**Staff newsletter / intranet draft copy on ethnic diversity route map**

We’ve long known that the environment sector as a whole needs to take action to become more ethnically diverse. People from all backgrounds across the country are passionate about nature, yet our workforce continues to be dominated by white faces and voices. Only 4.8% of environmental employees are people of colour, compared to 12.6% on average across all sectors.

That’s why a new [ethnic diversity route map](http://www.wcl.org.uk/joint-route-map-ethnic-diversity.asp) which has been launched recently (5 Oct 2022) by Wildlife and Countryside Link is important news.

The route map was developed following research with 2000 individuals across 44 environmental organisations. This showed high appetite for action to improve ethnic diversity, but low action on the ground. Some organisations have already taken successful measures, but most have been slow off the starting blocks, with many organisations lacking resource and expertise.

This research also revealed many concerning findings, with people of colour continuing to face barriers to recruitment and career progression and experiences of racism. It's so important that we address these issues to become a more representative and welcoming sector, and we can only achieve this by working together.

The new route map, and accompanying guidebook, set out action for collective work in four core areas of improving culture, transparency, action on racism, and organisational plans and practices. And more than 40 organisations are signed up to achieving the objectives over the next 5 years.

We’re proud to be one of the organisations that has signed up to change and will be working hard with staff internally and colleagues externally to ensure we have a more representative, ethnically diverse nature sector by 2027. While the route map will not solve all the issues around lack of ethnic diversity in the sector, profound change is possible by working together.

To find out more about the route map visit [*www.wcl.org.uk/joint-route-map-ethnic-diversity.asp*](https://www.wcl.org.uk/joint-route-map-ethnic-diversity.asp) or contact eleanor@wcl.org.uk