



The RSPB's Equality, Diversity, and Inclusion (EDI) commitment

Our commitment to EDI underpins the work we do to save nature.

We are in a nature and climate emergency and we save nature through people: **all people.**



We believe nature is essential for people.

Everyone should have equal access and the opportunity to feel connected to wildlife. Everyone should be able to experience the health and wellbeing benefits of nature. We want to see a world richer in nature where everyone can experience the joy it brings. We're facing a nature and climate emergency and our cause has never been more relevant to the Earth's future.

Our movement must be inclusive for everyone.



We recognise barriers to accessing nature.

We know that the conservation sector is one of the least ethnically diverse. We're not currently reflective of the communities that we are part of. We recognise the historical, societal, and institutional barriers that groups can face when accessing nature. We want to work together to remove these barriers and reflect on our role in creating them.

We acknowledge our need to listen and learn if we are to genuinely fulfil our ambitions.

Only together can we create a world richer in nature.



We are committed to change.

We will build an RSPB where everyone thrives, lives and champions our shared values. Where people are proud and supported to be themselves. Where all contributions are valued. Where everyone has a voice in creating our future, developing the RSPB as a great place to work and volunteer. This is our promise to our people. We'll hold ourselves accountable to it.



We have...

- Embedded EDI into our 2030 strategy, acknowledging that it is one of the core areas where we want to step up our efforts and impact.
- Focused on achieving a greater gender balance in senior role equality. Currently, 50% of our Trustees and our senior leaders identify as women.
- Reflected, analysed, and identified areas in need of improvement. This includes setting out plans to bring about change: such as working to achieve greater diversity in our workforce including our work with organisations such as Full Colour.
- Recognised we need to become more transparent and accountable. We now actively publish information on our EDI commitment and progress through our communication channels including our Annual Report.
- Collaborated with other conservation organisations to achieve meaningful change including signing up to the [WildLife Countryside Link ethnicity route map](#).
- Continued to reform our recruitment practises, by reviewing our current framework and exploring and trialling new processes.
- Reviewed and started the process of improving accessibility on our nature reserves.

And we want to do so much more.

We will...

- We will be courageous: listening, challenging and learning together. We'll build an understanding in our leaders, workforce, and supporters as to why EDI matters to our mission.
- We will be clear about our priorities and led by evidence. We will continue to be more transparent and accountable, by publishing information through initiatives such as [the RACE report](#).
- We will always collaborate, value, and build on the work that is already happening as we continue our journey towards becoming a truly inclusive organisation.
- We're dedicated to this work. We won't leave anyone behind.

We save nature through people: all people.





Protecting habitats, saving species
and helping to end the nature and
climate emergency.

**Nature is in crisis.
Together we can save it.**

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