

THE RACE REPORT

2025 Report

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Acknowledgements

Thanks to the 137 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.

The RACE Report is:



1. Summary

The RACE Report 2025

The environment, climate, sustainability and conservation sector is unrepresentative of the racial and ethnic diversity seen across the UK. 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.

Racial equity is essential to a just and effective UK environmental charity sector. Racially minoritised communities are disproportionately exposed to environmental harm, while remaining persistently under-represented and excluded within environmental organisations, leadership and decision-making. This disconnect weakens the sector's ability to deliver fair and lasting solutions to the climate and nature crises. The RACE Report exists to increase transparency around racial diversity and inclusion, creating the conditions for accountability, learning and change.

2025 is the fourth year of the campaign which seeks to measure and track diversity through comparable and collective data – vital to understanding our progress towards achieving change. Each year we provide an updated snapshot of the racial diversity within organisations who have committed to transparency.

In 2025, we continued to ask organisations about the racial / ethnic diversity of staff in a range of different roles, as well as what action they are taking to progress equity, diversity and inclusion. We've also continued tracking changes across a group of organisations that have taken part in each year of the campaign. This year we continued optional submission of data which intersects the race / ethnicity of their staff with other aspects of their identity to further increase transparency of who is and isn't represented in the environmental charity sector. This year we expanded intersectional data collection to all characteristics covered by the UK's Equality Act. The analysis reported here is designed to improve our understanding of representation across the sector so we can collectively work to drive positive change.

In 2025...

137

Organisations*
submitted data at
any level

8

organisations
submitted data for
the first time

28,073

members of staff are
represented in the
race/ethnicity data in
some way

91

Organisations* have
submitted four years
of race/ethnicity data
for 'overall staff'

34

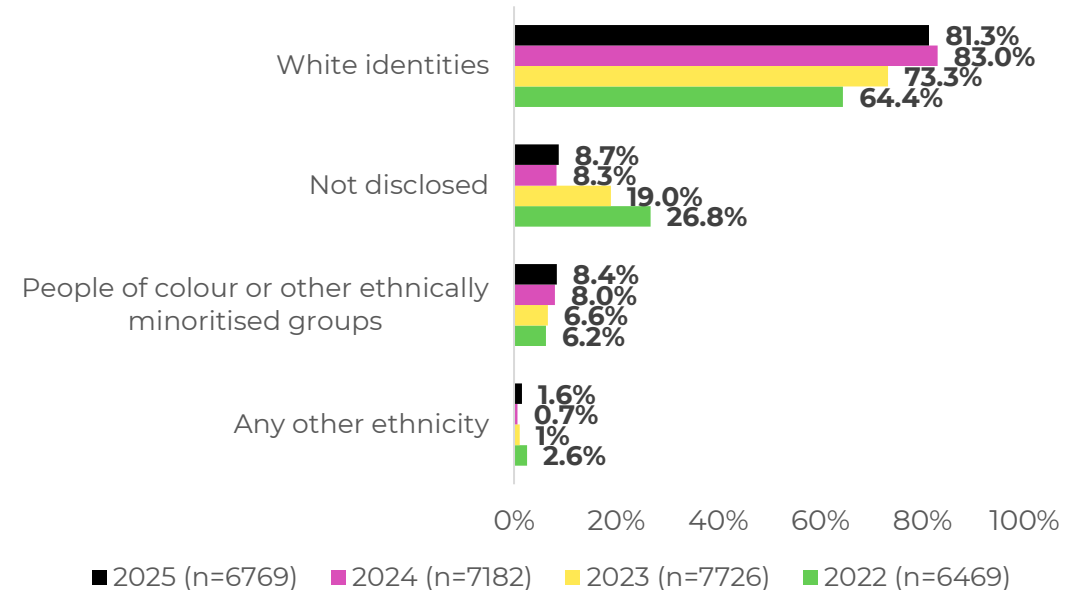
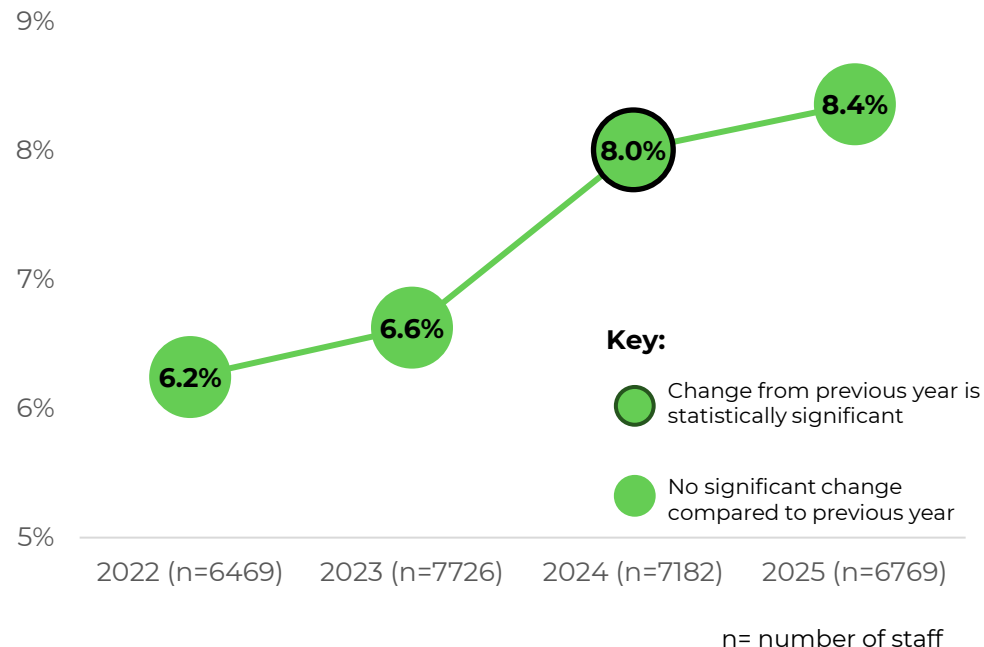
organisations submitted
race/ethnicity diversity
data for at least one
intersectional identity

Comparing The RACE Report data from 2022 to 2025

91* organisations submitted diversity data for their staff in all four years of the campaign. The data from these organisations, using the 'overall staff' category, has been isolated and is presented here to show a like for like comparison between each year. Statistically significant differences are reported at 95% confidence level. Whilst numbers have varied across the three years, the 91 organisations represent around 7000 members of staff.

Overall staff - repeat participants

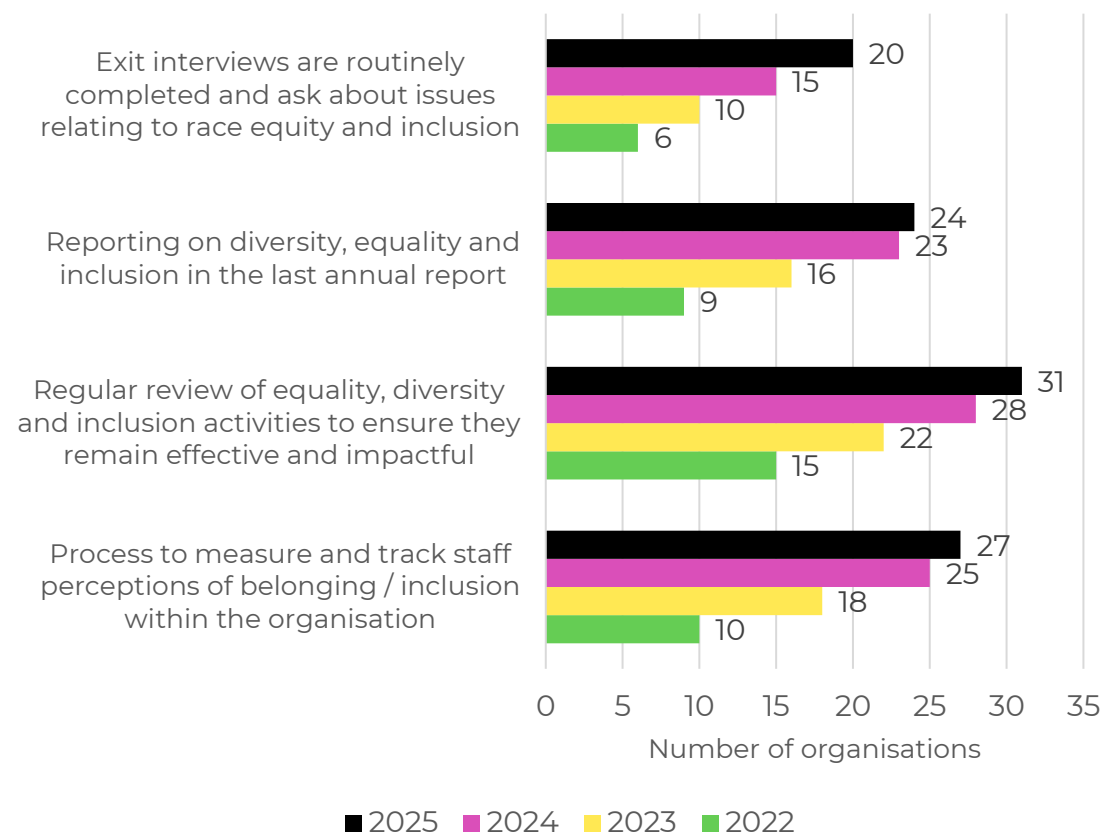
Isolating the 'overall staff' data for organisations that have participated in all four years of The RACE Report shows a gradual increase in the representation of people of colour and other ethnically minoritised groups. In 2022, representation was 6.2%, rising to 8.4% in 2025 (right-hand chart). Within the same organisations, there has been a significant decrease in the proportion of people categorised as 'not disclosed,' from 27% in 2022 to 9% in 2025. This reduction corresponds with a significant increase in the proportion of staff recorded as white identities. This shift in disclosure may reflect a growing recognition of the importance of transparency in driving progress on equality, diversity, and inclusion, and in supporting their organisation's work in this area.



* Includes data submission by a federated organisation

Action on equality diversity & inclusion - repeat participants

Organisations participating in The RACE Report are asked to outline the actions they have taken internally to support equality, diversity, and inclusion. The list of actions spans a wide range of areas and reflects commonly recommended practices for progressing EDI. It is not intended to be exhaustive, nor is any single action expected to be prioritised over others, as some may not be applicable to all organisations. A total of 88* organisations submitted data on their EDI actions in all four years of The RACE Report.



Changes in implementation

From a list of 38, 12 actions showed an increase in the number of organisations who reported the action as 'Fully implemented as operational' between 2022-2023, 2023-2024 and also 2024-2025. Of the 12, the biggest shifts in implementation are seen amongst the actions shown in the chart to the left.

Across all four waves of the campaign, the most commonly reported action that is 'Fully implemented and operational' is 'Senior leader has official responsibility for equality, diversity and inclusion'.

Lowest implementation levels

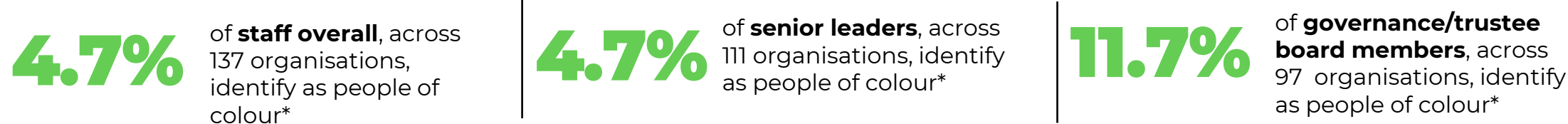
Actions least commonly described as 'Fully implemented and operational' include:

- Mentoring scheme for employees of colour
- A progression plan to support people of colour across the organisation to be retained and/or promoted
- Partnering with an organisation for people of colour to help create a talent pipeline for the organisation
- Accredited for Investors in Diversity, or similar
- Published target to increase racial diversity by a given amount by a stated date
- Improvement in racial diversity in the performance targets for managers / directors

* Includes data submission by a federated organisation

2025 data summary

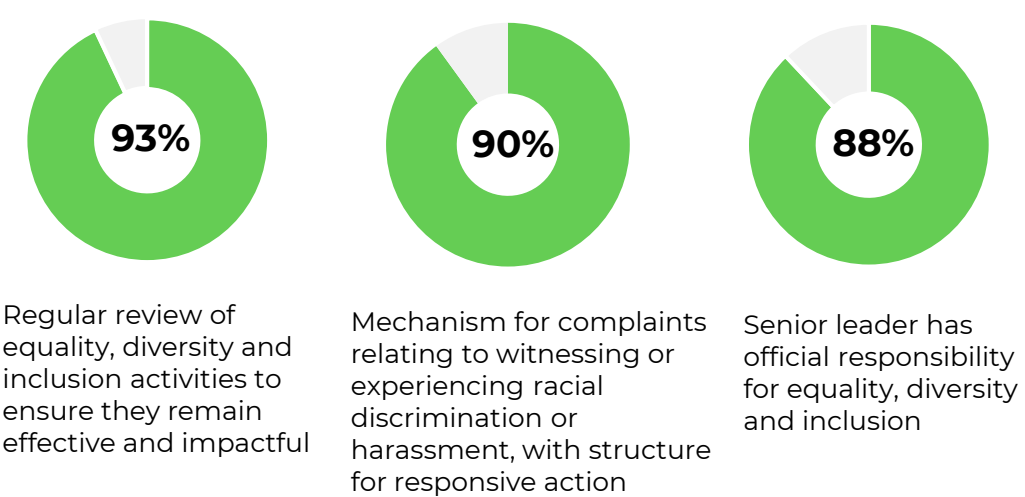
Diversity data



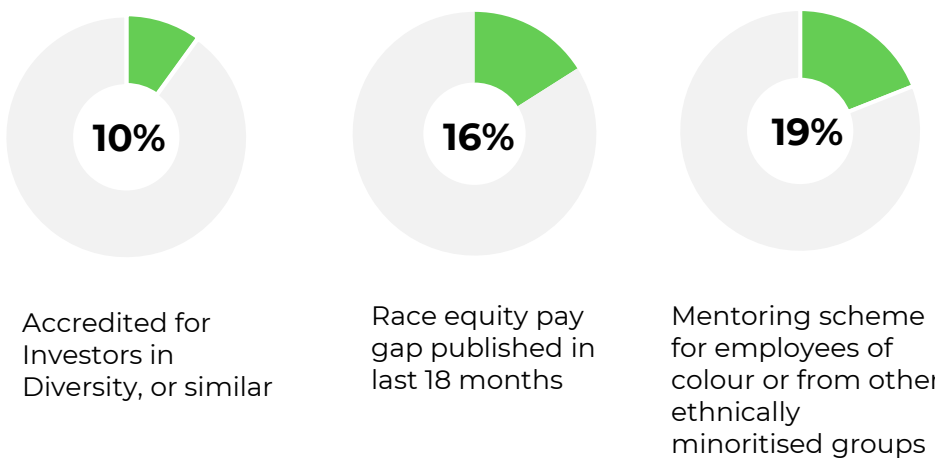
Action on diversity, equality and inclusion

Charities and funders also submit data on the action they are taking to improve diversity, equality and inclusion. The figures below include actions that are in progress, or fully implemented and operational.

In 2025, the **most commonly reported actions** are:



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



Organisational differences

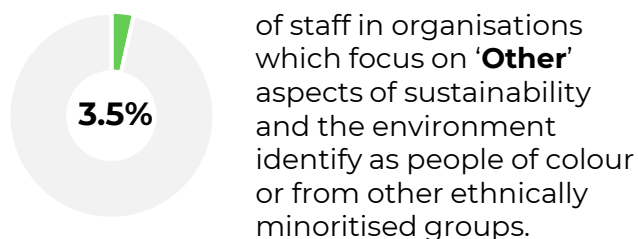
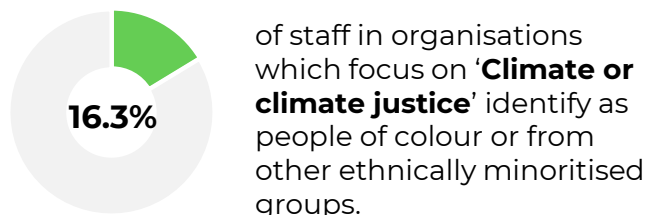
Variations in diversity have been explored across different organisational characteristics, including size, age, focus, main activities, and the region where most staff are based. We have also considered differences in diversity according to the range of actions organisations are taking to support equity, diversity, and inclusion. In all cases, we have focused on the 'overall staff' category, as this provides the most comprehensive dataset within The RACE Report.

For each characteristic analysed, the **highest and lowest proportions of staff identifying as people of colour or from other ethnically minoritised groups are presented below***. See Section 4 for the full findings.

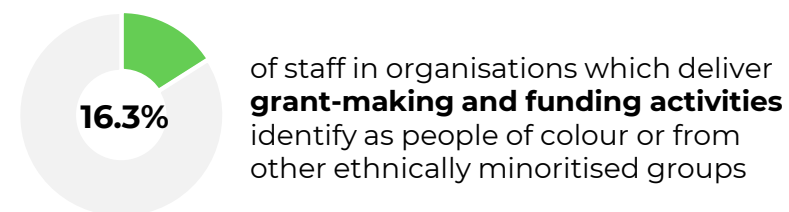
Organisation size v overall staff



Organisation focus v overall staff



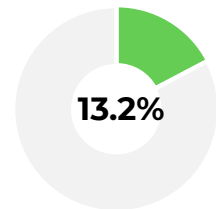
Organisation main activities v overall staff



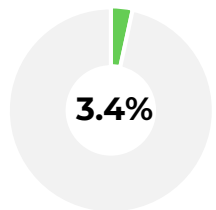
Organisational differences

Again, for each characteristic we've analysed, the highest and lowest proportion* of people of colour or from other ethnically minoritised groups are presented below.

Organisation EDI action v overall staff

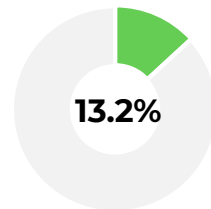


of staff in organisations which **have 26-30 EDI actions fully implemented and operational** identify as people of colour or from other ethnically minoritised groups.

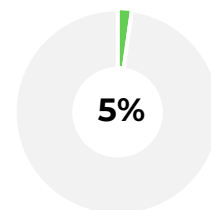


of staff in organisations which have **16-20 EDI actions fully implemented and operational** identify as people of colour or from other ethnically minoritised groups.

Organisation region v overall staff

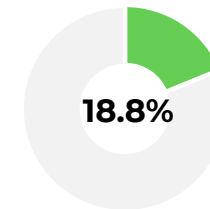


of staff in organisations with most staff based in **London** identify as people of colour or from other ethnically minoritised groups.

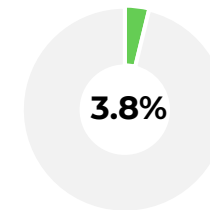


of staff in organisations with most staff based in the **South West** identify as people of colour or from other ethnically minoritised groups.

Organisation age v overall staff



of staff in organisations founded **11 to 15 years** ago identify as people of colour or from other ethnically minoritised groups.



of staff in organisations founded **71 years ago or more** identify as people of colour or from other ethnically minoritised groups.

Intersecting identities

Submitting data on the intersecting identities of staff became an optional element of the data submission process in 2024. In 2025, we expanded beyond the three characteristics collected in 2024 - age, gender identity, and disability status - to include all personal characteristics covered by the Equality Act 2010. We recognise that experiences of discrimination and exclusion extend beyond these characteristics; however, they provide the basis for legal protection from discrimination in the UK, both in the workplace and more broadly.

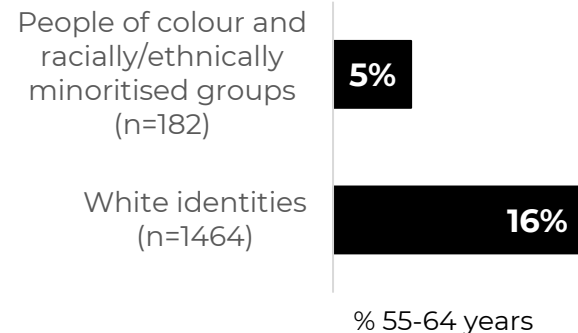
In total, 34 organisations submitted data for one or more of the intersecting identities. The charts below and overleaf show significant differences between the two identity groupings used in our analysis.

Gender identity v race/ethnicity



Of staff who identify as people of colour or from other ethnically minoritised backgrounds, 35% also identify as a **man**. This is significantly higher than the proportion of staff with white identities who also identify as a man (31%).

Age v race/ethnicity



People of colour or other ethnically minoritised groups are significantly less likely to be in older age brackets for example 5% fall into the **55-64 years** bracket. By comparison, 16% of staff with white identities are in this age bracket.

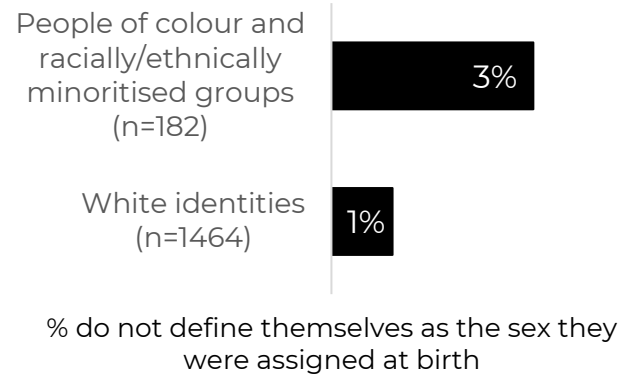
Disability v race/ethnicity



Looking at the responses from people who identify as people of colour or from other ethnically minoritised groups, 18% also identify as **disabled**. This is significantly higher than the proportion of staff with white identities who identify as **disabled** (14%).

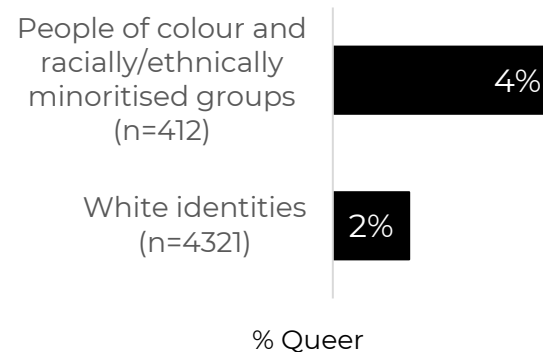
Intersecting identities

Gender reassignment v race/ethnicity



Of staff who identify as people of colour or from other ethnically minoritised backgrounds, 3% also say **they do not define themselves as the sex they were assigned at birth**. This is significantly higher than the proportion of staff with white identities who also identify in this way (1%).

Sexual orientation v race/ethnicity



People of colour or other ethnically minoritised groups are significantly more likely to describe themselves as **Queer** (4.4%) than staff with white identities (1.5%).

Parental leave v race/ethnicity

No significant differences between staff who identify as people of colour or other ethnically minoritised groups and white identities in relation to any of the characteristics included in this category:

- Birthing parent leave
- Non-birthing parent leave
- Adoption leave

n= Number of staff overall in each identity grouping

Intersecting identities

Marriage and civil partnership v race/ethnicity



% married or in civil partnership

Of staff who identify as people of colour or from other ethnically minoritised backgrounds, 26.5% also say they are **married or in a civil partnership**. This is significantly lower than the proportion of staff with white identities who also identify in this way (44.9%).

Religious beliefs v race/ethnicity



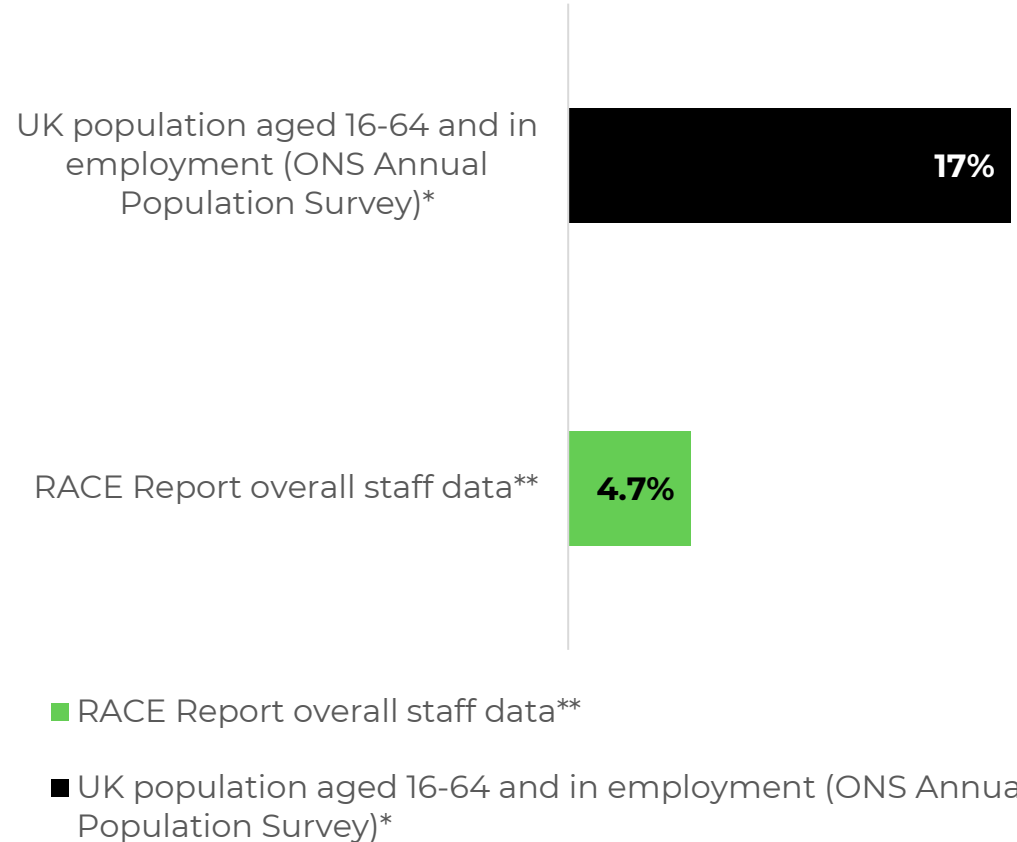
% No religion or belief

People of colour or other ethnically minoritised groups are significantly less likely to describe themselves as having **no religion or belief** (36.3%) than staff with white identities (58.5%). They are also more likely than those with white identities to identify as the following:

- Buddhist
- Christian
- Hindu
- Muslim
- Sikh

n= Number of staff overall in each identity grouping

Comparing The RACE Report data



The RACE Report 2025 v national statistics

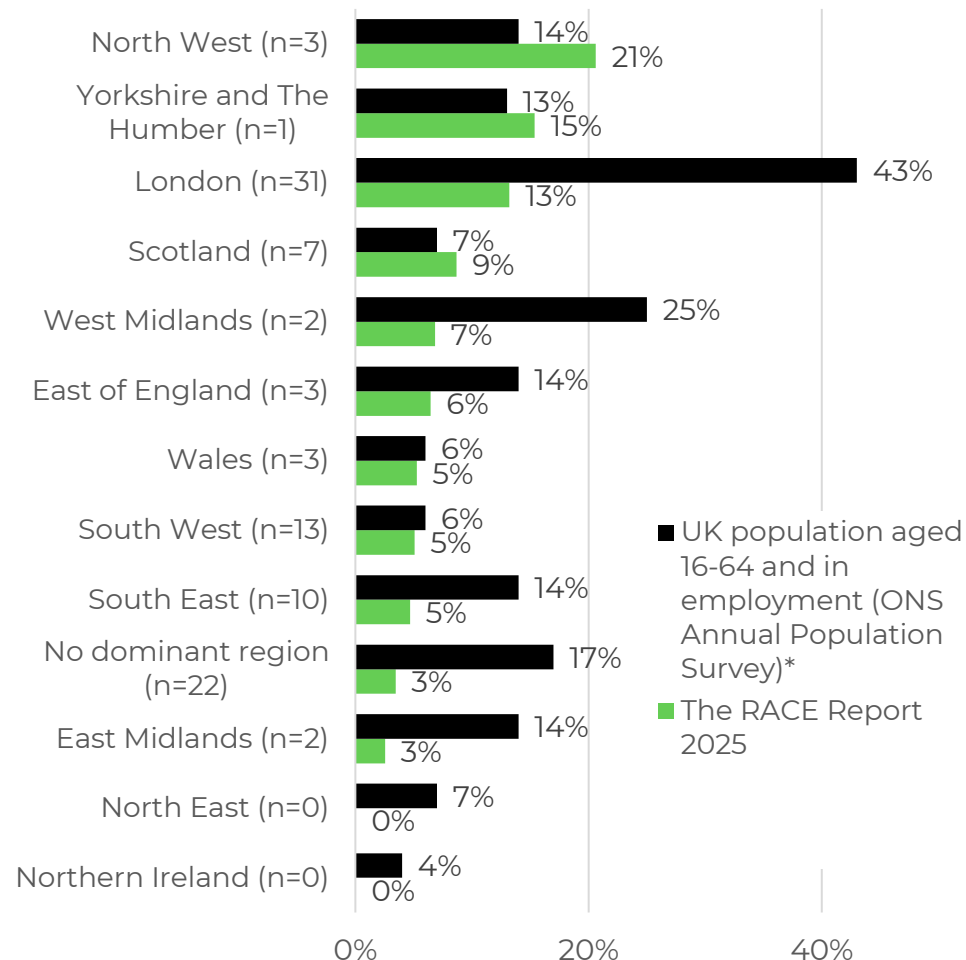
National analysis

Taking national data from the **Annual Population Survey** gathered for 2024-25 by the Office of National Statistics and comparing it to data submitted by environmental charities and funders through the 2025 RACE Report highlights the gap in diversity within this sector. Whilst **17%** of the UK's working population that are currently in employment identify as Black, Asian or other Minority Ethnic* identities, **4.7%** 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 20 for further detail.

Comparing The RACE Report data



The RACE Report 2025 v national statistics

Regional / nations analysis

Comparing the regional findings from The RACE Report in comparison with national data from the **Annual Population Survey** gathered for 2024-25 by the Office of National Statistics (ONS) on the proportion on 'non-white'* people aged 16-64 and in employment shows distinct differences.

The ONS data for the UK as a whole has been used for organisations which stated there is no dominant region their staff are based in.

The data shows that in most cases, organisations participating in The RACE Report have lower representation of people of colour and other ethnically minoritised groups than the national figures.

There are a few exceptions, for example, organisations with most staff based in Scotland reported 9% people of colour or other ethnically minoritised groups compared to 7% in national statistics. The small number of organisations represented in the data for the North West and Yorkshire and The Humber mean that the findings are less likely to represent the full population of environmental charities in those areas.

n= Number of organisations

* 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 19 for further detail.

Reflections on The RACE Report 2025

At the end of the fourth year of The RACE Report, the external landscape has shifted significantly. When the initiative began, there was strong momentum following the Black Lives Matter movement however the current political and media climate has changed, with increasing scepticism towards equity, diversity and inclusion work. This has led to a noticeable reduction in funding for dedicated EDI roles across many organisations. Alongside this, 2025 is described as a financially challenging and unpredictable year for the charity and voluntary sector as a whole. Against this context, this year has seen a drop in the number of organisations participating for the first time, likely due to reductions in capacity (financial and human) within organisations that have previously taken part or have the aspiration to do so.

Despite this, the number of staff represented in the data is broadly in line with the 2024 data at around 28,000 staff members. Within the data we've also continued to see greater levels of disclosure, with the proportion of staff members opting not to declare their race/ethnicity to their employers. The increase in participation and disclosure means the data we have is becoming more reflective of 'the sector'. It also allows insight into the differences in representation, and action to address this, across different types of organisation.

This year also saw 34 organisations submit data on the intersecting identities of their staff, looking at how racial/ethnic identities intersect with the protected characteristics defined under The Equality Act (2010). Following the pilot in 2024, we now have an even more detailed view of representation across the sector, showing that people of colour and other ethnically minoritised groups are more likely to be represented in other minoritised identities. We hope to see increased participation in this aspect of The RACE Report continue in future years.

The data submitted by participating organisations shows increased levels of action designed to progress equality, diversity and inclusion, with good practices becoming commonplace. We know the positive impact of this action will take time to be reflected in the diversity data collected. We must continue to progress substantial and widespread actions to ensure organisations' diversity is reflective of the broader picture across the UK's population.

UK environment and sustainability charities and funders represented in The RACE Report data are still behind the UK's working population on diversity. 4.5% of people working in all organisations taking part in The RACE Report 2024 identify as people of colour or from other ethnically minoritised groups compared to 16% of people identifying as 'non-white'* identities across the UK's working age population currently in employment. When looking at organisations who have taken part in The RACE Report for three years, representation of people of colour and other ethnically minoritised groups sits at 7%.

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.

Other data and action for organisations

Other data from The RACE Report 2025

In 2025, 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.

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**, **IEMA's Diverse Sustainability Initiative** and **The RACE Report Membership**.

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. 2025 is the fourth year of campaign activities.

Between April and September 2025, 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 snapshot of racial/ethnic diversity across the sector.

Participation

A total of **137** organisations made data submissions, which included a federated response representing 46 organisations. These organisations represent over **28,000** 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 described as 'environmental charities'). A full list of the data points included in the data collection can be found on [The RACE Report website](#).

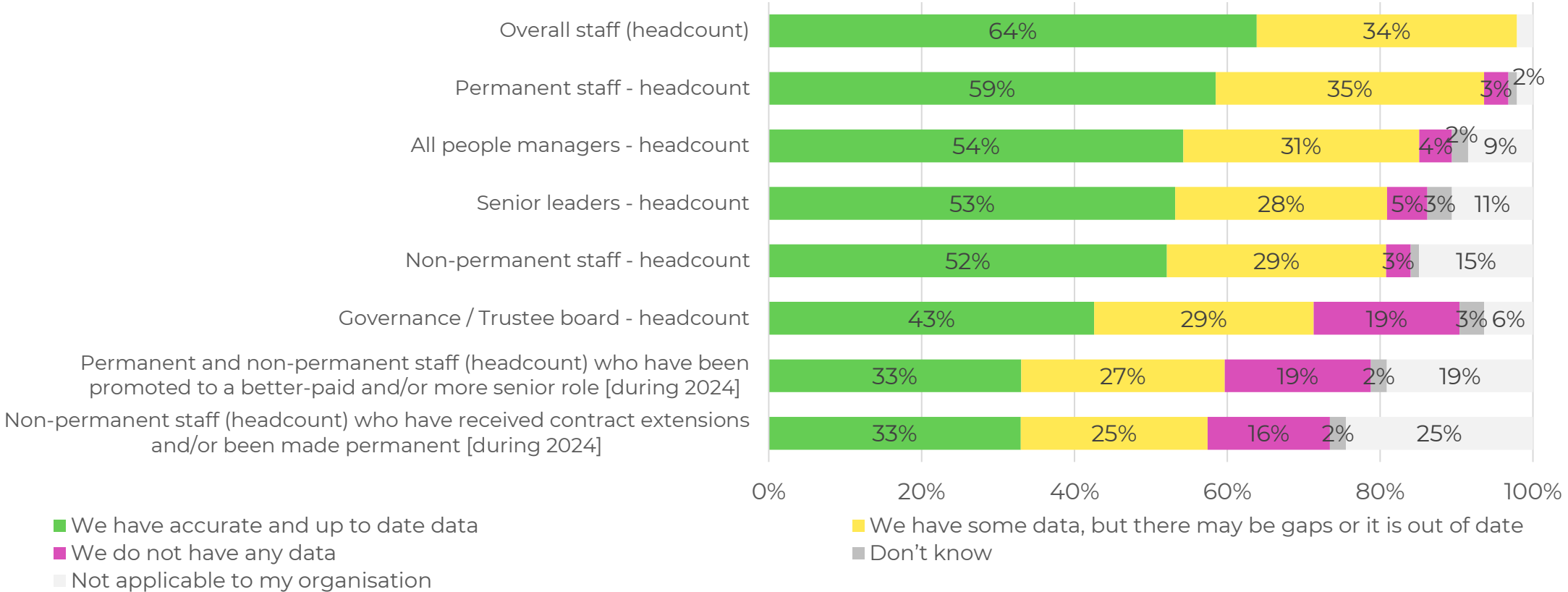
This report presents the findings from the 2025 submissions before going on to compare the cohort of organisations that have taken part in all three years of the campaign to date. The three data categories completed by participating organisations are:

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. 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 do so in the format of number of staff according to headcount. 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 relationship.

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

In 2025, we have used two approaches to analysing the race/ethnicity data submitted by organisations. Large datasets such as The RACE Report, can be examined in different ways, each revealing different insights and trends. We’ve presented both approaches used to illustrate the varied experiences people working in the sector may encounter.

Totals

Firstly, we have continued the approach used since 2022. In this method, we calculate totals for each staff category, e.g. overall staff, people managers, senior leaders, by adding together the number of staff in that category across all organisations that have submitted data. Each individual racial or ethnic identity is then calculated as a percentage of this total. A grouped percentage is also calculated the same way using the identity groupings described on page 20. This approach provides a snapshot of the ‘environmental charity sector’ as represented by organisations participating in The RACE Report. The table below illustrates this method of analysis.

Race/ethnicity	Organisation 1	Organisation 2	Organisation 3	TOTAL [Sum / %]
People of colour or other ethnically minoritised group	8	1	0	8 / 7%
White identities	92	7	5	104 / 76%
Any other ethnic group	3	2	1	6 / 4%
Not disclosed	9	3	6	18 / 13%
Total	112	13	12	

Averages

As in 2024 we also analysed the data using an average-based approach. For each organisation, we first totalled staff across all ethnicities and created a percentage for each racial/ethnic identity. We then grouped these identities as described on page 20 and calculated a percentage for each group. Finally, these percentages were averaged across all organisations. This approach reduces the influence of larger organisations and provides a view of the ‘average organisation’ participating in The RACE Report in 2025. The table below illustrates this method of analysis.

Race/ethnicity	Organisation 1	Organisation 2	Organisation 3	AVERAGE [%]
People of colour or other ethnically minoritised group	7%	8%	0%	5%
White identities	82%	54%	42%	59%
Any other ethnic group	3%	15%	8%	9%
Not disclosed	8%	23%	50%	27%
Total	112	13	12	

Developments in 2025

Intersecting identities data

In 2024, organisations were given the option to submit data reflecting the **intersecting identities** of their staff. Three characteristics were chosen – age, gender identity and whether staff identify as disabled – and we looked at how these intersect with race/ethnicity. These characteristics were chosen because individuals within these groups are often disproportionately affected by issues such as climate change, face barriers to participating in environmental action, or experience exclusion in the workplace. Age and gender identity were also selected because they are already collected as control measures by The RACE Report, making the data readily available for analysis. Further insights into the experiences related to identities within these characteristics is available: [Women](#), [Trans people](#), [older people](#), [young people](#), [disabled people](#).

In 2025, we have expanded the range of intersecting identities to include all characteristics covered by The Equality Act (2010). Organisations provided data for each of the following characteristics, intersected with race/ethnicity:

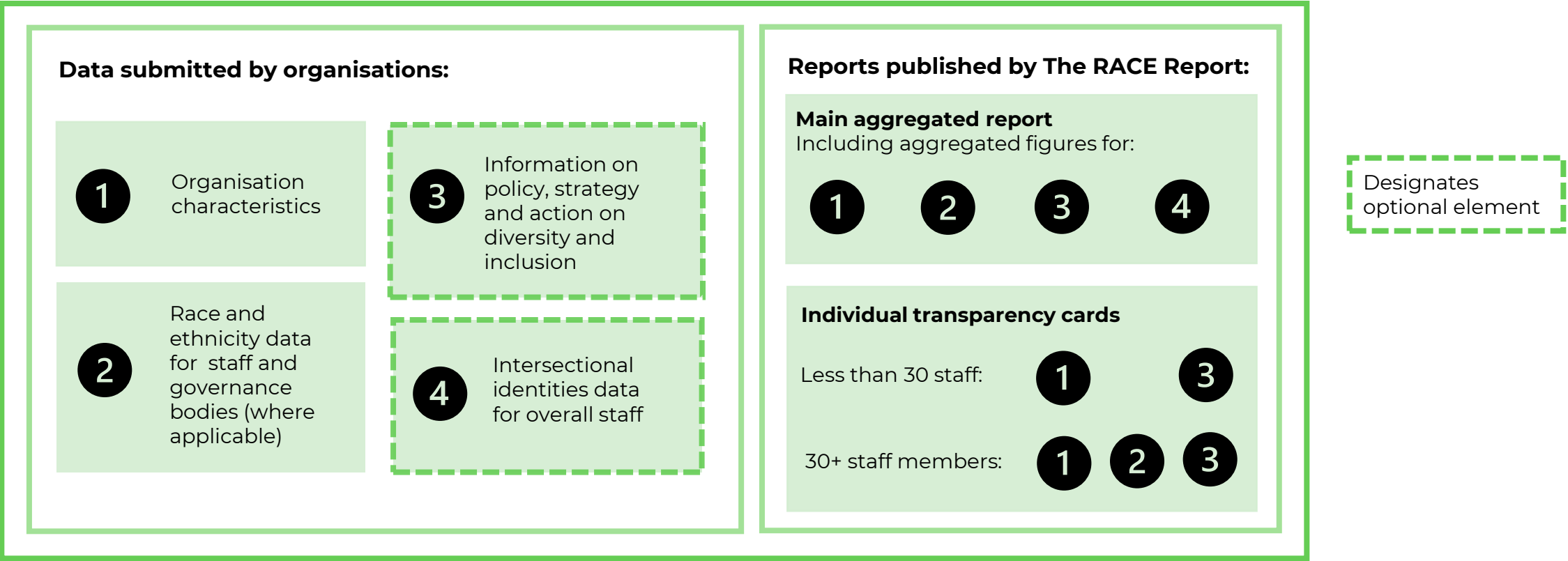
- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

In addition to the reasons outlined above, we opted to incorporate The Equality Act protected characteristics as the ones which are legally protected from discrimination or unfavourable treatment at work.

Data and reports across The RACE Report

Annual data submissions

Each year the following data is submitted by participating organisations and reported on by The RACE Report in the following ways.



Data and reports across The RACE Report

Staff Perceptions Survey

This staff perceptions survey is a biannual survey designed to complement the diversity data submissions. It recognises the need to ensure any improvements in diversity are coupled with action to ensure workplaces are inclusive of all backgrounds and identities. 2025 saw the second iteration of the Staff Perceptions Survey, with the first running in 2023.

Data submitted by survey participants:

- Personal characteristics
- Perceptions of:
 - Role
 - Workplace satisfaction
 - Culture at work
 - Experiences of harassment and discrimination
 - Opportunities and progression

Data published by The RACE Report:

Survey findings report

- All responses to the survey are aggregated, analysed and published.
- Differences in response according to race/ethnicity groupings are presented.
- No individual organisation data presented
- No individual members of staff identified

Data shared with participating organisations:

Organisation summary report

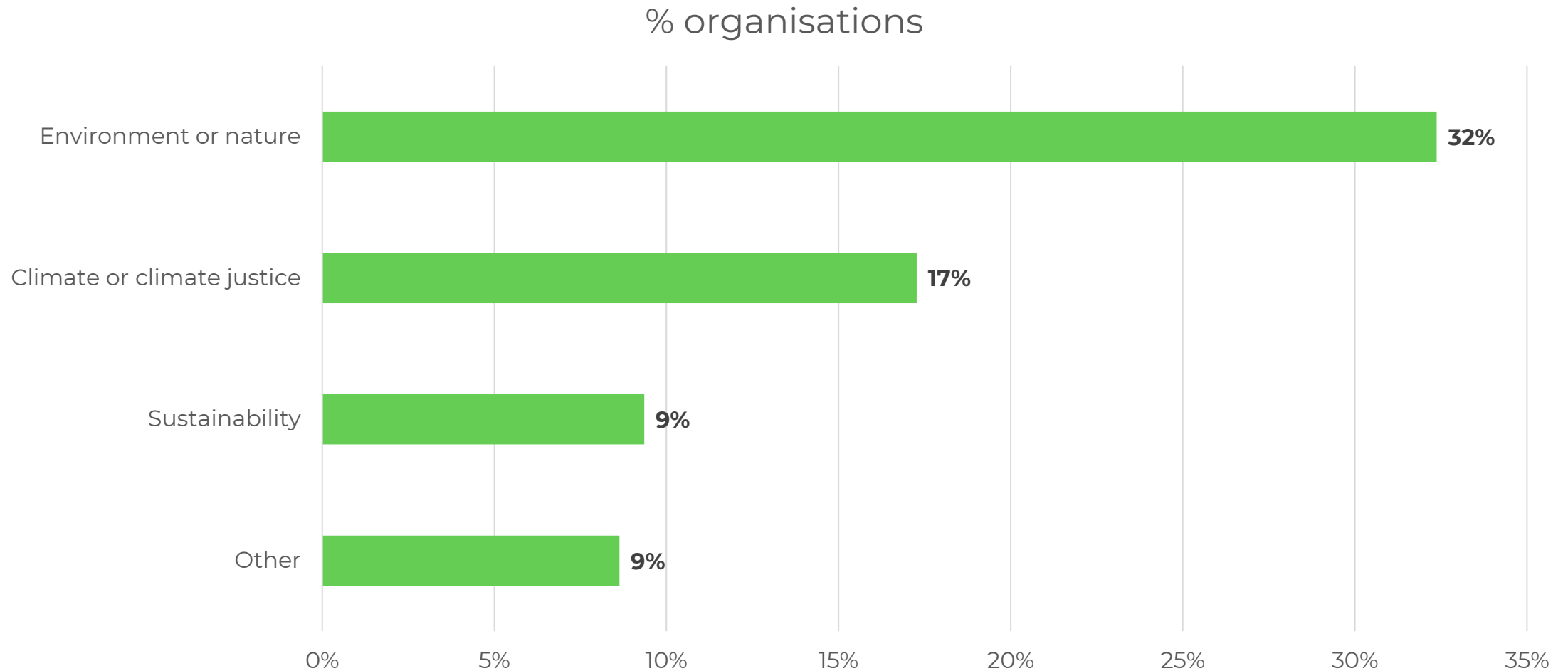
- Summary data for responses from their staff shared with participating organisations.

3. Full data - 2025

3.1 Organisation characteristics

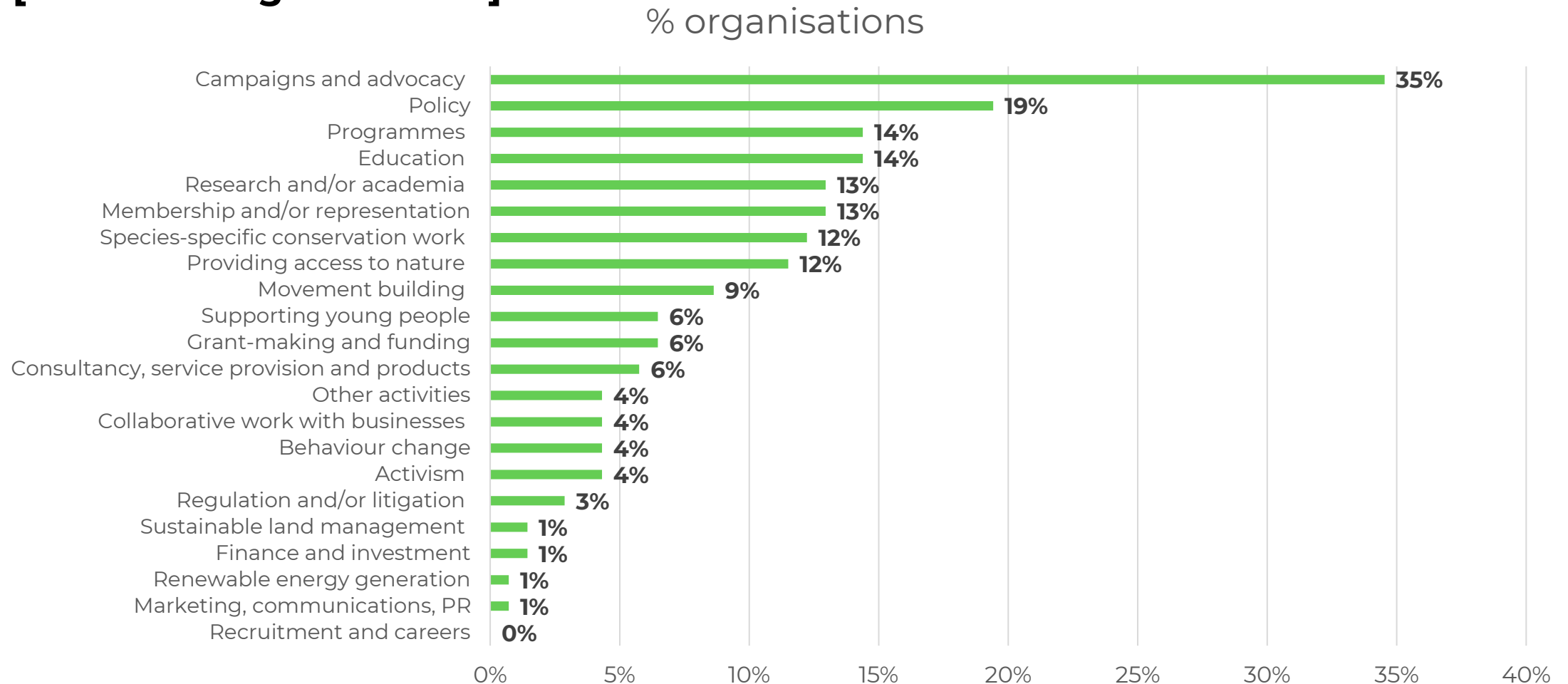
Which sector best describes your organisation?

[Base: 139 organisations]



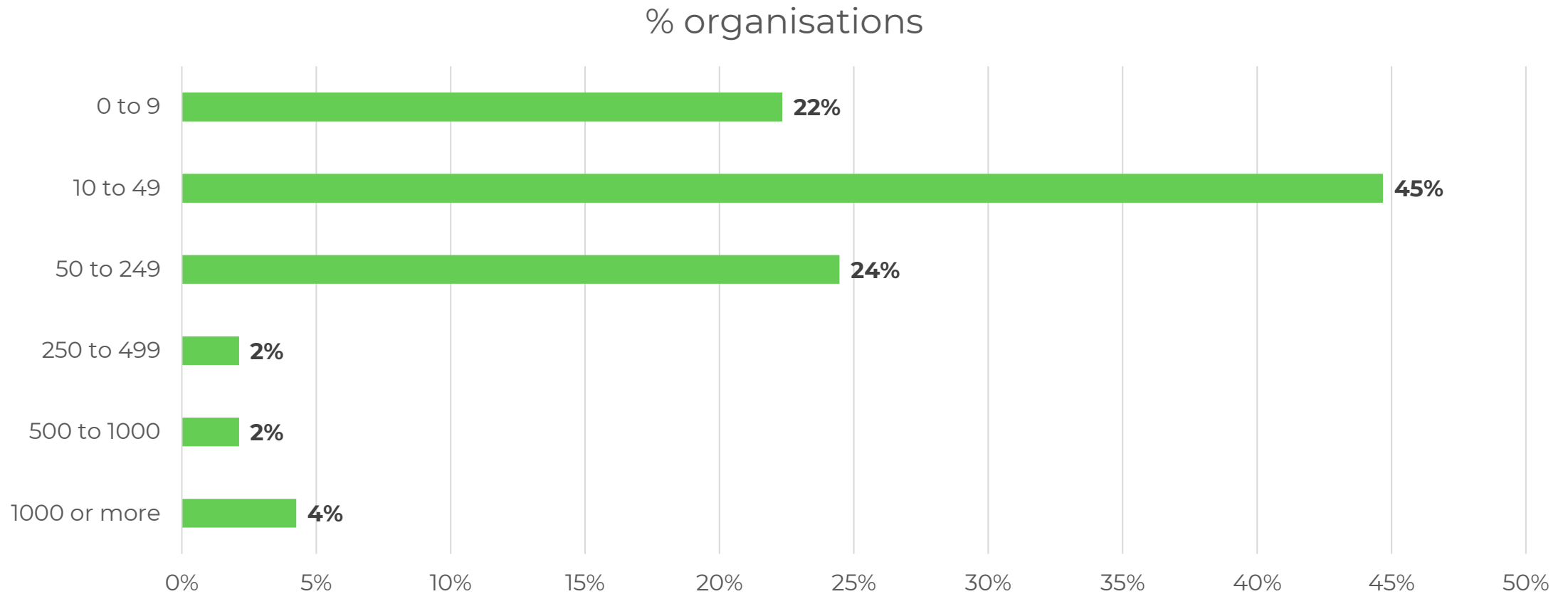
Which activities best describe what your organisation does? [up to 3 options selected]

[Base: 139 organisations]



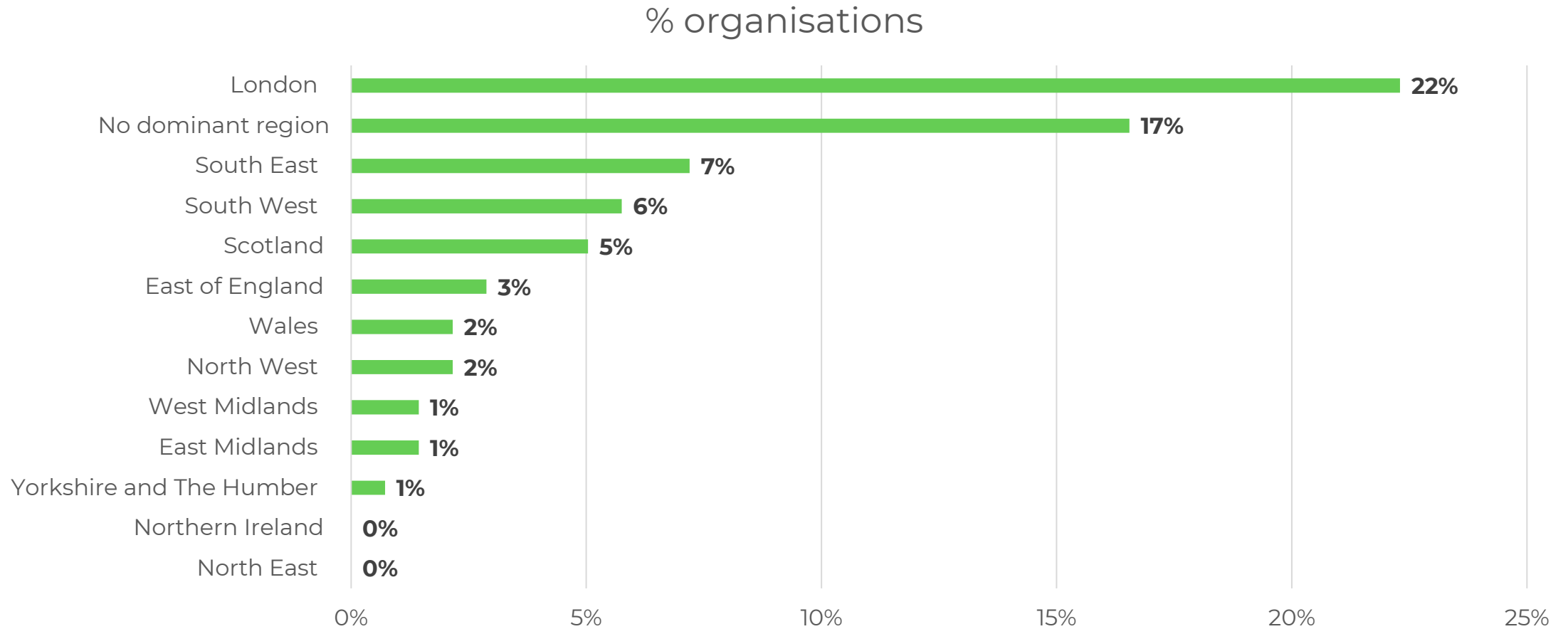
How many members of staff (FTE) does your organisation employ overall?

[Base: 139 organisations]



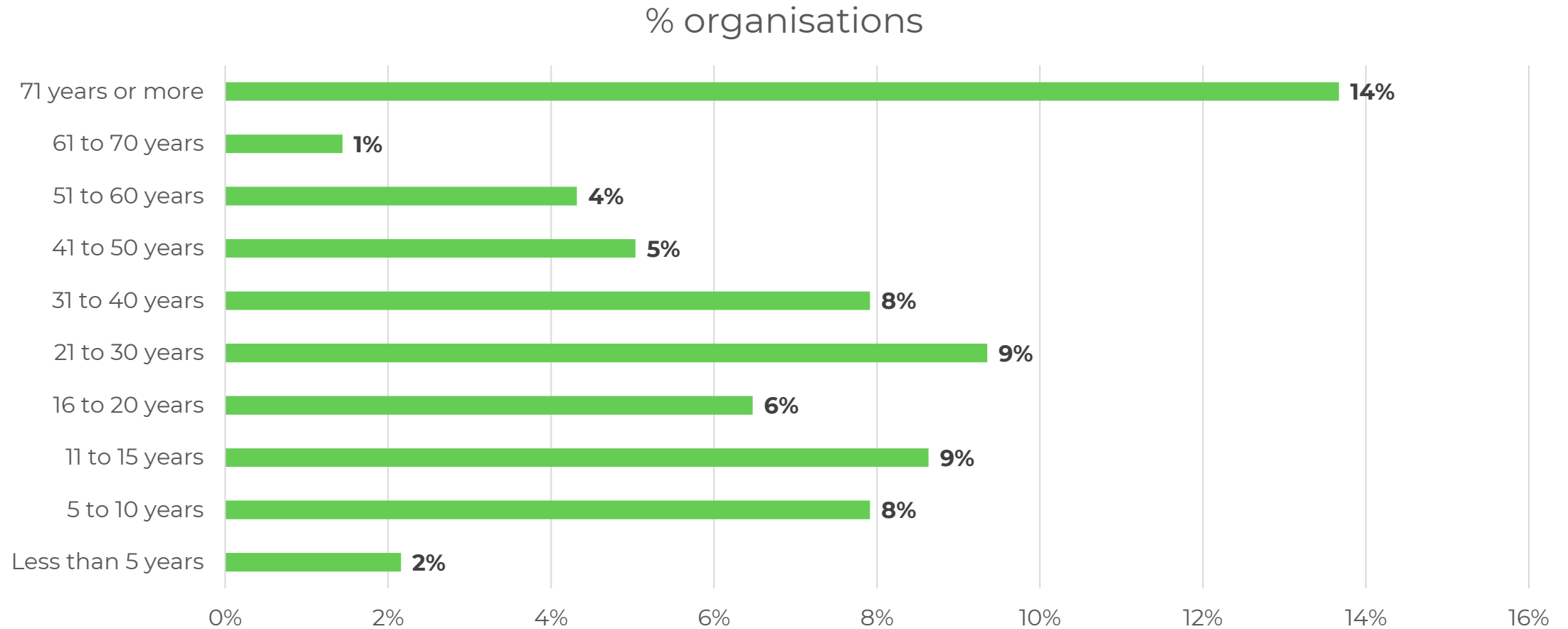
Which region or nation are most of your staff based in?

[Base: 139 organisations]



How long have organisations been in operation?

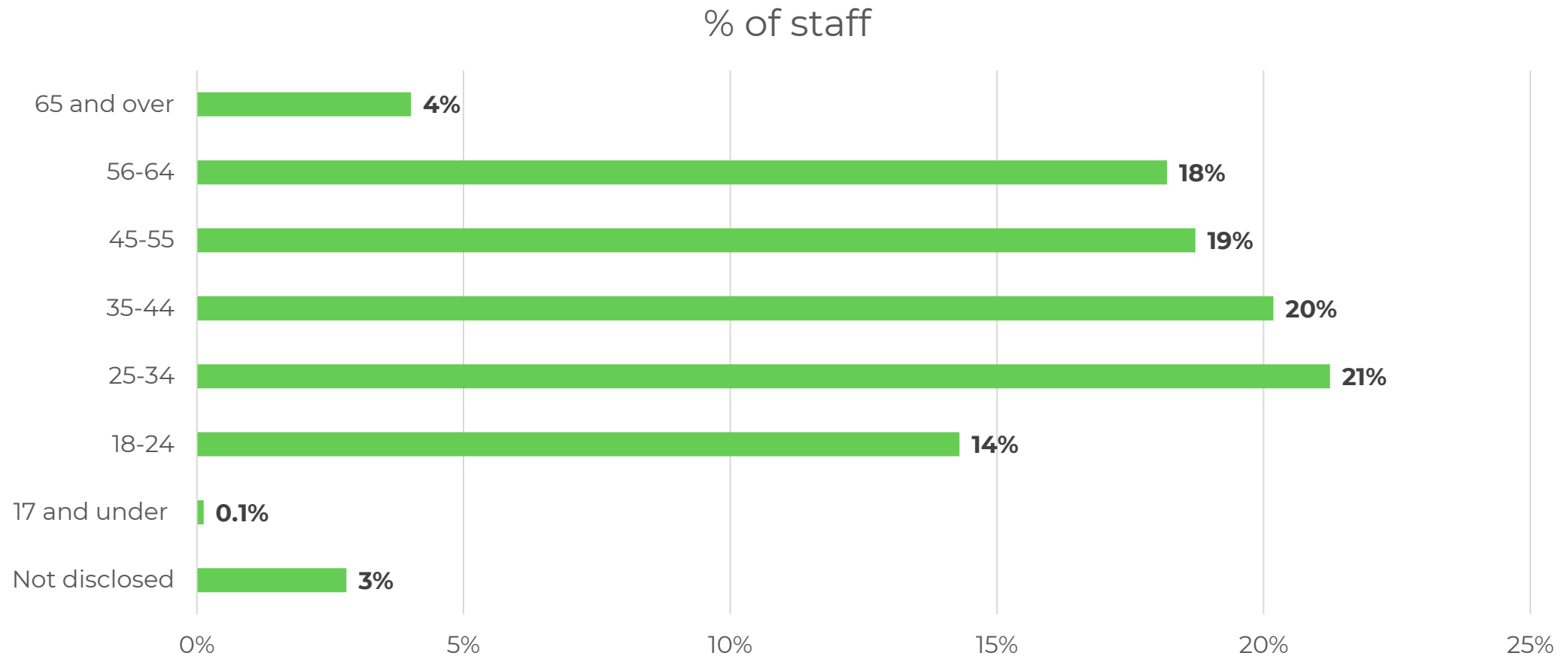
[Base: 139 organisations]



3.2 Diversity data

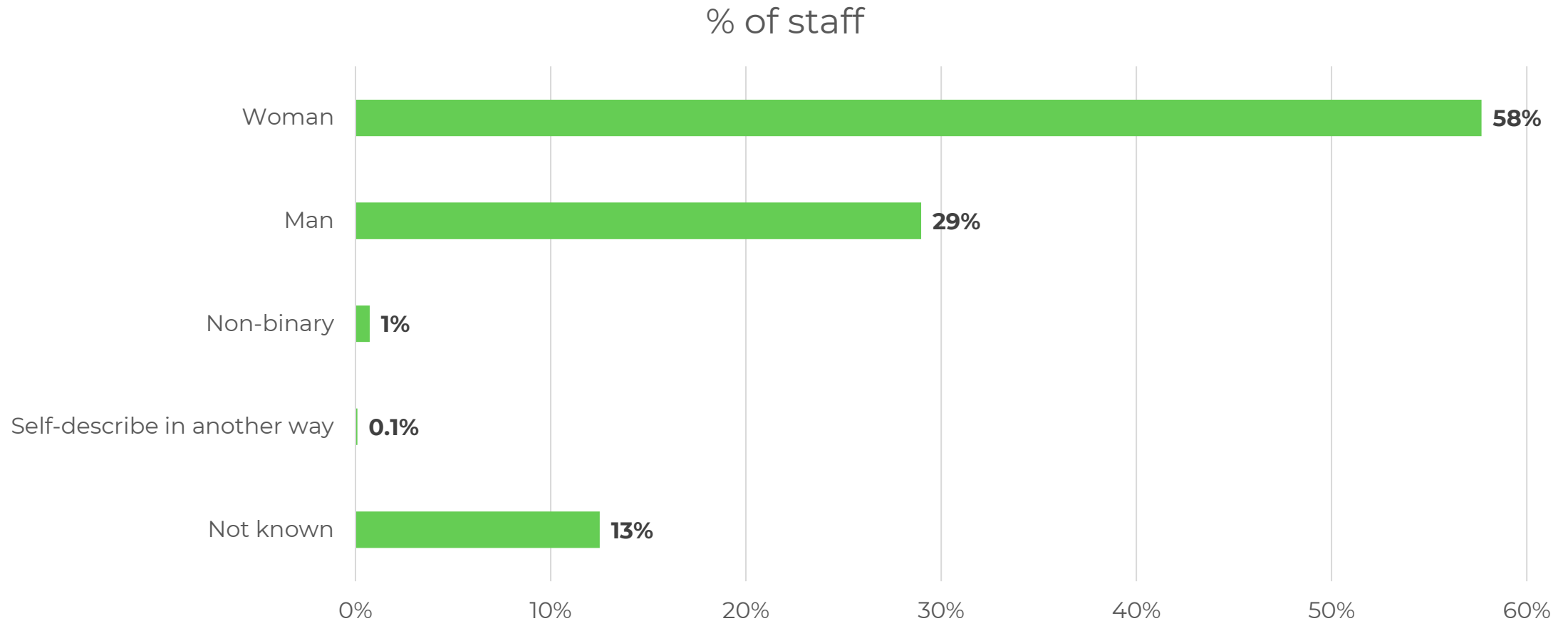
How many members of staff fall under these age groups?

[Base: 139 organisations]



How many members of staff declare the following gender identities?

[Base: 139 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
- 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

2025 RACE Report – Summary diversity data

TOTALS

The results below show the proportion of staff identifying as people of colour or from other ethnically minoritised groups across all participating organisations for each category.

4.7%

of **staff overall**, across 137 organisations, identify as people of colour*

4.4%

of **permanent staff**, across 126 organisations, identify as people of colour*

5.5%

of **non-permanent staff**, across 105 organisations, identify as people of colour*

3.8%

of **people managers**, across 114 organisations, identify as people of colour*

4.7%

of **senior leaders**, across 111 organisations, identify as people of colour*

4.9%

of **non-permanent staff who received contract extensions, or were made permanent**, across 72 organisations, identify as people of colour*

3.8%

of **staff who received a promotion in 2022**, across 79 organisations, identify as people of colour*

11.7%

of **governance/trustee board members**, across 97 organisations, identify as people of colour*

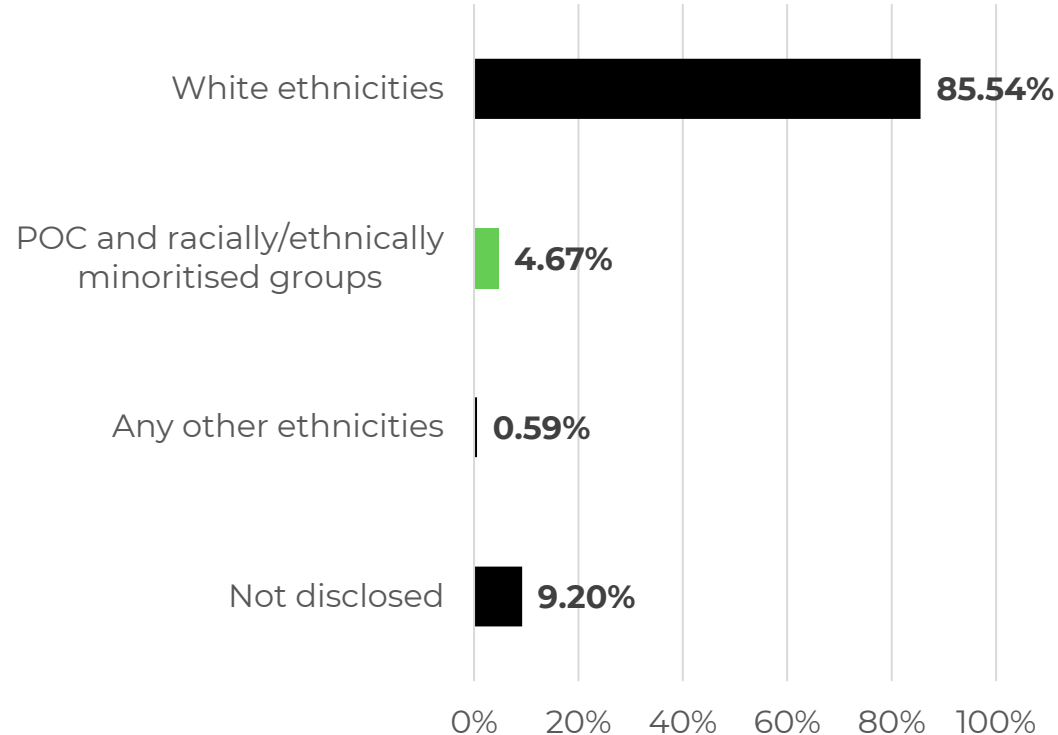
For the remainder of this section, the data is presented analysed by totalling data, and also by averaging data (see page 16) for the identity groups outlined on page 35. The full breakdown of individual racial and ethnic identities is also shared using the totalling approach.

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

[Base: 137 organisations]

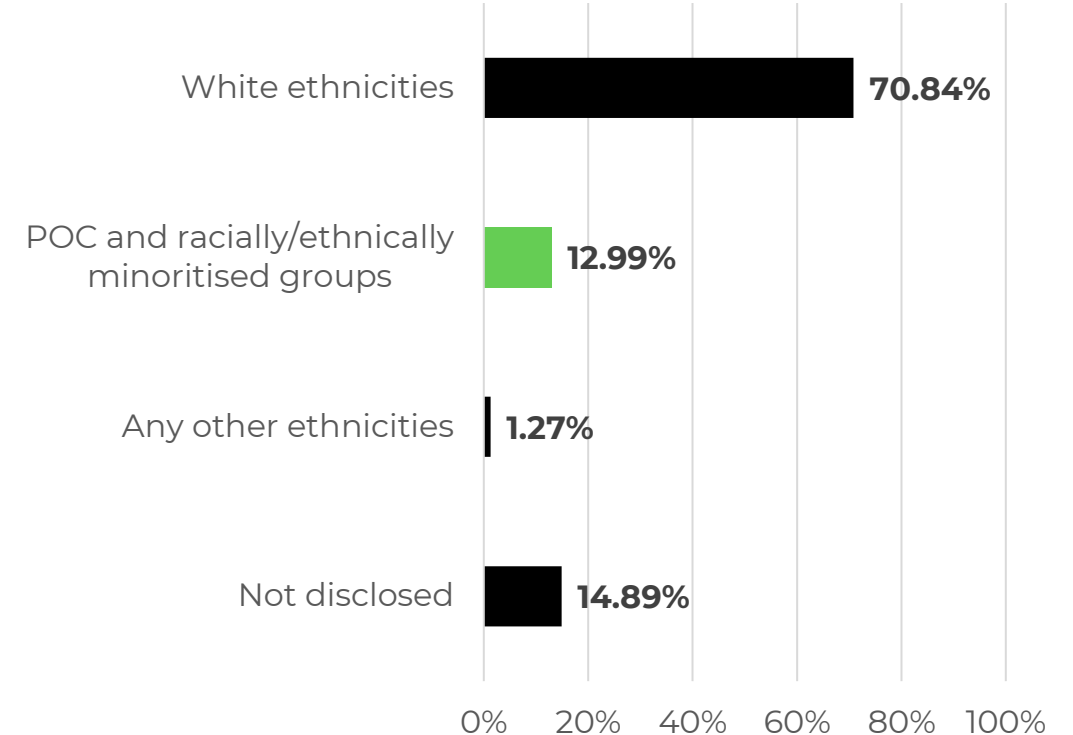
TOTALS*

% of staff



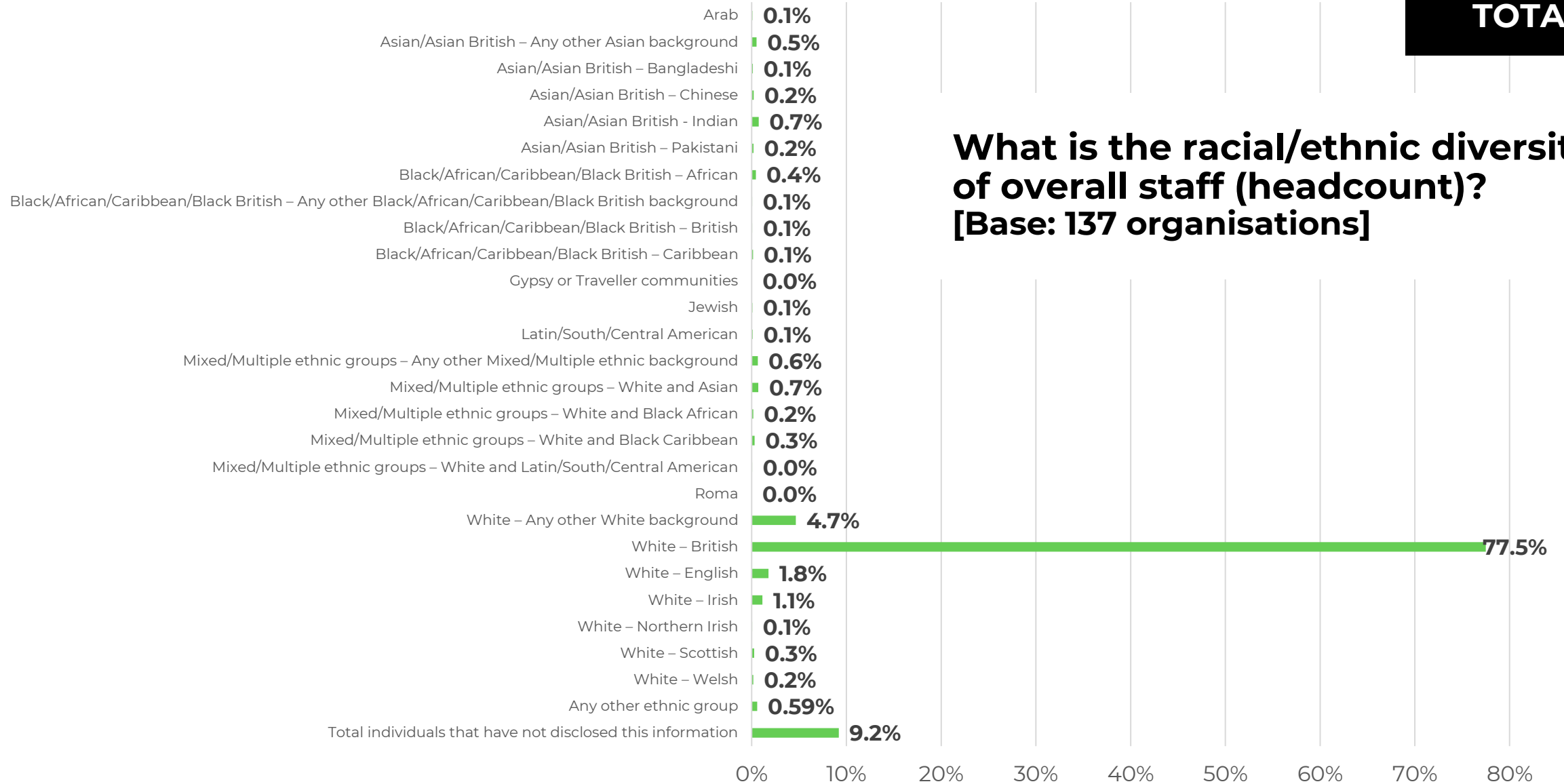
AVERAGES*

% of staff



TOTALS*

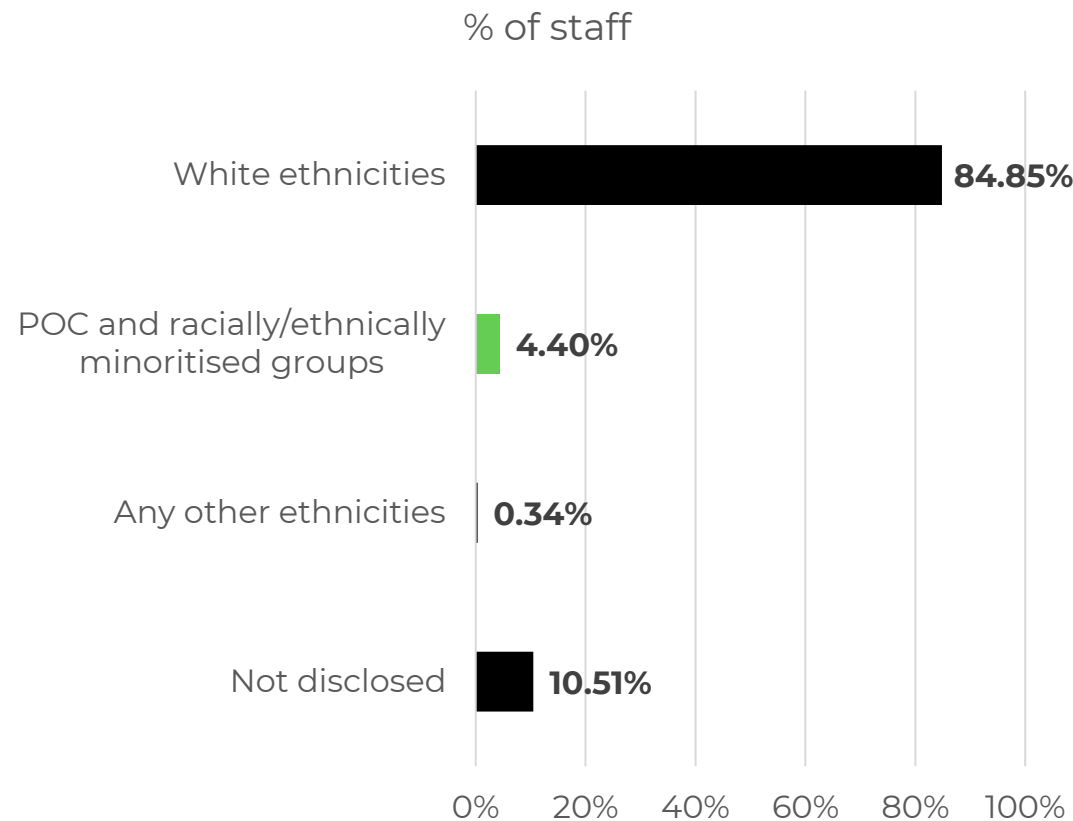
What is the racial/ethnic diversity of overall staff (headcount)? [Base: 137 organisations]



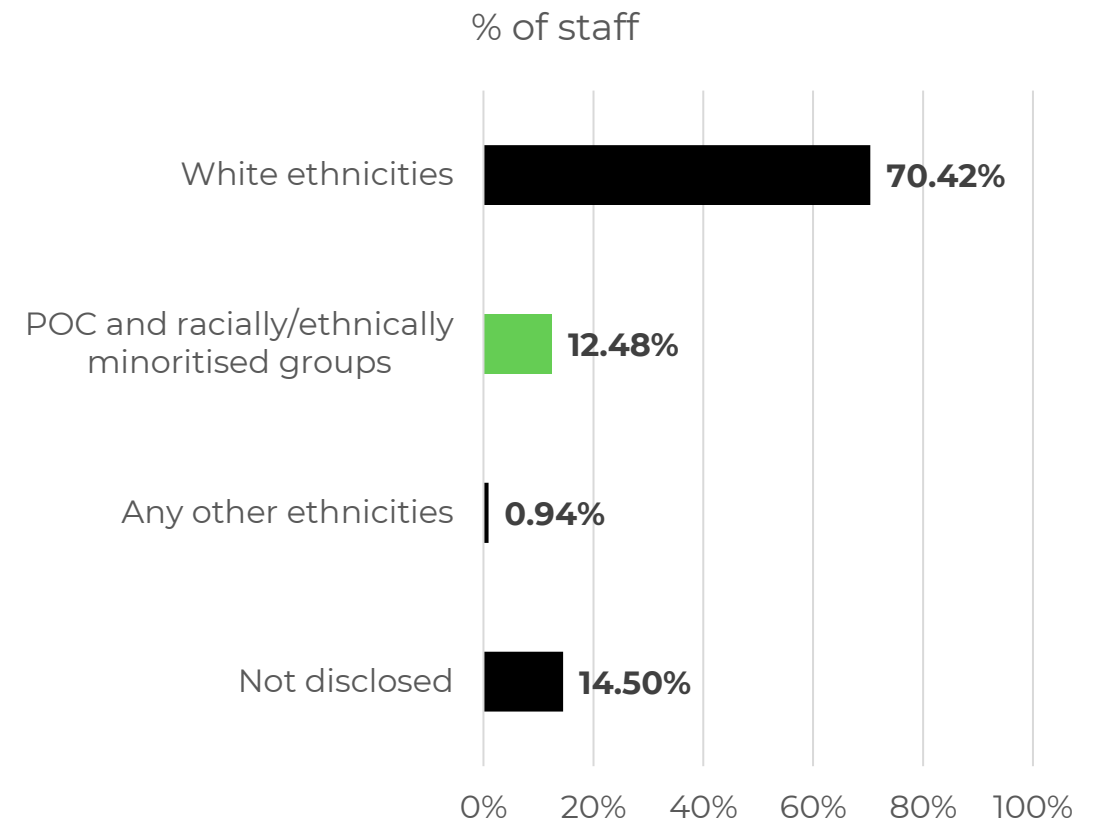
What is the racial/ethnic diversity of permanent staff (headcount)?

[Base: 126 organisations]

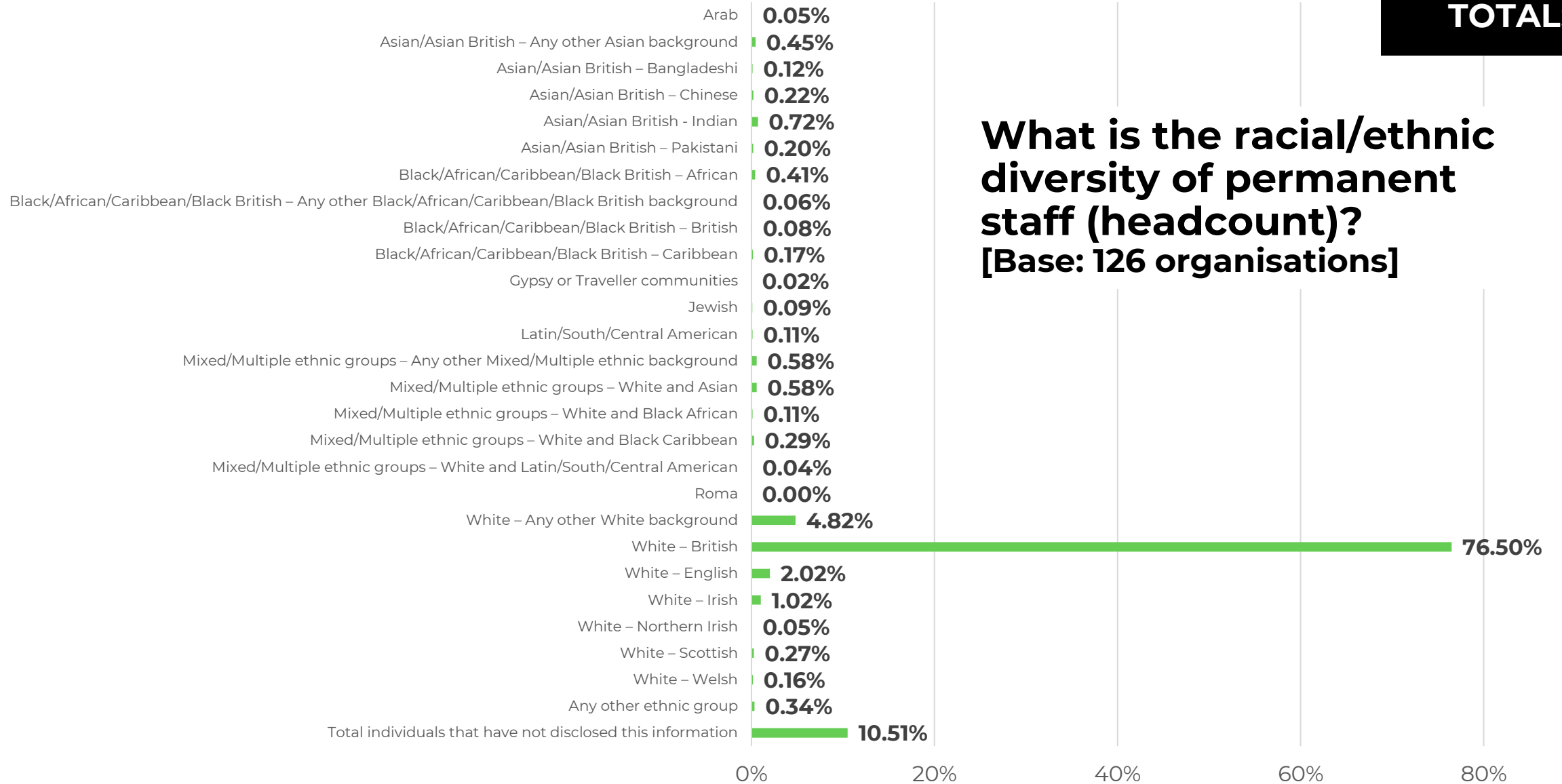
TOTALS*



AVERAGES*



TOTALS*

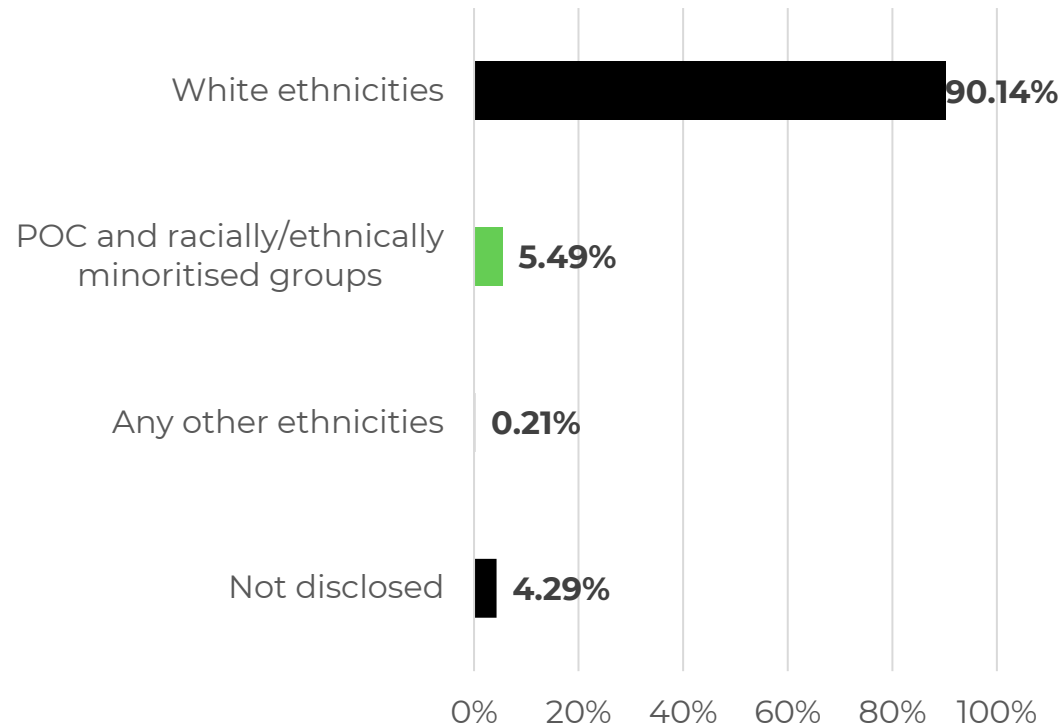


What is the racial/ethnic diversity of non-permanent staff (headcount)?

[Base: 105 organisations]

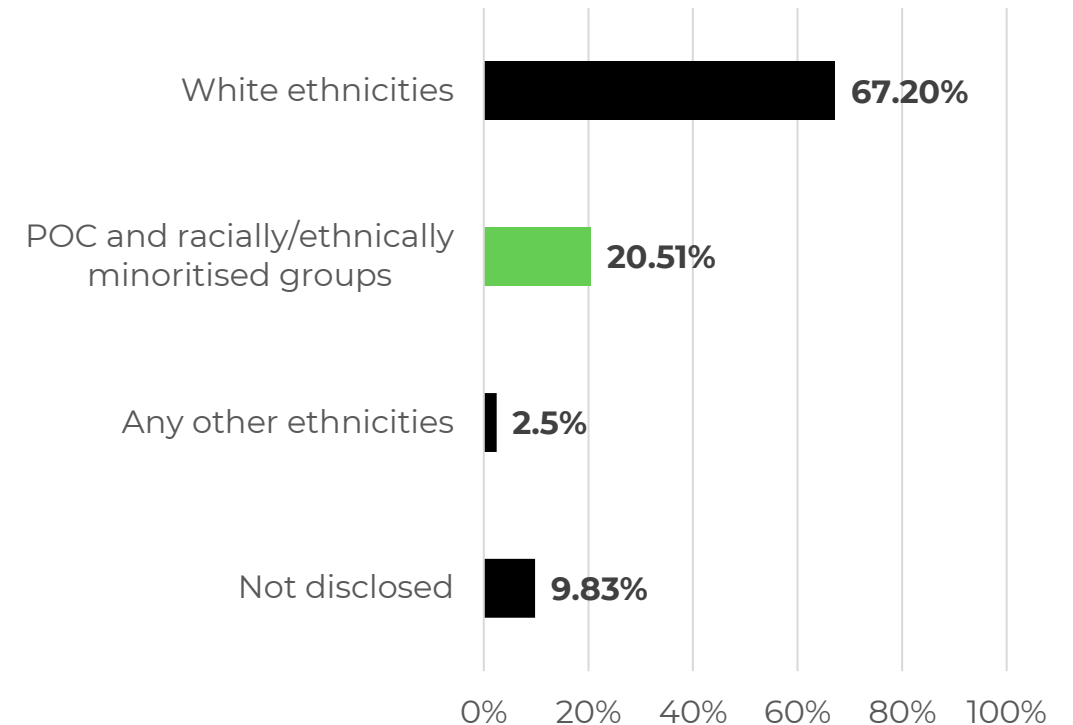
TOTALS*

% of staff



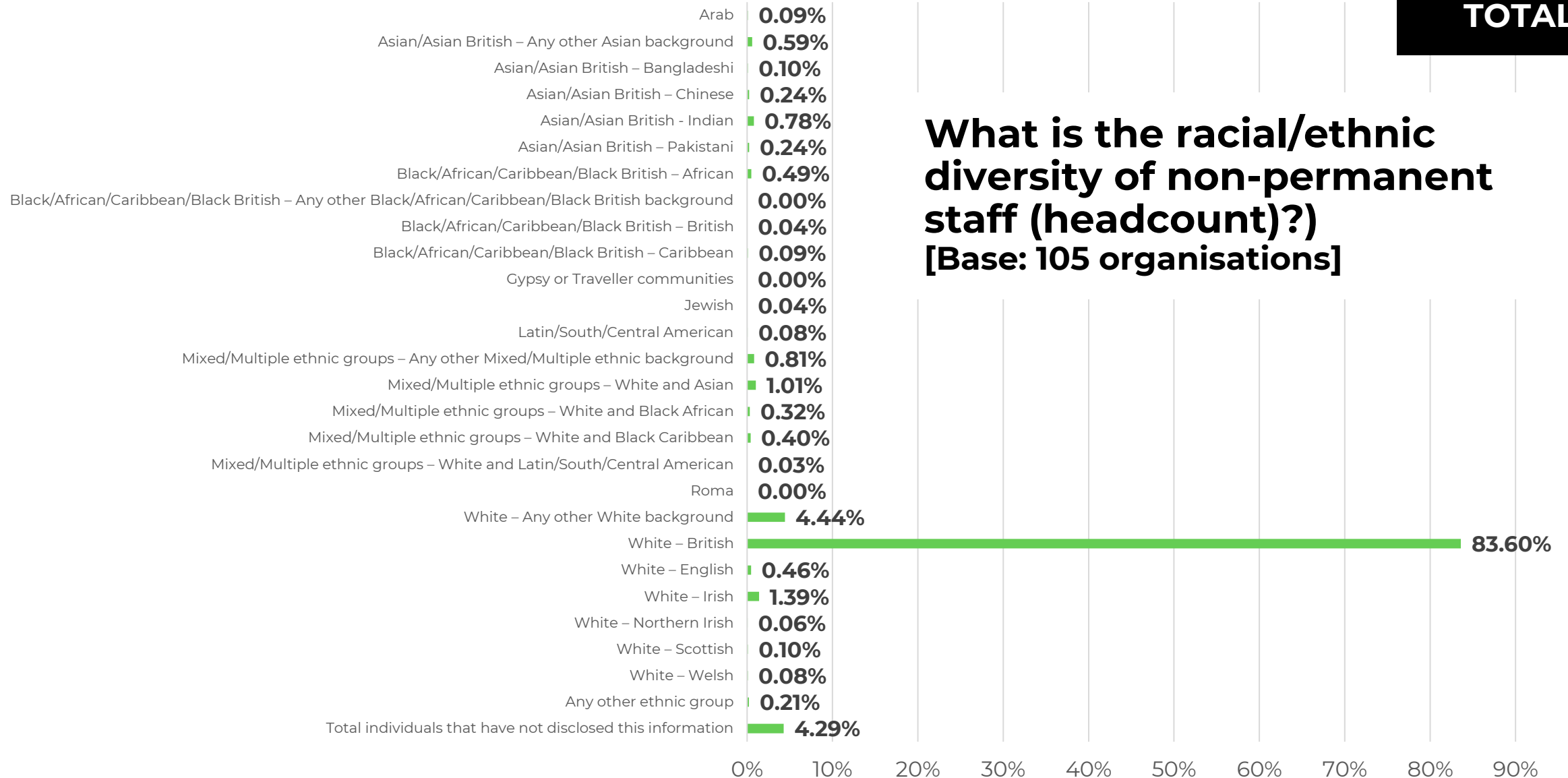
AVERAGES*

% of staff



TOTALS*

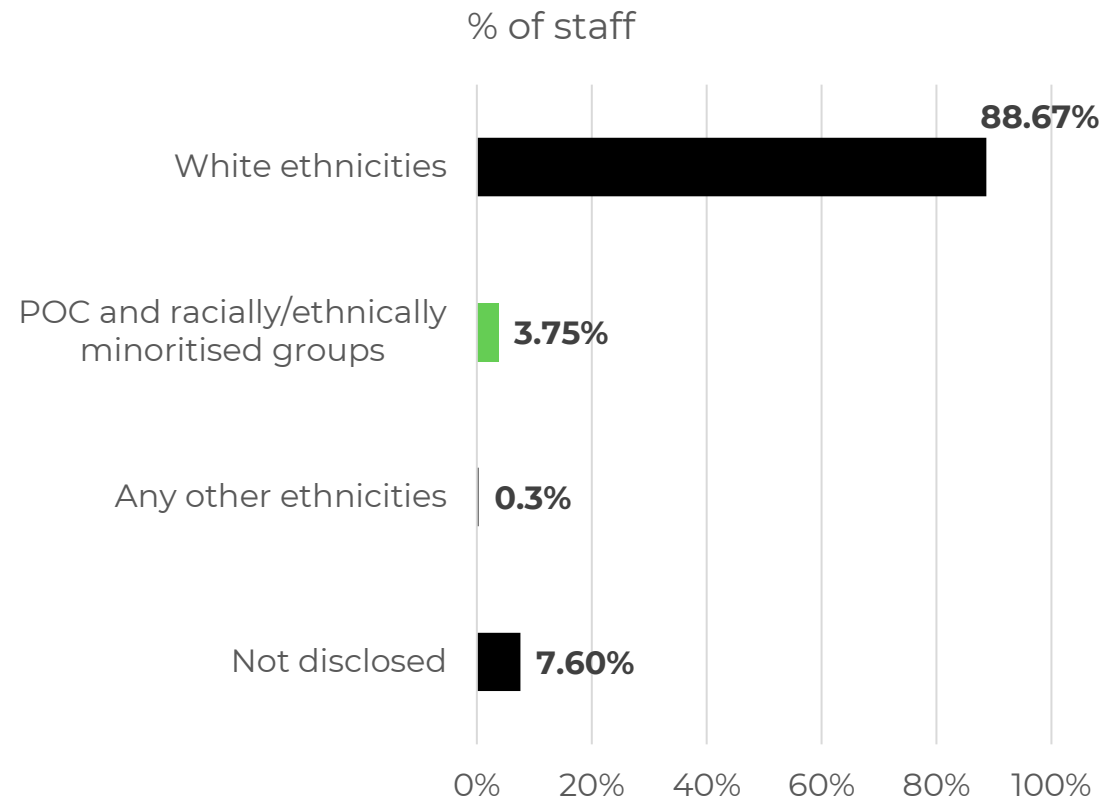
What is the racial/ethnic diversity of non-permanent staff (headcount)? [Base: 105 organisations]



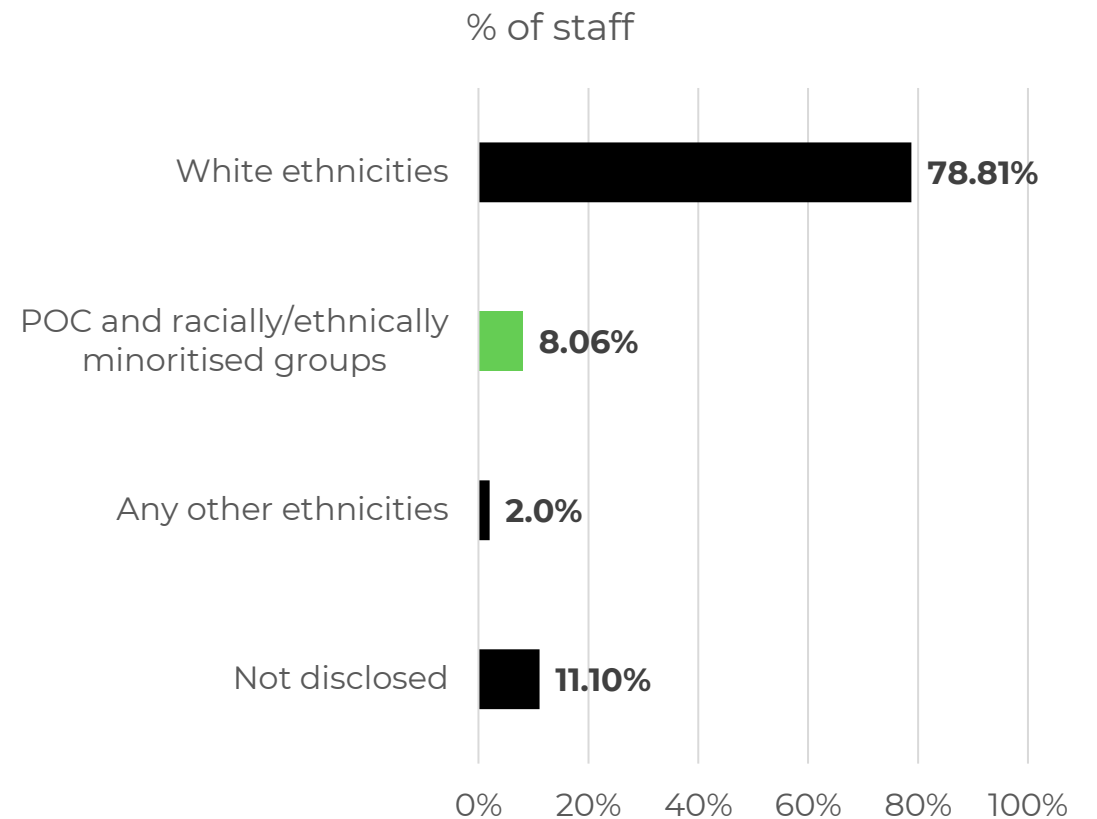
What is the racial/ethnic diversity of people managers (headcount)?

[Base: 114 organisations]

TOTALS*

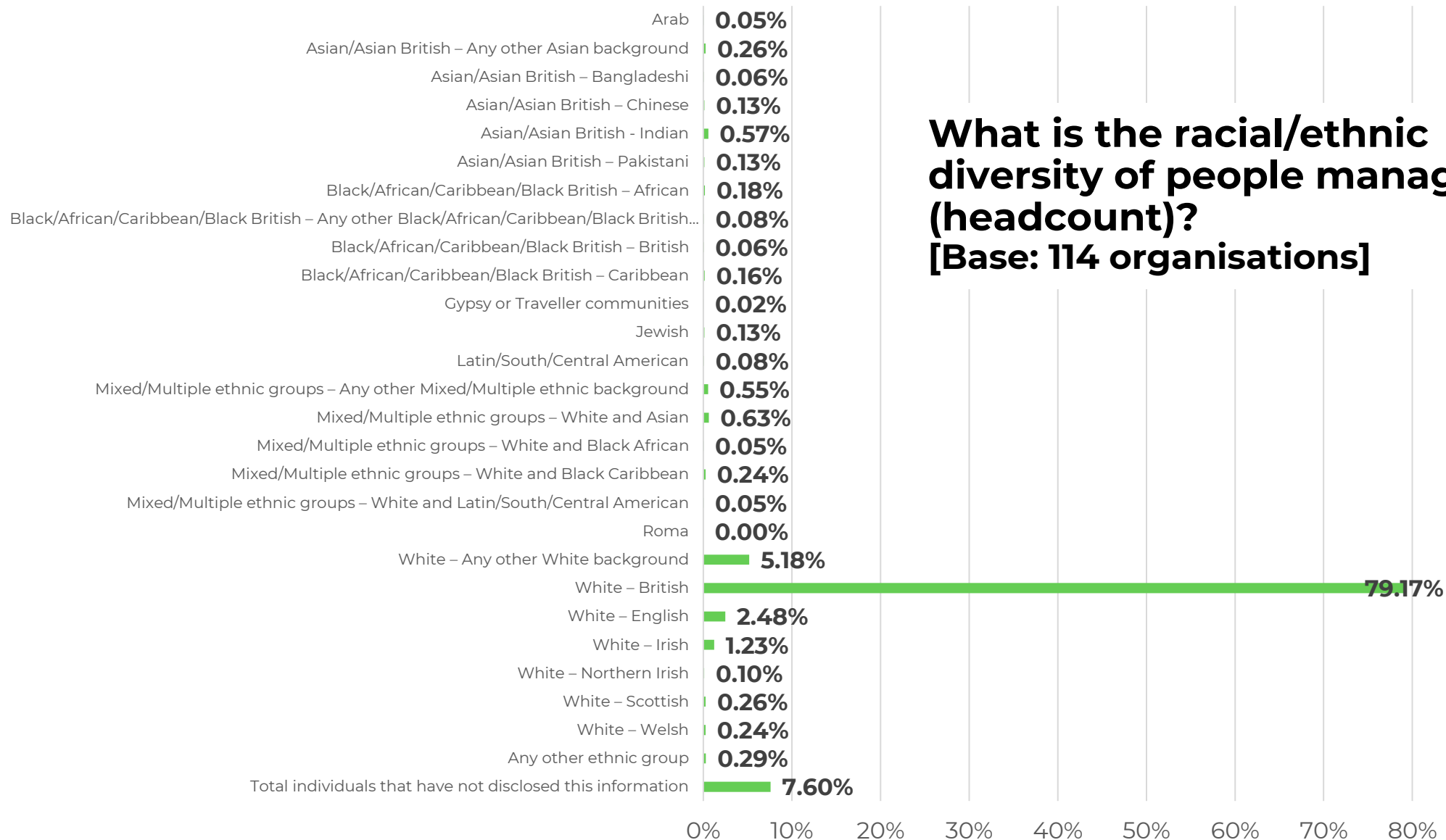


AVERAGES*



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

[Base: 114 organisations]

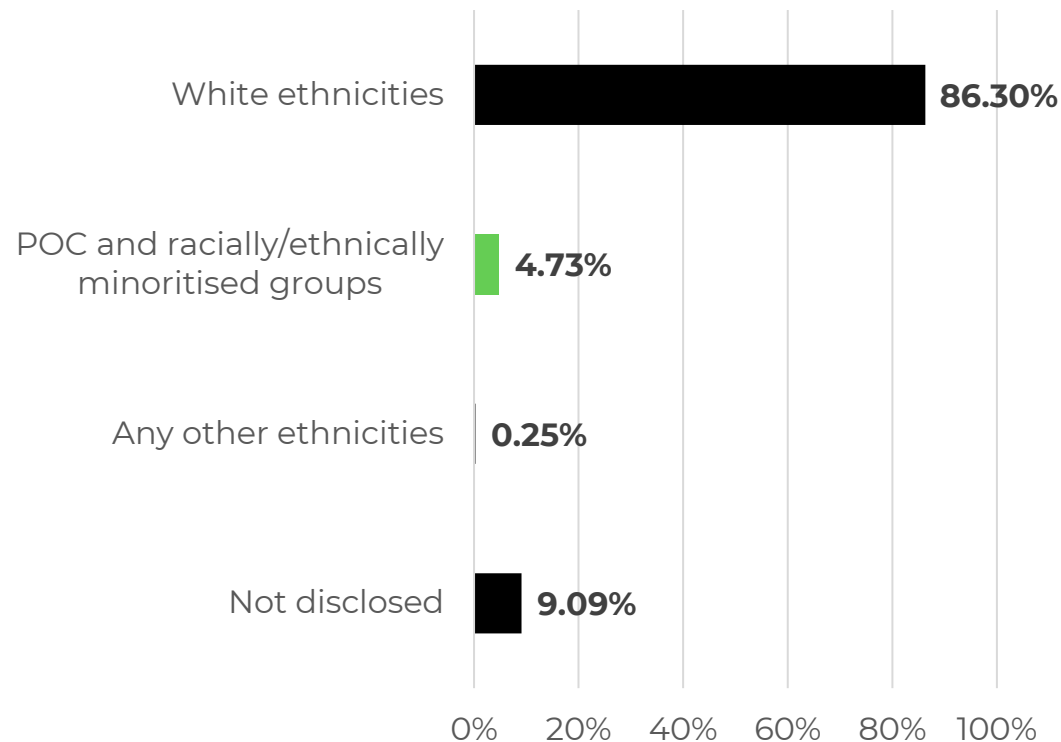


What is the racial/ethnic diversity of senior leaders (headcount)?

[Base: 111 organisations]

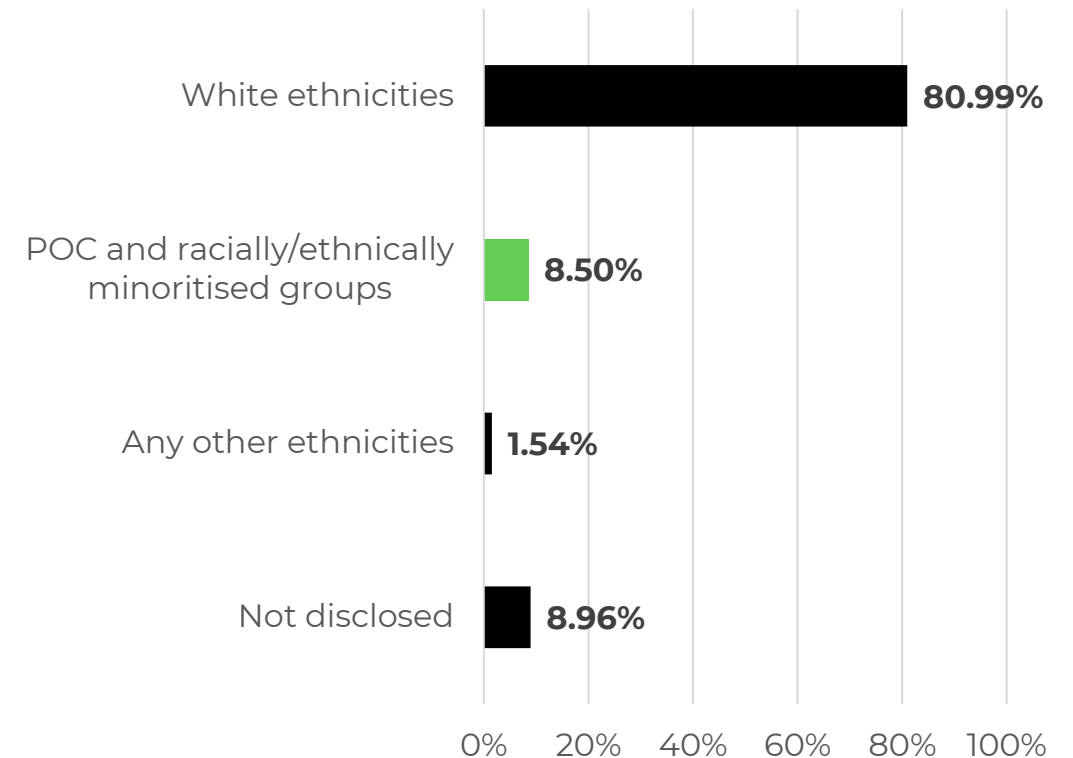
TOTALS*

% of staff



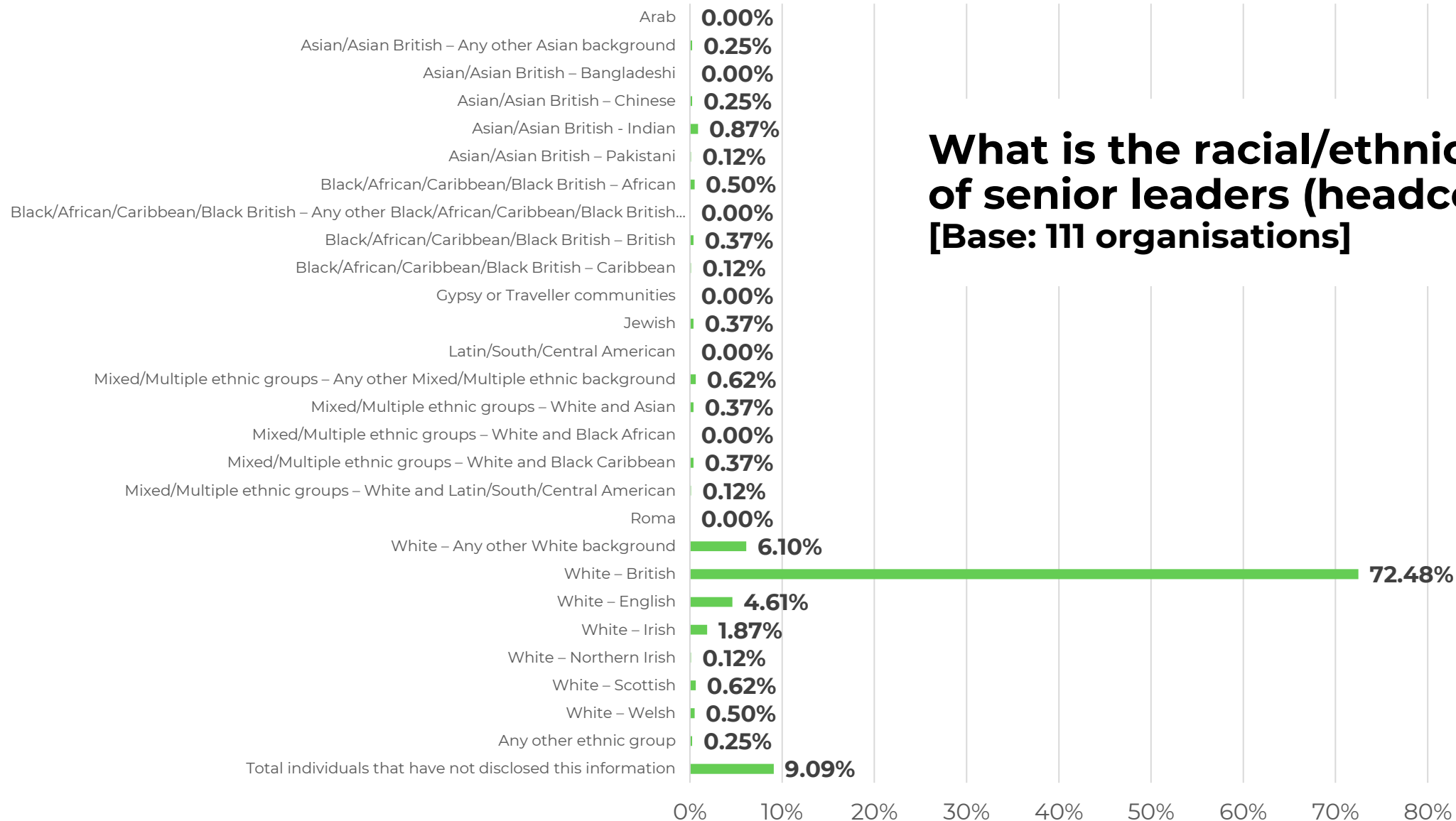
AVERAGES*

% of staff



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

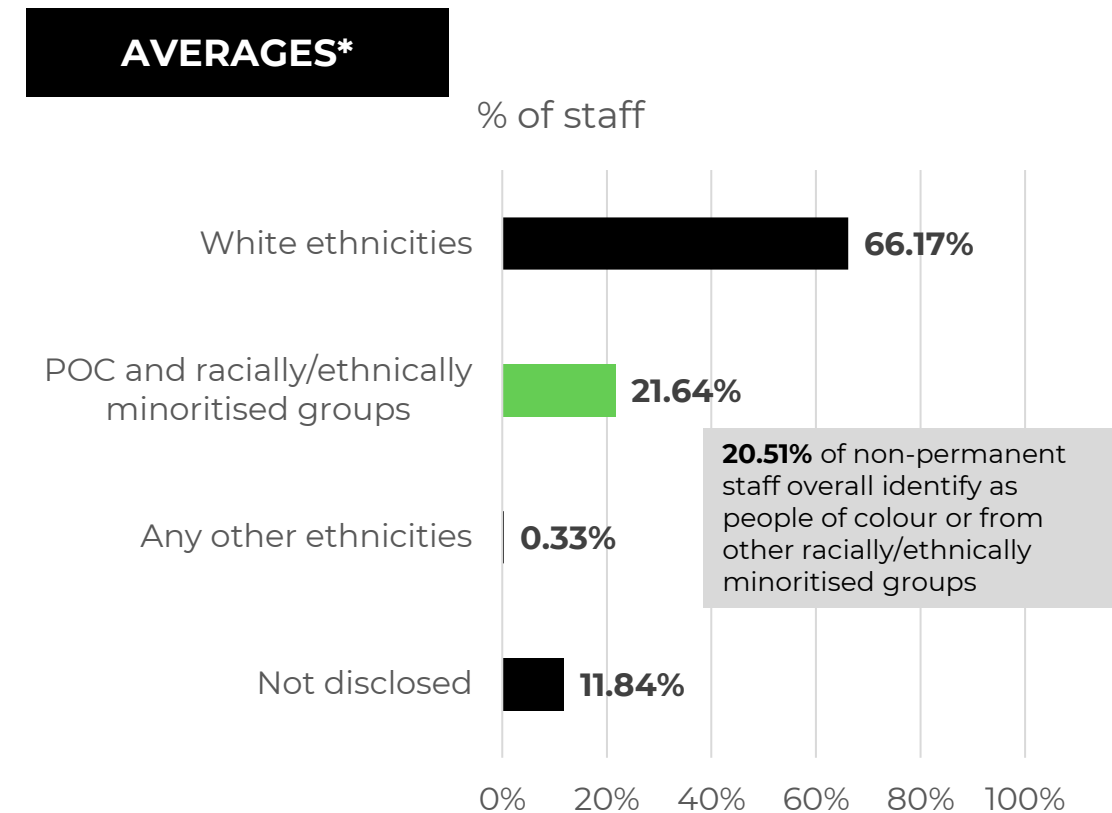
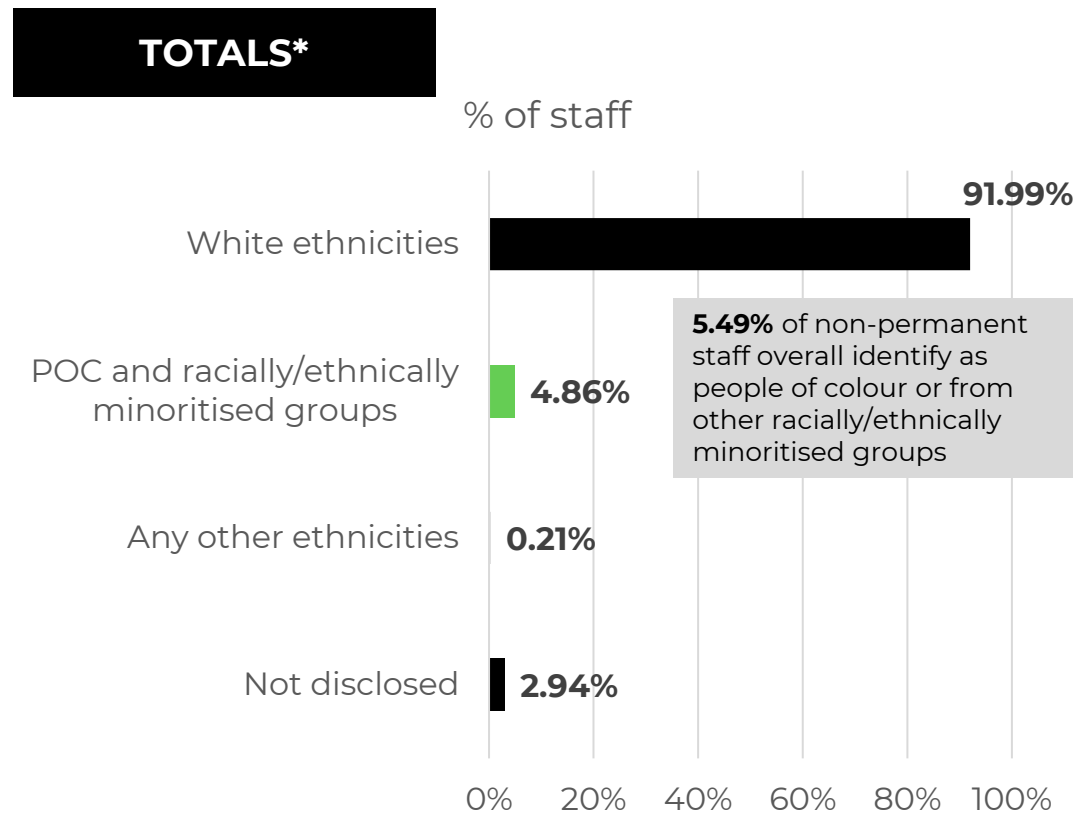
[Base: 111 organisations]



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

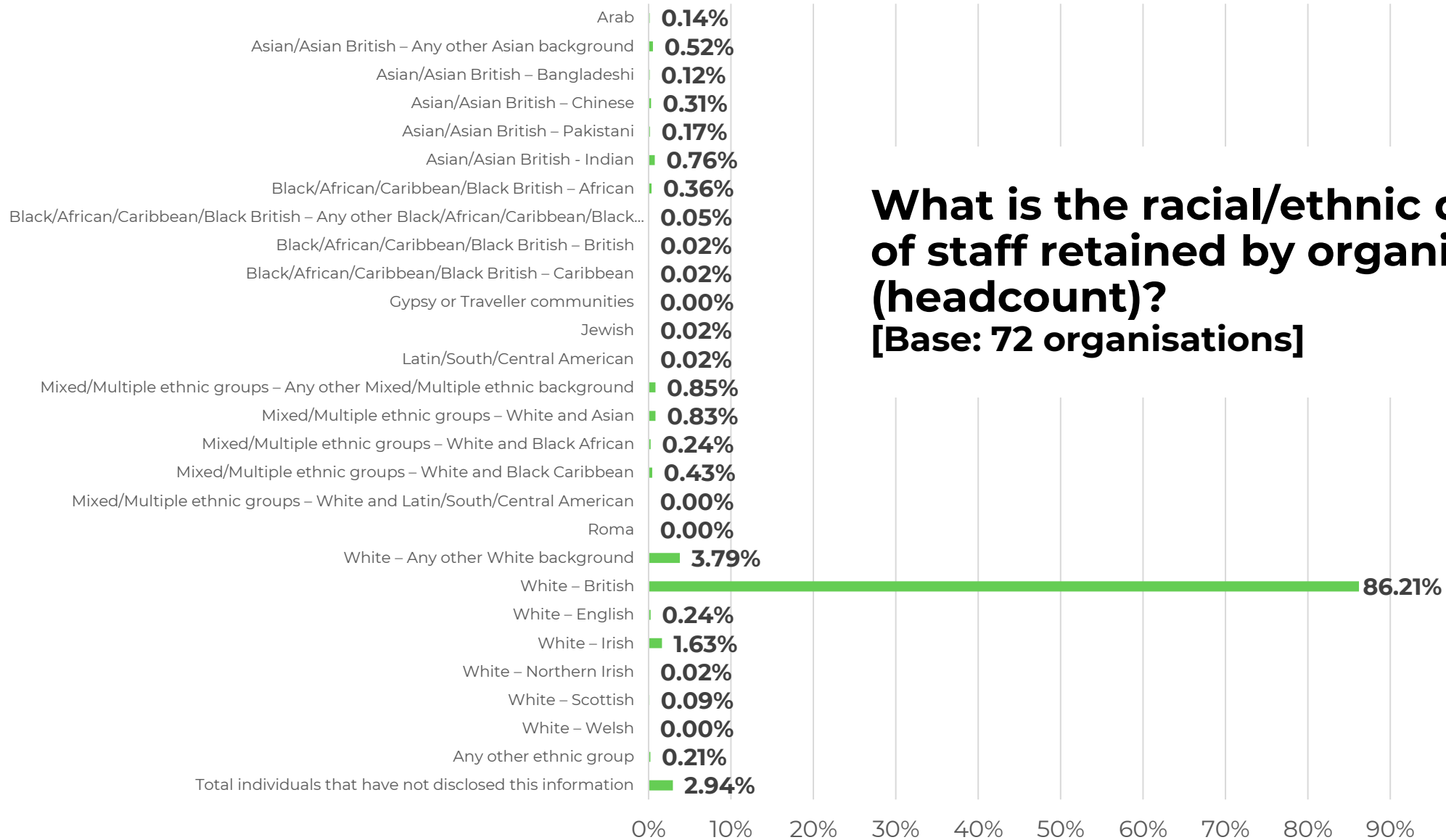
[Base: 72 organisations]

Over the 12 months of 2024, how many non-permanent staff have received contract extensions and/or been made permanent? See page 41 for data on the racial/ethnic breakdown of non-permanent staff. The overall proportion of people identifying as people of colour or from other ethnically minoritised groups who are non-permanent staff is shown next to the charts below.



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

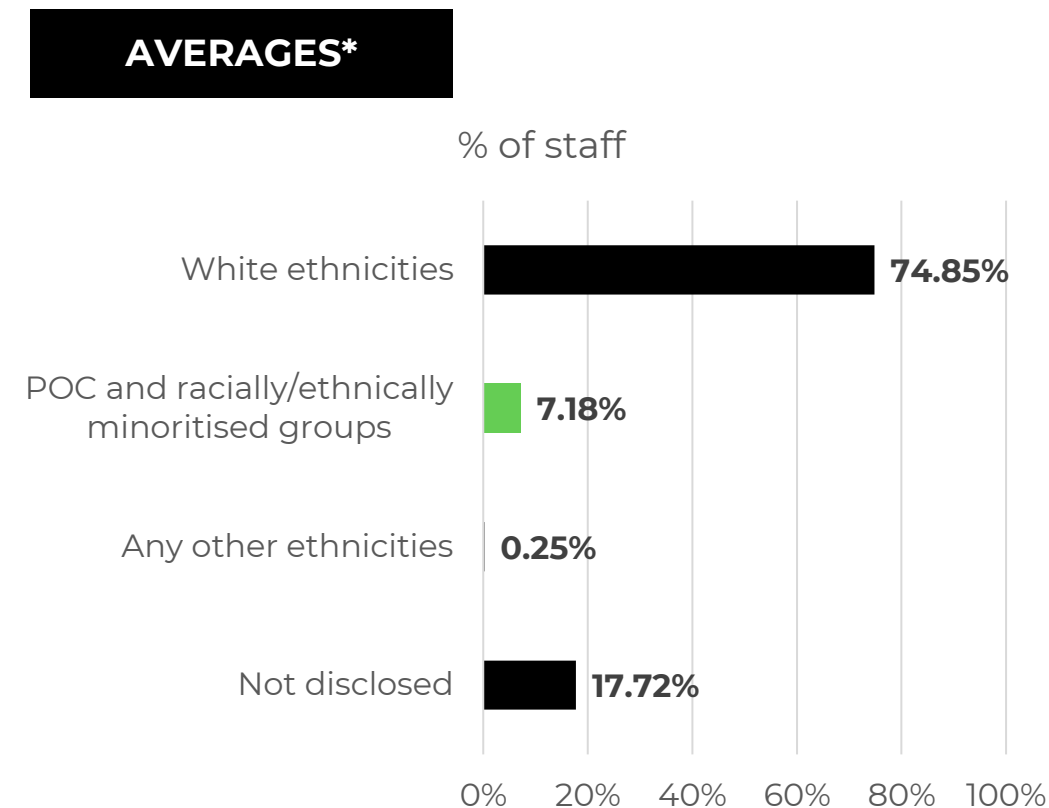
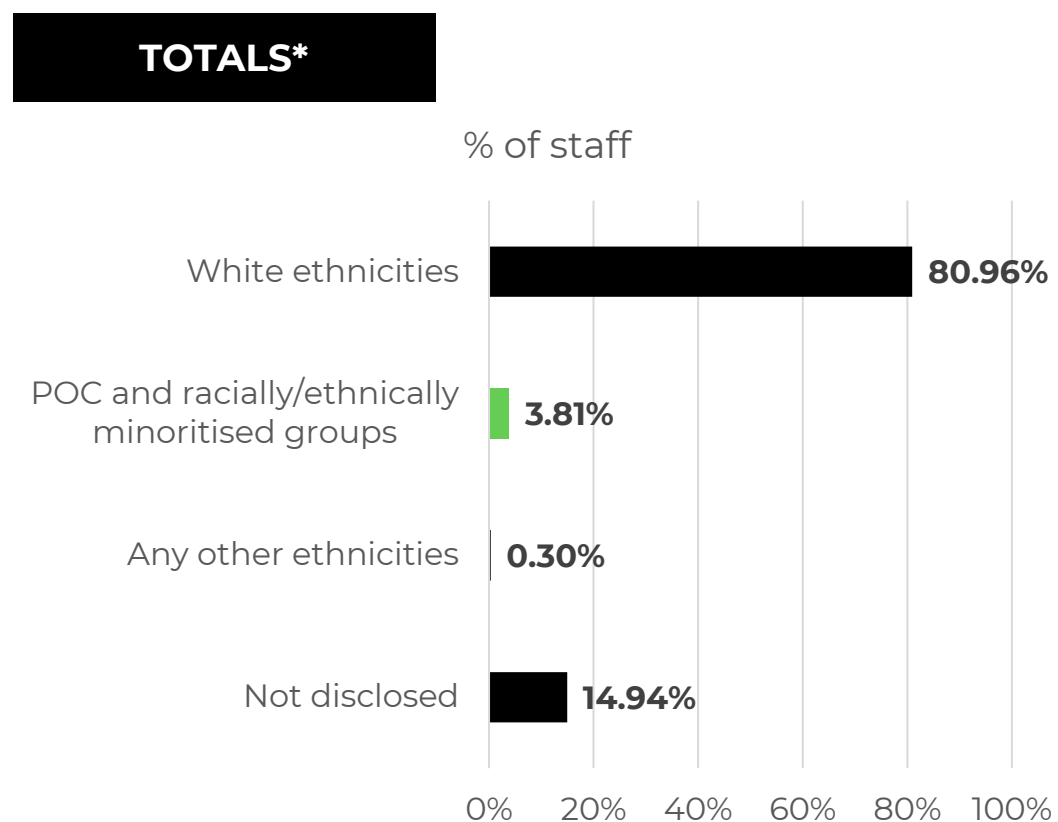
[Base: 72 organisations]



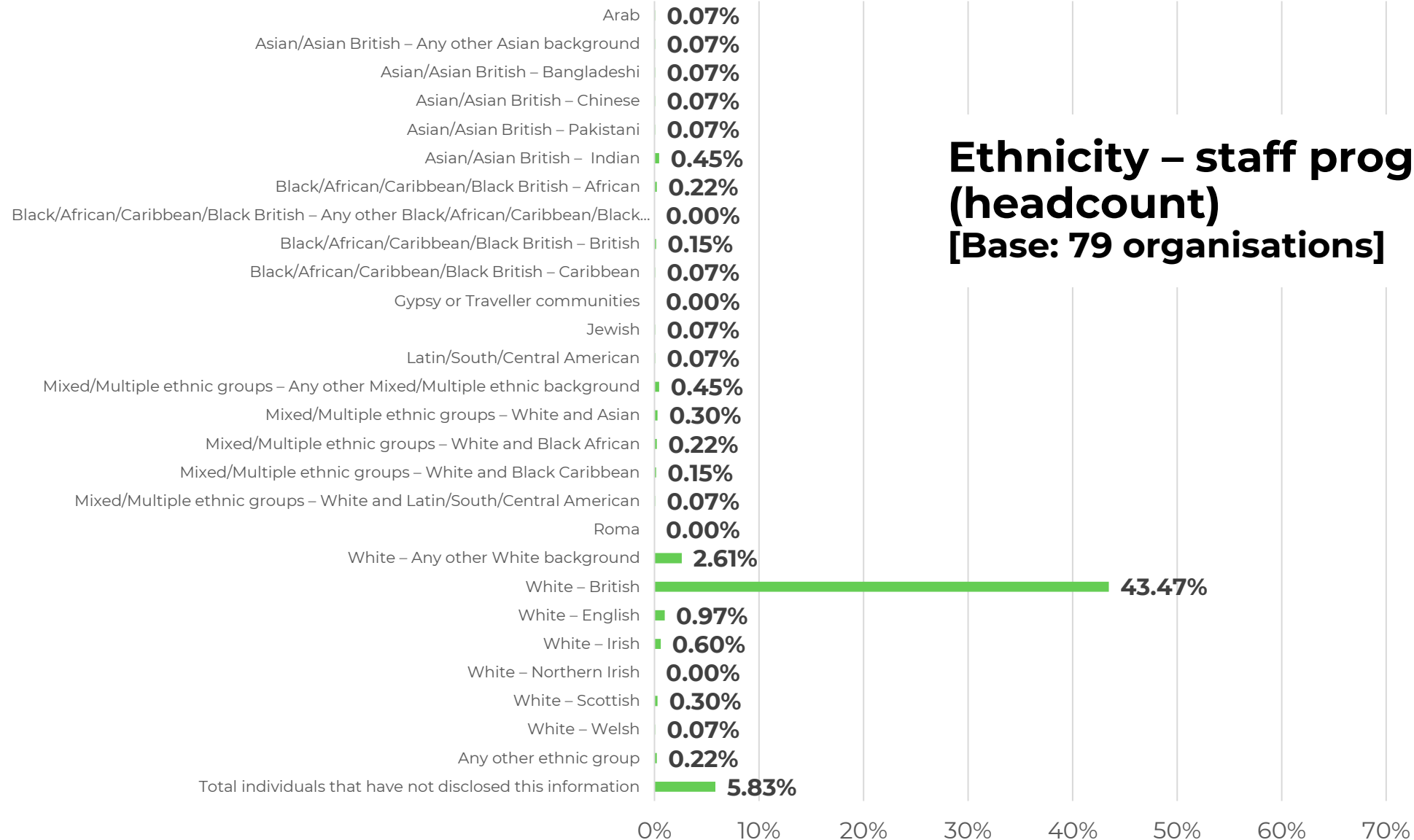
What is the racial/ethnic diversity of staff experiencing progression within organisations (headcount)?

[Base: 79 organisations]

Over the 12 months of 2024, how many staff (permanent and non-permanent) have been promoted to a better-paid and/or more senior role?



Ethnicity – staff progression (headcount) [Base: 79 organisations]

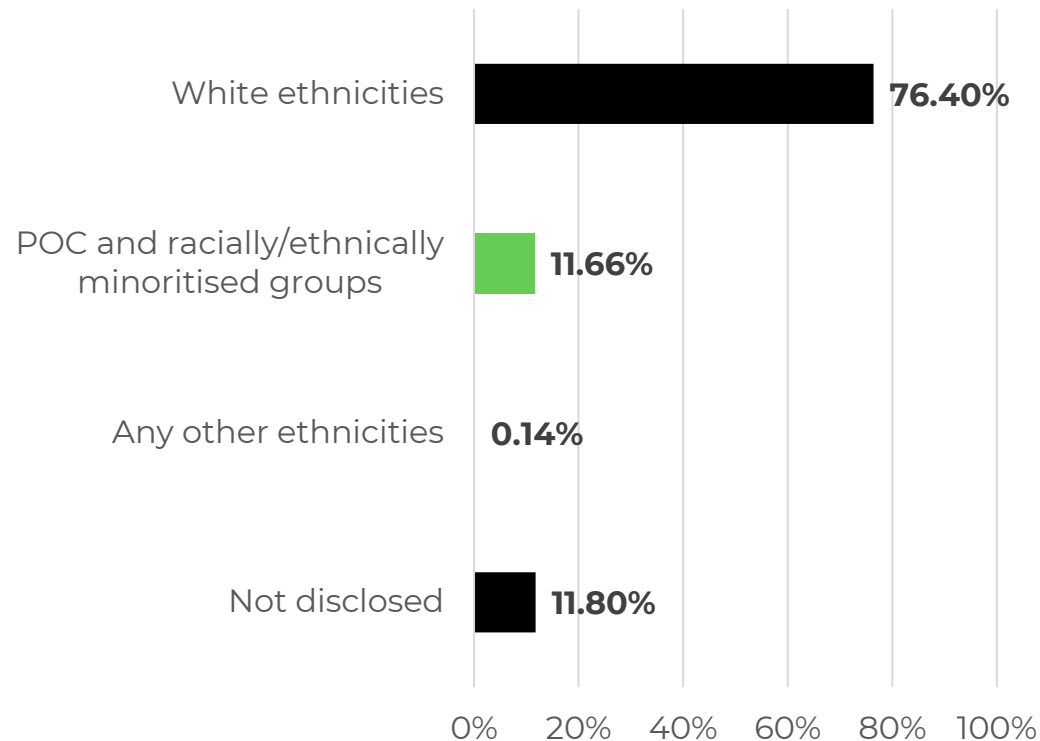


What is the racial/ethnic diversity of governance/trustee boards (headcount)?

[Base: 97 organisations]

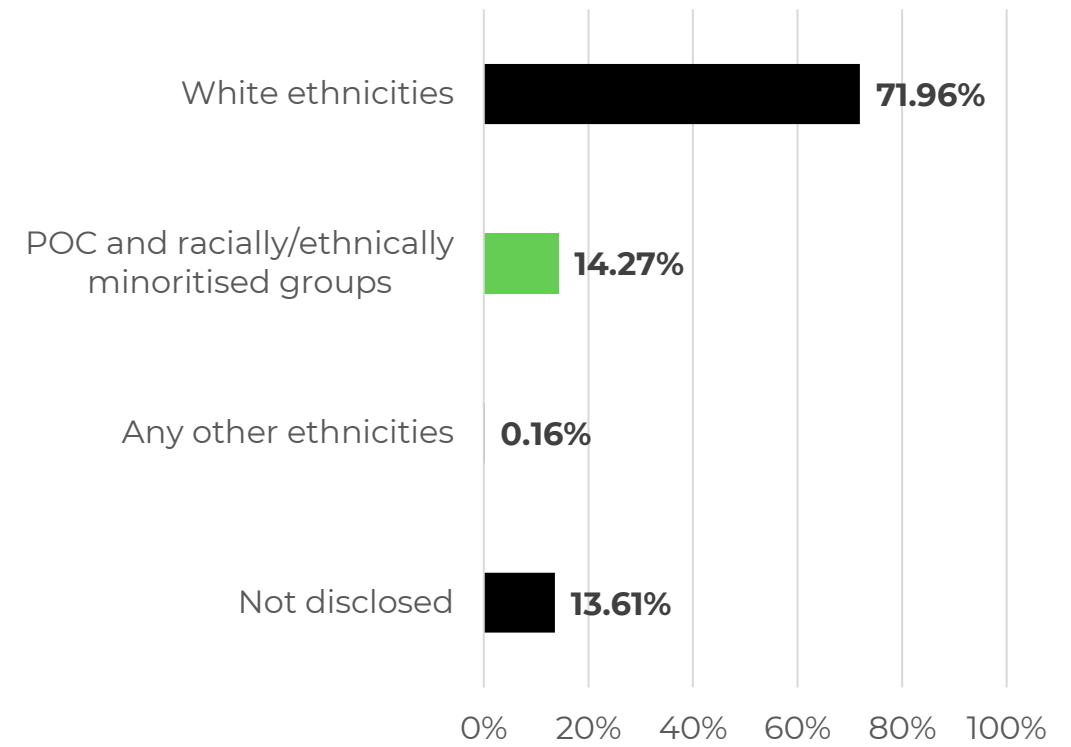
TOTALS*

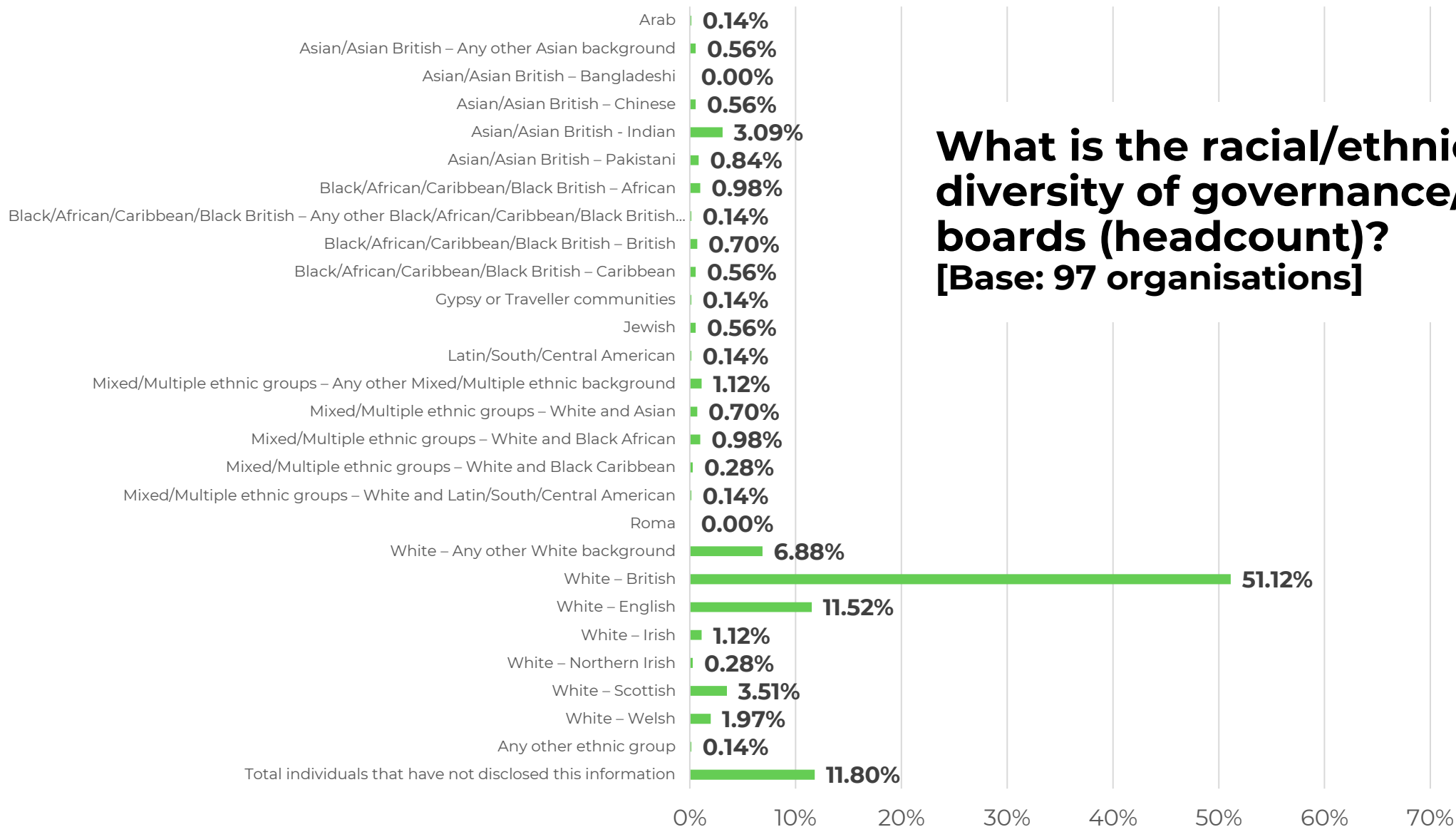
% of members



AVERAGES*

% of members

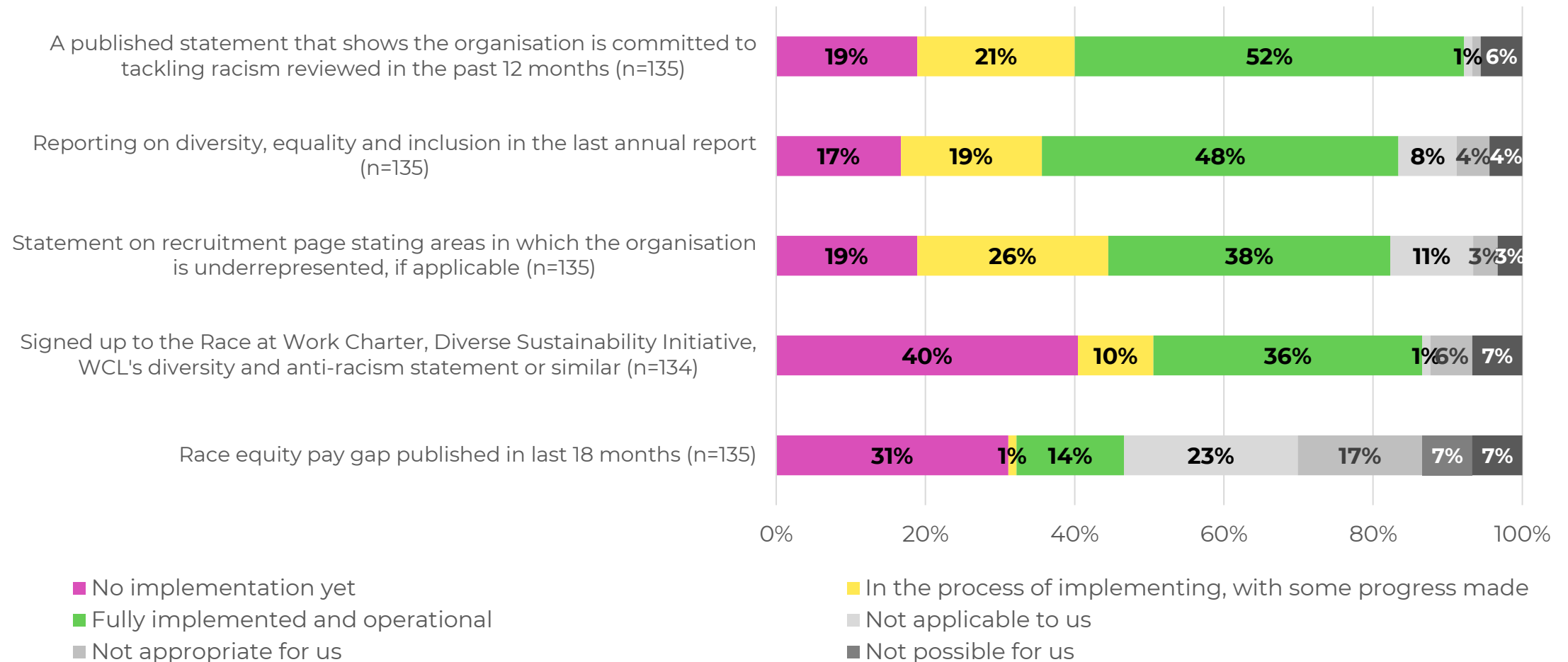




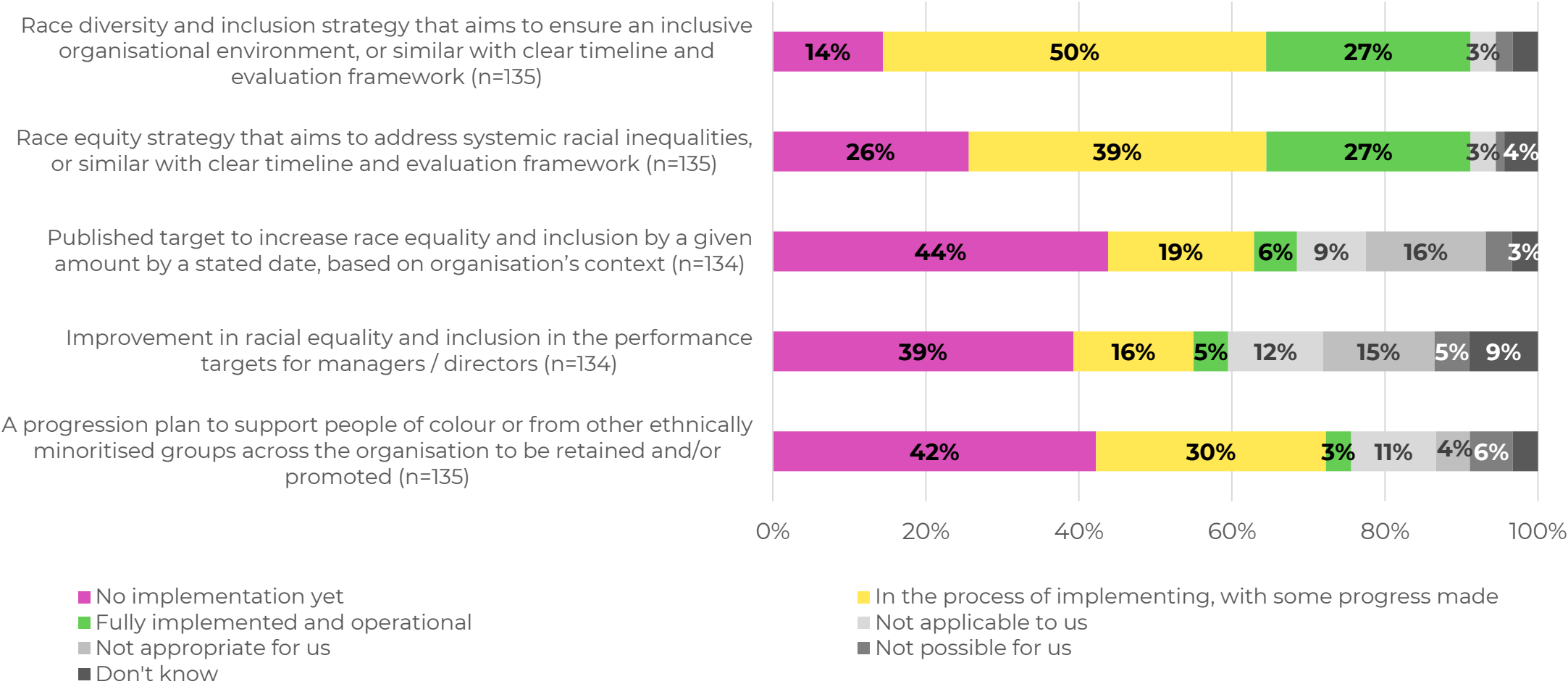
3.3 Action on equality, diversity and inclusion

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?



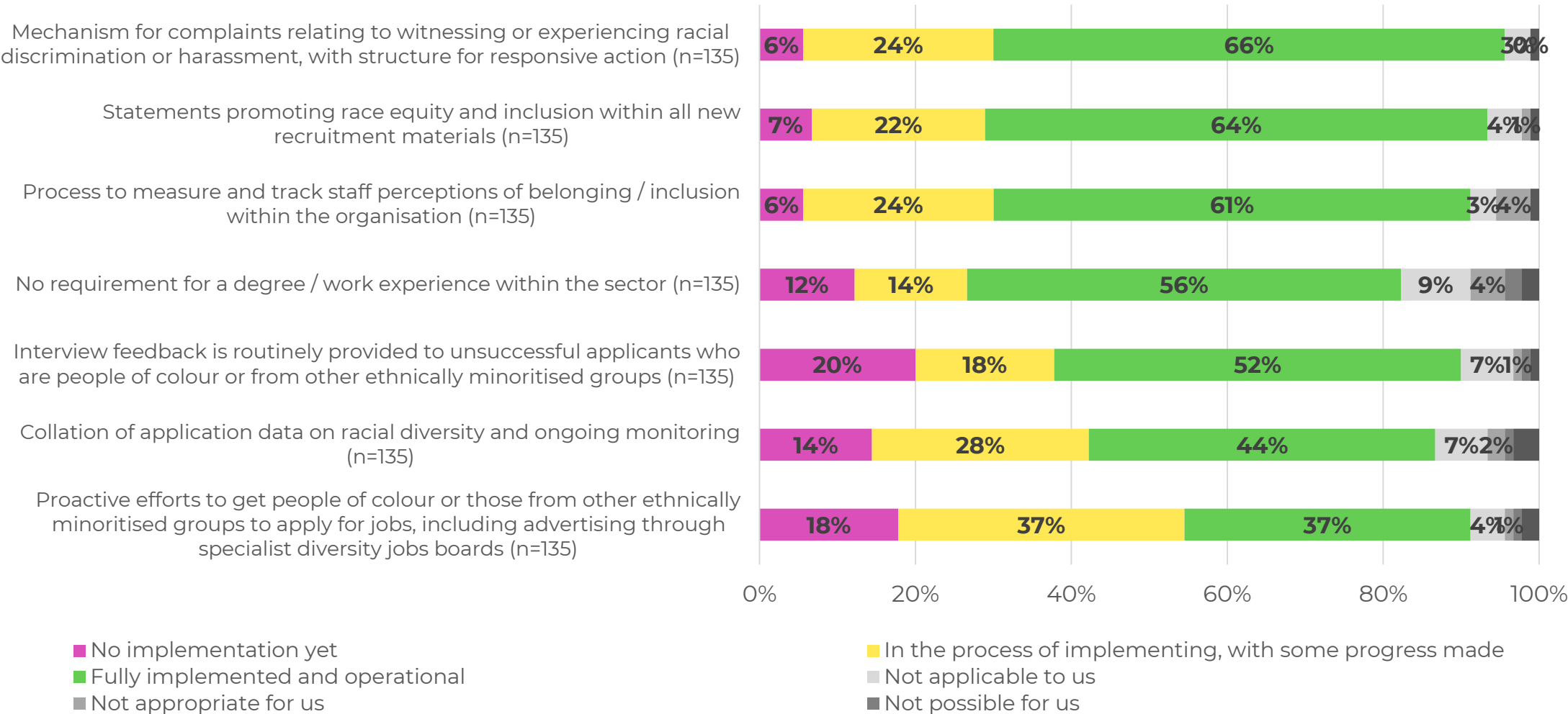
Has your organisation implemented any of the following aspects related to strategy and targets?



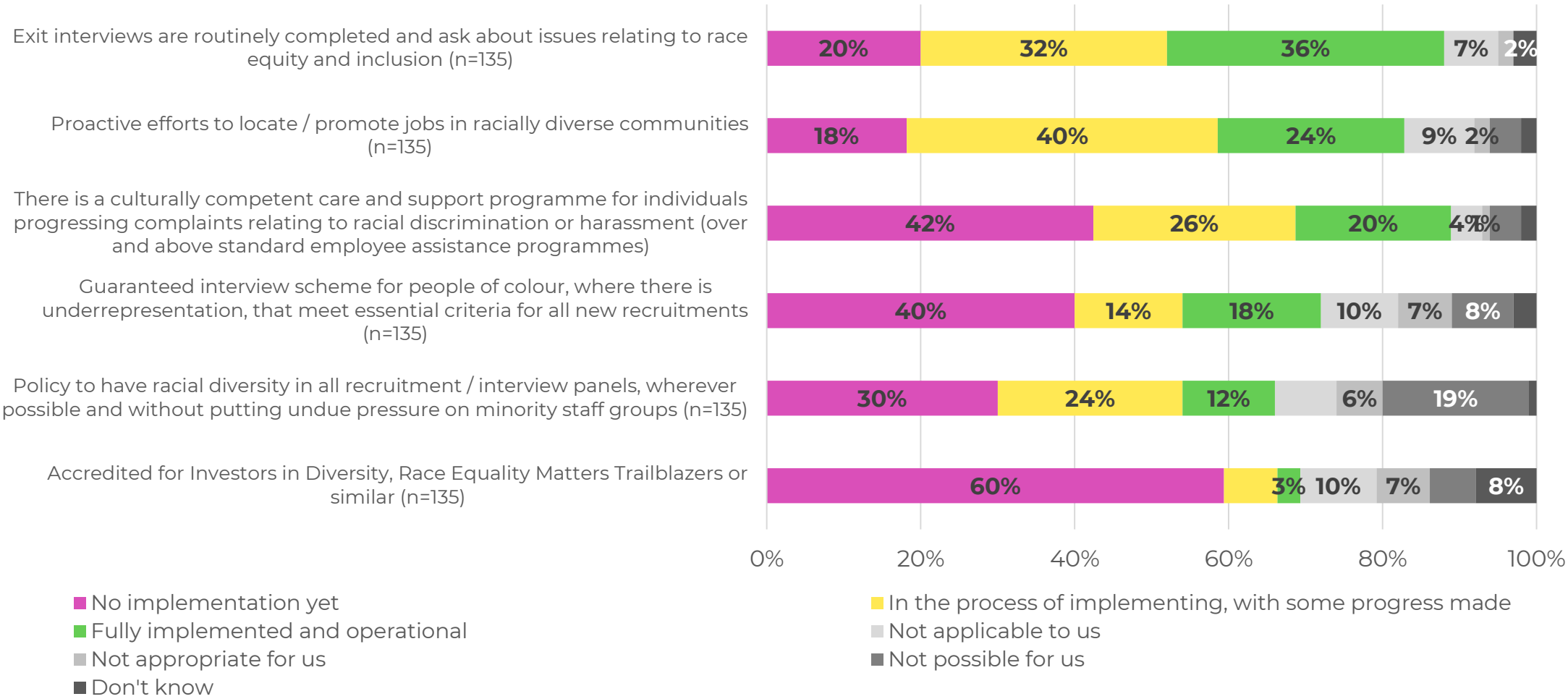
Has your organisation implemented any of the following aspects related to management and governance?



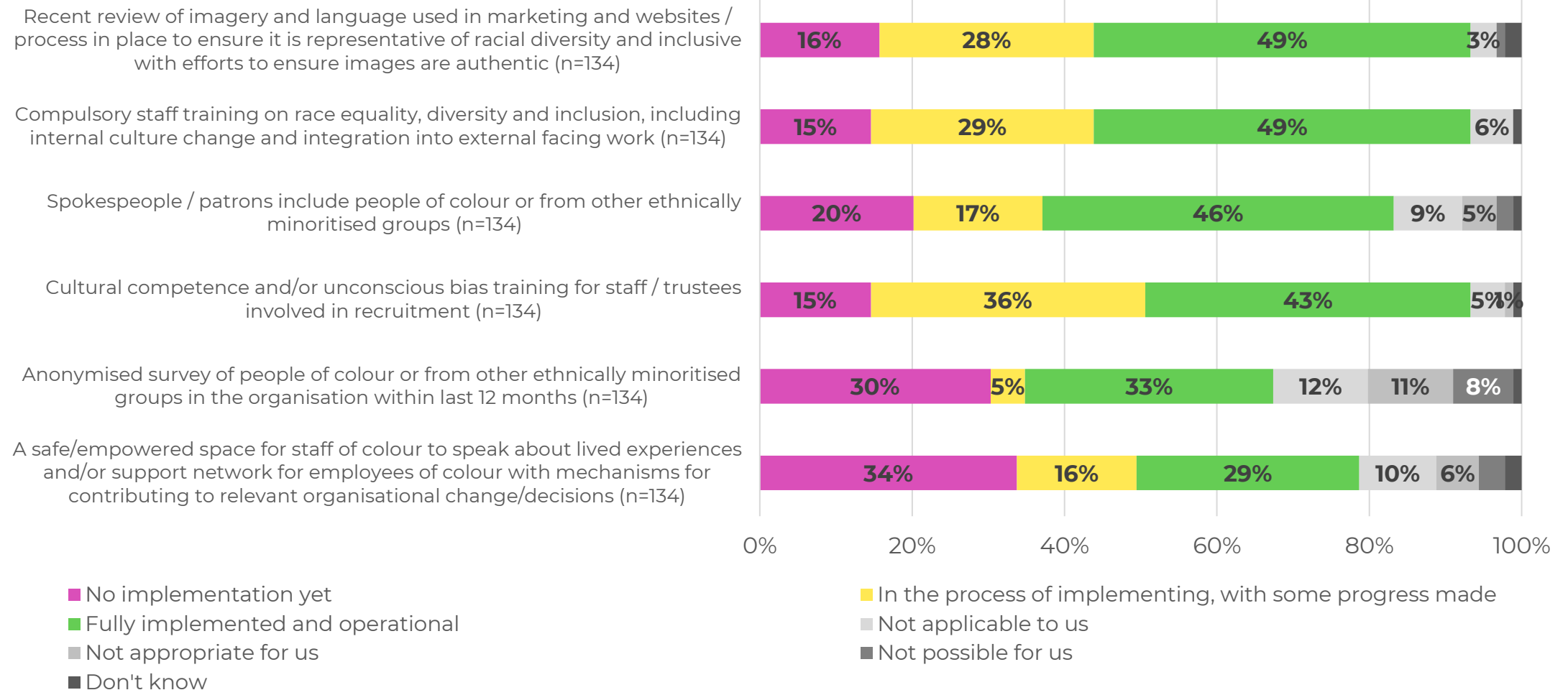
Has your organisation implemented any of the following HR processes? [1]



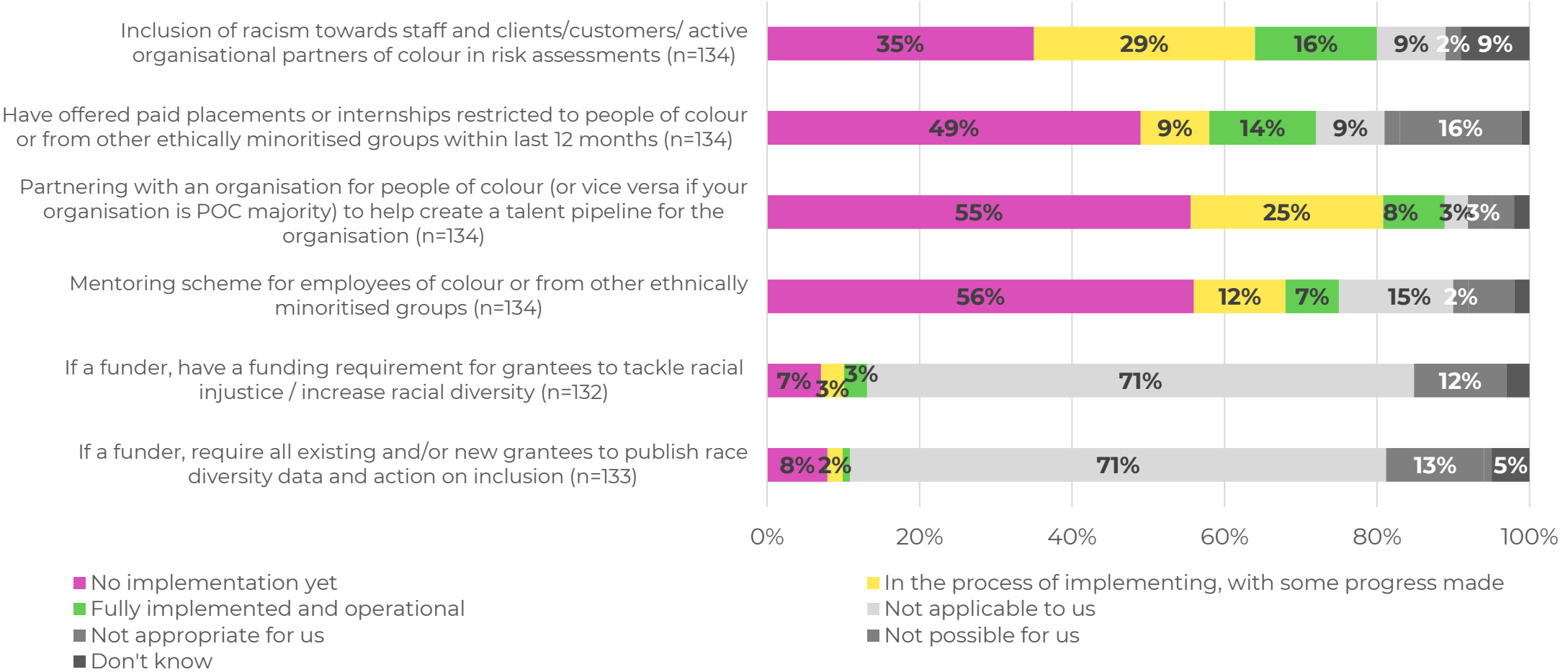
Has your organisation implemented any of the following HR processes? [2]



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]



4. Organisation typology – comparing differences according to organisational characteristics

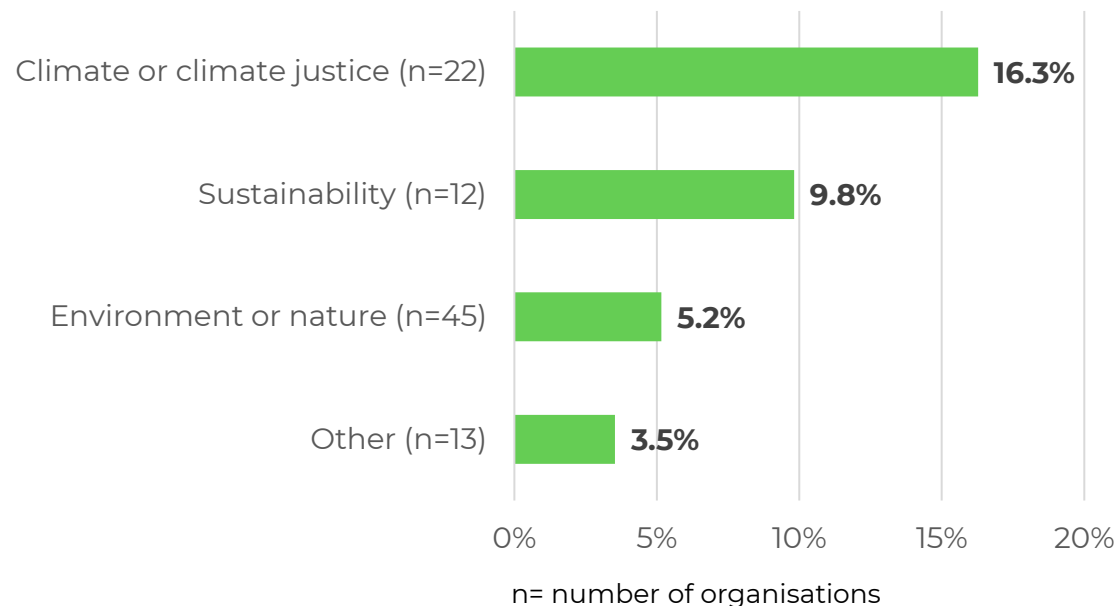
How does diversity vary according to organisation characteristics?

Further analysis shows variations in diversity according to different types of organisations, including, their size, focus, main activities and region where most staff are based. We have also considered how diversity varies according to the range of actions organisations are taking to support equity, diversity, and inclusion. In each case, we have focused on 'overall staff,' as this is the most comprehensive category within The RACE Report. The figures in this section follow the 'totals' approach - see page 21 for a reminder of our methodology.

Organisation focus v overall staff

TOTALS*

% of people of colour or from other ethnically minoritised groups [overall staff]

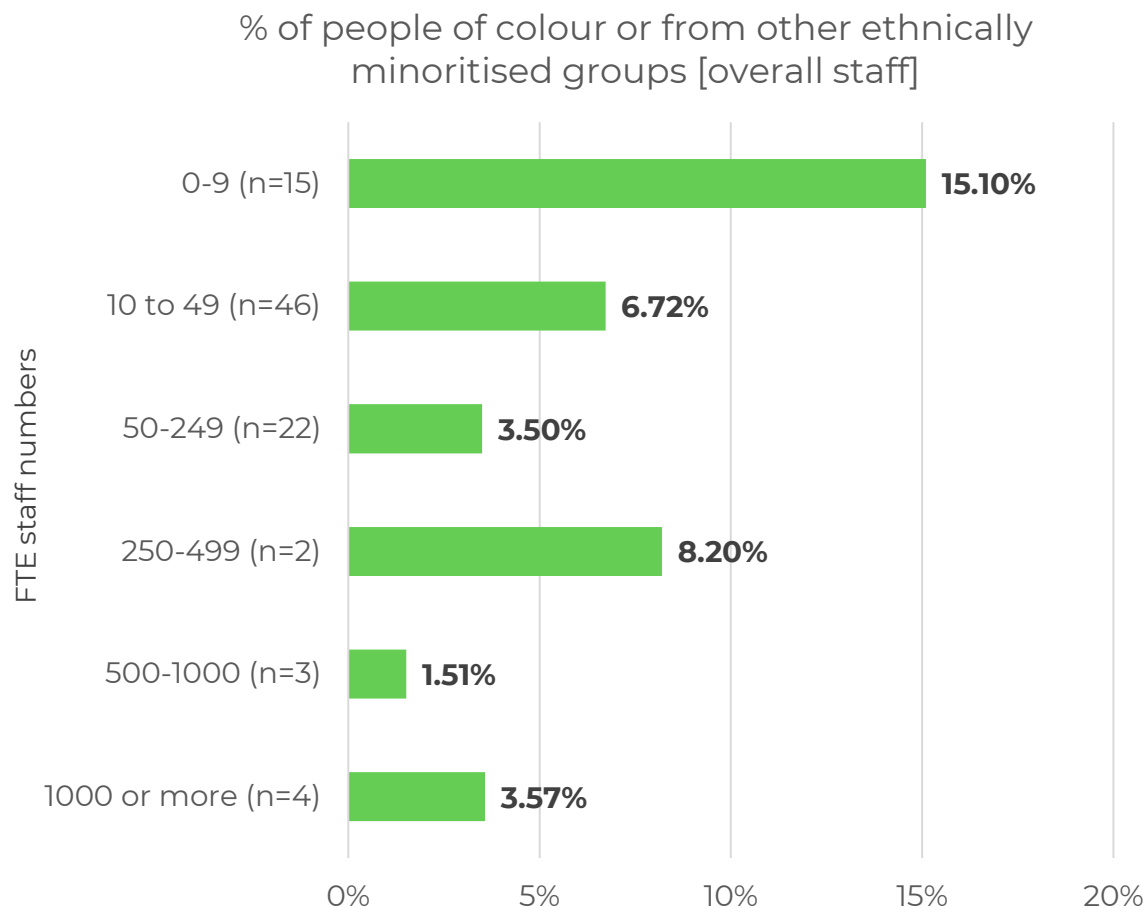


When submitting data to The RACE Report, organisations are asked to specify the main focus of their work. Analysing the proportion of staff identifying as people of colour or from other ethnically minoritised groups within the 'overall staff' category reveals significant differences depending on an organisation's focus.

For example, 16.3% of overall staff in 'climate or climate justice' focused organisations identify as people of colour or from other ethnically minoritised groups. By comparison, 5.2% of 'overall staff' identify as people of colour or from other ethnically minoritised groups from organisations whose focus is 'environment and nature'. Organisations stating 'Other' as a focus show a representation of 3.5% people of colour or from other ethnically minoritised groups.

Organisation size v overall staff

TOTALS*



Analysing organisation size, based on full-time equivalent (FTE) staff numbers, against the proportion of 'overall staff' identifying as people of colour or from other ethnically minoritised groups highlights statistically significant differences in representation.

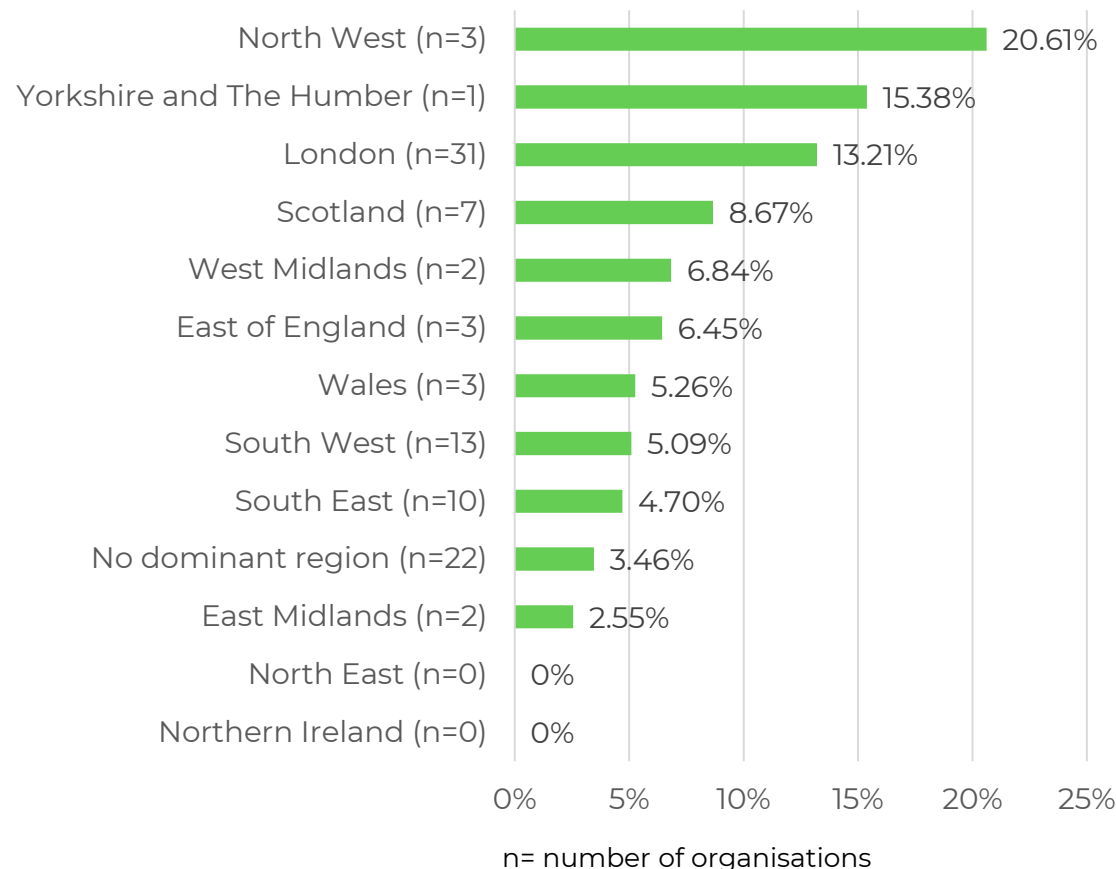
Amongst organisations with higher overall staff numbers (FTE), lower proportions of staff identifying as people of colour or from other ethnically minoritised groups are reported. For example, organisations which have between 0 to 9 members of staff (FTE) report 15.1% of their staff as people of colour or from other ethnically minoritised groups. By comparison, amongst organisations with 1000 or more, the figure is 3.57% people of colour or other ethnically minoritised groups.

Correlation analysis (using Pearson's correlation coefficient) was conducted between overall staff numbers (FTE) and the number of staff identifying as people of colour or from other ethnically minoritised groups, resulting in a coefficient of -0.09. Correlation coefficients range from +1 to -1: +1 indicates a strong positive relationship (as one variable increases, so does the other), -1 indicates a strong negative relationship (as one variable increases, the other decreases), and 0 indicates no relationship. The result from The RACE Report suggests a very weak negative correlation - so small that it is essentially negligible.

Organisation region v overall staff

TOTALS*

% of people of colour or from other ethnically minoritised groups [overall staff]



Analysing the region most staff are based in against 'overall staff' variations in representation of people of colour are also seen.

For example, organisations whose staff are predominantly based in the North West shows the highest representation at 20.61% people of colour or other ethnically minoritised groups. Lower levels of representation are seen in organisations with staff mostly based in regions such as the East Midlands (2.55% people of colour and other ethnically minoritised groups).

Organisations who stated there was no dominant region for where their staff are based reported representation of 3.46% people of colour or other ethnically minoritised groups amongst overall staff.

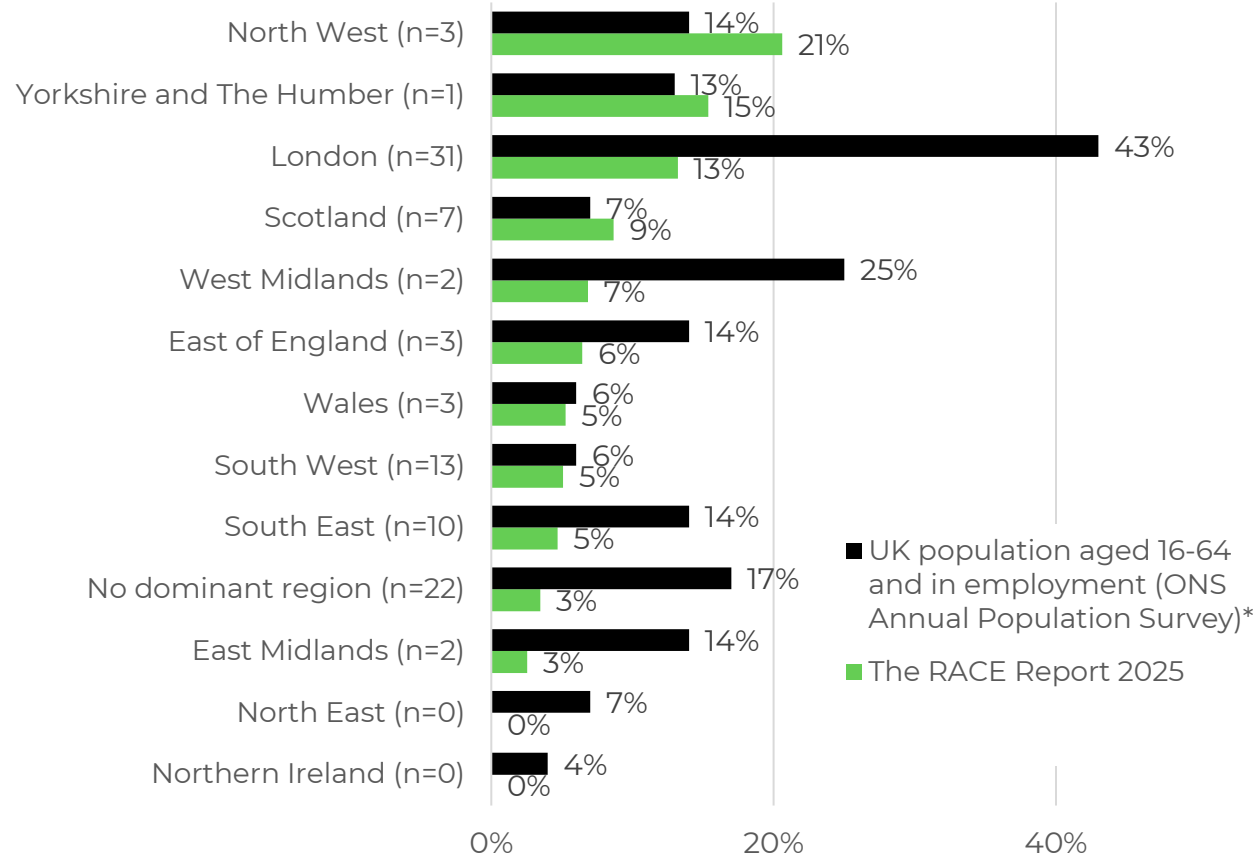
Note: In most regions, only a small number of organisations are represented in the data, so the findings may not accurately reflect the full population of environmental charities in those areas.

Organisation region v overall staff

TOTALS*

The RACE Report 2025 v national statistics

n= number of organisations



Comparing the regional findings from The RACE Report in comparison with national data from the **Annual Population Survey** gathered for 2024-25 by the Office of National Statistics (ONS) on the proportion on 'non-white'* people aged 16-64 and in employment shows distinct differences.

The ONS data for the UK as a whole has been used for organisations which stated there is no dominant region their staff are based in.

The data shows that in most cases, organisations participating in The RACE Report have lower representation of people of colour and other ethnically minoritised groups than the national figures, with the exception of Scotland (the small number of organisations represented in the data for the North West and Yorkshire and The Humber mean that the findings are less likely to represent the full population of environmental charities in those areas).

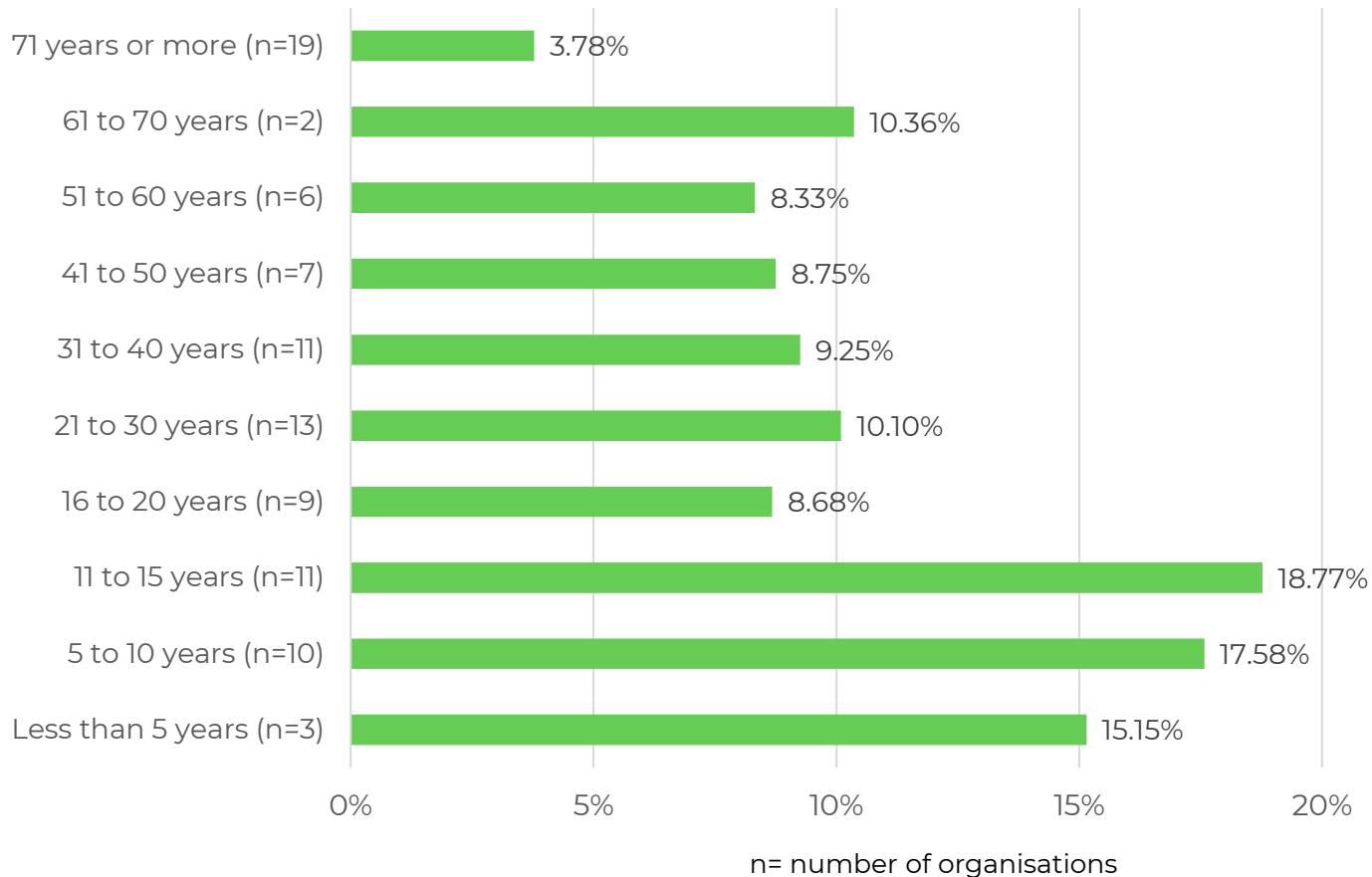
* Non-white identities [n.b terminology replicated from ONS data export. This group does not include Gypsy, Roma or Traveller identities as these are classified as white ethnicities. The RACE Report data does include individuals who identify in this way]

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

Organisation age v overall staff

TOTALS*

% of people of colour or from other ethnically minoritised groups [overall staff]



Considering the racial/ethnic diversity of 'overall staff' against the age of an organisation shows variations in the proportion of staff identifying as people of colour and from other ethnically minoritised groups. In each case, the number of organisations in each category is shown as (n=).

Categories showing the highest representation of people of colour and other ethnically minoritised groups are organisations founded 11 to 15 years ago (18.77%).

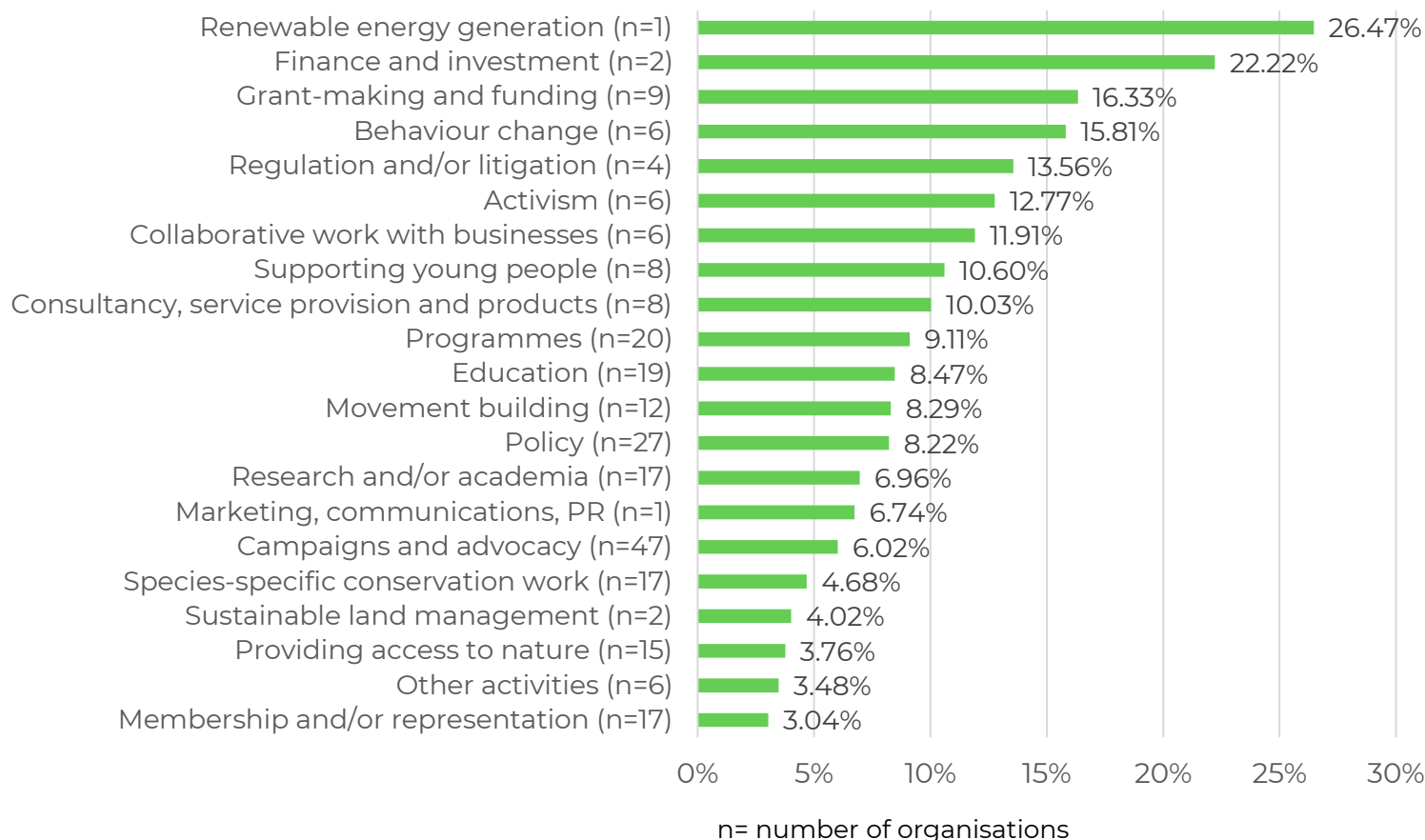
At the lower end are organisations aged 71 years or more, where representation sits at 3.78%.

Correlation analysis (using Pearson's correlation coefficient) was conducted between overall staff numbers (FTE) and the number of staff identifying as people of colour or from other ethnically minoritised groups, resulting in a coefficient of -0.35. Correlation coefficients range from +1 to -1: +1 indicates a strong positive relationship (as one variable increases, so does the other), -1 indicates a strong negative relationship (as one variable increases, the other decreases), and 0 indicates no relationship. The result from The RACE Report suggests a moderate negative correlation with older organisations tending to have fewer employees identifying as people of colour or from other ethnically minoritised groups..

Organisation main activities v overall staff

TOTALS*

% of people of colour or from other ethnically minoritised groups
[overall staff]



Considering the racial/ethnic diversity of 'overall staff' against the main activities an organisation delivers also shows notable variations in representation. In each case, the number of organisations in each category is shown as (n=).

Categories showing the highest representation of people of colour and other ethnically minoritised groups are based on data from only one or two organisations and should therefore be interpreted with caution. The highest representation among categories with a larger number of organisations is found in 'Grant making and funding,' at 16.33%.

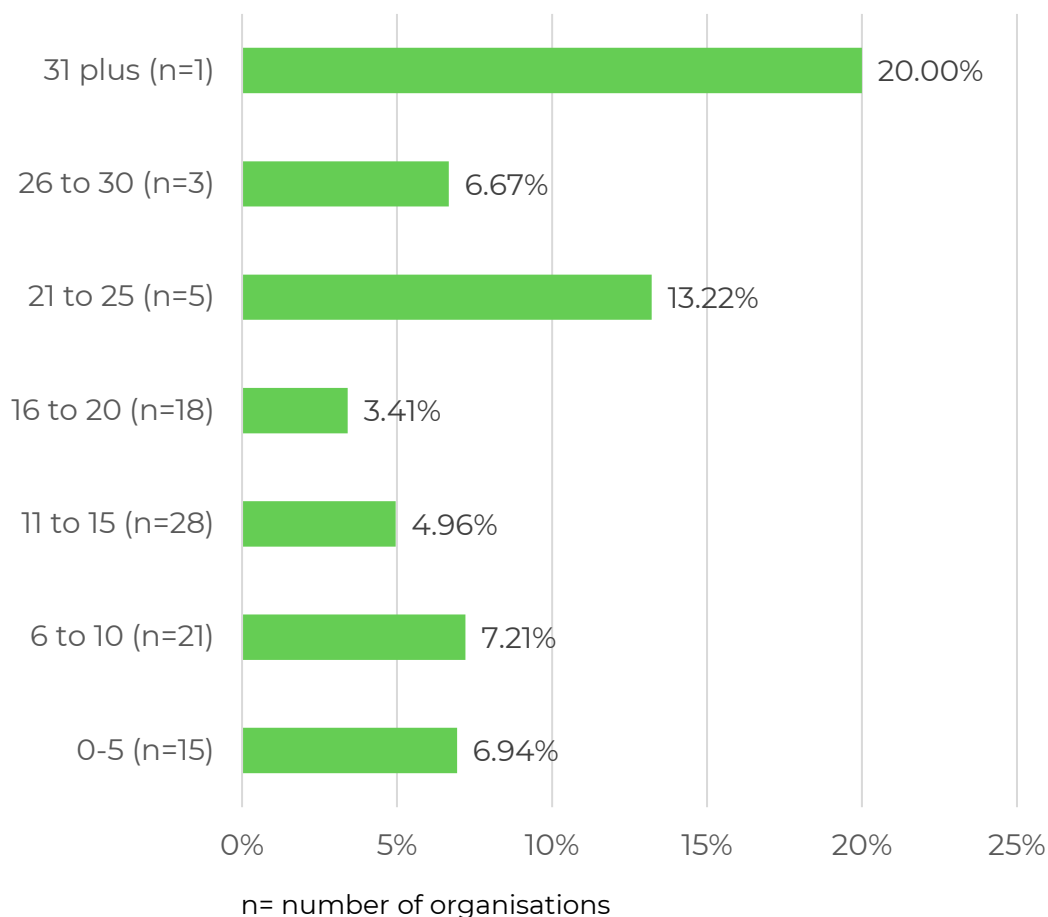
At the lower end, organisations who focus on providing access to nature and offering membership and./or representation activities reported lower levels of racial / ethnic diversity (3.76% and 3.04% people of colour and other ethnically minoritised groups respectively).

Note: Organisations could select three activities to describe their main ways of working.

Organisation EDI action v overall staff

TOTALS*

% of people of colour or from other ethnically minoritised groups [overall staff]



In making a submission to The RACE Report, organisations are asked to describe the action they're taking to progress equity, diversity and inclusion (EDI) within their organisations (see section 3.3).

The actions each organisation reported as 'fully implemented and operational' were totalled, and categories were created based on the number of actions identified in this way. This data was then analysed alongside the 'overall staff' figures and shows some variation in the representation of people of colour and other ethnically minoritised groups according to the number of EDI actions taken.

For example, organisations with between 21 to 25 actions 'Fully implemented and operational' have a proportion of 13.22% people of colour or other ethnically minoritised groups across their 'overall staff'. By comparison, those with 0-5 actions 'Fully implemented and operational' show representation of 6.94% people of colour or other ethnically minoritised groups.

Note: One organisation reported 31 or more actions to be 'Fully implemented and operational' and so the figures should be seen as representative of only that organisation rather than across a group.

Correlation analysis (using Pearson's correlation coefficient) of the number of actions 'Fully implemented and operational' against number of staff identifying as people of colour or other ethnically minoritised groups produced a coefficient of +0.007. Correlation coefficients range from +1 to -1 where +1 represents a positive relationship whereas 1 variable increases the other does too, and -1 represents a negative relationship with one variable decreasing as the other increases. 0 means there is no correlation between the variables. The data from The RACE Report shows no meaningful correlation between racial diversity and the number of implemented EDI actions.

5. Intersecting identities – mapping racial/ethnic diversity across protected characteristics

Intersecting identities – mapping racial/ethnic diversity across protected characteristics

In 2024, organisations were given the option to submit data reflecting the **intersecting identities** of their staff. Three characteristics were chosen – age, gender identity and whether staff identify as disabled – and we looked at how these intersect with race/ethnicity. These characteristics were chosen because individuals within these groups are often disproportionately affected by issues such as climate change, face barriers to participating in environmental action, or experience exclusion in the workplace. Age and gender identity were also selected because they are already collected as control measures by The RACE Report, making the data readily available for analysis. Further insights into the experiences related to identities within these characteristics is available: [Women](#), [Trans people](#), [older people](#), [young people](#), [disabled people](#).

In 2025, we have expanded the range of intersecting identities to include all characteristics covered by The Equality Act (2010). Organisations provided data for each of the following characteristics, intersected with race/ethnicity:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

In addition to the reasons outlined above, we opted to incorporate The Equality Act protected characteristics as the ones which are legally protected from discrimination or unfavourable treatment at work.

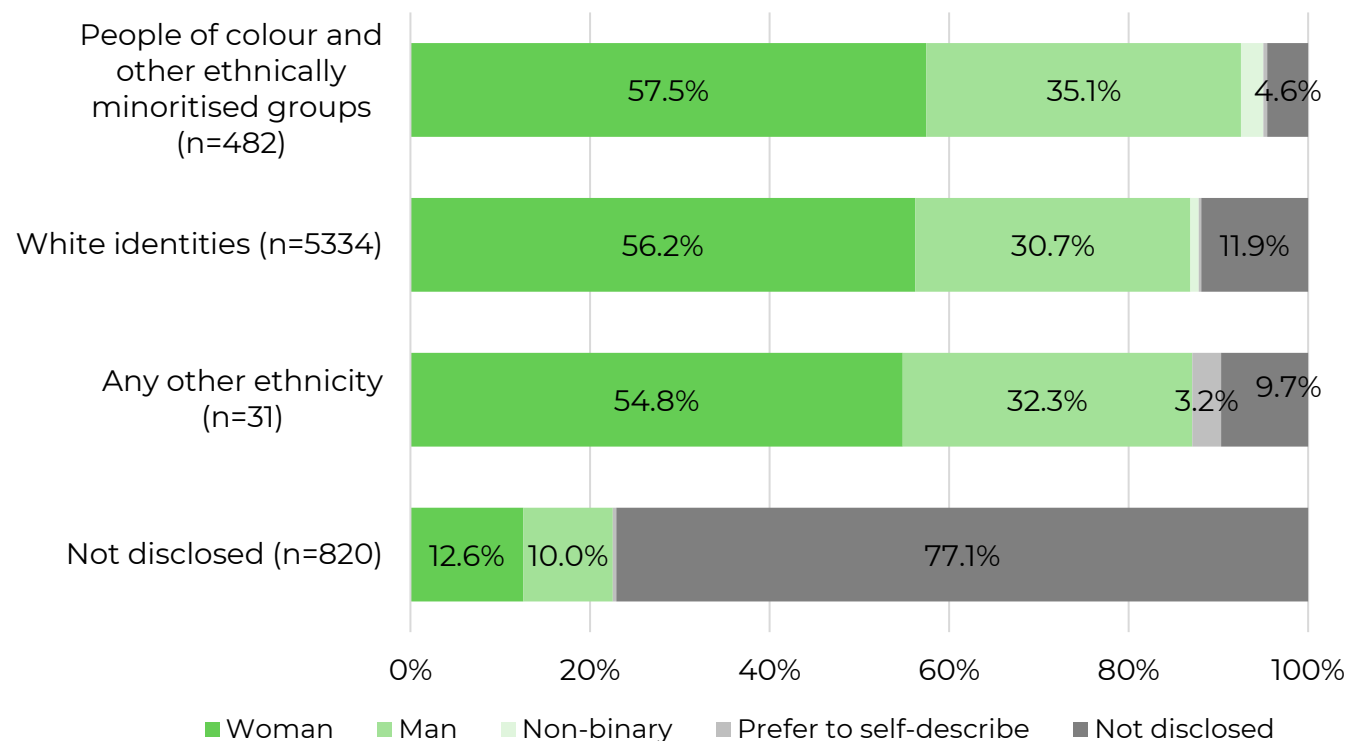
In total, 34 organisations submitted data for one or more of the three intersecting identities. This section presents the data for each identity cross-tabulated with race and ethnicity for overall staff within participating organisations. The ‘totals’ methodology has been used to present this data (see page 21).

Race/ethnicity v gender identity

30 organisations submitted data for overall staff intersecting their gender identity with race/ethnicity, representing 6667 employees.

Of staff who identify as people of colour or from other ethnically minoritised backgrounds, 57.5% also identify as a woman. A similar proportion of respondents with white identities also identify as a woman (56.2%). A significantly higher proportion of people of colour and other ethnically minoritised staff identify as men compared with staff of white identities (35.1% compared with 30.7%).

TOTALS*

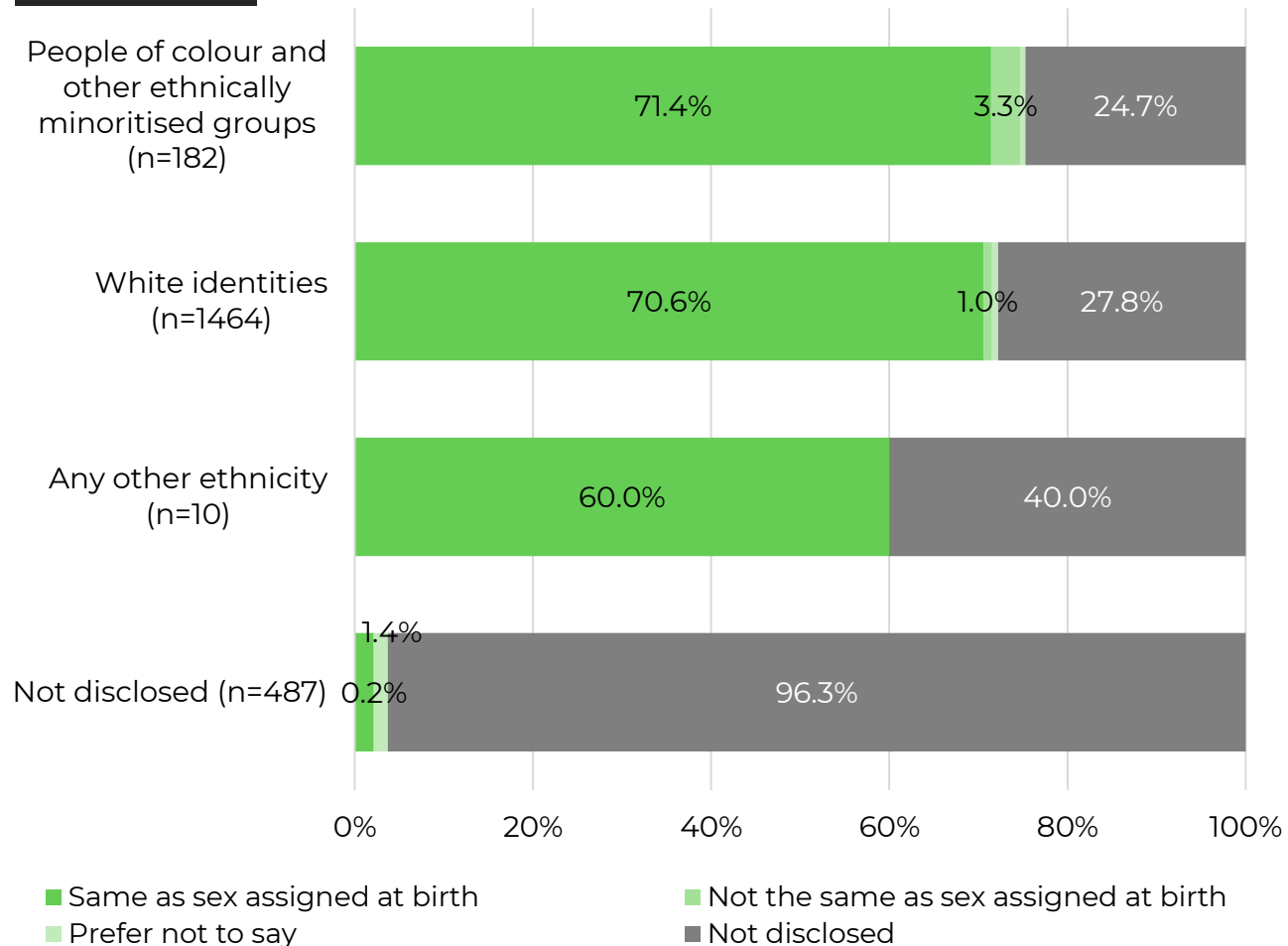


Race/ethnicity v gender reassignment

19 organisations submitted data for overall staff intersecting their age with race/ethnicity, representing 2143 employees.

3.3% of staff who identify as people of colour or from other ethnically minoritised groups also reported that they *do not* identify as the same sex as that which was assigned to them at birth. By comparison, 1% of staff who identify as white also identify in this way. This is a statistically significant difference.

TOTALS*



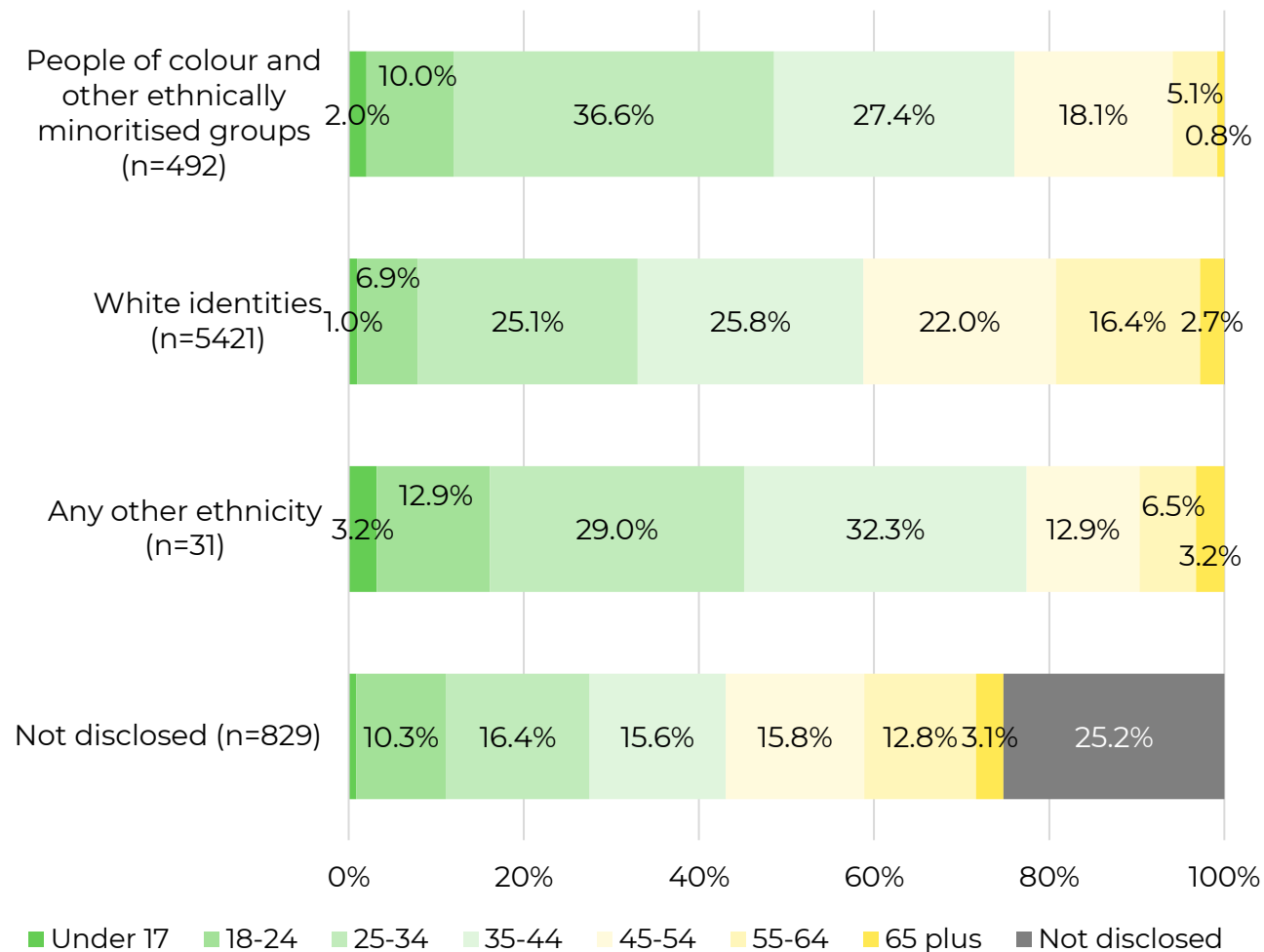
Race/ethnicity v age

TOTALS*

33 organisations, representing 6773 employees, submitted data for overall staff intersecting their age with race/ethnicity.

Of staff identifying as people of colour or from other ethnically minoritised groups the largest proportion fall within the 25-34 age group at 36.6%. This is significantly higher than the proportion of staff within this age bracket who identify as white (25.1%).

People of colour or other ethnically minoritised groups are also significantly less likely to be in older age brackets for example 5.1% fall into the 55-64 years bracket. By comparison, 16.4% of staff with white identities are in this age bracket.

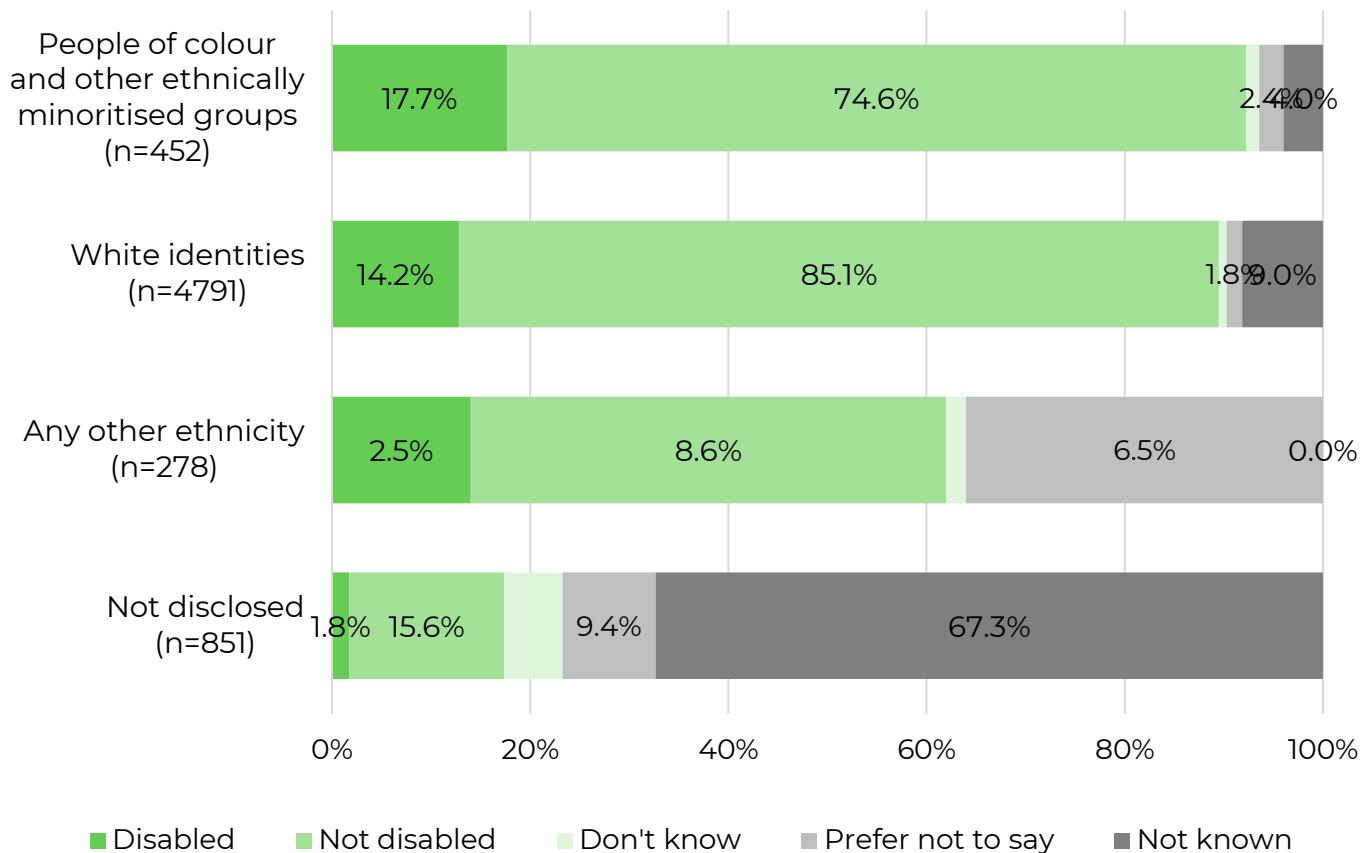


Race/ethnicity v disability

TOTALS*

29 organisations submitted data for overall staff intersecting whether they identify as disabled with race/ethnicity. These organisations represent 6666 staff.

Looking at the responses from people who identify as people of colour or from other ethnically minoritised groups, 17.7% also identify as disabled. This is significantly higher than the proportion of staff with white identities who identify as disabled (14.2%).

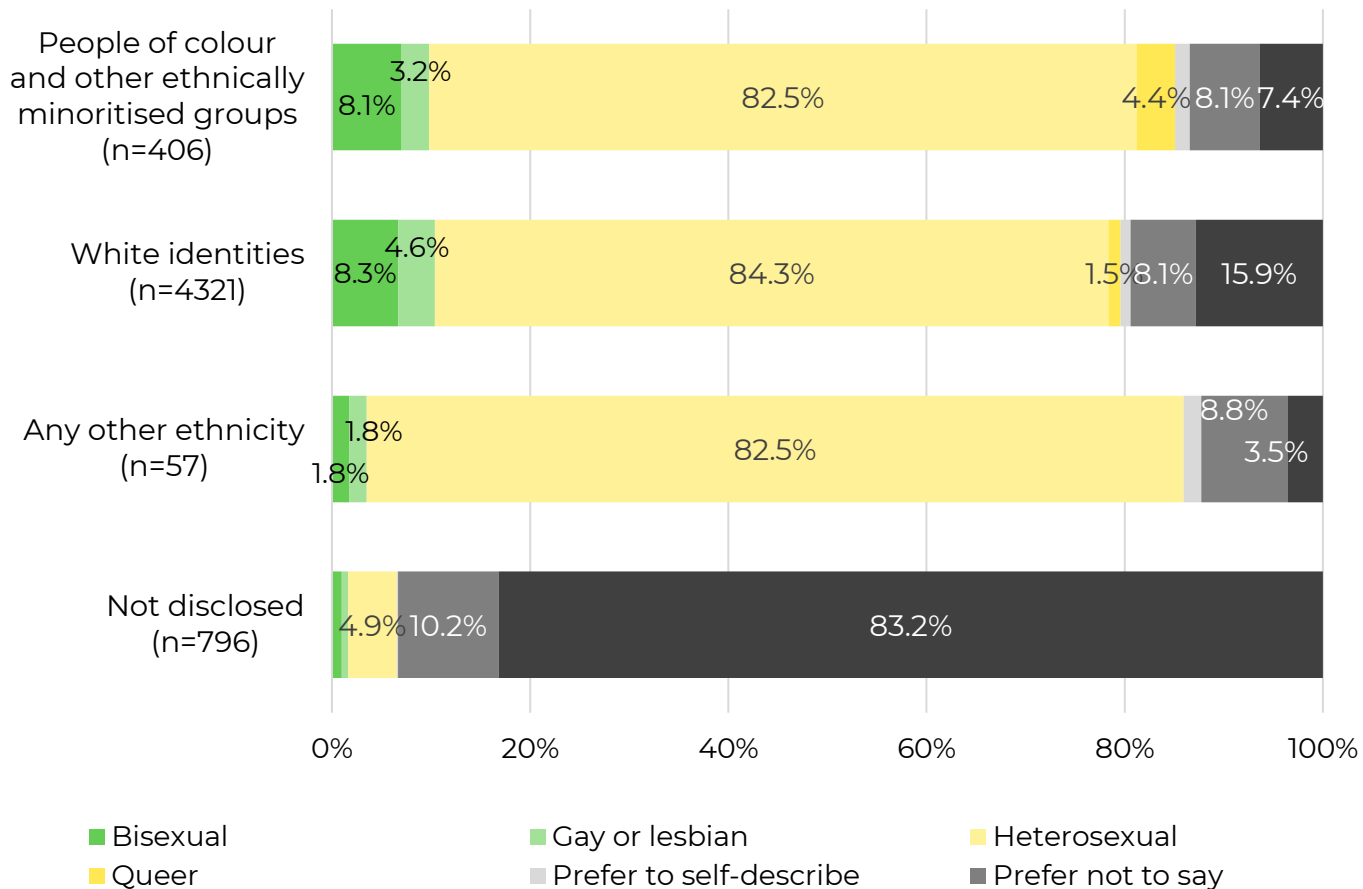


Race/ethnicity v sexual orientation

TOTALS*

32 organisations submitted data for overall staff intersecting sexual orientation with race/ethnicity. The data covers 6683 employees.

Looking at differences in identification across the two main groups in our analysis, people of colour and other ethnically minoritised groups are significantly more likely to identify as Queer (4.4%) compared to those with white identities (1.5%). No other statistically significant differences exist.

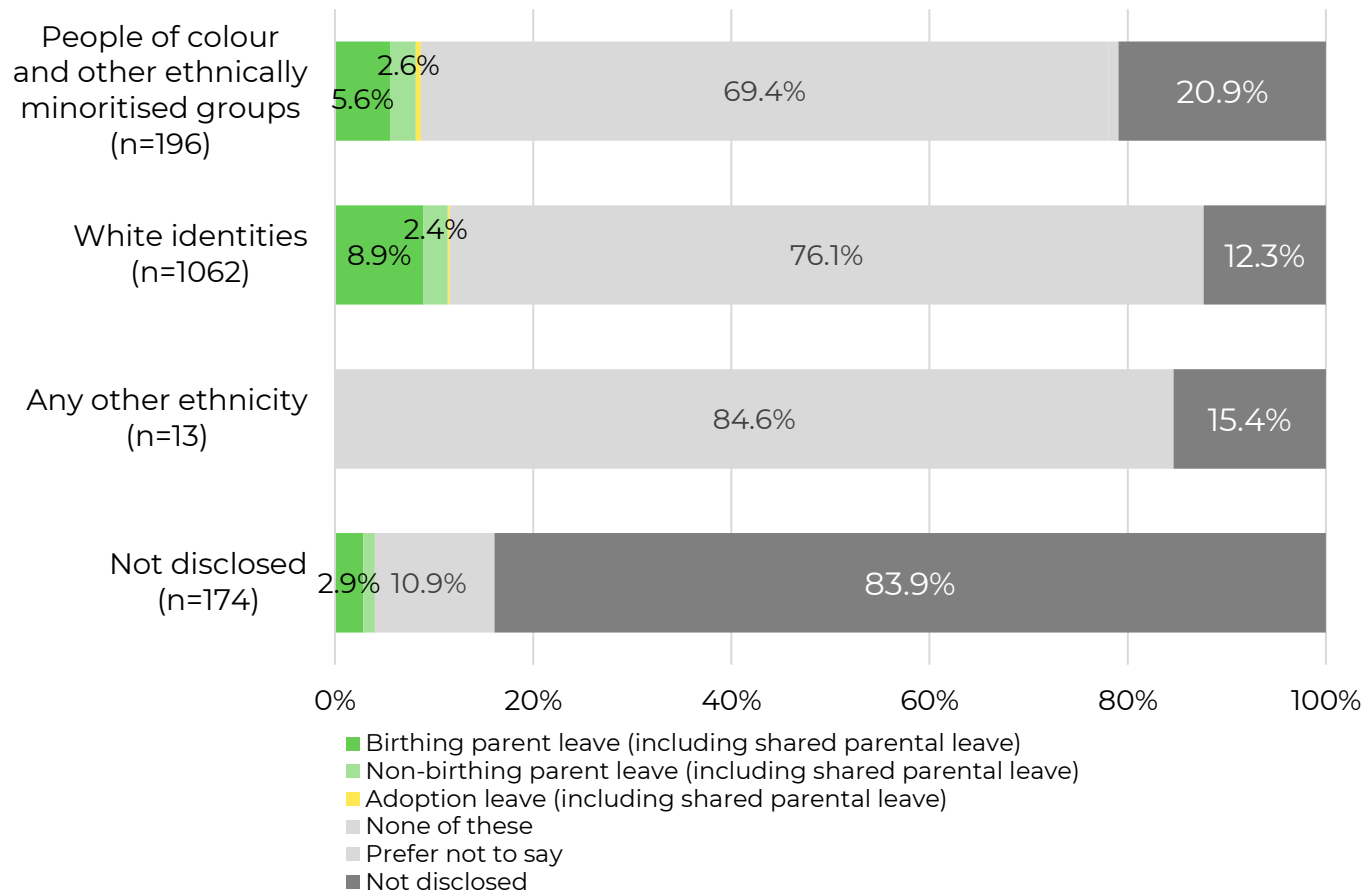


Race/ethnicity v parental leave

20 organisations submitted data for overall staff intersecting parental leave with race/ethnicity. The data covers 1445 employees. The data gathered considers whether employees have taken parental leave as the birthing parent, the non-birthing parent or as adoption leave.

No statistically significant differences exist between the two identity groupings used in our analysis – white identities and people of colour and other ethnically minoritised groups.

TOTALS*

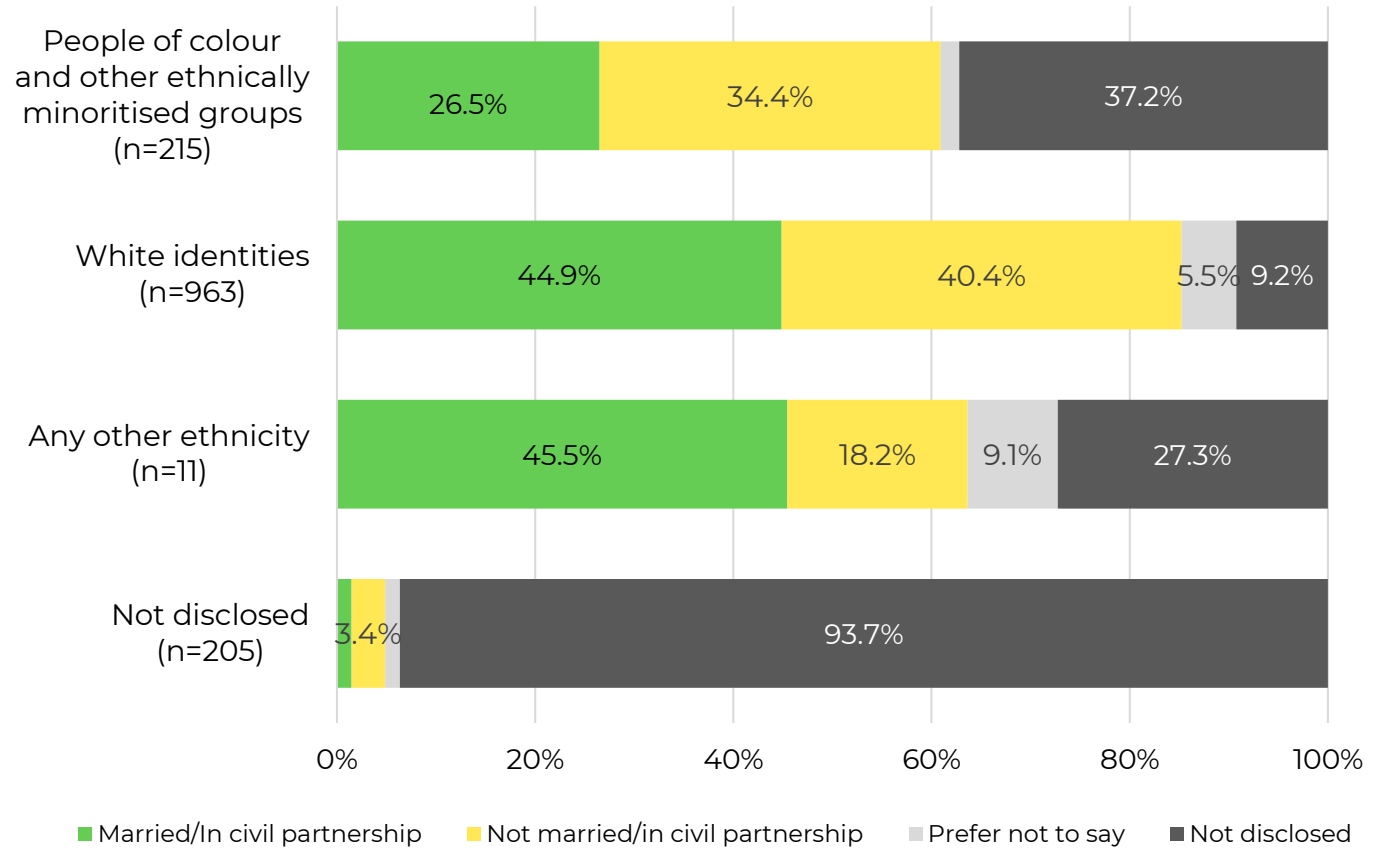


Race/ethnicity v marriage/civil partnership

TOTALS*

19 organisations submitted data for overall staff intersecting marriage and civil partnership with race/ethnicity. The data covers 1394 employees. The data gathered considers whether employees are married / in a civil partnership or not.

Looking at the responses from people who identify as people of colour or from other ethnically minoritised groups, 26.5% also identify as married or in a civil partnership. This is significantly lower than the proportion of staff with white identities who identify in the same way (44.9%).



Race/ethnicity v religious beliefs

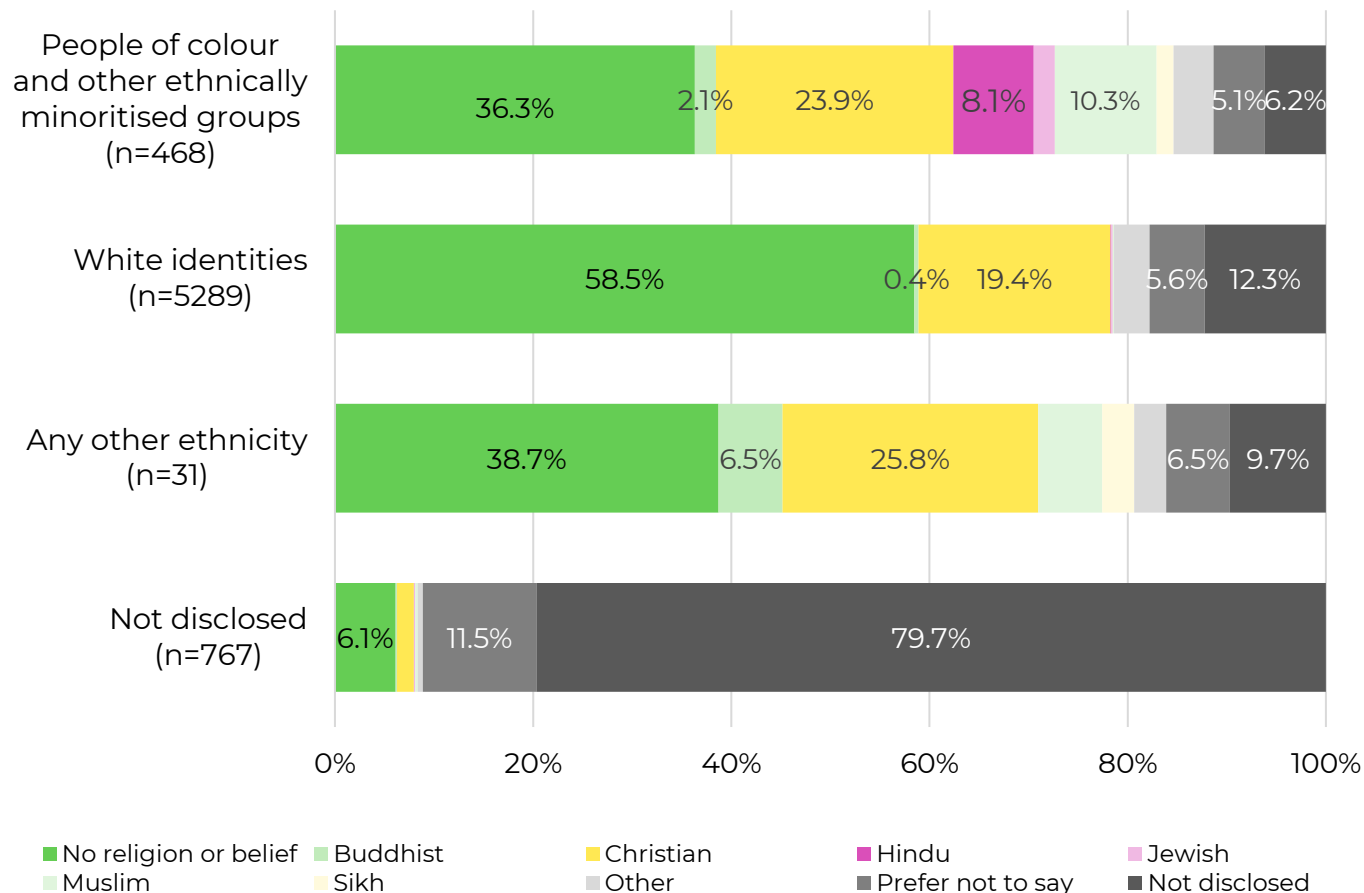
TOTALS*

26 organisations submitted data for overall staff intersecting religious beliefs with race/ethnicity. The data covers 6555 employees.

Looking at the responses from people who identify as people of colour or from other ethnically minoritised groups, the largest response is that they follow no religion or belief (36.3%). This is significantly lower than the proportion of staff with white identities who identify in the same way (58.5%).

The proportion of staff of colour or from other ethnically minoritised groups following particular religious beliefs is also significantly higher than those with white identities, including for:

- Buddhism
- Christianity
- Hinduism
- Islam
- Sikhism



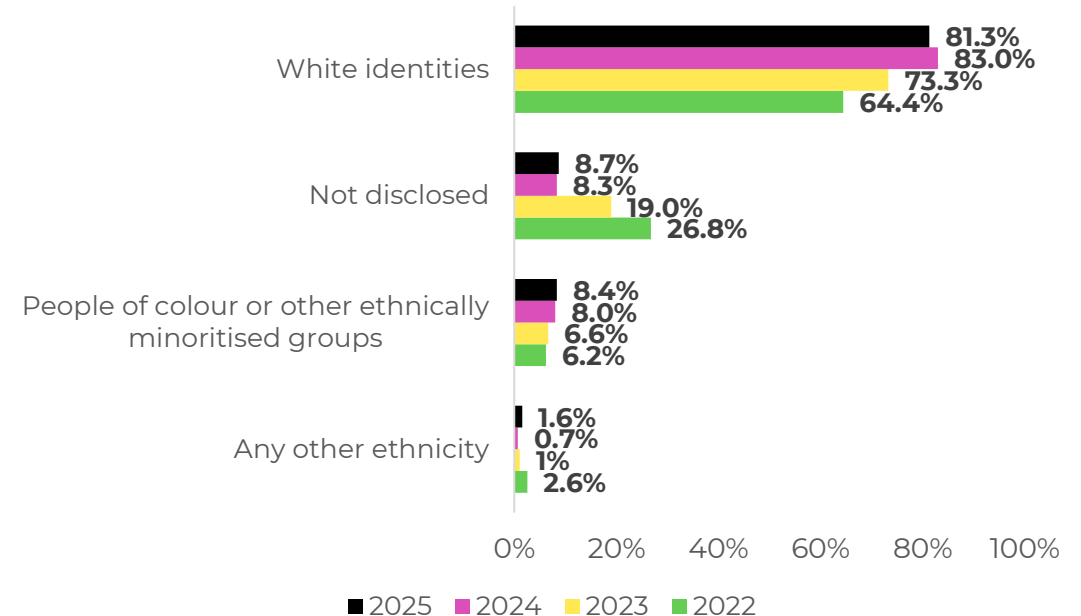
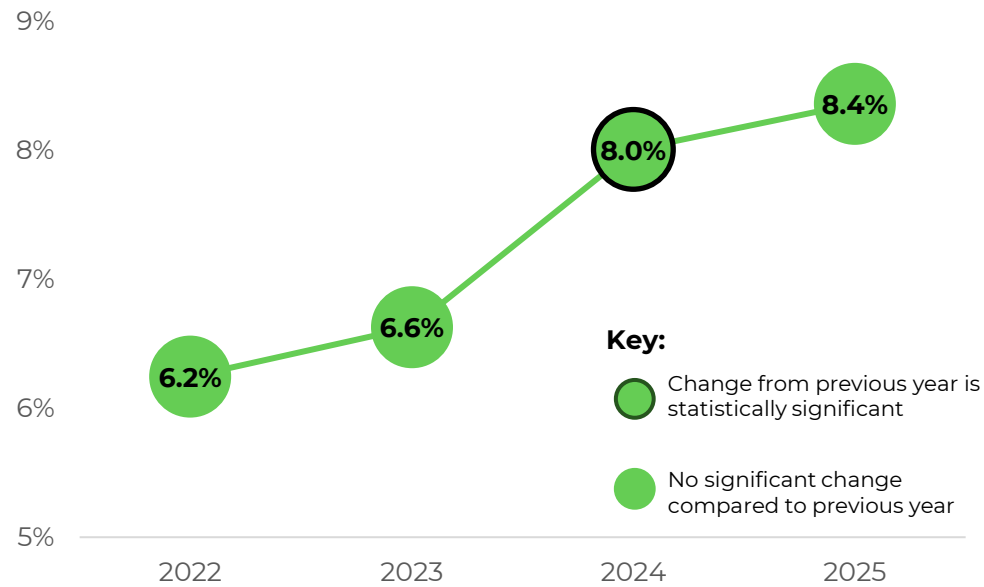
6. Annual trends – comparing repeat participation in 2022 to 2025

Comparing The RACE Report data from 2022 to 2025

91* organisations are represented in the data that's been submitted across all four years of the campaign. The data from these organisations, using the 'overall staff' category, has been isolated and is presented here to show a like for like comparison between 2022 and 2025. Statistically significant differences are reported at 95% confidence level. Whilst numbers have varied across the four years, the 91 organisations represent, on average, 7000 members of staff. * Note, this includes the federated response as described on [page 16](#).

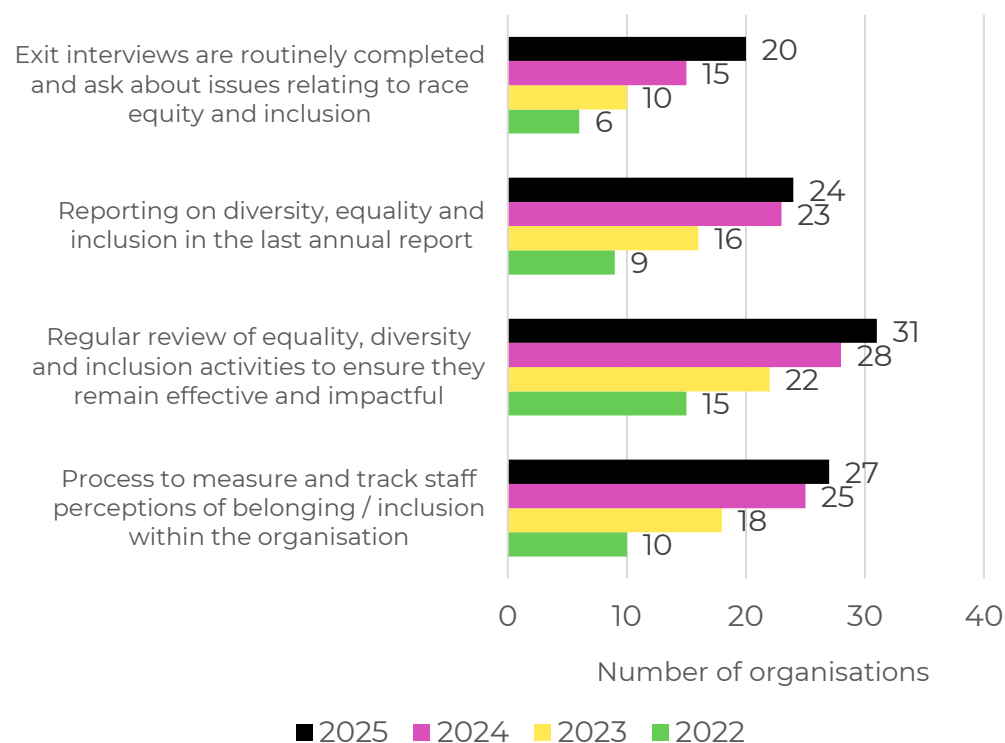
Overall staff - repeat participants

Isolating the overall staff data for these 91 organisations that submitted their data for all four years shows a statistically significant change in representation of people of colour or other racially or ethnically minoritised groups between 2023 (6.6%) and 2024 (8%) however no significant change between 2022 and 2023, or 2024 and 2025 (see chart on left). There is a significant decrease in the proportions of people categorised as 'not disclosed' moving from 27% in 2022 to 9% in 2025. The reduction in the not disclosed category is reflected in significant increases in the proportion of people categorised as white identities (see chart on right). This shift in disclosure could be interpreted as an increased recognition of the importance of transparency for driving action on equality, diversity and inclusion.



Action on equality diversity & inclusion - repeat participants

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. 88* organisations have submitted data on their action on EDI in all four years of The RACE Report. * Note: this includes a federated submission as described on [page 16](#).



Changes in implementation

From a list of 38[^], 12 actions showed an increase in the number of organisations who reported the action as 'Fully implemented as operational' between 2022-2023, 2023-2024 and also 2024-2025. Of the 12, the biggest shifts in implementation are seen amongst the actions shown in the chart to the left.

Across all four waves of the campaign, the most commonly reported action that is 'Fully implemented and operational' is 'Senior leader has official responsibility for equality, diversity and inclusion'. 81% of repeat participants say this is fully implemented within their organisation.

Lowest implementation levels

Actions least commonly described as 'Fully implemented and operational' include:

- Mentoring scheme for employees of colour
- A progression plan to support people of colour across the organisation to be retained and/or promoted
- Partnering with an organisation for people of colour to help create a talent pipeline for the organisation
- Accredited for Investors in Diversity, or similar
- Published target to increase racial diversity by a given amount by a stated date
- Improvement in racial diversity in the performance targets for managers / directors

7. 2025 Participating organisations

The organisations who submitted data to The RACE Report in 2025 include...

2025 participating organisations

2050 Climate Group	Fauna & Flora	Repowering London
Action for Conservation	Fidra	Rewilding Britain
Aldersgate Group	Food Ethics Council	Royal Horticultural Society (RHS)
Ashden	Foodrise	RSPB
Badger Trust	Friends of the Earth	Size of Wales
Bat Conservation Trust	Friends of the Earth Scotland	Soil Association Limited
BirdLife International	Froglife	South Asians for Sustainability
Blue Marine Foundation	Global Generation	Students Organising for Sustainability
Botanical Society of Britain and Ireland	Green Alliance	Surfers Against Sewage
Brighton and Hove Food Partnership	Green Finance Institute	Sustain: the alliance for better food and farming
British Ecological Society	Green Schools Project	Synchronicity Earth
British Trust for Ornithology	Greener Kirkcaldy	The Carbon Literacy Project
Bumblebee Conservation Trust	Greenpeace UK	The Centre for Sustainable Healthcare
Butterfly Conservation	Groundwork Greater Manchester	The Climate Coalition
Campaign for National Parks	Groundwork UK	The Ernest Cook Trust
Centre for Sustainable Energy	Hope for the Future	The Heart of England Forest
CHEM Trust	Hubbub	The National Trust
CIEEM	Institute of Sustainability and Environmental	The Rivers Trust
Climate Group	Professionals	The Royal Society of Wildlife Trusts
Climate Outreach	Institution of Environmental Sciences	The Wildlife Trusts
Climate Psychology Alliance	Keep Britain Tidy	Uplift
Coal Action Network	League Against Cruel Sports	Wales Environment Link
Compassion in World Farming	Marine Conservation Society	Whale and Dolphin Conservation
CPRE The Countryside Charity	National Biodiversity Network Trust	Wild Fish Conservation
Eating Better	Nature Youth Connection and Education CIC	Wildlife and Countryside Link
EAUC	Opportunity Green	Women's Environmental Network
Energy Saving Trust Foundation	People's Trust for Endangered Species	Woodcraft Folk
Environmental Funders Network	Pesticide Action Network UK	Woodland Trust
Environmental Rights Centre for Scotland	Polden-Puckham Charitable Foundation	WWF UK
Esmée Fairbairn Foundation	Possible (The 10:10 Foundation)	YHA England & Wales
Ethical Consumer Research Association	RE-PEAT	Young Sea Changers Scotland
Faith For the Climate		Zoological Society of London

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



THE RACE REPORT