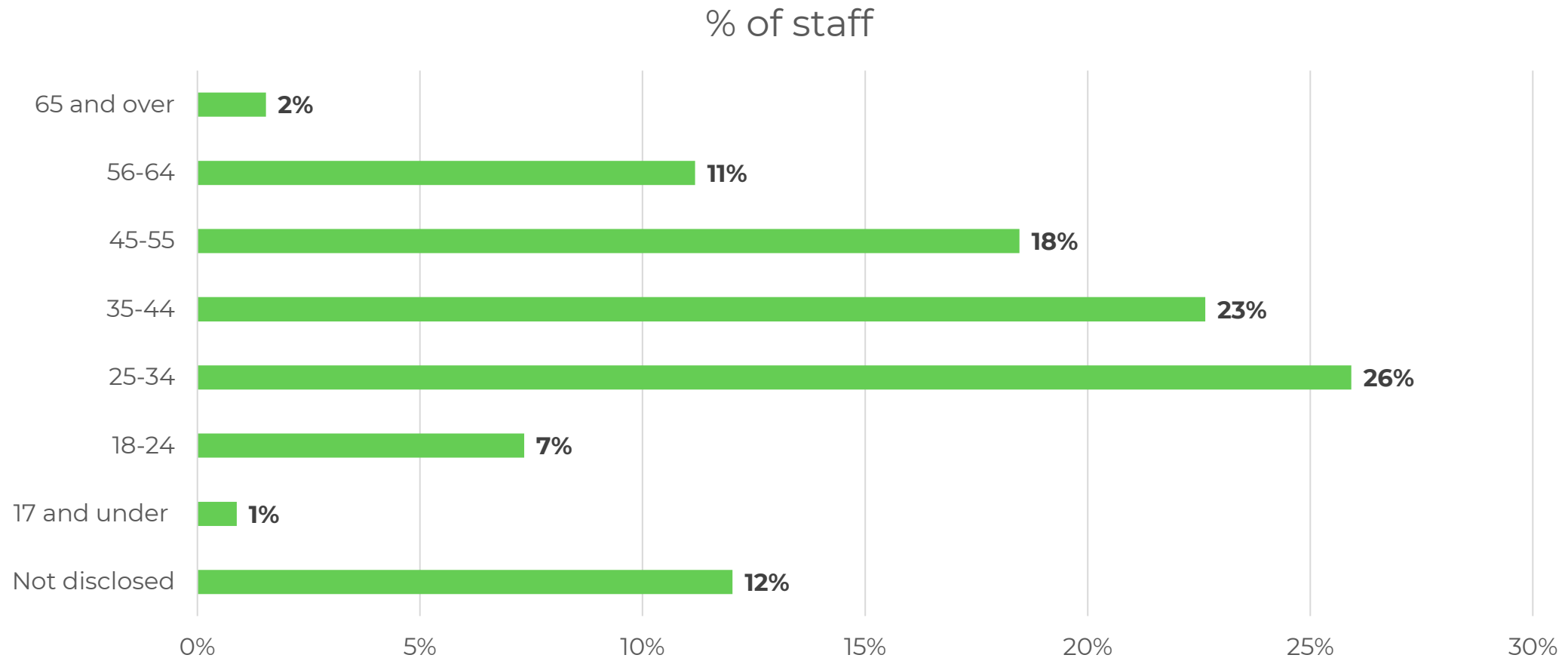
[Base: 142 organisations]



3.2 Diversity data

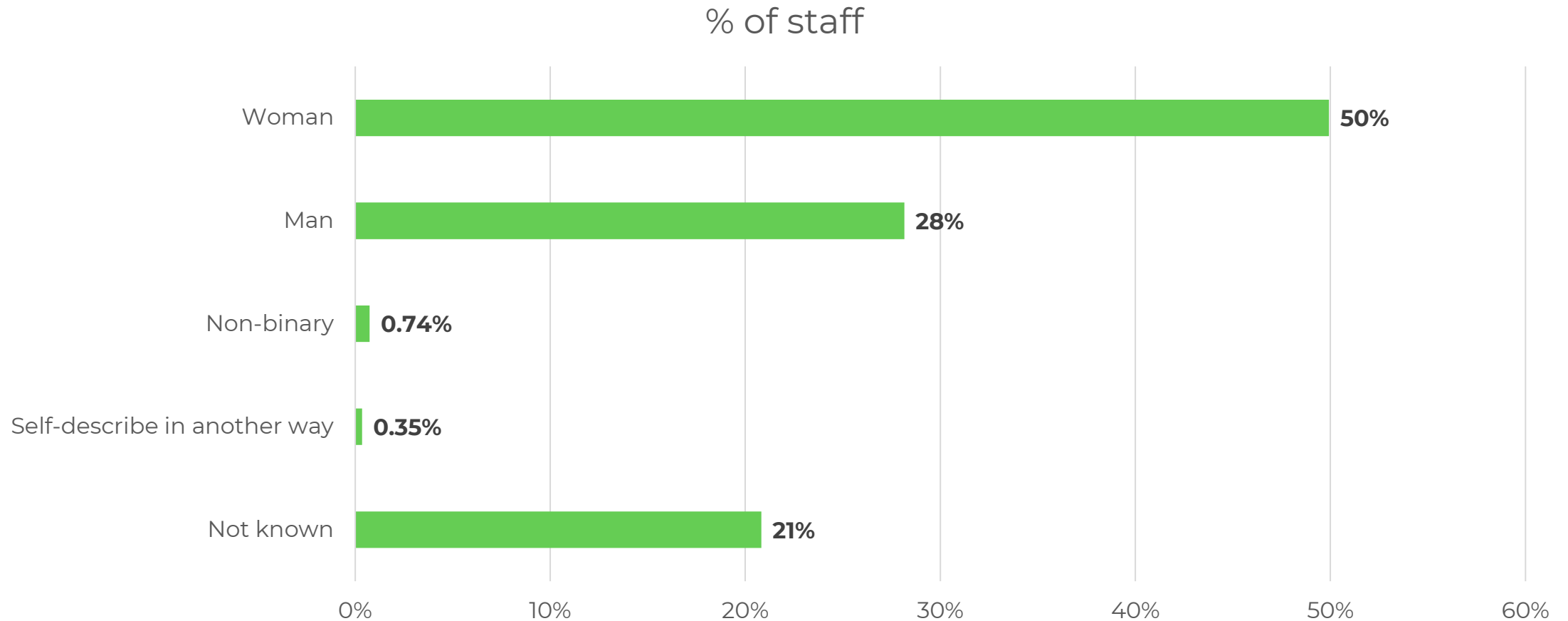
How many members of staff fall under these age groups?

[Base: 141 organisations]



How many members of staff declare the following gender identities?

[Base: 141 organisations]



Within the remaining data, 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
- Gypsy or Traveller communities
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- 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
- Roma

White ethnicities

- White – English
- White – Scottish
- White – Welsh
- White – Northern Irish
- White – British
- White – Irish
- White – Any other White background

Other ethnicity

- Any other ethnic group

Not disclosed

- Individuals that have not disclosed this information

2023 RACE Report – Summary diversity data

6%

of **staff overall**, across 140 organisations, identify as people of colour*

6%

of **permanent staff**, across 133 organisations, identify as people of colour*

6%

of **non-permanent staff**, across 110 organisations, identify as people of colour*

4%

of **people managers**, across 121 organisations, identify as people of colour*

5%

of **senior leaders**, across 124 organisations, identify as people of colour*

6%

of **non-permanent staff who received contract extensions, or were made permanent**, across 91 organisations, identify as people of colour*

4%

of **staff who received a promotion in 2022**, across 100 organisations, identify as people of colour*

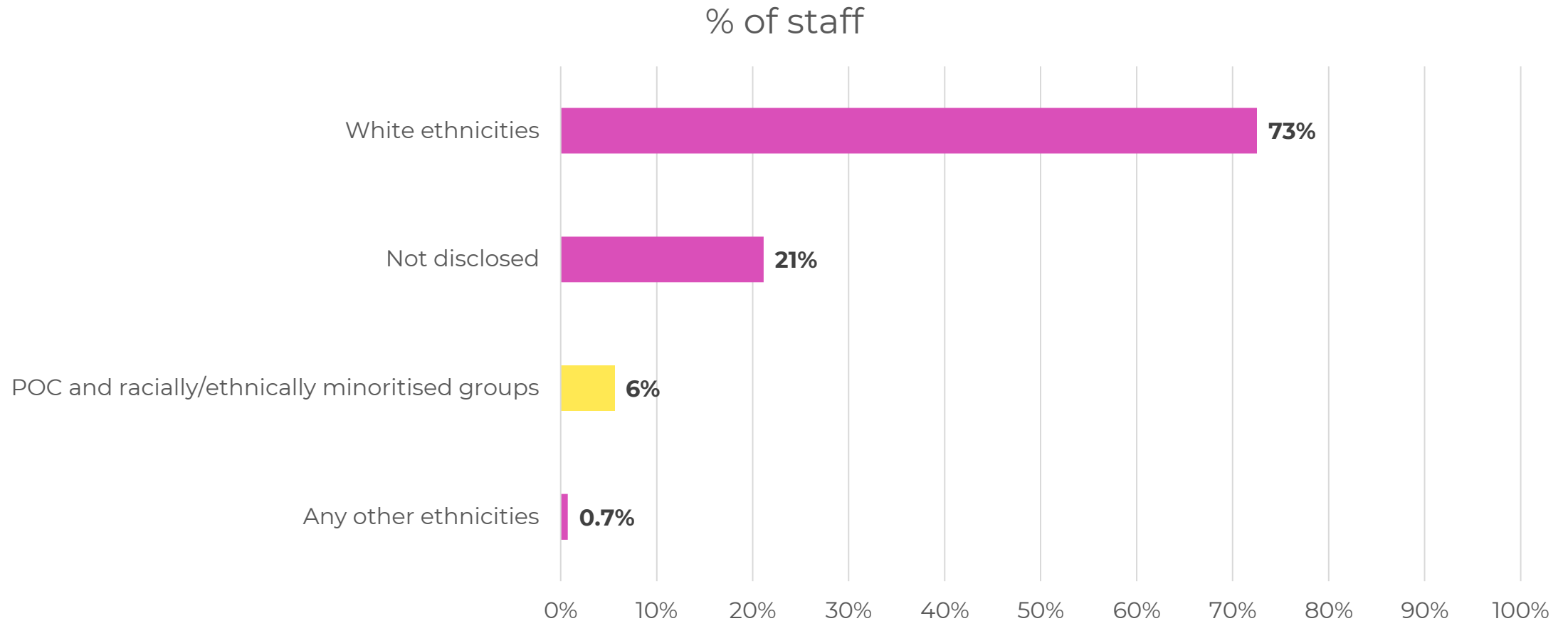
9%

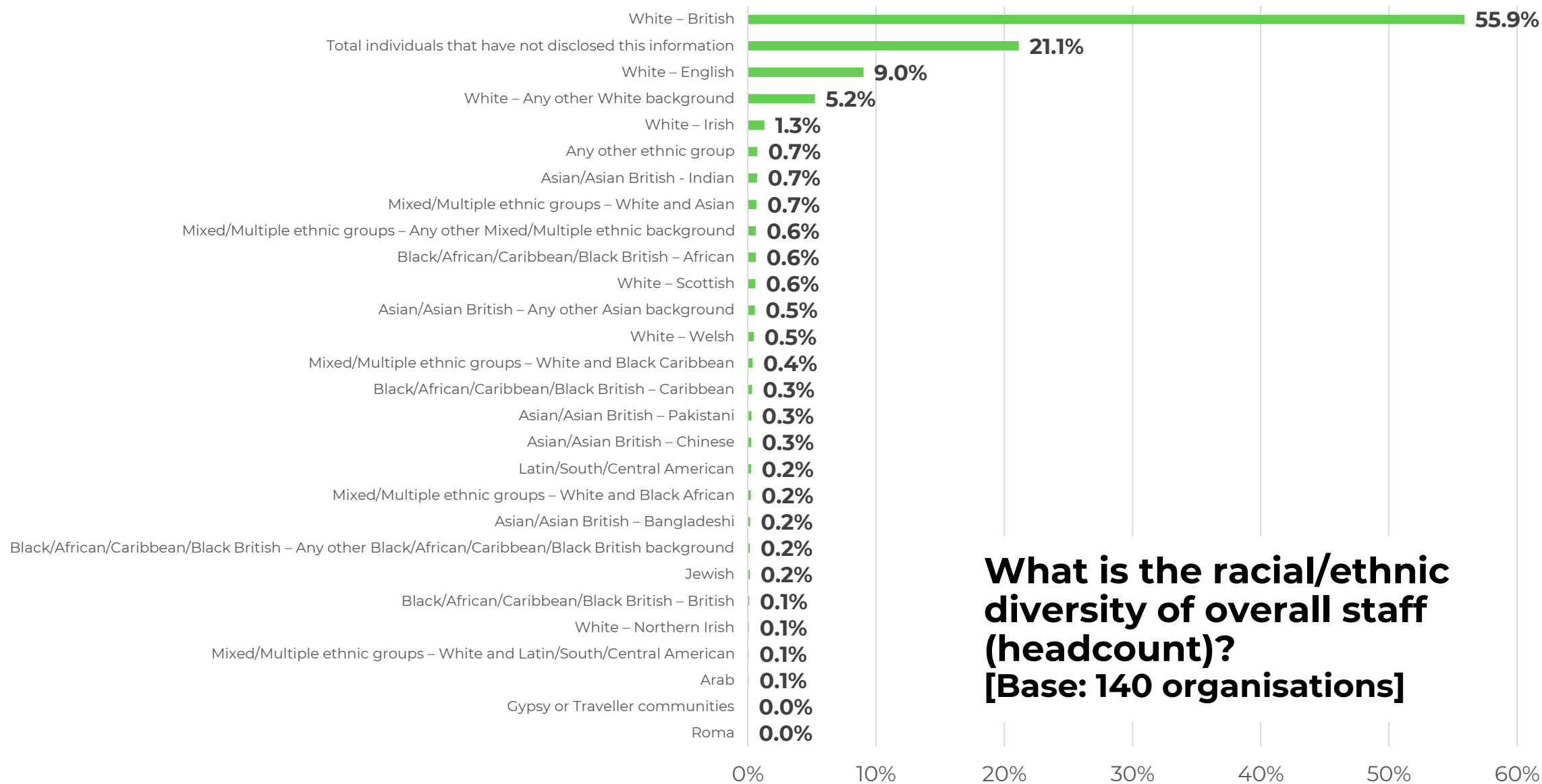
of **governance/trustee board members**, across 115 organisations, identify as people of colour*

* People of colour and racially/ethnically minoritised groups. Please see page 6 for further detail.

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

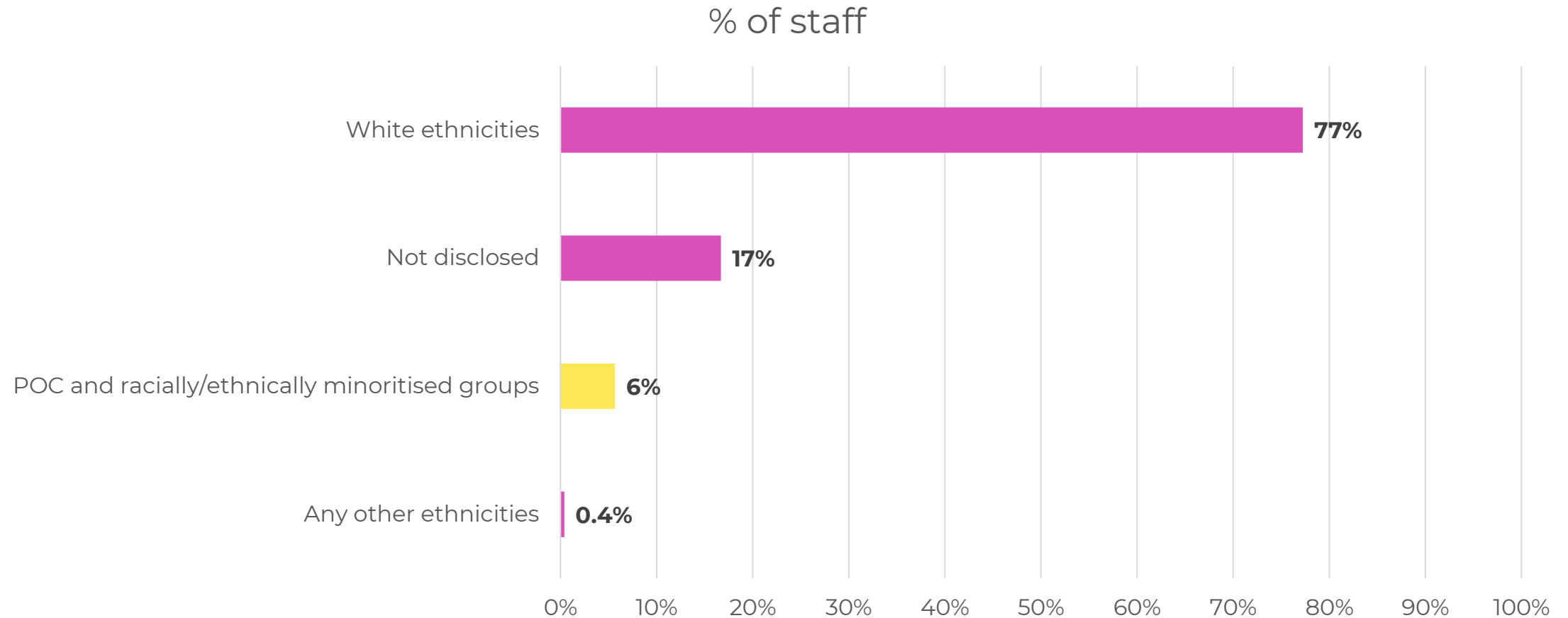
[Base: 140 organisations]

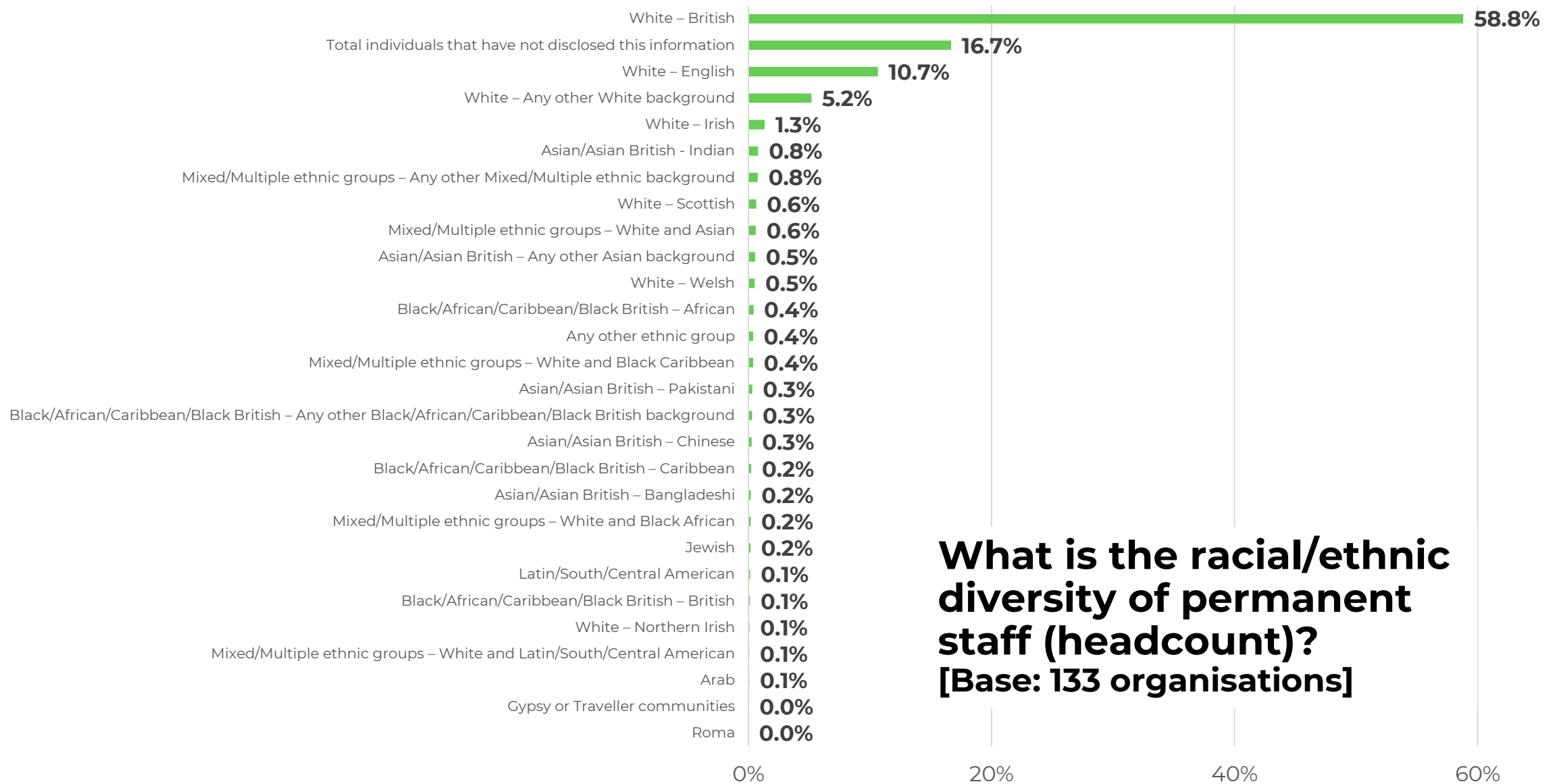




What is the racial/ethnic diversity of permanent staff (headcount)?

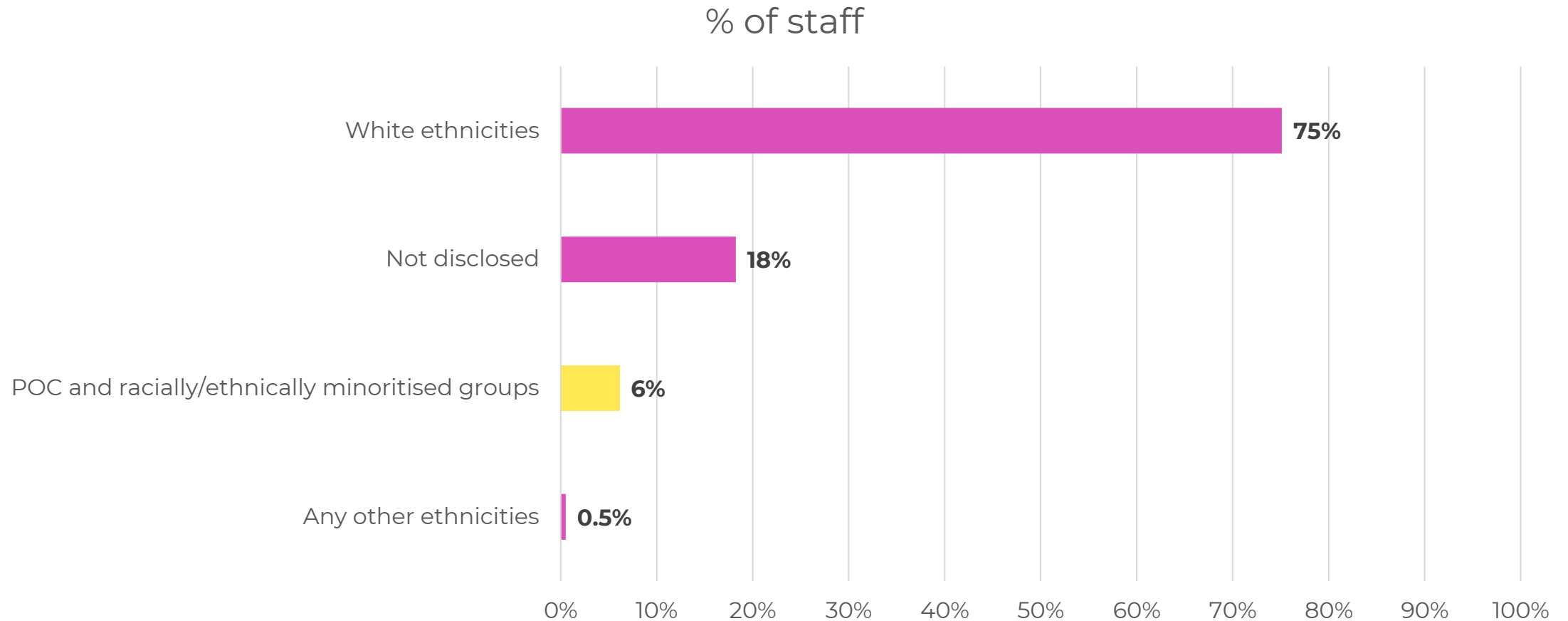
[Base: 133 organisations]

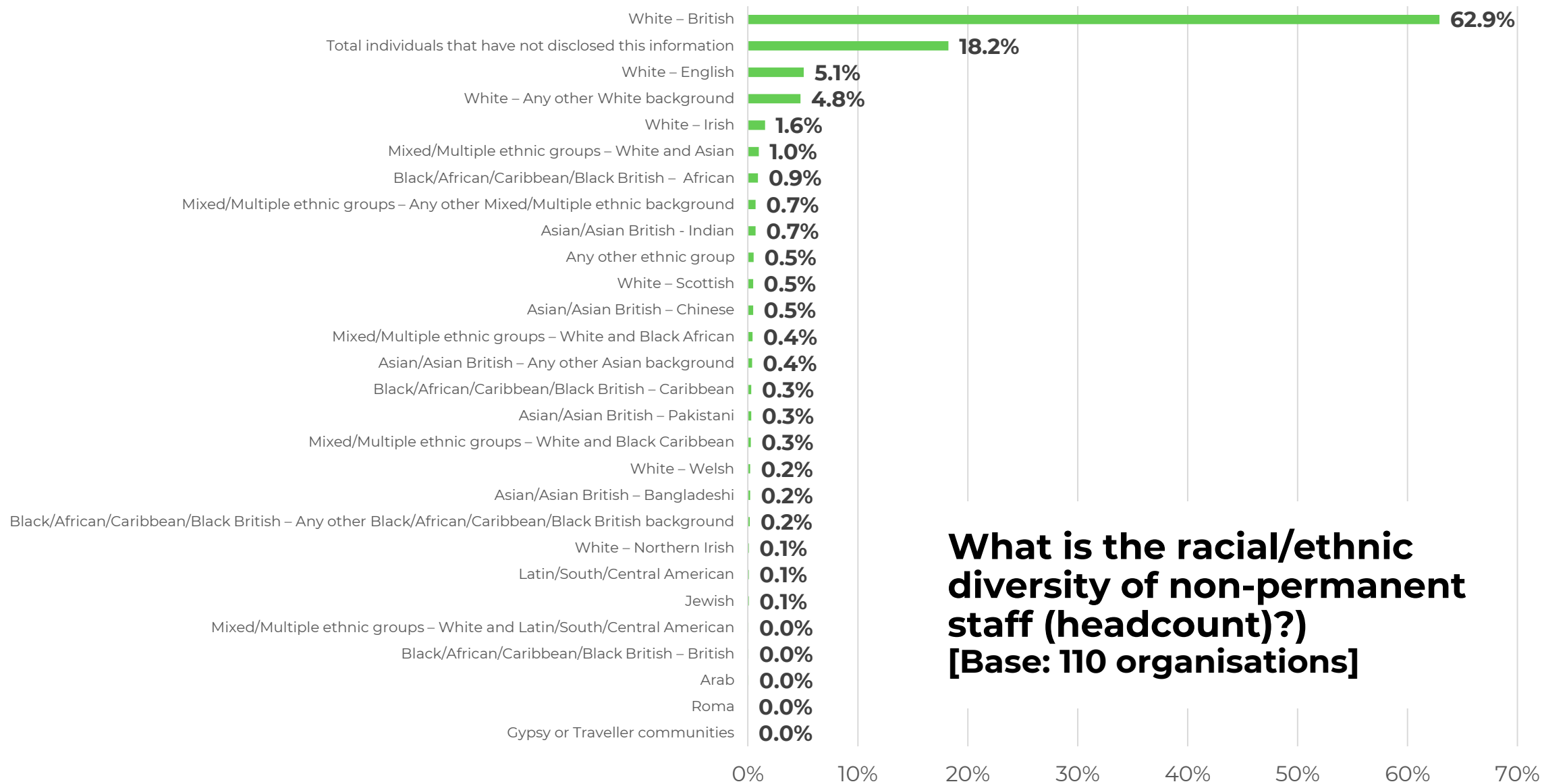




What is the racial/ethnic diversity of non-permanent staff (headcount)?

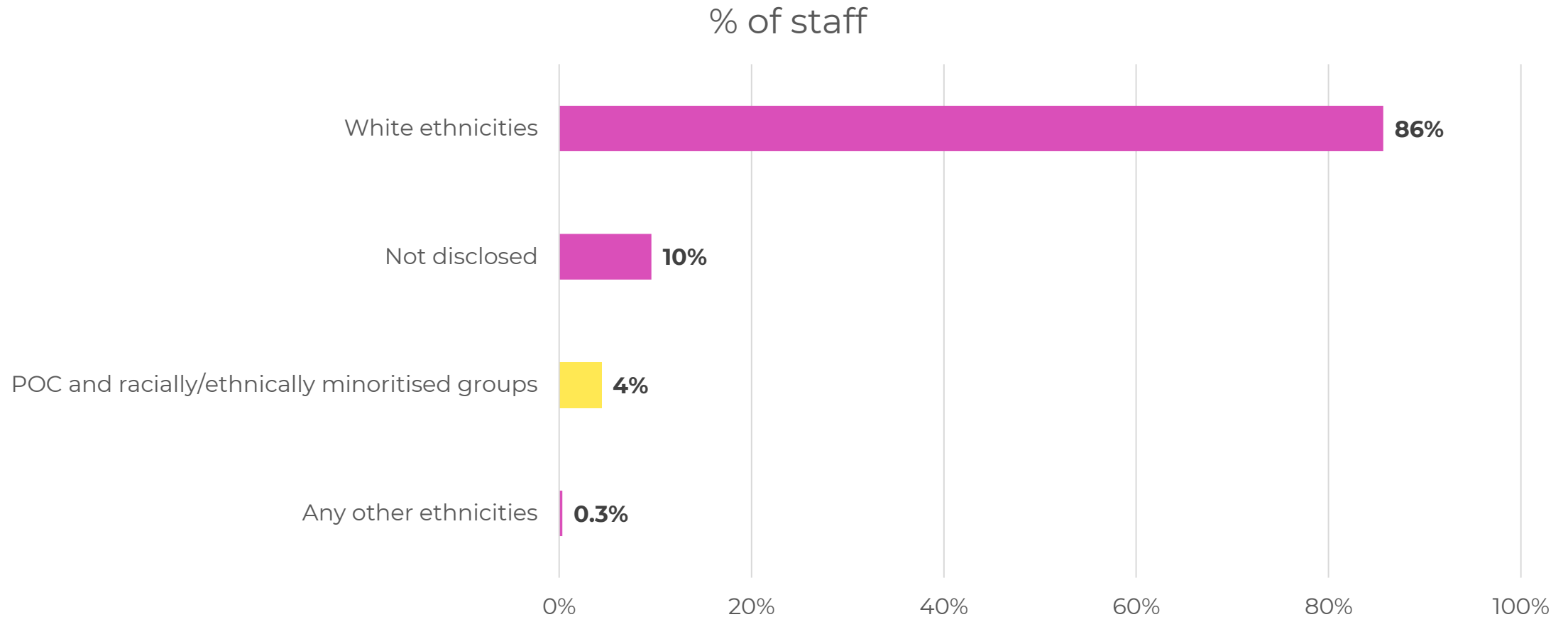
[Base: 110 organisations]

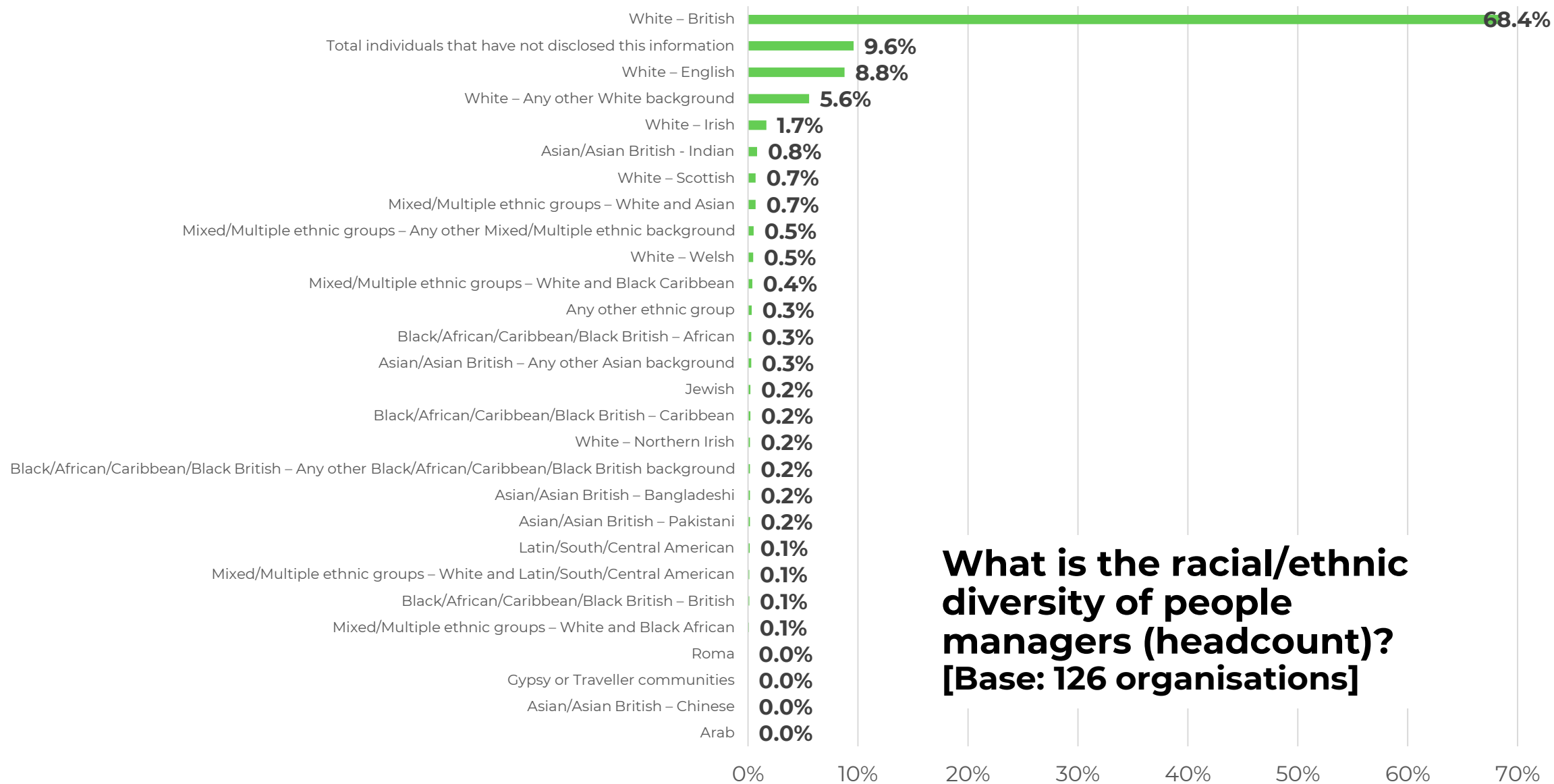




What is the racial/ethnic diversity of people managers (headcount)?

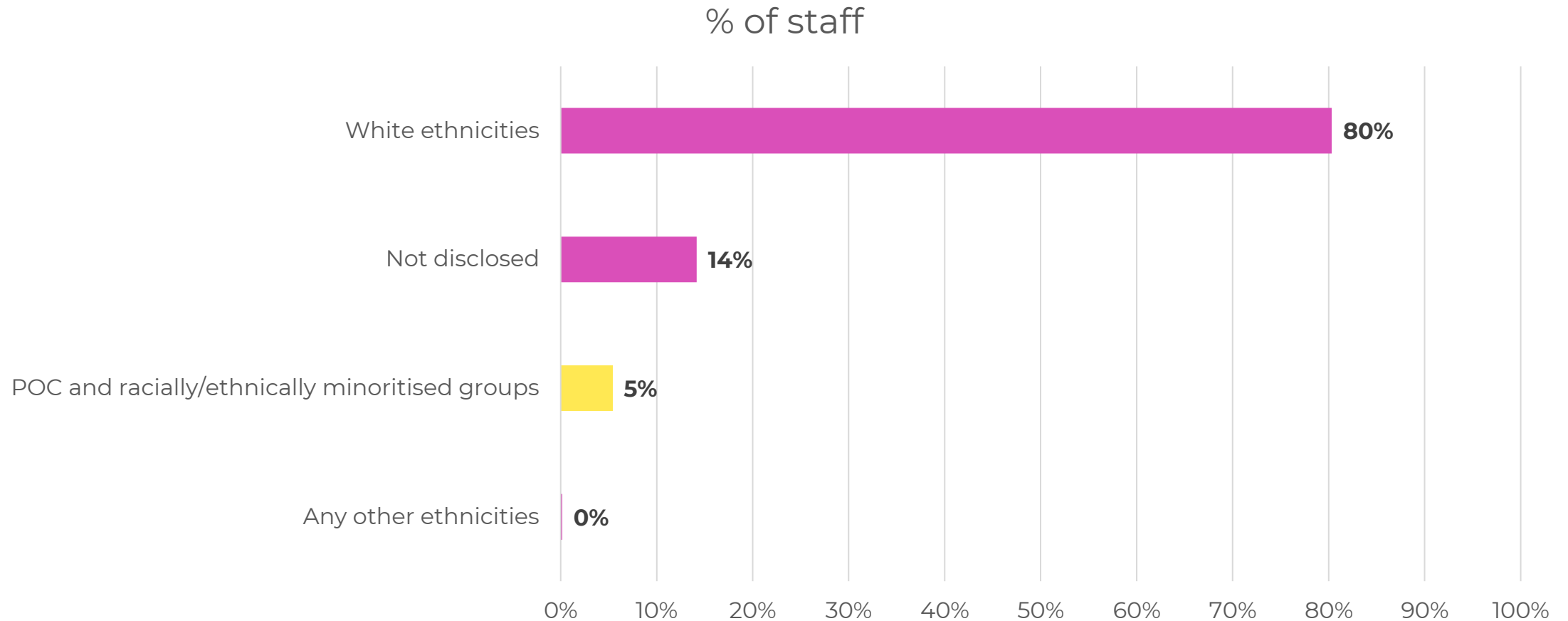
[Base: 126 organisations]

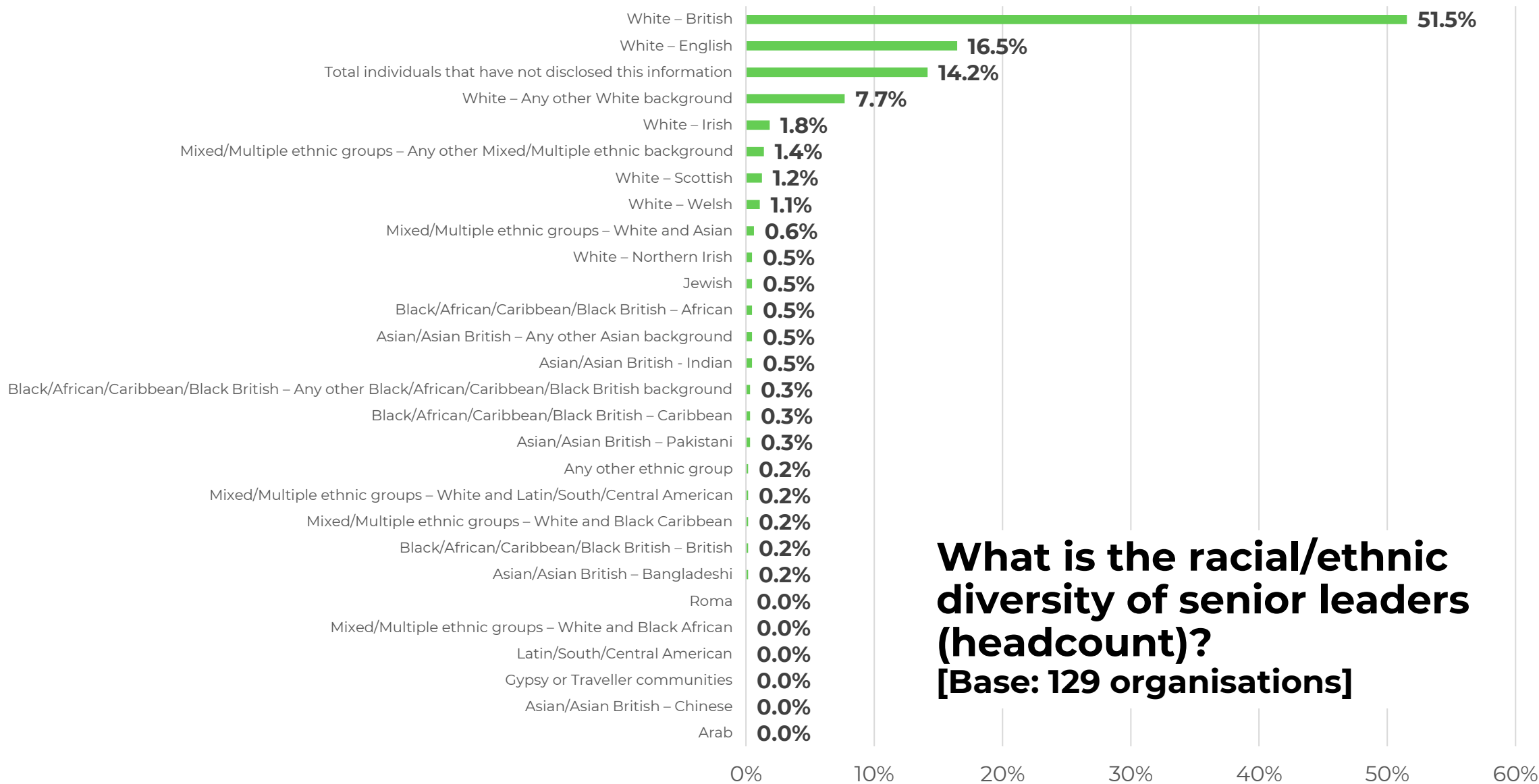




What is the racial/ethnic diversity of senior leaders (headcount)?

[Base: 129 organisations]



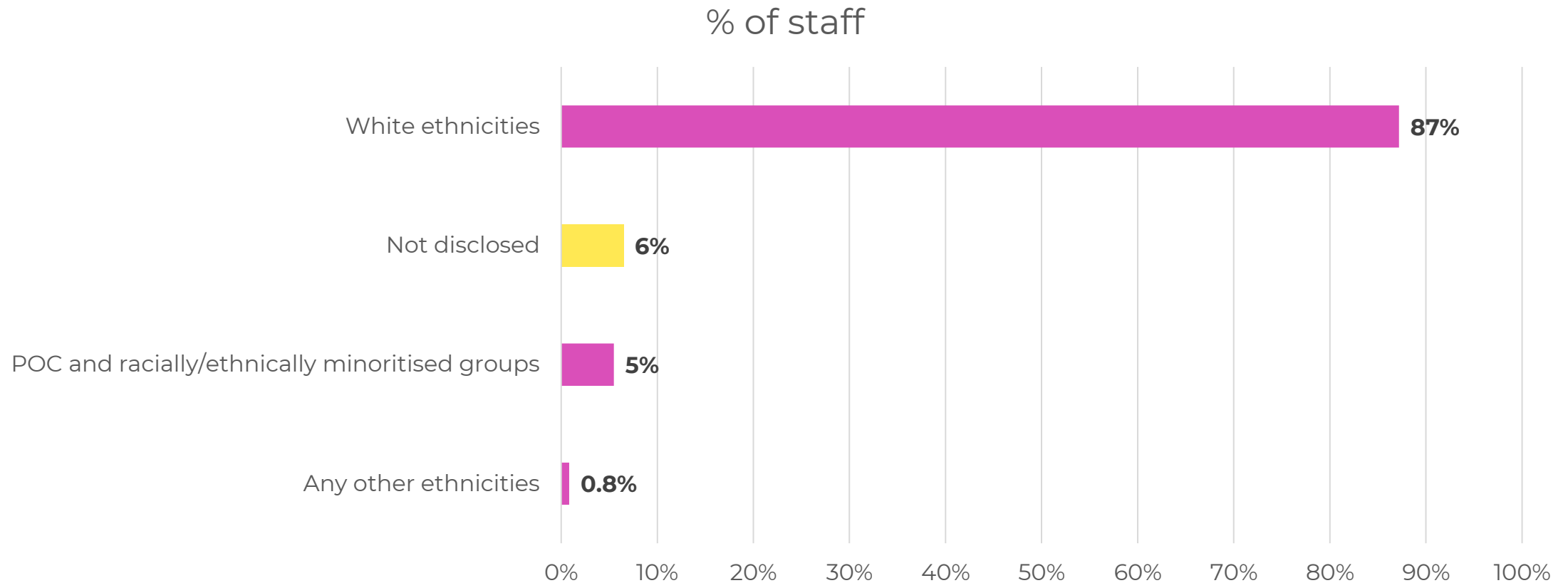


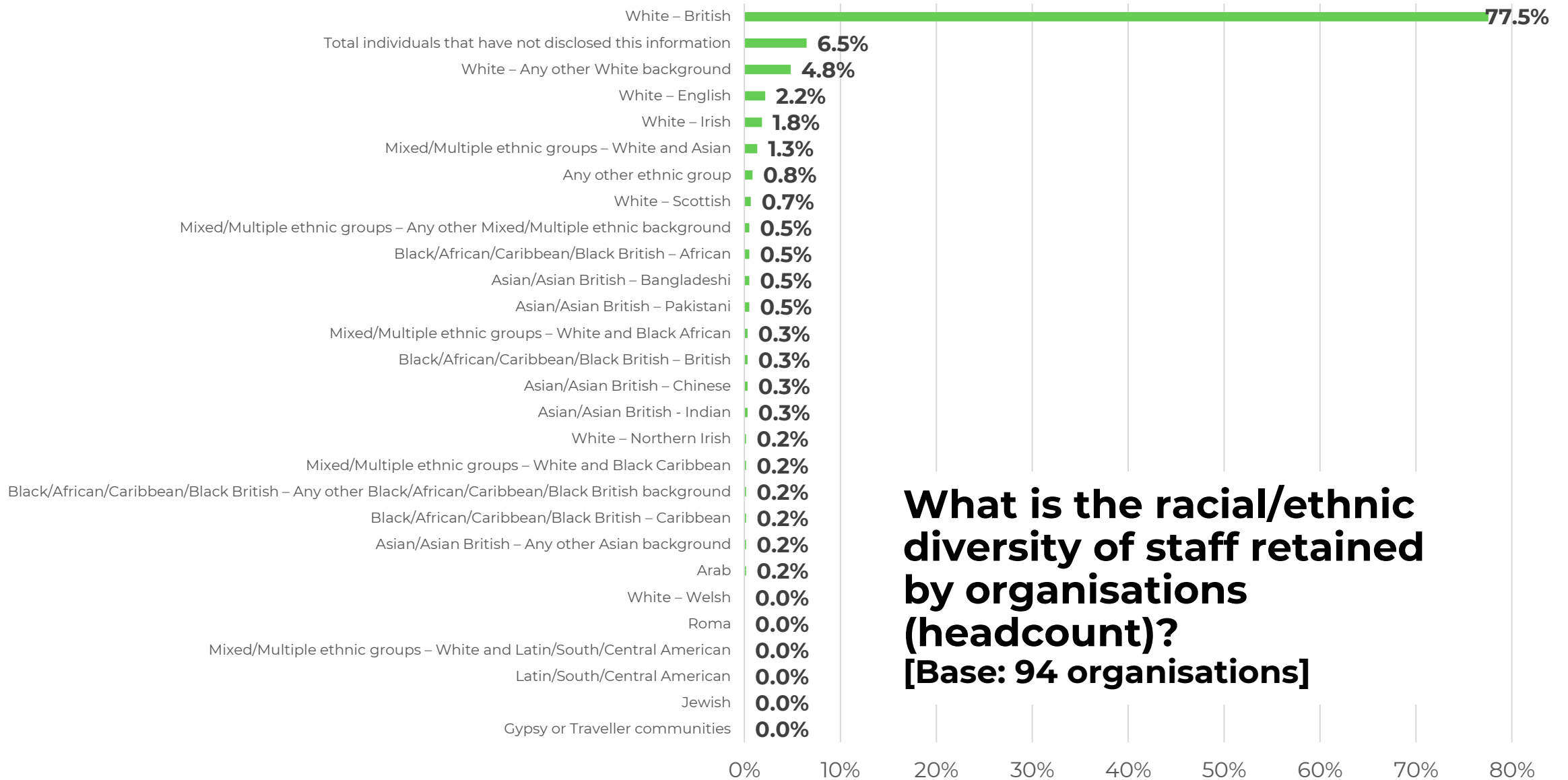
What is the racial/ethnic diversity of senior leaders (headcount)?
[Base: 129 organisations]

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

[Base: 94 organisations]

Over the 12 months of 2022, how many non-permanent staff have received contract extensions and/or been made permanent?

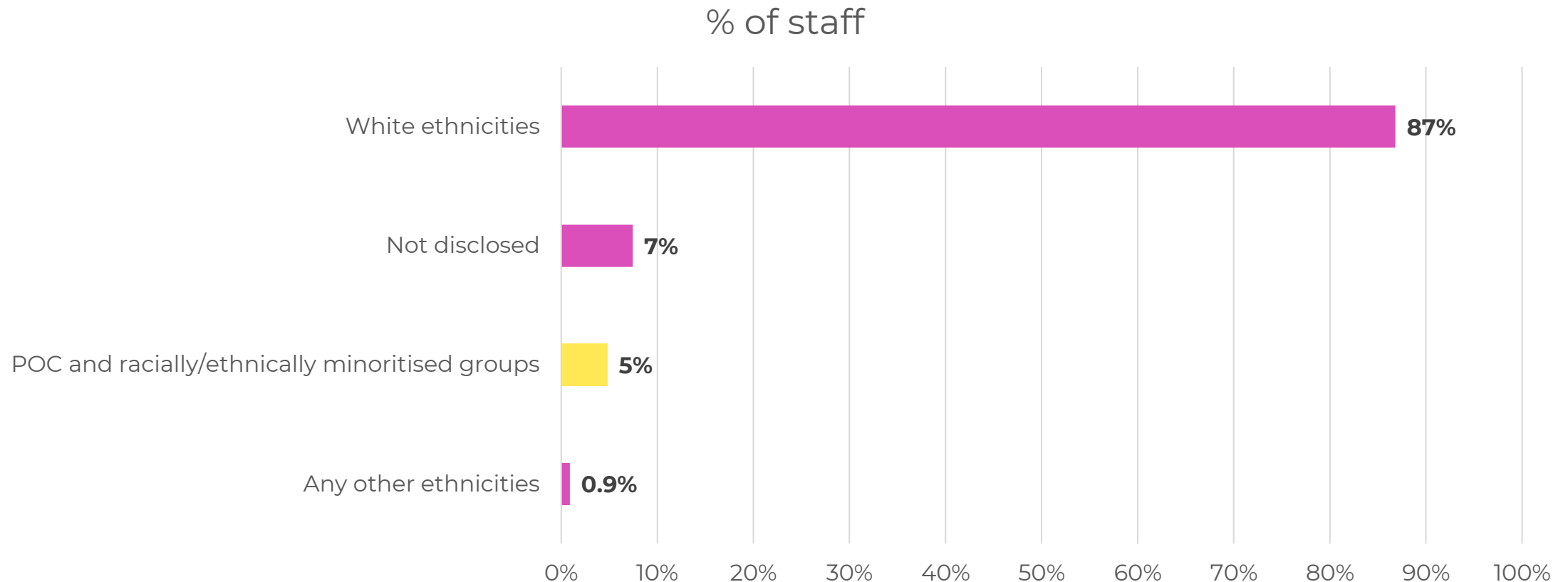


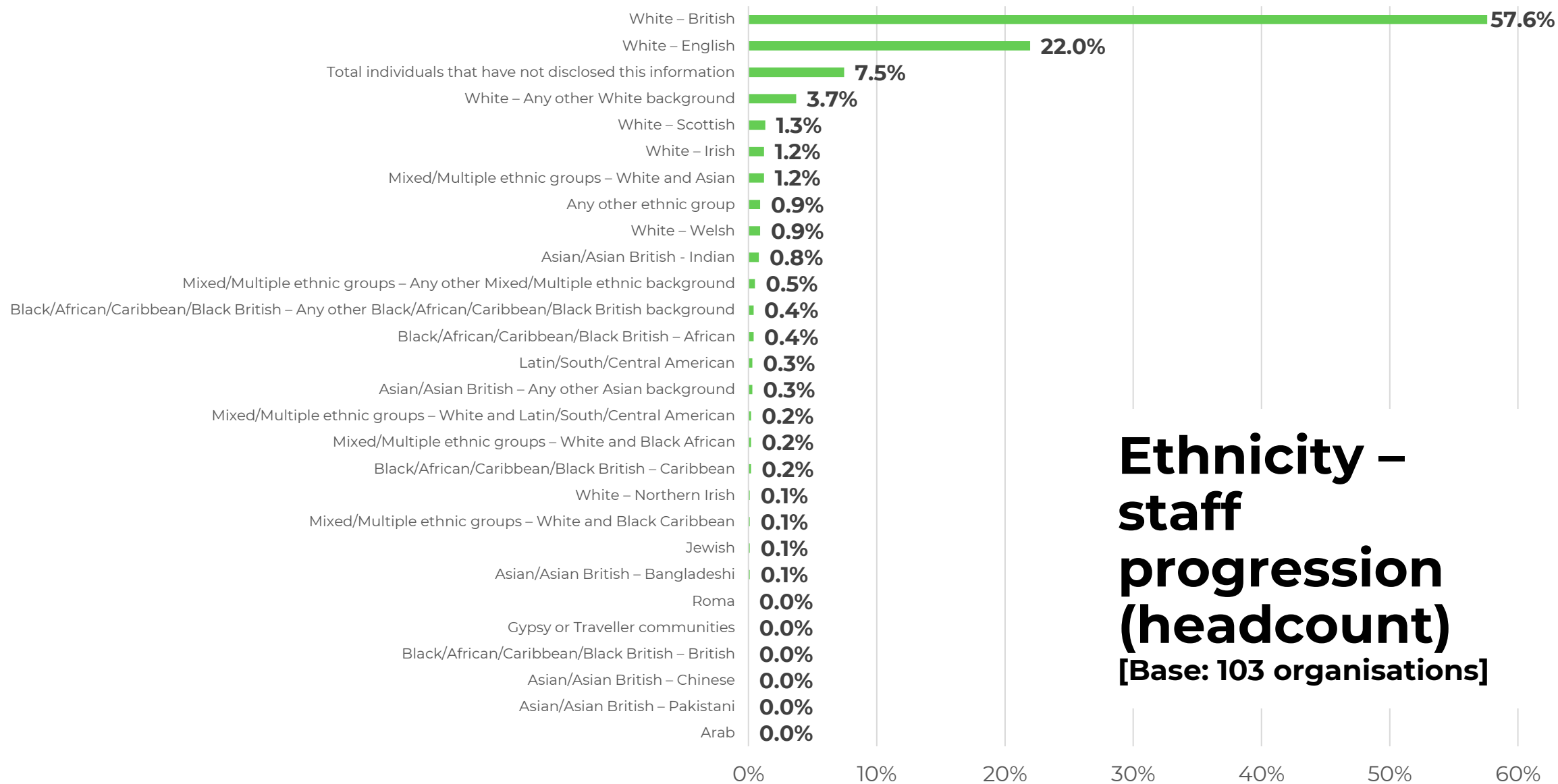


What is the racial/ethnic diversity of staff experiencing progression within organisations (headcount)?

[Base: 103 organisations]

Over the 12 months of 2022, how many staff (permanent and non-permanent) have been promoted to a better-paid and/or more senior role?

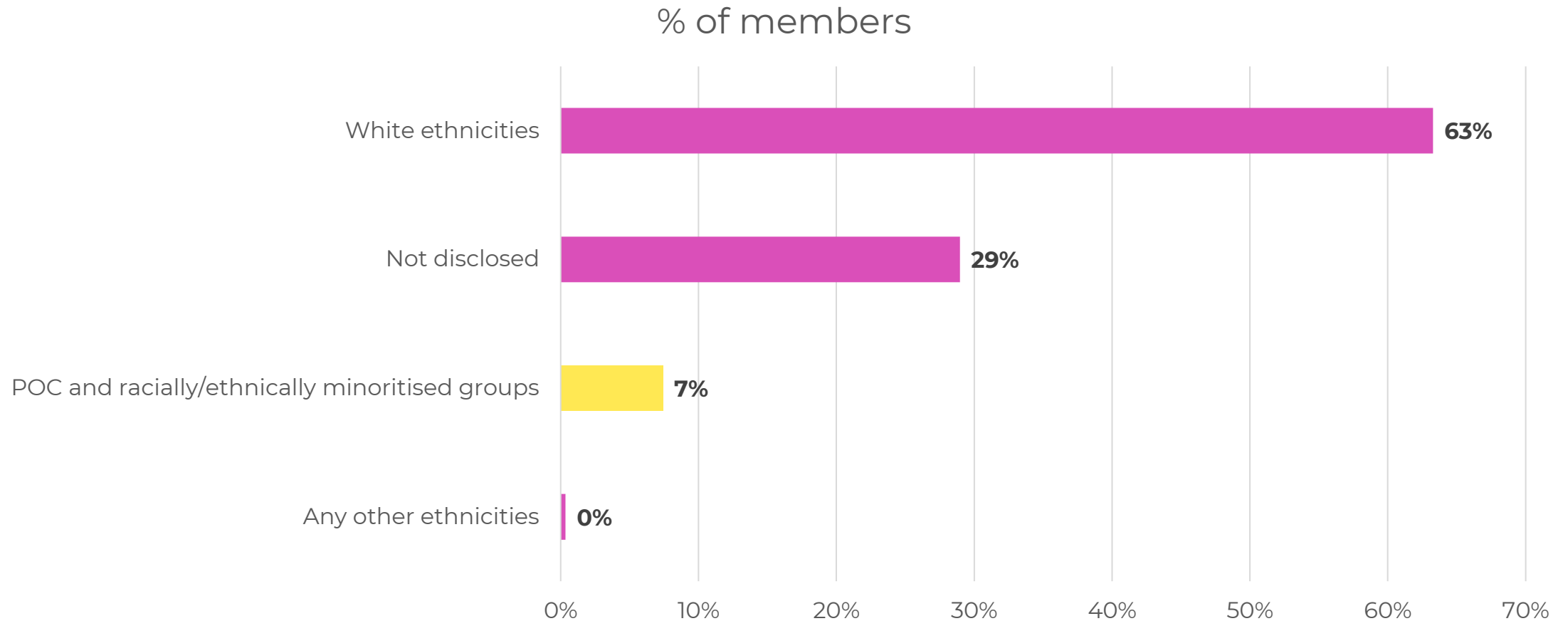


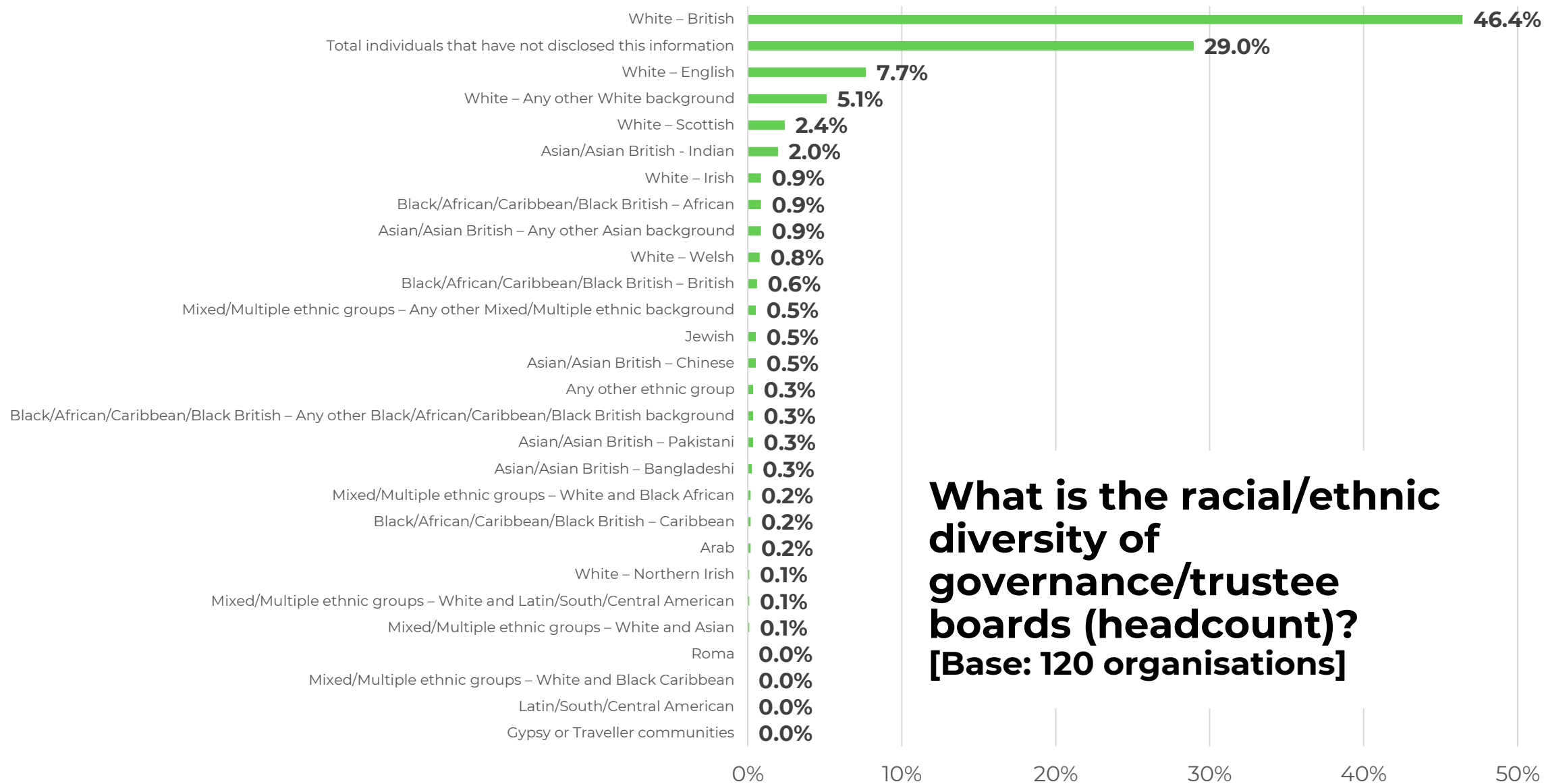


**Ethnicity –
staff
progression
(headcount)**
[Base: 103 organisations]

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

[Base: 120 organisations]

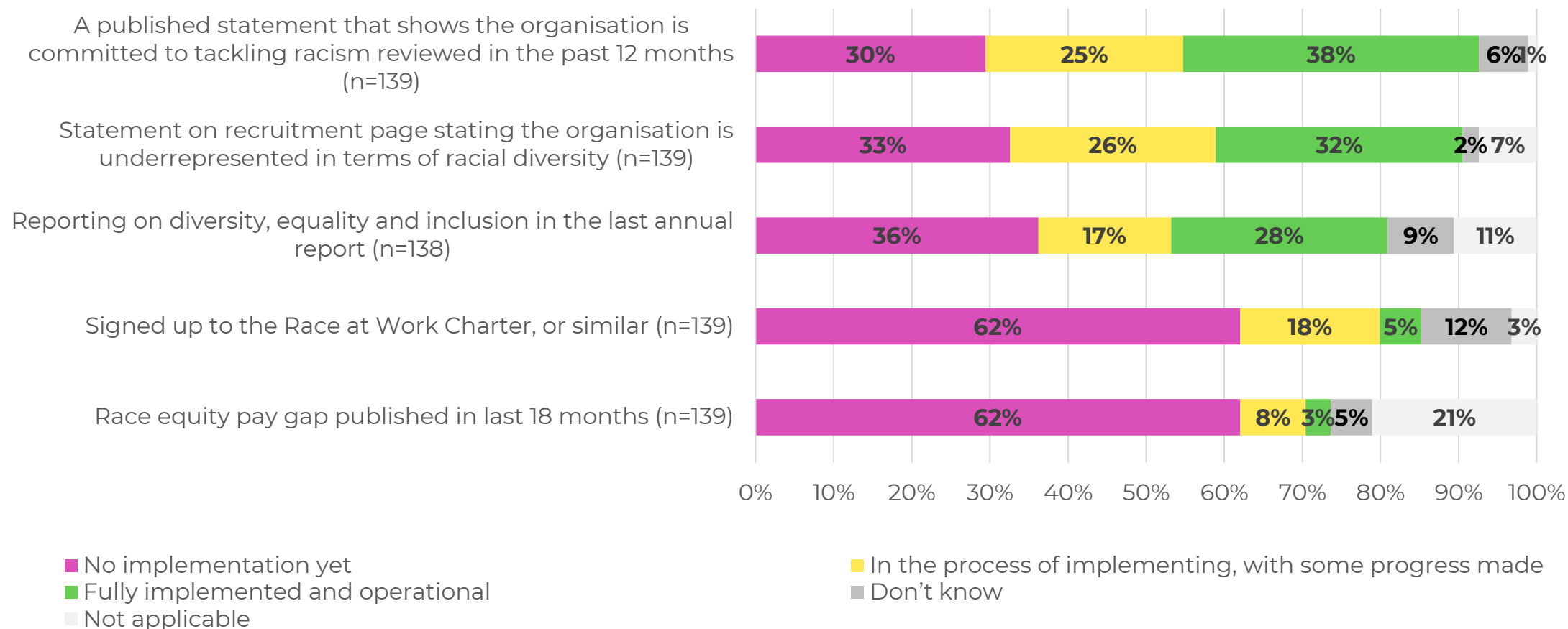




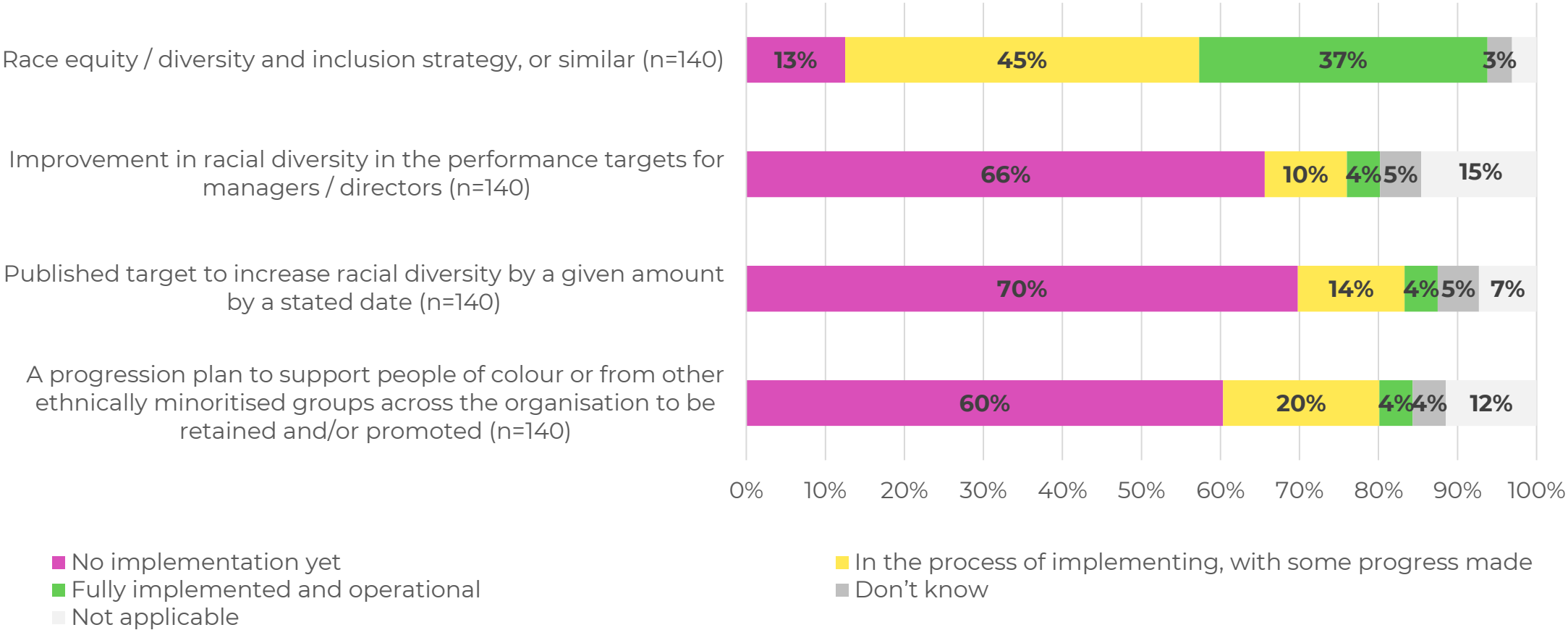
3.3 Action on equality, diversity and inclusion

Organisations taking part in The RACE Report are asked to detail the action taken internally to support equality, diversity and inclusion. The list of actions covers a breadth of areas and incorporates commonly recommended actions to support progression of equality, diversity and inclusion, but is not intended to be an exhaustive list. Neither is one action intended to be prioritised over another, and actions may not be applicable to all organisations.

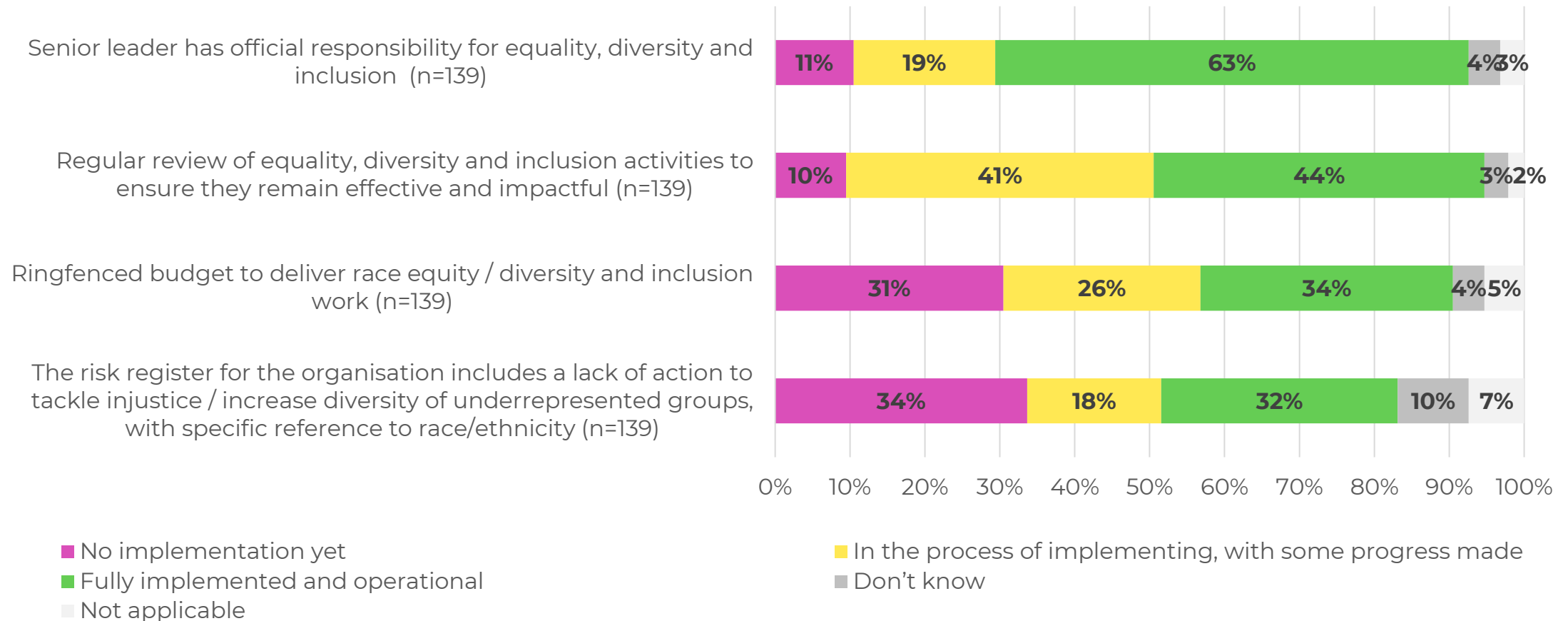
Has your organisation implemented any of the following aspects related to transparency?



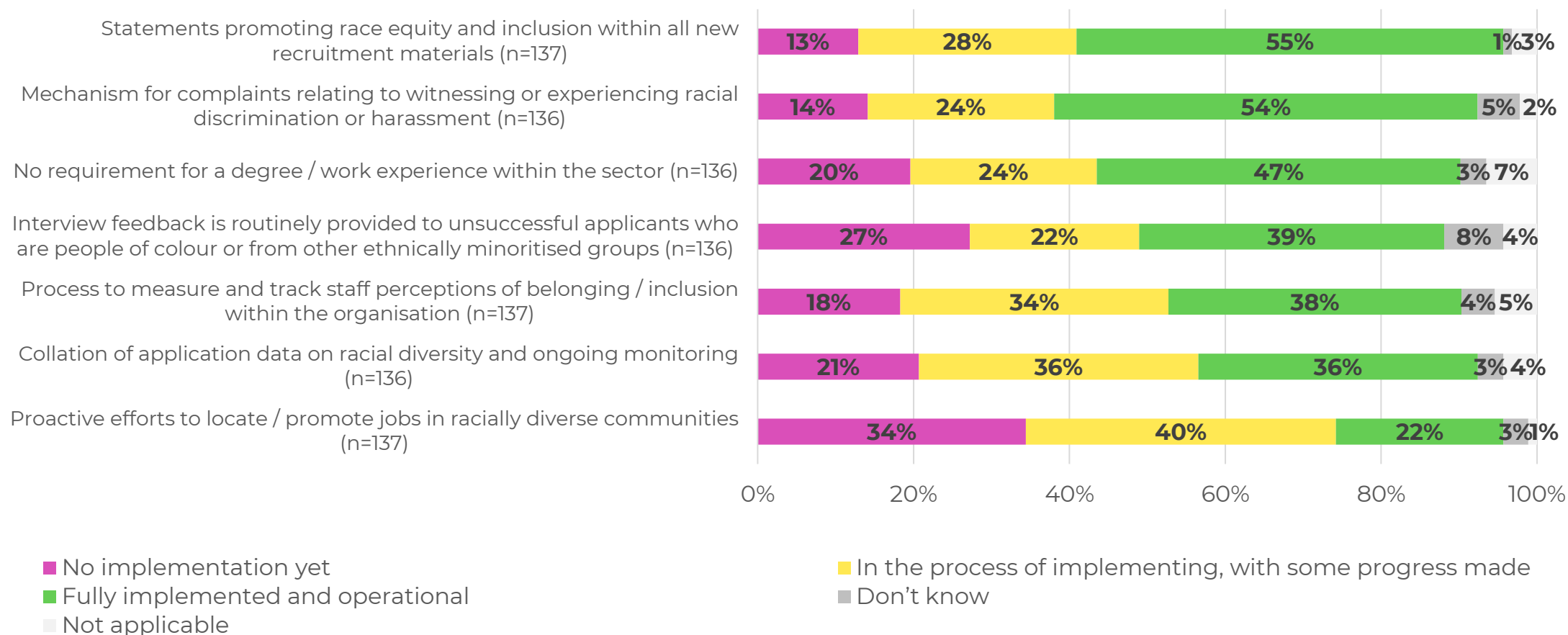
Has your organisation implemented any of the following aspects related to strategy and targets?



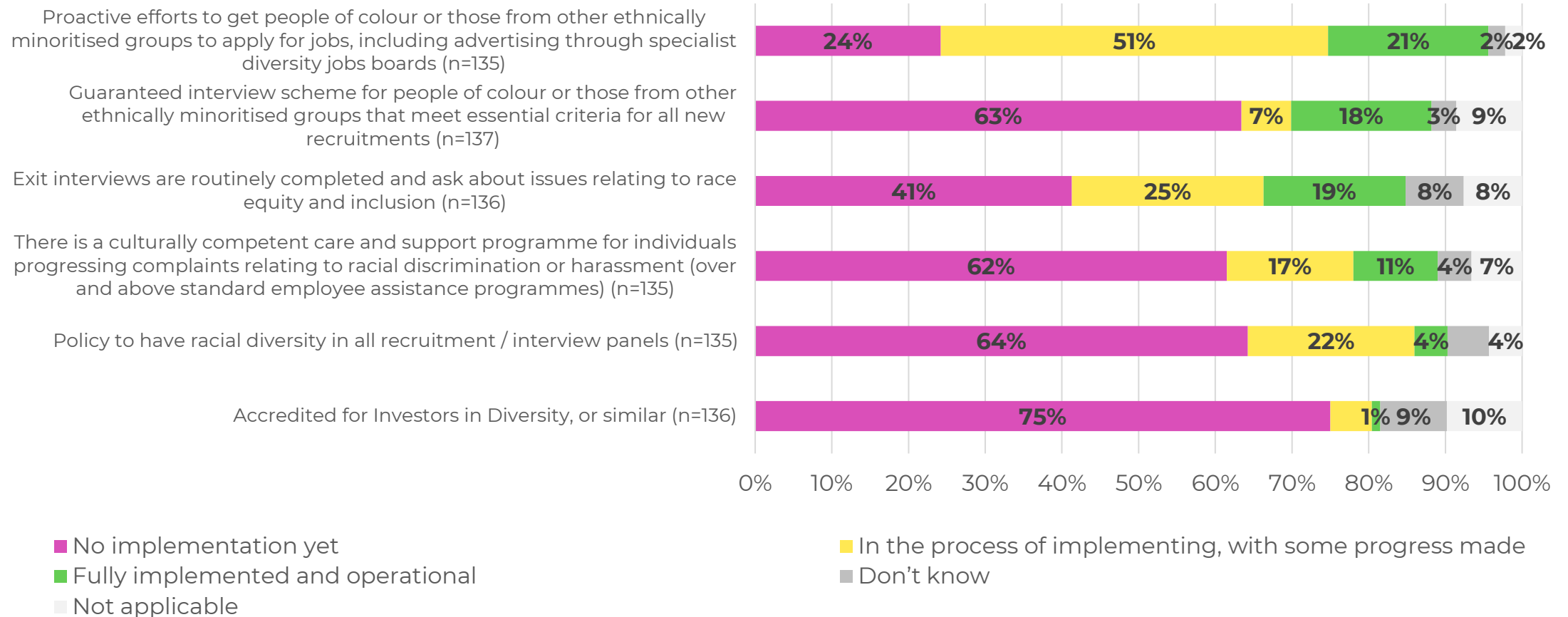
Has your organisation implemented any of the following aspects related to management and governance?



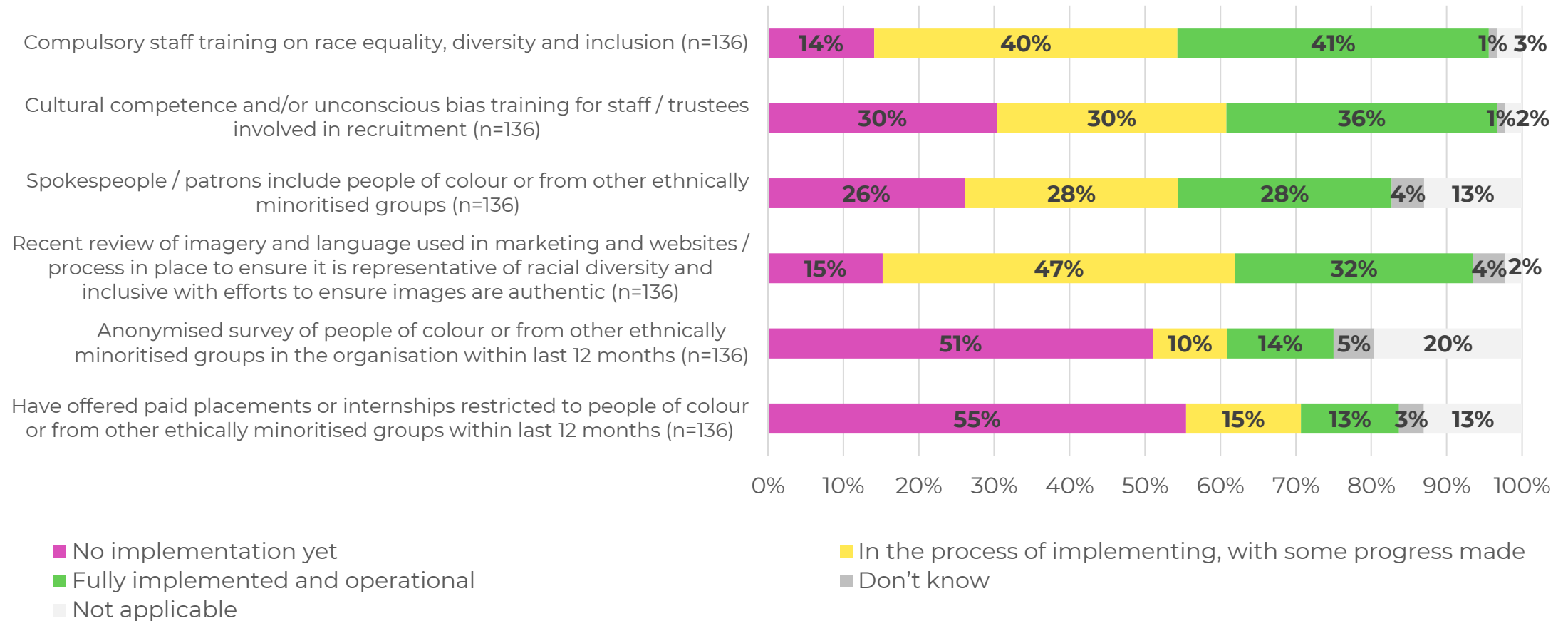
Has your organisation implemented any of the following HR processes? [1]



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]

A safe space for staff of colour or from other ethnically minoritised groups to speak about lived experiences and/or support network for employees of colour (n=136)

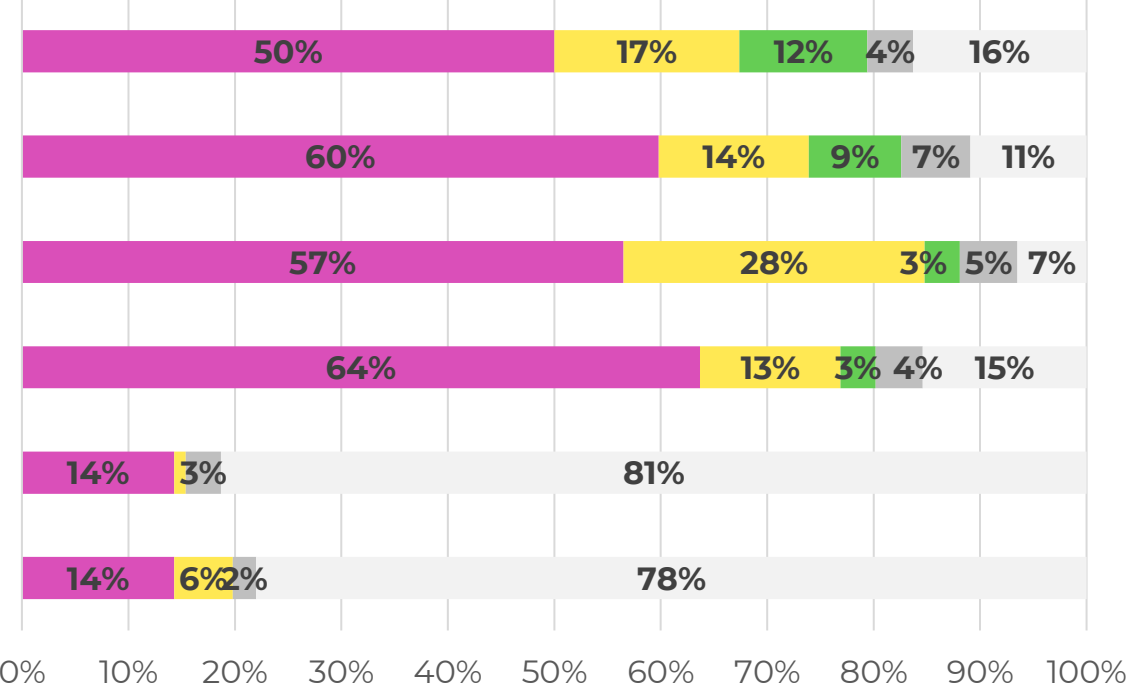
Inclusion of racism towards staff of colour or from other ethnically minoritised groups in risk assessments (n=136)

Partnering with an organisation for people of colour or from other ethnically minoritised groups to help create a talent pipeline for the organisation (n=136)

Mentoring scheme for employees of colour or from other ethnically minoritised groups

If a funder, require all existing and/or new grantees to publish race diversity data (n=135)

If a funder, have a funding requirement for grantees to tackle racial injustice / increase racial diversity (n=135)



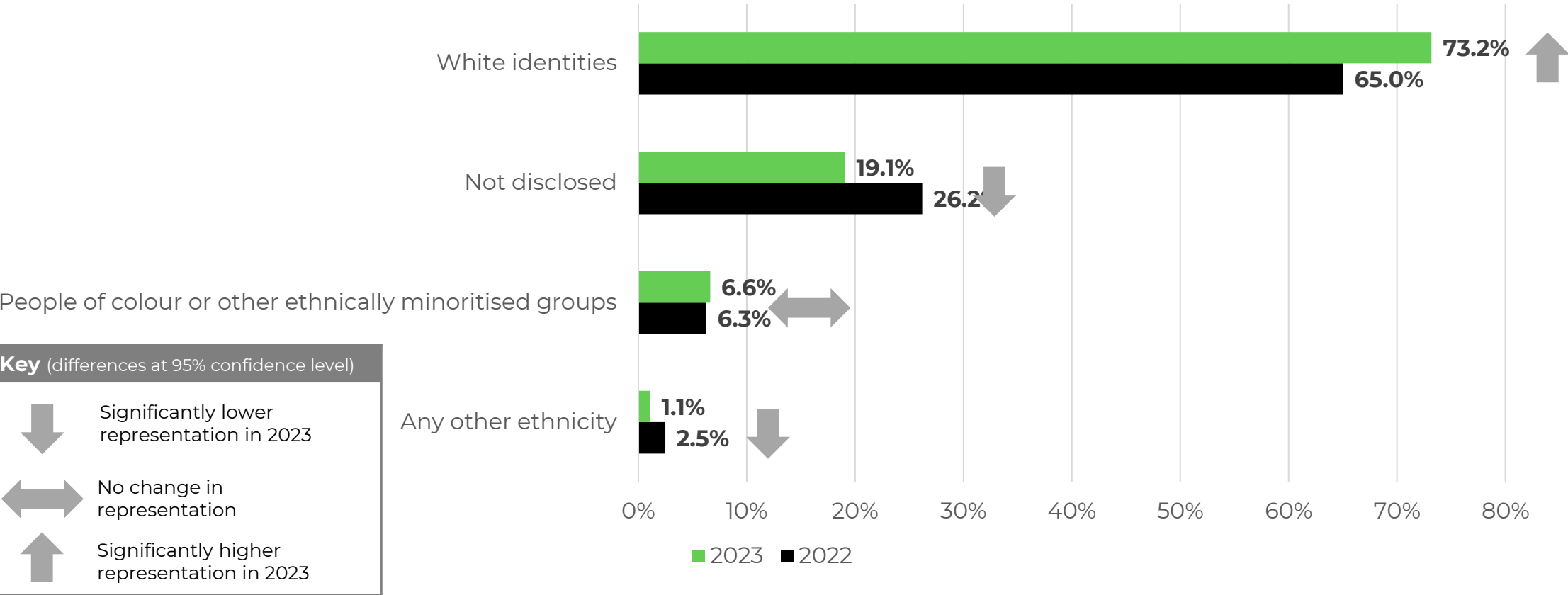
- No implementation yet
- Fully implemented and operational
- Not applicable

- In the process of implementing, with some progress made
- Don't know

4. Annual trends – comparing repeat participation in 2022 and 2023

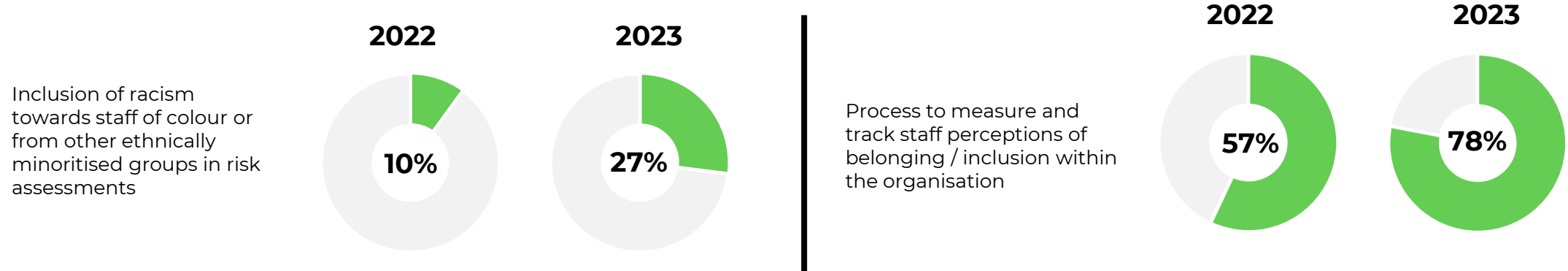
Diversity data overall staff - Repeat participation

In total 58 organisations have submitted diversity for their overall staff headcount in both years of the campaign – 2022 and 2023. The data from these organisations has been isolated and is presented here to show a like for like comparison between 2022 and 2023. Differences in representation at a 95% confidence level are shown using arrows as per the key below.

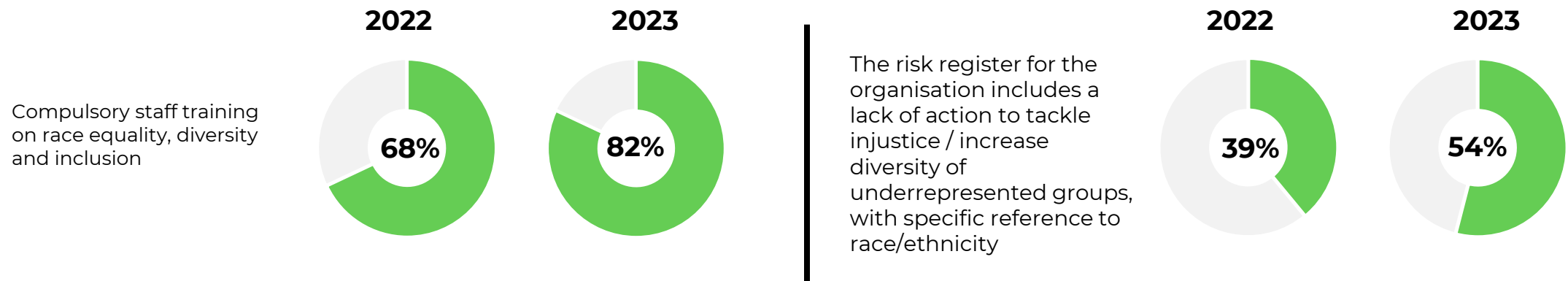


Action on equality, diversity and inclusion - Repeat participation

Analysing the findings from the 60 organisations that submitted data on their action on equality, diversity and inclusion in 2022 and 2023 showed a **statistically significant increase** (at 95% confidence level) in the following actions (when combining organisations that are in the process of implementing, or have fully implemented the action):



Other actions show a **substantial, but non-significant change** between 2022 and 2023, for example:



5. 2023 Participating organisations

The organisations who submitted data to The RACE Report in 2023 include...

2023 participating organisations

2050 Climate Group
Action for Conservation
Aldersgate Group
Ancient Tree Forum
Badger Trust
Bat Conservation Trust
Bioregional
Birdlife International
Brighton and Hove Food Partnership
British Exploring Society
British Trust for Ornithology
Bumblebee Conservation Trust
Butterfly Conservation
Campaign for National Parks
Centre of Sustainable Energy
Chartered Institute of Ecology and Environmental Management (CIEEM)
Chester Zoo
City to Sea
Climate Emergency UK
Climate Outreach

Climate Psychology Alliance
Coal Action Network
Compassion in World Farming International
Conservation Collective
CPRE The Countryside Charity
Eating Better
EAUC The Alliance for Sustainability Leadership in Education
Energy Saving Trust Foundation
Environmental Funders Network
Esmee Fairbairn Foundation
Ethical Consumer
Faith For the Climate
Fauna & Flora
Feedback
Food Ethics Council
Food, Farming and Countryside Commission
Forest Stewardship Council UK
Friends of St Nicholas Fields
Friends of the Earth
Friends Provident Foundation
Gallery Climate Coalition

Global Generation
Gower Street
Green Alliance
Green Schools Project
Greener Kirkcaldy
Greenpeace UK
Groundwork Greater Manchester
Groundwork North East and Cumbria
Groundwork UK
Groundwork West Midlands
Growing Communities
Heal Rewilding
Hubbub Foundation UK
IEMA
Institution of Environmental Sciences
Keep Britain Tidy
Lake District Foundation
League Against Cruel Sports
Learning for Sustainability Scotland
London Wildlife Trust
Marine Conservation Society
Nature Youth Connection and Education CIC
Open Seas

2023 participating organisations

Pesticide Action Network UK
Plantlife International
Possible
Repowering London
Rewilding Britain
Royal Society of Wildlife Trusts (RSWT)
Royal Society for the Protection of Birds
School Food Matters
Soil Association
Students Organising for Sustainability UK
South Asians for Sustainability
Sustain the alliance for better food and farming
Sustainable Fibre Alliance
Synchronicity Earth
Tees Valley Wildlife Trust
The Carbon Literacy Project
The Climate Coalition
The Fairtrade Foundation
The Heart of England Forest
The Lifescape Project
The Orchard Project

The Rivers Trust
The Wildlife Trusts (federated submission)
UK Youth for Nature
UK100
Wales Environment Link
Wild Team
Wildlife and Countryside Link
Women's Environment Network
Woodcraft Folk
WWF-UK
Youth Hostel Association
Zoological Society of London

To view the transparency cards for each organisation, please visit our [reports page](#).

For more information about The RACE Report please visit our [website](#) or get in touch at: race-report@sos-uk.org

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