



GlobeScan-SustainAbility Survey 2021 **State of Diversity, Equity, and Inclusion for Sustainability Professionals**



Introduction

In this report, we share findings based on responses to a number of diversity questions that we asked as part of a larger GlobeScan-SustainAbility survey evaluating the Sustainable Development Goals (SDGs), which was published in February 2021.

The intention was to explore the current state of diversity among the sustainability professionals who take our surveys, and to find out whether and how women and/or those belonging to one or more minority groups feel their careers have been affected by the way that they self-identify.

As the sample sizes presented here are relatively small, findings are indicative. Nevertheless, we believe they represent important insights into the current state of diversity, equity, and inclusion (DE&I) in the industry and suggest that there are significant issues that need to be resolved to enable the full potential of all sustainability professionals.

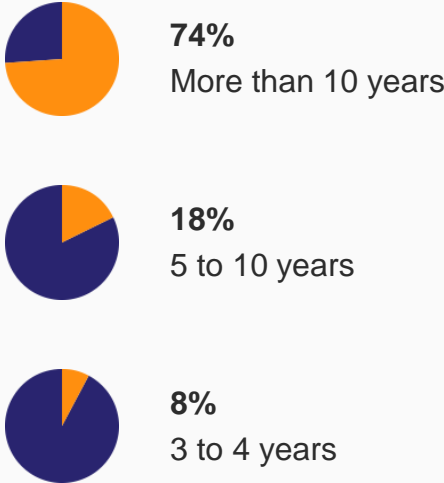
This report is based on responses from the 496 sustainability professionals from 75 countries who completed the SDG survey.

Survey Methodology

496 qualified sustainability experts completed the online questionnaire from October 26th to December 21st, 2020.

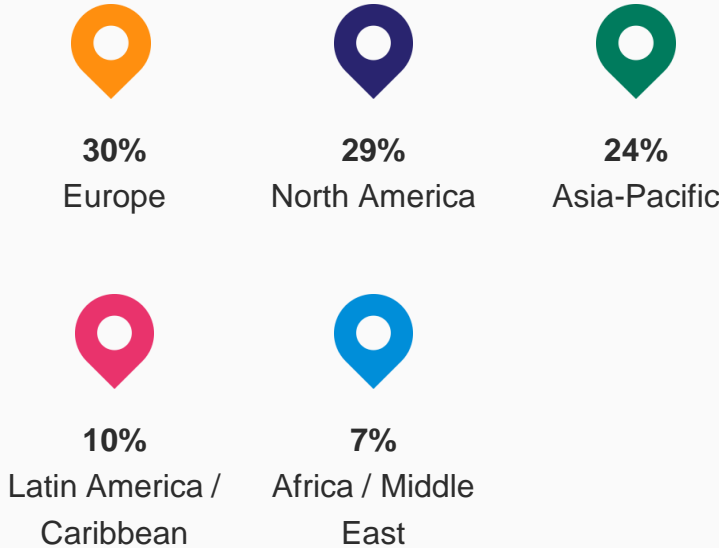
Experience

Respondents have the following experience working on sustainability issues:



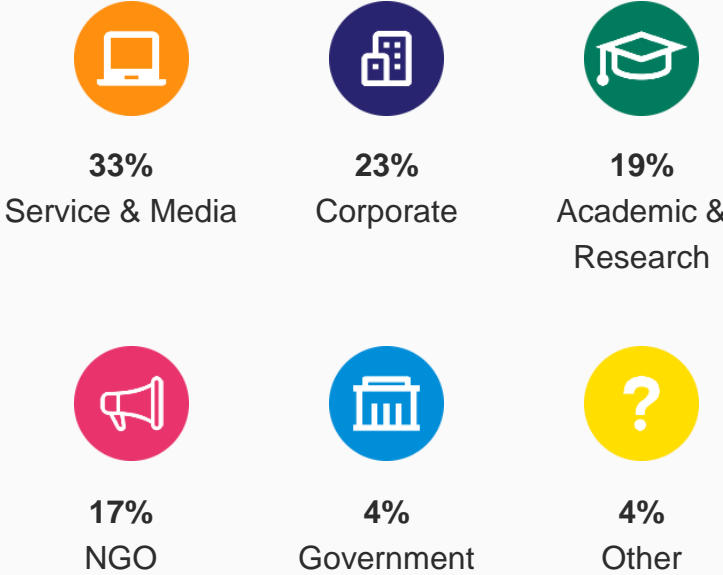
Geography

Experts surveyed span 75 countries in the following regions:



Sectors

Respondents were drawn from the following sectors:



Key Findings

- **A majority (58%) of the sustainability professionals who participated in this particular survey are men.** Proportions of female sustainability expert panellists participating vary across regions, sectors, and experience. Women are more prominent in North America, in the corporate sector, and among professionals newer to the field.
- **Most of the sustainability experts responding (71%) say they do not belong to any type of minority group,** and only one in ten respondents self-identify as being part of a minority ethnic or racial group. Respondents in Latin America, academia/research, and those with more experience in the field are least likely to self-identify as being part of a minority group.
- **One-third of female respondents (35%) say they have experienced gender discrimination affecting their sustainability careers.** Results suggest that a significant proportion of women in the sustainability sector may have had their careers negatively affected because of their gender.
- **Similarly, one-third of minority group respondents (35%) also say they have experienced discrimination affecting their sustainability careers.** These results suggest discrimination against minorities may be a significant issue in the sustainability industry.

Diversity of Sustainability Professionals



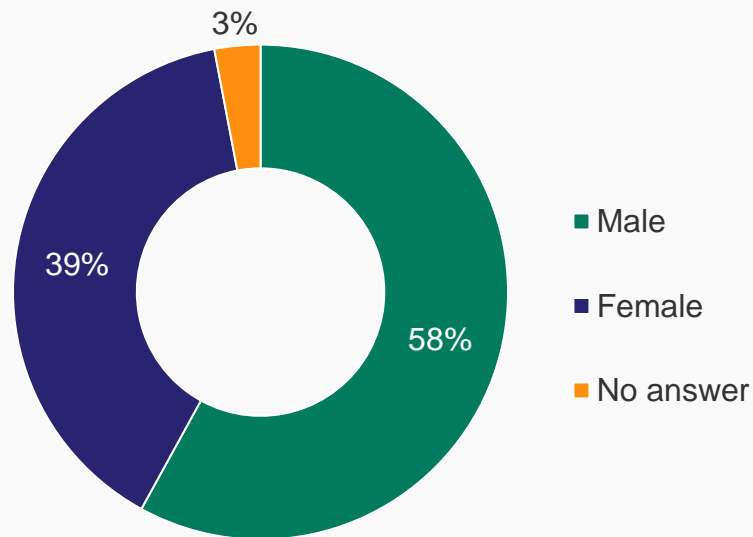
The proportion of female survey respondents varies across regions, sectors, and experience

Women are more prominent in North America, in the corporate sector, and among younger professionals.



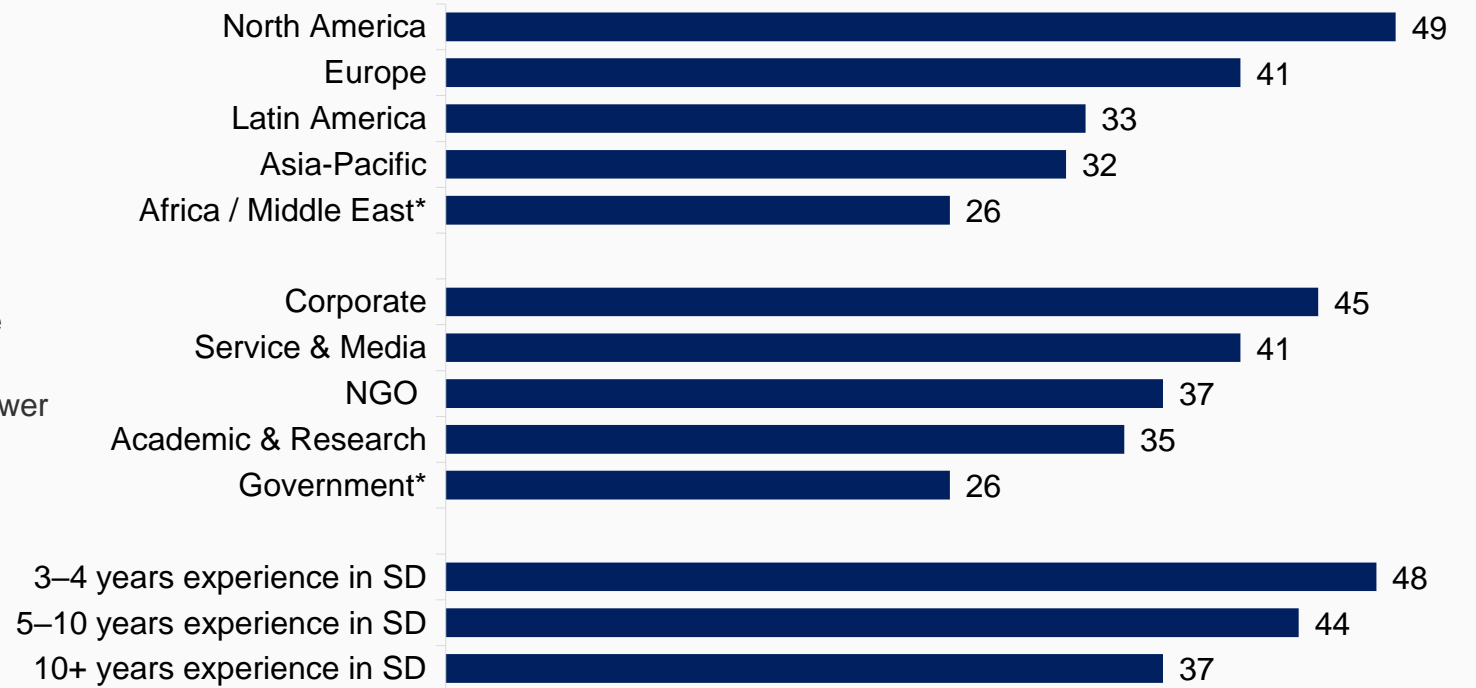
Question

How would you describe yourself? Female, Male, In another way, Prefer not to answer



% All respondents, 2021

% Female respondents, 2021



*Small sample size

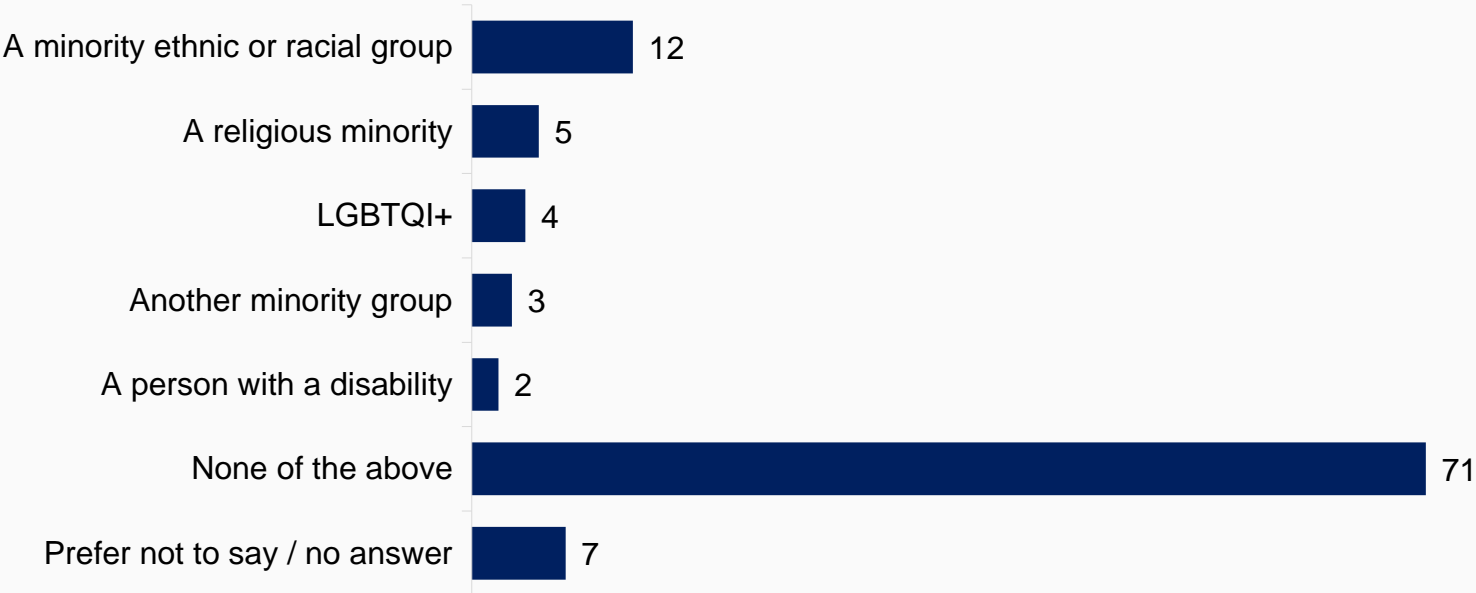
Most survey respondents do not belong to any minority group, suggesting a lack of diversity in the industry

Only one in ten experts self-identify as being part of a minority ethnic or racial group; proportions are even lower for other minority groups such as religious minorities or LGBTQI+.



Question

Thinking about where you live, do you consider yourself to be part of any of the following (select one or more)? A minority ethnic or racial group, a religious minority, a person with a disability, LGBTQI+, another minority group



% All Respondents, 2021

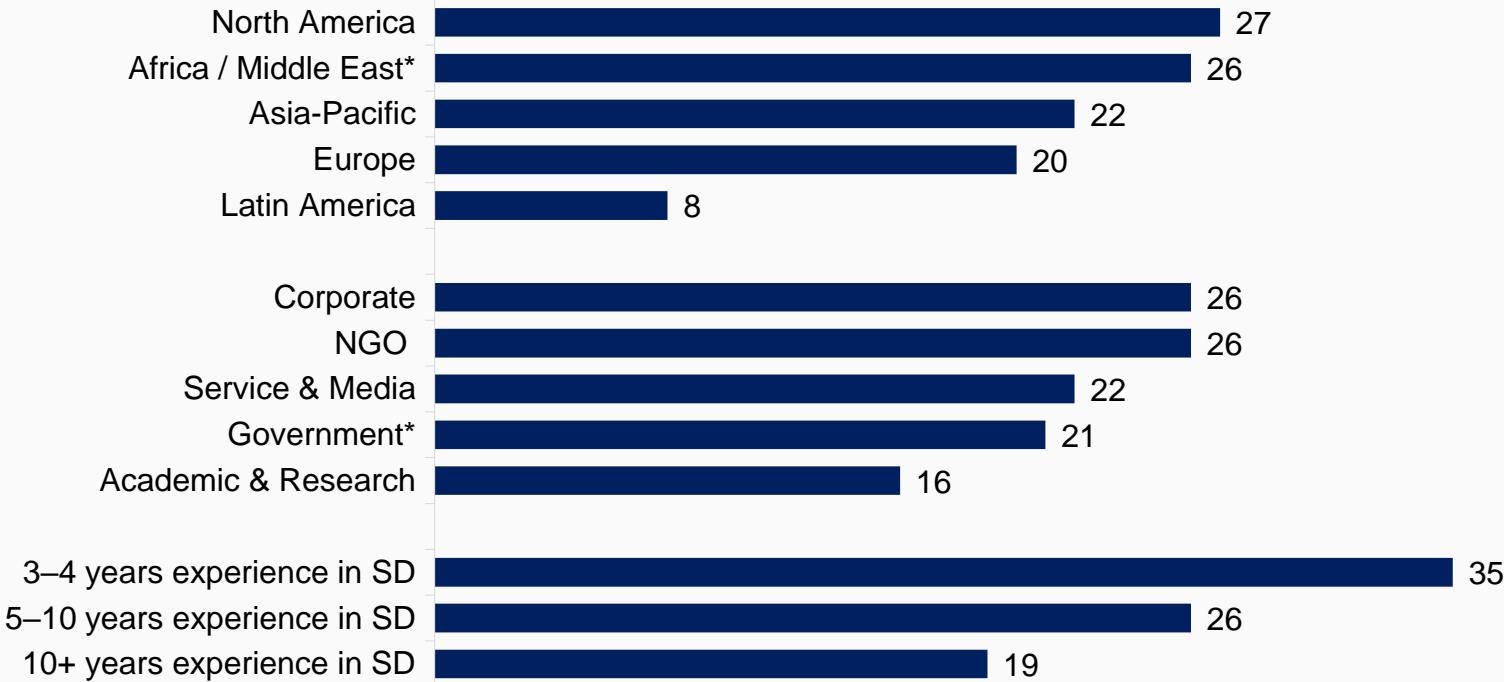
Levels of diversity vary across regions, sectors, and years' experience

Respondents with less than five years' experience in the industry, North Americans, and those in the corporate and NGO sectors are most likely to self-identify as being part of any minority group.



Question

Thinking about where you live, do you consider yourself to be part of any of the following? A minority ethnic or racial group, a religious minority, a person with a disability, LGBTQI+, another minority group



*Small sample size

% Self-identifying as belonging to one or more minority groups, All respondents, 2021

Sustainability Careers Negatively Affected by Discrimination



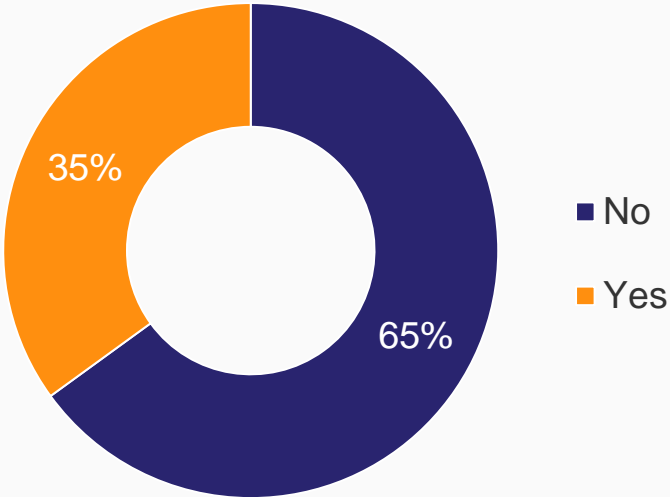
One-third of female survey respondents have experienced gender discrimination affecting their sustainability career

Results suggest that a significant proportion of women in sustainability may have been negatively affected in their careers because of their gender, although a majority say this has not been the case.



Question

Has your career in the area of sustainable development or corporate social responsibility / purposeful business been negatively affected because of your gender?



% Respondents who agreed to answer questions to better understand the current state of diversity in the sustainability community, not asked to men (n=161), 2021

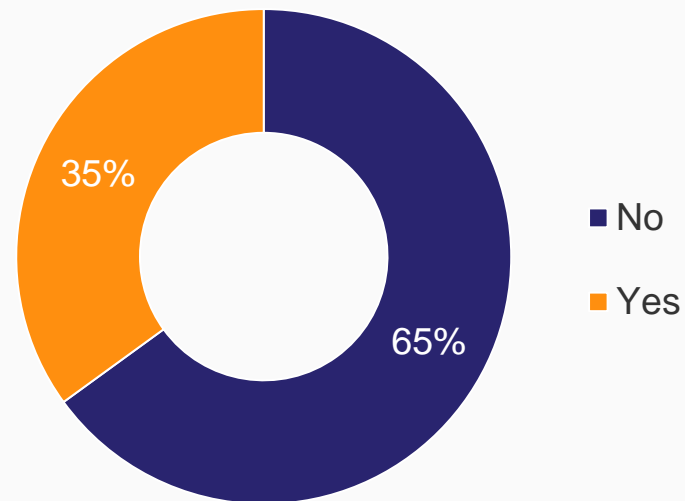
One-third of survey respondents belonging to minority groups have experienced discrimination affecting their sustainability career

Similarly, a significant proportion of self-identified minority sustainability professionals who agreed to answer the question say their careers have been negatively affected because of them belonging to one or more minority groups.



Question

Has your career in the area of sustainable development or corporate social responsibility / purposeful business been negatively affected as a result of being part of a minority group or groups?



% Respondents who agreed to answer questions to better understand the current state of diversity in the sustainability community, not asked to those not part of minority group ($n=93$), 2021



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