



## Young Sustainability Professionals Diversity Action Plan

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### Statement of purpose

YSP is an inclusive platform that represents all young professionals working in sustainability. We consistently work to promote discussions and knowledge exchange around diversity and inclusion issues within the sustainability world.

YSP aligns its diversity and inclusion strategy with Agenda 2030, specifically with Sustainable Development Goals 8 (Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all) and 10 (Reduce inequality within and among countries).

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### Action points as a board

These action points were created with a norm critical perspective in mind in order to address our own unconscious biases.

- 1) We will work on membership recruitment so that our members mirror Swedish citizens with all its minority groups. This process will include investigating who our members are as well as which diverse arenas we, as an organisation, can be involved in.
  - a) Ongoing initiative - We are developing a members survey, including questions to understand what minority groups are represented within YSP, in order to understand what perspectives we are missing.
  - b) Past initiative - YSP participated in a panel with Stockholm Dual Careers Network, a network for professionals who have moved to Sweden and are looking for work. The purpose of the panel is for YSP to support foreign born Swedes who are looking for work in Sweden within sustainability.
- 2) We will create a more inclusive recruitment process for board membership, including investigating anonymous recruitment as well as consideration of diversity as we have defined it above. We will also, during the recruitment, be open with our interest in applicants with a wide array of backgrounds, experiences, locations ect.
- 3) We will integrate our ongoing diversity with the on-going strategy work. Our intention is that by having a more diverse board, we will encourage members of the minority groups they represent to join and participate within YSP.
  - a) Ongoing initiative - Setting up a target of how many board members each election cycle should represent a currently under or non-represented minority group.
- 4) We will initiate and support knowledge-creating events, afterworks, discussions, ect. that encompasses the diverse themes and interest areas within our network, not just environmental



sustainability. Additionally, we will work on making these events more inclusive and representative of the cultural, geographic, and linguistic diversity of our network. This means that we will create more events in English as well as outside of downtown Stockholm.

- a) Ongoing initiative - Both our website and our strategy documents are being translated into English.
  - b) Ongoing initiative - Due to Covid-19 alignment, we offer digital events which also enable participation for all members.
  - c) Past initiative - The YSP Unconference included sessions in English.
- 5) We will work as a board and support members in order to mindfully choose event venues that are inclusive, in terms of space and geographic location. Additionally, when we have external venues, we will open up the event and allow the venue hosting us to invite their own young professionals in order to be more inclusive.
- 6) We will initiate a “mångfald i hållbarhet/ diversity in sustainability” event series, led by the board but involving members.
- a) Ongoing initiative - We are sourcing possible speakers for a diversity in sustainability event series and would appreciate suggestions from our members.
  - b) Past initiative - Earlier this year, we had an event with SBAB about “[Respekttrappan](#)”.
- 7) Finally, we will continue to be accountable to you, our members, throughout this process and provide opportunities for updates and feedback throughout this process. We, as a board, do not consider this a final, all-encompassing plan for addressing diversity within the network. Rather, this is a first step in a long, ongoing process. We want to be better and we want you to help us.
- a) Ongoing initiative - We would like to create a discussion about norms in sustainability with the members. What is your perspective?

With this vision and our 7 action points we promise to do our best to contributing to Agenda 2030 regarding diversity and inclusion.

**//YSPs board 2020**

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