

Equity, Diversity, and Inclusion and Belonging at Earthwatch Europe

Earthwatch Europe believes everyone has the potential to take action to protect the nature around them. We work to connect all people with nature and give them the tools they need to fight for our planet. We use science to better understand the environmental challenges we all face, and to involve everyone in finding solutions to these issues, championing findings collected by people at the grassroots to bring about change from the local to national level.

We believe that all people, communities and organisations, no matter their background, identity, ability or circumstance, should have the opportunity to be part of the science, build knowledge, create connections and take action. Earthwatch is committed to creating a diverse and inclusive working environment. We value the benefits that different backgrounds, working approaches and ways of thinking can bring.

Five Priority Areas

1. Ensure Earthwatch is a place where individuality is embraced, and everyone has the opportunity to thrive
2. Identify and remove any barriers to greater equality and inclusion within our recruitment processes and to staff retention
3. Continue to build and support a diverse Board of Trustees
4. Review equity within the organisation, starting with a gender equity plan
5. Review and improve our existing programmes and develop new programmes aimed at giving increased equity and increased diversity, for the global majority or overlooked groups. We strive to make all our programmes and events safe and inclusive and seek to address the barriers to all people getting involved in our work.

We are a committed member of:

- Sustainability Diversity Initiative
- The RACE Report
- Wildlife and Countryside Link EDI Group

Working towards making the environmental sector more diverse and inclusive.

To support our work we have established an EDI Working group.

- **Purpose:** The Equity, Diversity, and Inclusion (EDI) Working Group was established within Earthwatch Europe to promote and advance equity, diversity, and inclusion within our organisation.
- **Key Message:** The EDI working group will promote, encourage, and champion EDI related issues within Earthwatch, to bring about positive change and make recommendations on the direction of the strategy. The group aims to support the creation of a culture where employees feel comfortable to be themselves in the workplace and should enable constructive challenge on current approaches, policies and

practices to enable progress against our overall aims. The group will have oversight of EDI activities within the organisation and support the Exec to make positive change.

- **Key Objectives** The key objectives of the EDI Working Group are as follows:
 - a. To raise awareness and understanding of equity, diversity, and inclusion issues within the organisation.
 - b. To identify barriers and challenges faced by underrepresented groups and propose actionable solutions.
 - c. To support the development and implementation of inclusive policies, practices, and initiatives.
 - d. To promote a culture of respect, fairness, and equality throughout the organisation.
 - e. To monitor progress and evaluate the impact of EDI efforts within the organisation.
 - f. To communicate impacts, successes and challenges internally, including trustees and provide data and case studies for external communications.

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