

Directory of Resources

Item / Source	Link	Description
kMatrix Analysis (2021)	https://kmatrix.co/uk-lcegs/	UK 2021 Report - "Where we were, where we are, and where we're going"
The Guardian (2021)	https://www.theguardian.com/environment/2021/aug/10/uks-green-economy-four-times-larger-than-manufacturing-sector-says-report	UK's green economy nearly four times larger than manufacturing sector
ECITB (2021)	https://www.ecitb.org.uk/blog/portfolio-items/ecitb-workforce-census-2021/	In early 2021, the ECITB undertook a Workforce
HM Government (2022)	https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/national-and-regional-populations/regional-ethnic-diversity/latest#:~:text=2021%20Census%20data%20for%20England,17.0%25%20with%20white%20ethnic%20minorities	Regional ethnic diversity 2022
Work Advance	https://workadvance.co.uk/	Giles, L., et al (2022) Workforce Integration Network (WIN) Skills Academy Workforce Analysis Project (unpublished)
CITB	https://www.citb.co.uk/	CITB supports the skills needs of the British construction sector
Greater London Authority	https://www.london.gov.uk/programmes-strategies/communities-and-social-justice/workforce-integration-network-win	The WIN programme is supporting young black men aged 16 to 24 years into living wage employment in London.
WPI Economics (2021)	https://wpieconomics.com/site/wp-content/uploads/2021/10/Green-Jobs-and-Skills-in-London-Final-Report-1.pdf	Green Jobs and Skills in London: cross-London report 2021
The Chartered Institute of Ecology and Environmental	https://cieem.net/wp-content/uploads/2021/06/Diversity-Survey-compressed-1.pdf	Equality, Diversity and Inclusion Survey

Management 2021		
McKinsey & Company	https://www.mckinsey.com/featured-insights/sustainable-inclusive-growth/our-future-lives-and-livelihoods-sustainable-and-inclusive-and-growing	Our future lives and livelihoods: Sustainable and inclusive and growing, McKinsey 2021
HM Government (2022)	https://www.gov.uk/government/publications/net-zero-strategy	Net Zero Strategy: Build Back Greener” 2021 report
HM Government	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1003570/gjtf-report.pdf	Green Jobs Taskforce
National Careers Service	https://nationalcareers.service.gov.uk/job-groups/2142	Job group: Environment professionals
Students Organising for Sustainability (2022)	https://www.sos-uk.org/research/our-research-reports-race-inclusivity-and-environmental-sustainability	Race, inclusivity and environmental sustainability – Students Organising for Sustainability (2022) Article
Students Organising for Sustainability (2022)	https://www.sos-uk.org/post/new-research-prompts-initiative-to-accelerate-diversity-of-environmental-sector	New research prompts initiative to accelerate diversity of environmental sector – Students Organising for Sustainability (2022) Article
The Institute for Conservation	https://www.icon.org.uk/impact/current-campaigns/diversity-inclusion.html	Diversity and Inclusion campaign
Esmeefairbairn Foundation	https://esmeefairbairn.org.uk/about-esmee/involving-young-people/	Involving Young People Collective
Esmeefairbairn Foundation	https://esmeefairbairn.org.uk/	Esmeefairbairn Foundation website

HUDL	https://www.hudl.org.uk/	HUDL is a Youth Development Agency
UK Parliament (2021)	https://publications.parliament.uk/pa/cm5802/cmselect/cmenvaud/75/7508.htm	Diversity, inclusion and access to green jobs
London Councils (2021)	https://www.londoncouncils.gov.uk/download/file/fid/28247#:~:text=This%20decade%2C%20green%20jobs%20would,by%20around%2050%2C000%20by%202030.	Green Jobs and Skills
Restorative Justice Council	https://restorativejustice.org.uk/what-restorative-justice	What is restorative justice?
HM Government (2021)	https://www.gov.uk/government/publications/implementing-the-sustainable-development-goals/implementing-the-sustainable-development-goals--2	Implementing the Sustainable Development Goals Corporate Report
World Economic Forum (2022)	https://www.weforum.org/agenda/2022/07/sustainable-resilient-inclusive-economic-growth/	These are the 4 steps we need to make economic growth sustainable, resilient and inclusive
World Economic Forum (2022)	https://www.weforum.org/whitepapers/resilience-for-sustainable-inclusive-growth/	Resilience for Sustainable Inclusive Growth
Greenpeace (2022)	https://www.greenpeace.org.uk/news/environmental-racism-report-summary/	Why we can't tackle the environmental emergency without tackling racism
BBC	https://www.bbc.co.uk/news/uk-england-london-56801794	Air pollution: Coroner calls for law change after Ella Adoo-Kissi-Debrah's death
U.S. Environmental Protection Agency	https://www.epa.gov/	U.S. Environmental Protection Agency website
Royal Academy of Engineering	https://raeng.org.uk/about-us/diversity-and-inclusion	Diversity and Inclusion at The Royal Academy of Engineering
Greater London	https://www.london.gov.uk/city-hall-blog/greener-together-addressing-	Greener Together – addressing

Authority (2021)	environmental-inequality	environmental inequality
Climate Emergency Manchester	https://climateemergencymanchester.net/student-climate-handbook/part-3-climate-action/intersectional-environmentalism/#:~:text=%E2%80%9CIntersectional%20Environmentalism%20is%20an%20inclusive,and%20the%20earth%20are%20interconnected.	Intersectional Environmentalism
Construction Leadership Council	https://www.constructionleadershipcouncil.co.uk/	Construction Leadership Council website
Energy & Utility Skills	https://www.euskills.co.uk/2022/08/16/register-now-for-this-years-sector-wide-diversity-and-inclusion-survey/	The Inclusion Measurement Framework is a benchmark for diversity and inclusion in energy and utilities
Chartered Institute of Ecology and Environmental Management (2022)	https://cieem.net/wp-content/uploads/2022/05/CIEEM-Employment-and-Salary-Survey-2022-Edit.pdf	Ecology and Environmental Management Employment and Salary survey
Equality and Human Rights Commission (2021)	https://www.equalityhumanrights.com/en/equality-act/protected-characteristics	The Equality act and protected characteristics
ACAS (2020)	https://www.acas.org.uk/discrimination-and-the-law	Discrimination at work – Equality Act 2010
ACAS (2022)	https://www.acas.org.uk/equality-policy-template	Equality, diversity and inclusion policy template
Equality and Human Rights Commission (2021)	https://www.equalityhumanrights.com/en/equality-act/protected-characteristics	The Equality act and protected characteristics

The Engineering and Construction Industry Training Board (ECITB) (2021)	https://www.ecitb.org.uk/wp-content/uploads/2021/12/Census-Report-1.pdf	ECITB Workforce Census 2021
Royal Academy of Engineering and Science Council	https://sciencecouncil.org/web/wp-content/uploads/2021/01/Progression-Framework-Guidance-2.0.pdf	Diversity and Inclusion Progression Framework 2.0
Lush (2020)	https://weare.lush.com/lush-life/equity-diversity-and-inclusivity/100-day-plan/	100 Day Plan
Heritage Fund (2022)	https://www.heritagefund.org.uk/funding/good-practice-guidance/racial-equity-nature-toolkit	Racial equity in nature toolkit
Kier Group (2022)	https://www.kier.co.uk/media/8271/diversity-and-inclusion-policy.pdf	Diversity and Inclusion Policy
Kier (2022)	https://indd.adobe.com/view/47d692de-f46a-4958-8ae9-5641a1e10843	Building for a sustainable world brochure
Balfour Beatty	https://www.balfourbeatty.com/sustainability/sustainability-in-the-uk/	Sustainability in the UK
Balfour Beatty	https://www.balfourbeatty.com/how-we-work/diversity-and-inclusion/	Diversity and Inclusion at Balfour Beatty
Harvard Business Review (2019)	https://hbr.org/2019/06/why-you-should-create-a-shadow-board-of-younger-employees	Why You Should Create a “Shadow Board” of Younger Employees
Inspiring Leaders Network	(https://theinspiringleadersnetwork.co.uk/programmes/shadow-board/)	Information on the Inspiring Leaders Network programme on shadow boards
RenewableUK	https://www.renewableuk.com/page/ShadowBoard?&hhsearchterms=%22shadow+and+board%22	Information on RenewableUK’s shadow boards
RenewableUK	https://www.renewableuk.com/page/MembersValuesCharter	Information on RenewableUK’s

		Members' Values Charter
Diverse Sustainability Initiative	https://www.diversesustainability.net/	Transforming diversity within the environment sector and sustainability profession
Racial Action for the Climate Emergency	https://www.race-report.uk/	The Race Report
Wise	https://www.wisecampaign.org.uk/ten-steps-signatories-and-endorsements/	Wise Campaign: Ten Steps Signatories And Endorsements
Construction Industry Council	https://www.roadmapforchange.org.uk/	#RoadMapForChange
Construction Industry Council	https://www.cic.org.uk/policy-and-public-affairs/diversity-and-inclusion	Construction Industry Council: Diversity and Inclusion
Construction Industry Council	https://www.cic.org.uk/services/inclusive-environments-recognition-certification	Inclusive Environments Recognition Certification
Inspiring Women in Construction & Engineering	https://inspiring.constructionnews.co.uk/cnnceinspiringwomen2023/en/page/the-pledge	Inspiring Women in Construction and Engineering Pledge
National Trust (2020)	https://www.nationaltrust.org.uk/who-we-are/about-us/our-commitment-to-inclusion-and-diversity	Our commitment to inclusion and diversity
Lush	https://weare.lush.com/lush-life/equity-diversity-and-inclusivity/	Equity, Diversity and Inclusivity
Walker Morris (2020)	https://www.walkermorris.co.uk/in-brief/a-new-focus-on-employee-and-stakeholder-engagement-why-businesses-should-prioritise-social-environmental-and-ethical-considerations/	A new focus on employee and stakeholder engagement – why businesses should prioritise social, environmental and ethical

		considerations
Morgan Stanley	https://www.morganstanley.com/pub/content/dam/msdotcom/ideas/sustainable-signals/pdf/Sustainable_Signals_Whitepaper.pdf	Sustainable Signals: New Data from the Individual Investor
Wildlife and Countryside	https://www.wcl.org.uk/edi-at-the-heart.asp	Putting equality, diversity and inclusion at the heart of eNGOs
ACEVO	https://irp.cdn-website.com/2e734203/files/uploaded/Improving-Equality-Diversity-in-your-organisation-for-3rd-sector-CEOs.pdf	Improving Equality and Diversity in Your Organisation: A Guide for Third Sector CEOs
The Equal Group	https://www.theequalgroup.com/#:~:text=Transformative%20Outcomes-,We%20understand,-that%20the%20successful	Equality, Diversity and Inclusion Experts
ACAS	https://www.acas.org.uk/improving-equality-diversity-and-inclusion/making-your-workplace-inclusive	Improving equality, diversity and inclusion in your workplace
CIPD	https://www.cipd.co.uk/knowledge/fundamentals/relations/diversity#ref	Equality, diversity and inclusion
Learning and Work Institute	https://learningandwork.org.uk/resources/research-and-reports/pre-apprenticeships-provider-guides/	Resources for pre-apprenticeship providers
10,000 Black Interns	https://www.10000blackinterns.com/	Company Website
The Association of Electrical and Mechanical Trades	https://www.theaemt.com/DB/news-webpage/engineering-apprenticeships-for-deaf-young-people	Engineering apprenticeships for deaf young people
Learning and Work Institute	https://learningandwork.org.uk/what-we-do/social-justice-inclusion/	Social justice & inclusion
Parliament Publications	https://publications.parliament.uk/pa/cm5802/cmselect/cmenvaud/75/7508.htm	Diversity, inclusion and access to green

		jobs
City University of London (2022)	https://www.city.ac.uk/news-and-events/events/2022/february/london-student-sustainability-conference-2022	London Student Sustainability Conference 2022
London Sustainable Schools Forum	http://www.londonsustainableschools.org/	Company Website
Voscur (2019)	https://www.voscur.org/calendar/event/race-equality-nature-next-gen-13-30	Race Equality in Nature: The Next Gen 13-30
Black2Nature	https://www.black2nature.net/mission	Black2Nature is about providing a safe and affordable space for like minded individuals to come together to learn, grow, and recreate oneness with the land.
CIEEM	https://cieem.net/i-am/a-diverse-inclusive-and-healthy-profession/promoting-diversity-and-inclusion/	Promoting Diversity and Inclusion
CIEEM	https://cieem.net/i-am/stem-inspiring-the-next-generation/	STEM: Inspiring the next generation
LetsGoZero	https://letsgozero.org/	Company Website
Transform Our World	https://www.transform-our-world.org/home	Company Website
Sustain/Ed	https://sustaineducation.org/resources/learning-module/	Sustain/Ed – Learning Module
Bright Network (2022)	https://www.brightnetwork.co.uk/graduate-jobs/owen-mumford/sustainability-environmental-change-placement-year-2022	Sustainability & Environmental Change Placement Year 2022
Muslim Hikers	https://muslimhikers.com/	Company Website
Institute for Outdoor Learning	https://www.outdoor-learning.org/Good-Practice/Research-Resources/About-Outdoor-Learning	About Outdoor Learning

Black Scottish Adventures	https://blackscottishadventurers.com/	Company Website
Royal Society of Chemistry	https://edu.rsc.org/future-in-chemistry/making-the-difference/fixing-the-future	Fixing the future
Royal Society of Chemistry (2022)	https://www.rsc.org/new-perspectives/talent/racial-and-ethnic-inequalities-in-the-chemical-sciences/#lived-experiences	Our report is based on lived experiences of Black and minoritised ethnicity scientists
Groundwork	https://www.groundwork.org.uk/wp-content/uploads/2022/04/Groundwork-Growing-Green-Careers-April-2022.pdf	Growing green careers
Santander	https://app.becas-santander.com/en/program/search?category=SUSTAINABILITY	Santander Scholarships
Low Carbon Academy	https://www.lowcarbonacademy.co.uk/	Company Website
B4Box	https://b4box.co.uk/	Company Website
City of Portsmouth College	https://portsmouth.netzero-training.com/	NetZero Training Hub
Ashden: Climate Solutions in Action	https://ashden.org/sustainable-towns-cities/retrofit-solving-the-skills-crisis/#:~:text=This%2Obriefing%2Ohighlights%2Oactions%2Ofor,to%2Oaccelerate%2Otransformative%2Oclimate%2Osolutions	Retrofit: Solving the Skills Crisis
Bright Green Future	https://www.bright-green-future.org.uk/	Company Website
NetEra Energy	https://www.nexteraenergy.com/sustainability/employees/diversity.html	Diversity and Inclusion
London Wildlife Trust (2022)	https://www.wildlondon.org.uk/green-jobs-fair	Green Jobs Fair
Students Organising for Sustainability (2022)	https://www.sos-uk.org/	Company Website

Acumen Academy	https://acumenacademy.org/courseCatalog/	Course Catalogue
HM Government	https://www.gov.uk/government/groups/green-jobs-taskforce	The Green Jobs Taskforce launched in 2020 to set the direction for the job market
HM Government	https://disabilityconfident.campaign.gov.uk/	Disability Confidence campaign
HM Government	https://www.gov.uk/access-to-work	Access to Work: get support if you have a disability or health condition
We Are Unlimited	https://weareunlimited.org.uk/resource/ten-top-tips-for-accessible-recruitment/	Ten Top Tips for Accessible Recruitment
Diversity & Ability	https://info.diversityandability.com/kitemark	Diversity and Ability's Global Inclusion Kitemark
Diversity & Ability	https://info.diversityandability.com/disability-confident-employer-lp	Company Website
Kalev et al (2006)	https://www.researchgate.net/publication/237259590_Best_Practices_or_Best_Guesses_Assessing_the_Efficacy_of_Corporate_Affirmative_Action_and_Diversity_Policies	Research piece – Assessing the Efficacy of Corporate Affirmative Action and Diversity Policies
O'Mara and Richter (2017)	https://qedconsulting.com/images/GDIB-V.090517-4.5MB.pdf	Global D&I Benchmarks – Standards for Organizations Around the World
RCU/GLA (2022)	https://data.london.gov.uk/dataset/green-skills-adult-education-provision-in-london	Green Skills Adult Education Provision in London
Bruyere, Susanne M. Dr.; Filiberto, David (2013)	https://ecommons.cornell.edu/handle/1813/90093	The Green Economy and Job Creation: Inclusion of People with Disabilities

University of West England (2022)	https://info.uwe.ac.uk/news/uwenews/news.aspx?id=4240	Ground-breaking green skills programme for minoritised young people celebrates success
University of West England	https://www.skillsforfutures.co.uk/green-skills-jobs	Green skills for jobs & Entrepreneurship
BPIC Network	https://www.bpicnetwork.com/about-us	What we do
Black Geographers	https://www.blackgeographers.com/pages/who-we-are	Who we are
Solar Energy UK	https://solarenergyuk.org/resource/solar-skills-london/	Solar Skills London
CHAS	https://www.chas.co.uk/blog/women-in-construction/	Women in Construction: Challenging Gender Inequality
Even Break	https://www.evenbreak.co.uk/en	Company Website
Business in the Community	https://www.bitc.org.uk/openingdoors/	Inclusive Recruitment: Opening Doors
All Pakistan Women's Association UK	https://apwa.org.uk/about-us/our-mission/	APWA – All Pakistan Women's Association UK
Asian Disability Network	https://www.asiandisabilitynetwork.com/	Company Website
Asian People's Disability Alliance	https://apda.org.uk/	The Asian People's Disability Alliance (APDA) is a user-led registered charity of Asian Disabled People
Disability Rights UK	https://www.disabilityrightsuk.org/	We are Disabled people leading change
Asian Leadership	https://asianleadership.co.uk/	Company Website

Collective		
International Journal of Green Economics	https://core.ac.uk/download/pdf/33596583.pdf	The Green Economy and Job Creation: Inclusion of People with Disabilities
Thames Water (2020)	https://www.thameswater.co.uk/about-us/newsroom/latest-news/2020/jul/female-engineer-recruitment-advert	Why more women are applying for manual roles at Thames Water
Diversity Sustainability Initiative	https://www.diversesustainability.net/blog/some-dos-and-donts-when-creating-an-inclusive-job-advertisement	Some Dos and Don'ts When Creating an Inclusive Job Advertisement
HM Government (2022)	https://www.gov.uk/government/news/government-launches-pay-transparency-pilot-to-break-down-barriers-for-women	Government launches pay transparency pilot to break down barriers for women
Edie (2022)	https://www.edie.net/new-data-drive-launched-to-improve-racial-diversity-in-the-uks-environmental-profession/	New data drive launched to improve racial diversity in the UK's environmental profession
Groundwork (2022)	https://www.groundwork.org.uk/wp-content/uploads/2022/04/Groundwork-Growing-green-Careers-April-2022.pdf	Growing Green Careers
Indeed	https://www.indeed.com/hire/c/info/individual-development-plan-examples?hl=en&co=us#4:~:text=and%20your%20company%3F-_Development%20plan%20templates,-You%20can%20use	Development plan templates
Health Group Engage	https://www.engagehealthgroup.co.uk/top-5-benefits-of-corporate-wellness-programs/#:~:text=Greater%20productivity%20%26%20engagement,morale%2C%20motivation%2C%20and%20productivity	Top 5 Benefits of Corporate Wellness Programs
Built Environment Networking (2022)	https://www.built-environment-networking.com/event/wellbeing-diversity-conference-2022/	Improving & Promoting Wellbeing & Diversity in Construction & Property Conference; in association with Stephen George + Partners

Perkbox	https://www.perkbox.com/uk/platform/wellbeing	Support your workforce with an employee wellbeing platform
Entain (2023)	https://entaingroup.com/newsrelease/entain-and-mclaren-f1-team-open-the-doors-for-women-to-return-to-work/	Entain and McLaren F1 Team open the doors for women to return to work
The Race Report (2022)	https://www.race-report.uk/	Company Website
Edie (2021)	https://www.edie.net/cop26-the-time-is-now-for-radical-cross-sector-collaboration-to-reach-net-zero/	COP26: The time is now for radical cross-sector collaboration to reach net-zero
The Greener Festival (2023)	https://www.agreenerfestival.com/green-events-innovations-conference-gei/	The Green Events & Innovations Conference GEI 15
FutureScape Event (2023)	https://www.futurescapeevent.com/	The UK's largest landscape expo & trade event, with seminars, live debates & fantastic variety of exhibitors
Wildlife and Countryside	https://www.wcl.org.uk/	Unveiling a Blue Recovery Vision on World Wetlands Day
UK Research and Innovation	https://www.ukri.org/news/diversity-equity-and-inclusion-research-in-environmental-science/	Diversity, equity and inclusion research in environmental science
Equal Engineers (2020)	https://equalengineers.com/2020/03/04/edi-supports-sustainable-business-practices/	How Equality, Diversity and Inclusion can support sustainable business practices
Regen: Transforming Energy	https://www.regen.co.uk/project/rewire-mentoring-programme/	Regen's Women in Renewable Energy (ReWiRE) mentoring programme
HM Government (2020)	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/936567/10_POINT_PLAN_BOOKLET.pdf	The Ten Point Plan for a Green Industrial Revolution

Great Place to Work (2020)	https://www.greatplacetowork.com/resources/blog/what-are-employee-resource-groups-ergs	What Are Employee Resource Groups (ERGs)?
National Geographic (2020)	https://www.nationalgeographic.com/history/article/environmental-movement-very-white-these-leaders-want-change-that	The environmental movement is very white. These leaders want to change that.
RICS	https://www.rics.org/about-rics/responsible-business/diversity-and-inclusion	Diversity, Equality & Inclusion
Equality and Human Rights Commission (2019)	https://www.equalityhumanrights.com/en/advice-and-guidance/employers-what-positive-action-workplace	Employers: what is positive action in the workplace?
BIFA (2022)	https://www.bifa.film/event/fair-recruitment-and-inclusivity-in-the-workplace-training-2022-23/	Fair Recruitment and Inclusivity in the Workplace Training 2022/23
Green Economy Coalition (2020)	https://www.greeneconomycoalition.org/news-and-resources/the-5-principles-of-green-economy	The 5 Principles of Green Economy
Laing O'Rourke (2022)	https://www.laingorourke.com/company/press-releases/2022/laing-o-rourke-launches-industry-leading-global-parental-leave-policy/	Laing O'Rourke launches industry-leading global parental leave policy
Business in the Community (2021)	https://www.bitc.org.uk/report/what-if-your-job-was-good-for-you/	What if your job was good for you?
Business and Human Rights Resource Center (2021)	https://www.business-humanrights.org/en/latest-news/employee-well-being-is-an-emerging-key-environmental-social-and-governance-esg-issue-for-companies-and-investors/	Employee well-being is an emerging key environmental, social and governance (ESG) issue for companies and investors
Belonging Space (2020)	https://belonging.works/2020/01/10/2318/	The Power of belonging – and the pain of loneliness – in the workplace: Belonging Space research
CIEEM	https://cieem.net/i-am/continuing-professional-development/mentoring-platform/	Mentoring Platform

Women's Engineering Society	http://www.wes.org.uk/content/what-we-do-0	What does WES do?
Freelance Futures	https://static1.squarespace.com/static/62668b39a35b2d61b2f9a4f6/t/6283ad45cc45c53e5bbd1e55/1652796743139/COCT+Accessible+PDF.pdf	Creating greater equity within organisational practices
Museum Freelance	https://museumfreelance.org/resources-for-organisations	Resources for organisations
Freelance Futures	https://static1.squarespace.com/static/62668b39a35b2d61b2f9a4f6/t/628fa6ccaed7ec26d9a90593/1653581516800/Case+Study+--+Diverse+City+--+final.pdf	What adjustments, environments, conditions do freelancers need to do their best work?
I Like Networking	https://static1.squarespace.com/static/5ee89a7eaade1123393d6f9d/t/638908a4d0b1e01bd5e87d4f/1669925029115/SUPERSCRIPT+INSURANCE+Q%26A-3.pdf	Your Questions Answered: All about insurance
Journo Resources (2023)	https://www.journoresources.org.uk/pitching-guidelines/	Pitching Guidelines
Gary Fox	https://www.garyfox.co/business-model-templates/	Business Model Templates
I Like Networking	https://ilikenetworking.uk/resources	Resources
Federation of Small Business	https://www.fsb.org.uk/campaign-listing.html	Business Without Barriers Campaign
Queen Mary: University of London	https://www.qmul.ac.uk/qlegal/resources/	Resources
The Federation of Entertainment Unions	https://www.feutrainig.org/online-training/	eCourses
Freelance Heaven	http://www.freelance-heaven.com/	Company Website
Freelancers Make	https://freelancersmaketheatrework.com/bigfreelancerreport/	The Big Freelancer Report

Theatre Work (2021)		
MSDUK	https://www.msduk.org.uk/	Ethnic Minority Owned Businesses (EMBs) + Supplier Diversity Leaders + Procurement Professionals + Partners
University of Warwick	https://warwick.ac.uk/services/finance/procurement_and_insurance/externalsupplierinfo/equality_and_diversity_in_procurement_guide_v1_final.pdf	Equality, Diversity and Inclusion in the Warwick Procurement Process
Bolton Council	https://www.bolton.gov.uk/downloads/file/717/integrating-equality-and-diversity-into-procurement	Integrating equality and diversity into procurement
Reuters (2020)	https://www.reutersevents.com/sustainability/why-diverse-suppliers-hold-key-business-resilience	Why diverse suppliers hold the key to business resilience
Institute of Directors	https://www.iod.com/	Company Website
Federation of Small Business	https://www.fsb.org.uk/join-us.html?utm_source=google&utm_medium=ppc&utm_campaign=memberships&utm_content=wah&gclid=CjOKCQiA6LyfBhC3ARIsAG4gkF-kBiAz5BqeOK896gZkO8JLe5MHXgBICT3j9h5cTVdmhLpS4gocX-caAv8fEALw_wcB	Company Website
The Asian Business Awards (2023)	https://theasianbusinessawards.co.uk/	Company Website
The Black Business Awards (2023)	https://thebbbawards.com/	Company Website
Diverse	https://diverseexecutivecoaches.co.uk/directory-category/executive-coach/	Executive Coach Directory
WEConnect International	https://weconnectinternational.org/	3-Year WEConnect Certification: Unlocking the Path to Success
Bank of England	https://www.bankofengland.co.uk/-/media/boe/files/about/supplier-code-of-	Supplier Code of Practice

	practice.pdf	
RenewableUK	https://www.renewableuk.com/page/CareerMapping	Career Mapping Tool
Faces of Wind Energy	https://www.facesofwindenergy.com/	Case studies of people working in the renewable energy sector
HM Government (2022)	https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/employment/employment-by-sector/latest	Employment by Sector
World Economic Forum (2022)	https://www.weforum.org/agenda/2022/03/green-skills-for-future-jobs/	Upskill for green jobs of the future
HM Government (2020)	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1003570/gjtf-report.pdf	Green Jobs Taskforce
Royal Society of Chemistry	https://www.rsc.org/globalassets/22-new-perspectives/talent/racial-and-ethnic-inequalities-in-the-chemical-sciences/missing-elements-report.pdf	Missing Elements: Racial and ethnic inequalities in the chemical sciences
CIEEM (2021)	https://cieem.net/wp-content/uploads/2021/06/Diversity-Survey-compressed-1.pdf	Equality, Diversity and Inclusion Survey
Royal Society of Chemistry	https://www.rsc.org/globalassets/02-about-us/our-strategy/inclusion-diversity/womens-progression/media-pack/v18_vo_inclusion-and-diversity-womans-progression-report-web-.pdf	Women's retention and progression in the chemical sciences
Go Construct	https://www.goconstruct.org/why-choose-construction/diversity-in-construction/construction-and-disability/	Construction and Disability
London.gov.uk	https://www.london.gov.uk/programmes-strategies/communities-and-social-justice/equality-diversity-and-inclusion-edi-advisory-group	Equality, Diversity and Inclusion (EDI) Advisory Group
Forward Trust	https://www.forwardtrust.org.uk/service/green-sector-recovery-training-and-jobs-pathway-london/	Green Sector Recovery Training and Jobs Pathway (London)

London Councils	https://www.londoncouncils.gov.uk/download/file/fid/28436	Building the Green Economy: Action Plan
LinkedIn for Small Business Blog	https://www.linkedin.com/profinder/blog/how-large-companies-can-make-their-freelancer-strategy-a-success	How Large Companies Can Make Their Freelancer Strategy a Success
The Federation of Small Businesses	https://www.fsb.org.uk/	The Federation of Small Businesses
Green Alliance	https://green-alliance.org.uk/	Green Alliance
Forbes	https://www.forbes.com/sites/jonyounger/2023/05/08/give-your-employees-a-better-experience-10-ways-freelancers-help/	Your Employees Are Burned Out: Freelancers Can Help
Dream.Org	https://dream.org/news-articles/first-amazon-climate-tech-awards/	Dream.Org Awards First Round of Scholarships to Help Black and Brown Job Seekers Pursue Green Careers
The University of Exeter	https://www.exeter.ac.uk/study/funding/award/?id=4531	'Green Futures' Postgraduate Taught Scholarships 2023/24
University College London	https://www.ucl.ac.uk/staff/task/propose-new-funding-award-students-scholarship-or-bursary	Propose a new funding award for students (a scholarship or bursary)
Groundwork	https://www.groundwork.org.uk/wp-content/uploads/2022/04/Groundwork-Growing-Green-Careers-April-2022.pdf	Growing Green Careers
Phys.org	https://phys.org/news/2023-01-green-jobs-booming-employees-sustainability.html#:~:text=While%20the%20number%20of%20%22green,its%20nearly%20800%20million%20users.	Green jobs are booming, but too few employees have sustainability skills to fill them. Four ways to close the gap.
Deloitte	https://www2.deloitte.com/content/dam/Deloitte/au/Documents/human-capital/deloitte-au-hc-diversity-inclusion-soup-0513.pdf	Waiter, is that inclusion in my soup? A new recipe to improve business performance
Royal Society of	https://www.rsc.org/?gclid=CjwKCAjwvJyjBhApEiwAWz2nLZlufH-	Royal Society of Chemistry

Chemistry	uE6SOEXm5LhOt8MGsSs4vQHLsd41cesA1GAMZcHq9Rm4blRoCqPwQAvD_BwE	
Working Mums	https://www.workingmums.co.uk/tackling-career-break-penalty-add-1-7bn-uk-economy/	'Tackling career break penalty could add £1.7bn to the UK economy'
Green Key	https://www.greenkey.global/equality-diversity-and-inclusion-policy	Our Commitment to Equality Diversity and Inclusion
Equal Measures	https://www.equalmeasuresuk.org/resources/project-five-sgjmz	Example of Equality Diversity & Inclusion Policy
Trades Union Congress	https://www.tuc.org.uk/workplace-guidance	Workplace Guidance
Green 2.0	https://diversegreen.org/research/tracking-diversity-the-green-2-0-guide-to-best-practices-in-demographic-data-collection/	Tracking Diversity: The Green 2.0 Guide to Best Practices in Demographic Data Collection
Scottish Government	https://www.gov.scot/publications/using-intersectionality-understand-structural-inequality-scotland-evidence-synthesis/pages/6/	Using Intersectionality to understand structural inequality in Scotland: evidence synthesis
Mayor of London London Assembly	https://www.london.gov.uk/programmes-strategies/communities-and-social-justice/workforce-integration-network-win/workforce-data-equality-guide	Workforce Data Equality Guide
Mayor of London London Assembly	https://www.london.gov.uk/programmes-strategies/jobs-and-skills/mayors-skills-academies-programme/skills-academies-hubs	Skills Academies Hubs
Mayor of London London Assembly	https://www.london.gov.uk/programmes-strategies/jobs-and-skills/mayors-academies-programme/about-mayors-academies-programme	About the Mayor's Academies Program