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Mapping review of activity addressing the lack of diversity in the environment sector

Invitation to Tender to Esmée Fairbairn Foundation by 24 March 2023

1. **About Esmée**

Esmée Fairbairn Foundation aims to improve our natural world, secure a fairer future and strengthen the bonds in communities in the UK. We do this by contributing all that we can to unlock change by people and organisations with brilliant ideas who share our goals.

The Foundation is one of the largest independent grant-makers in the UK. In 2021 we made grants of £51.6 million towards a wide range of work within the arts, children and young people, the environment and social change. We also have a £45 million allocation to social investments for organisations with the aim of creating social impact.

The Foundation has funded a range of work to address the lack of diversity in the environment sector, and to improve the experience of people from underrepresented backgrounds that are working in the sector. We are committed to doing more ourselves and to support others.

We are aware that individuals can identify with more than one characteristic and that this is likely to affect their experience in the workplace. We are interested in how intersectionality is currently considered by initiatives in the environment sector and the extent to which initiatives to support greater diversity focus on the needs of individuals.

1. **Project context**

The environment sector is one of the least ethnically diverse in the UK. Just 4.81% of environmental professionals identify as Black, Asian or from other minority ethnic groups, compared to 12.64% across all UK professions. People of colour working in the sector report first-hand experience of racism in the form of stereotyping, discrimination, exclusion from networking and a lack of opportunity for progression.

Whilst the lack of ethnic diversity is a particular concern, there are also significant barriers to entering and progressing within the sector for people from low socioeconomic backgrounds and for disabled people.

The environment sector recognises that it has not done enough to ensure that it represents the people it ultimately seeks to serve. The Black Lives Matter movement prompted organisations to examine their own systems and practices as well as identifying areas where their services and expertise could support others in driving the transition to a more inclusive sector. The momentum this has created gives confidence that meaningful and lasting change can be achieved but it has also resulted in a complex ecosystem of sometimes overlapping initiatives. There is a risk that organisations or individuals looking for support do not know where they can find it and it can make it more difficult for funders and others to focus resources on addressing gaps.

Some key current initiatives are listed below, and this mapping review will identify more. Recent projects have also focused on offering entry level placements to people from underrepresented backgrounds, at how opportunities are advertised and at how training opportunities can be made more accessible.

Current initiatives

* “[Route map towards greater ethnic diversity: Creating conditions for minority ethnic people to join and thrive in the environment sector”.](https://www.wcl.org.uk/diversity-route-map.asp) Wildlife and Countryside Link recently worked with Natural England and the equity, diversity and inclusion consultancy, Full Colour, to look at what is helping and hindering progress towards greater ethnic diversity and to develop a route map of change for the sector.
* [Diverse Sustainability Initiative.](https://www.diversesustainability.net/) Led and coordinated by IEMA, this is a collaborative programme with a vision to transform the sustainability and wider environment sector.
* [Race Equality Environmental Programme.](https://www.cemvoscotland.org.uk/race-equality-environmental-programme/?doing_wp_cron=1674044247.3170490264892578125000) This initiative seeks “to improve the capacity of the environment sector to tackle racial inequality and support ethnic minority people” in Scotland.
* [The RACE Report.](https://www.race-report.uk/) This is administered by SOS-UK. It gathers and publishes data from charities, trusts and foundations working in the environment sector to encourage transparency in progress made in addressing a lack of diversity.

The focus of these initiatives fall into four categories:

1. More diverse people entering the sector. E.g. careers advice, placements, targeted recruitment.
2. Facilitating progression. E.g. Mentoring, fellowships and leadership programmes, job platforms, support networks.
3. Removing barriers. E.g. consultancy support to employers, good practice webinars, celebrating progress, training for HR professionals, community of practice.
4. Accountability and evaluation. E.g. RACE Report, Route map

**3. Project objectives**

We are commissioning a review of existing and planned initiatives which aim to address a lack of diversity in the environment sector in the UK. Using the four categories above, we want an overview of existing initiatives, which organisations are interested in developing work in future, and where the key gaps in provision are.

The key audience for the report will be the Board and Executive at Esmée Fairbairn Foundation, as well as other individuals and organisations working to address Equality, Diversity and Inclusion (EDI) issues in the environment sector and looking for sources of advice, models that they could replicate, or potential partners. Funders in this space are keen to ensure that they avoid duplication by supporting new initiatives when existing programmes are unable to secure funds, and to identify gaps in delivery that they could help to address.

1. **Method and approach**

The provider will work to a small steering group. The steering group will be able to advise on some key contacts and make some introductions.

The provider will map initiatives working on EDI in the environment and sustainability sector across the UK. The focus should be on initiatives designed to address routes into paid work and support for people from underrepresented backgrounds to progress their careers. This might be through web research and interviews, surveys, literature reviews, workshops etc.

We are keen for the review to take a broad interpretation of EDI but are particularly interested in projects supporting people from communities experiencing racial inequity, from low socioeconomic backgrounds, disabled people, and people who may identify with more than one of those characteristics, because we know that they are underrepresented in the workforce now.

1. **Outputs and deliverables**
* A final report detailing current and planned initiatives and an assessment of gaps
* A summary report, suitable for publication on our website
* Any datasets
* A presentation to the steering group, Esmée Fairbairn Foundation staff and trustees, giving the opportunity to ask questions
* Any summaries or case studies that will help us use and share the findings
1. **Experience**

The provider is expected to have:

* Knowledge of the UK environment sector
* Commitment to addressing EDI issues in the environment and sustainability sector
* Experience of working with a broad range of organisations
* Relevant and demonstrable experience of devising and delivering sector research
* Strong communication skills, including listening and questioning, and the ability to communicate information to a non-technical audience, both verbally and in writing
* Analytical and interpretation skills
* Strong skills in project management
* Creativity and flexibility to respond to issues quickly and adjust the approach to or style of delivery
* Commitment to a 3-month piece of work
* Payment arrangements will be via a single organisation or consultant
1. **Timescale for the work**

The work should begin in April 2023 and will run for 2 months, with a final report due in June 2023.

1. **Budget**
* We expect quotes to be around £10,000 to £15,000 based on approximately 20 days work.
* Quotes should include expenses and VAT.
1. **Esmée Fairbairn Foundation involvement**
* Your primary point of contact will be Simon Wightman, Funding Manager, Esmee Fairbairn Foundation
* There will be a meeting of the steering group at the start of the commission.
* We expect one output to be a report suitable for sharing widely. If there are views shared through the commission that are sensitive or contributors would rather are not published then Esmee Fairbairn Foundation will treat as confidential.
* All intellectual property is passed to Esmee Fairbairn Foundation.
1. **To apply**

If you are interested in tendering for this project, **please email your proposal to Simon Wightman by 24 March 2023**. This should contain:

* A summary of how the work would be carried out including:
* Budget broken down by item to include: number of days work, daily rate of pay (for each team member), and VAT where applicable
* Confirmation of who would do each aspect of the work
* Timescale.
* Outline of constraints, challenges and risks associated with the work and how the provider would mitigate them
* Provider commitments to DEI
* Contact details for two relevant referees we can talk to now

**The total maximum length of submission should not exceed four A4 pages.**

You may append CVs etc

1. **Proposal assessment process**

We will meet with preferred candidates to discuss how they might approach and carry out the work.

1. **Commissioning Timetable**

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| **Date** | **Stage** |
| 6 March | Brief issued |
| 17 March | Deadline for clarification questions |
| 24 March | Deadline for tender submissions |
| 28 March | Shortlisted providers notified |
| By 4 April | Interviews |
| 5 April | Appointment date |
| Wc 10 April | Inception meeting |

1. **Contact**
* Name: Simon Wightman
* Job title: Funding Manager – Our Natural World
* Email address: simon@esmeefairbairn.org.uk