| **Category 11: Connecting DEI and Sustainability**<br>Connect the organisation's DEI and Sustainability initiatives to increase the effectiveness of both. | | | | | Place an 'X' if applies | Guidance | Place an 'X' if applies | Example | Place an 'X' if applies | Measurement | Place an 'X' if applies | | | | Evidence |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Level 5**<br>**Best Practice** | **Guidance: DEI and sustainability are fully integrated into the organisation's core values and strategic vision, with comprehensive, data-driven programs that demonstrate leadership in both areas. The organisation uses its influence to promote DEI and sustainability beyond its boundaries, contributing to broader societal change.** | **Example: The organisation develops a long-term program that addresses climate justice, focusing on supporting communities disproportionately affected by climate change. This includes providing educational programs on sustainability and creating partnerships with local advocacy groups.** | **Measurement: Conduct regular impact assessments and publish transparent reports on the outcomes of DEI-sustainability initiatives. Track progress toward long-term goals and evaluate the influence of these initiatives on both internal practices and community well-being.** | 11.1 DEI is seen as integral to the sustainability of the organisation and its stakeholders. Sustainability is fully integrated into DEI strategies/initiatives. | | Establish a joint DEI-sustainability council to lead projects like renewable energy initiatives, creating jobs for marginalised communities. | | Establish a joint DEI-sustainability council to lead projects like renewable energy initiatives, creating jobs for marginalised communities. | | Track the integration of DEI principles into all sustainability projects, using detailed metrics to measure both social and environmental outcomes. | | | | Your organisational mission, vision, and values statements are the guiding principles explicitly mention DEI and sustainability as core values and priorities for the organisation. |
| | | | | 11.2 The organisation has evidence that its sustainability and DEI initiatives benefit from their alignment with each other and show more meaningful impact than if they were separate and unconnected. | | Highlight combined DEI-sustainability impacts in sustainability reports, such as workforce development programs for underrepresented groups in green jobs. | | Highlight combined DEI-sustainability impacts in sustainability reports, such as workforce development programs for underrepresented groups in green jobs. | | Monitor the external recognition or influence of the organisation's DEI-sustainability initiatives, such as partnerships or public endorsements. | | | | Examples of documentation that mentions this |
| | | | | 11.3 The organisation takes a leadership role in influencing and supporting the connection of DEI and sustainability initiatives locally and globally including being a champion of ESG and the UN's Sustainable Development Goals. | | Host global forums to share practices and influence sustainability-DEI integration across industries and communities. | | Host global forums to share practices and influence sustainability-DEI integration across industries and communities. | | Conduct annual impact assessments that evaluate long-term outcomes of integrated programs, focusing on equity and sustainability benefits. | | | | Examples of what your leaders are saying internally and externally to promote the link between DEI and Sustainability |
| | | | | 11.4 The organisation adapts its sustainability strategy, policies, and practices based on collaboration with diverse stakeholders. | | Implement community-driven sustainability policies shaped by diverse stakeholders, such as accessible urban green spaces. | | Implement community-driven sustainability policies shaped by diverse stakeholders, such as accessible urban green spaces. | | Use stakeholder surveys to measure the perceived value and inclusivity of DEI-sustainability initiatives. | | | | Not enought nationally<br>Examples of consultation with diverse stakeholders internally and externally |
| | | | | 11.5 The organisation's public reporting on sustainability integrates its performance on DEI and includes an accurate assessment of its challenges. | | Publicly report on DEI progress alongside sustainability metrics, including challenges and lessons learned. | | Publicly report on DEI progress alongside sustainability metrics, including challenges and lessons learned. | | Track the inclusion of DEI metrics in public sustainability reports and analyse stakeholder engagement with these publications. | | | | Examples of reports |
| **Level 4**<br>**Progressive** | **Guidance: DEI and sustainability are strategically aligned, with a clear understanding of how they support each other. The organisation sets measurable goals for integrated DEI and sustainability initiatives, and these efforts are embedded into the organisation's strategy.** | **Example: The organisation partners with local communities to implement eco-friendly infrastructure projects that prioritise accessibility and inclusion, such as designing green spaces that are welcoming to people of all abilities.** | **Measurement: Measure the success of integrated initiatives by tracking both environmental and social metrics, such as community satisfaction, accessibility improvements, and reductions in carbon footprint.** | 11.6 Innovative digital technologies contribute to the organisation's commitment to ESG and the UN's Sustainable Development Goals. | | Create digital dashboards to track progress on social and environmental goals, | | Create digital dashboards to track progress on social and environmental goals, | | Measure the effectiveness of DEI-sustainability initiatives using both | | | | Examples of what technology you have in place and how they contribute to achieving the UN SDGs |
| | | | | 11.7 The organisation has a sustainability strategy, which recognises the link between DEI and sustainability. | | Design a sustainability strategy that explicitly includes DEI dimensions, such as reducing inequality through eco-friendly projects. | | Design a sustainability strategy that explicitly includes DEI dimensions, such as reducing inequality through eco-friendly projects. | | Track the frequency and quality of collaboration between DEI and sustainability teams, recording outcomes of joint efforts. | | | | How are you recording information<br>Example of strategy and links to EDI |
| | | | | 11.8 DEI leaders partner with the organisation's sustainability initiative. Likewise, sustainability leaders partner with the DEI initiative. | | Conduct joint workshops with DEI and sustainability leaders to design inclusive, eco-friendly initiatives like accessible workspaces. | | Conduct joint workshops with DEI and sustainability leaders to design inclusive, eco-friendly initiatives like accessible workspaces. | | Analyse data from innovative digital tools used to support DEI and sustainability goals, focusing on improved outcomes or efficiencies. | | | | No evidence<br>Examples of how your EDI and Sustainability leads partner and what they are partnering on |
| | | | | 11.9 The organisation's sustainability data are analysed and sorted to enable reviewers to determine the impact on diverse groups. | | Analyse sustainability data by demographic groups to identify and address inequities in environmental policies. | | Analyse sustainability data by demographic groups to identify and address inequities in environmental policies. | | Measure the financial investment in initiatives that integrate DEI and sustainability and evaluate their ROI in terms of social and environmental impact. | | | | Not explicit enough<br>Examples of how Sustainability data is analysed and the impact on EDI |
| | | | | 11.10 The organisation financially supports DEI and sustainability initiatives, whether global, regional, or local. | | Allocate funding to projects bridging DEI and sustainability, like green energy projects in under-resourced communities. | | Allocate funding to projects bridging DEI and sustainability, like green energy projects in under-resourced communities. | | Monitor feedback from diverse communities on how well sustainability programs address their needs and concerns | | | | What budget are you attributing to each |
| **Level 3**<br>**Proactive** | **Guidance: The organisation begins to proactively explore and act on the intersections between DEI and sustainability. Joint initiatives are developed, and DEI considerations are incorporated into sustainability planning to benefit both social and environmental outcomes.** | **Example: DEI and sustainability teams collaborate to launch a project aimed at reducing carbon emissions while also creating job opportunities for underrepresented groups within the community.** | **Measurement: Track the number of joint DEI-sustainability projects and measure the social and environmental impact of these initiatives. Collect feedback from community stakeholders involved in these efforts.** | 11.11 The sustainability strategy proactively and specifically calls for the integration of diverse voices and perspectives. | | Identify areas where DEI and sustainability goals intersect and initiate projects to address shared challenges. | | Form advisory panels of diverse stakeholders to guide sustainability efforts, ensuring community representation. | | Evaluate the number and diversity of participants involved in DEI-sustainability projects and the impact of these initiatives on equity. | | | | No evidence. What is the link between inclusive employers<br>Example of where in the strategy you reference integration of diverse voices |
| | | | | 11.12 DEI and sustainability professionals receive learning and education to keep up to date with developments both in sustainability and DEI. | | Provide ongoing education to DEI and sustainability professionals on the benefits and practices of integrating these areas | | Conduct cross-training sessions for DEI and sustainability professionals on climate justice and inclusive leadership. | | Measure the progress of sustainability strategies that explicitly incorporate diverse perspectives, using qualitative and quantitative methods. | | | | Not explicit enough<br>Examples of what training is available |
| **Level 2**<br>**Reactive** | **Guidance: The organisation acknowledges the link between DEI and sustainability only when prompted by external pressures or compliance requirements. Initial efforts to incorporate DEI into sustainability are limited and reactive.** | **Example: Sustainability reports start to mention diversity initiatives in response to stakeholder feedback, but there are no concrete actions or strategic plans in place to integrate DEI fully.** | **Measurement: Document instances of reactive DEI inclusion in sustainability strategies and measure the extent of external influence driving these mentions.** | 11.13 There is a superficial effort to connect DEI and the organisation's sustainability goals. | | Begin incorporating DEI considerations into sustainability strategies when required by external pressures or regulations. | | Mention DEI initiatives in sustainability reports in response to external stakeholder feedback, with limited follow-through. | | Record the inclusion of DEI considerations in sustainability projects or reports, often prompted by external pressures or compliance requirements | | | | |
| **Level 1**<br>**Inactive** | **Guidance: DEI and sustainability efforts are entirely separate, with no recognition or consideration of how these areas intersect. The organisation does not engage in aligning DEI principles with sustainability initiatives.** | **Example: The sustainability department focuses only on environmental impact, with no mention of social equity or how sustainability strategies can be inclusive.** | **Measurement: Review sustainability policies and reports to confirm the absence of DEI considerations. Check for a lack of collaboration between DEI and sustainability teams** | 11.14 There is no sustainability function or no organisational connection between DEI and sustainability. | | Recognise the lack of integration between DEI and sustainability and establish foundational awareness of both areas as distinct priorities | | Operate DEI and sustainability programs separately, with no collaboration or acknowledgment of their intersection. | | Confirm the lack of a sustainability function or organisational connection between DEI and sustainability, documenting areas for improvement. | | | | |