









2022 NGO AND FOUNDATION TRANSPARENCY REPORT CARD



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 For the sixth consecutive year, Green 2.0—an independent 501(c)(3) organization working to increase racial and ethnic diversity within the environmental movement—presents the NGO and Foundation Transparency Report Card. This report provides critical data on the diversity found on the staffs and boards of non-governmental organizations (NGOs)¹ and foundations. This year, Green 2.0 has sustained its commitment to encouraging organizations to be transparent and accountable, while using data to inform their metrics, goals, and strategic plans.

The 2022 report card reflects data collected from NGOs on the number of people of color (POC) on their full-time staffs, boards, senior staffs, and heads of organizations, as well as diversity, equity, and inclusion (DEI) practices (with several new questions presented to obtain more insight into organizational culture). Green 2.0 also returned to the pre-2021 practice of collecting demographic data from environmental foundations to gauge the internal progress of staff compositions (in 2021, we collected information only on grantmaking practices). In addition, the report card reflects data collected from foundations on the number of people of color on their full-time staffs, boards, senior staffs, and heads of organizations and includes a question on demographic data practices related to grantmaking.

Green 2.0 requested that 80 NGOs complete the survey and provide data for the report card. Sixteen did not contribute, with 64 out of 80 requested NGOs participating. However, four NGOs who Green 2.0 did not request data from, opted into the report, bringing the total number of NGOs represented to 68. New components of the 2022 report card include a detailed breakdown of racial and ethnic demographics across all levels of leadership, and additional DEI questions (including those related to pay equity practices and paid parental leave). Additionally, four NGOs submitted data for the first time to the report card. Green 2.0 hopes to see all requested NGOs participating and being transparent about their demographics and practices going forward.


Green 2.0 requested that 50 foundations provide data for this report. Unfortunately, 30 did not participate, with only 20 out of 50 requested foundations participating. However, this is the highest number of foundations ever to participate and demonstrates a greater level of commitment to transparency in environmental grantmaking. Green 2.0 hopes for greater investment from the sector in years to come—including increased funding for organizations led by people and communities of color. To advance equity, grant makers should use demographic data of both grantees and communities served to inform their metrics and giving strategies.

“

New components of the 2022 report card include a detailed breakdown of racial and ethnic demographics across all levels of leadership, and additional DEI questions (including those related to pay equity practices and paid parental leave).

Data included in this report card reflects information submitted directly by NGOs and foundations during the period of January 1, 2021 to December 31, 2021. The full report shows individual profiles for NGOs and foundations who submitted their data.

¹ While there are some minor differences between the two categories, for the purpose of this report Green 2.0 uses the terms “non-profit organizations” and “non-governmental organizations (NGOs)” interchangeably.

 To produce the 2022 NGO and Foundation Transparency Report Card, Green 2.0 partnered with Dr. Chandler Puritty, Adjunct Professor at The University of California, San Diego. Dr. Puritty analyzed data sets submitted to Green 2.0 and captured trends for NGOs using self-reported data from 2017 to 2022, examining changes in racial and ethnic diversity on boards, full-time staffs, and senior staffs. In addition, she examined the racial and ethnic diversity data on heads of organizations in 2021 and 2022 (2021 being the first year Green 2.0 collected this data). Finally, Dr. Puritty analyzed data on organizational diversity, equity, and inclusion (DEI) practices in the hope of creating a more complete picture of not only demographic changes, but of the cultures that support and sustain them.

Data collected indicated some measurable progress on the number of people of color (POC) on full-time staffs, senior staffs, and boards of NGOs:

- **Full-Time Staff:** On average, reporting organizations added 21 people of color between 2017 and 2022.
- **Senior Staff:** On average, reporting organizations added two people of color between 2017 and 2022.
- **Board Members:** On average, reporting organizations added three people of color between 2017 and 2022.
- **Heads of Organizations:** Reporting organizations added three people of color between 2021 and 2022.

The full-time staff increase represents some progress in increasing racial and ethnic diversity across environmental NGOs. However, the average number of senior staff added has decreased from three to two people of color since 2021, and the average number of board members of color added is the same as in 2021. Some organizations that are represented have

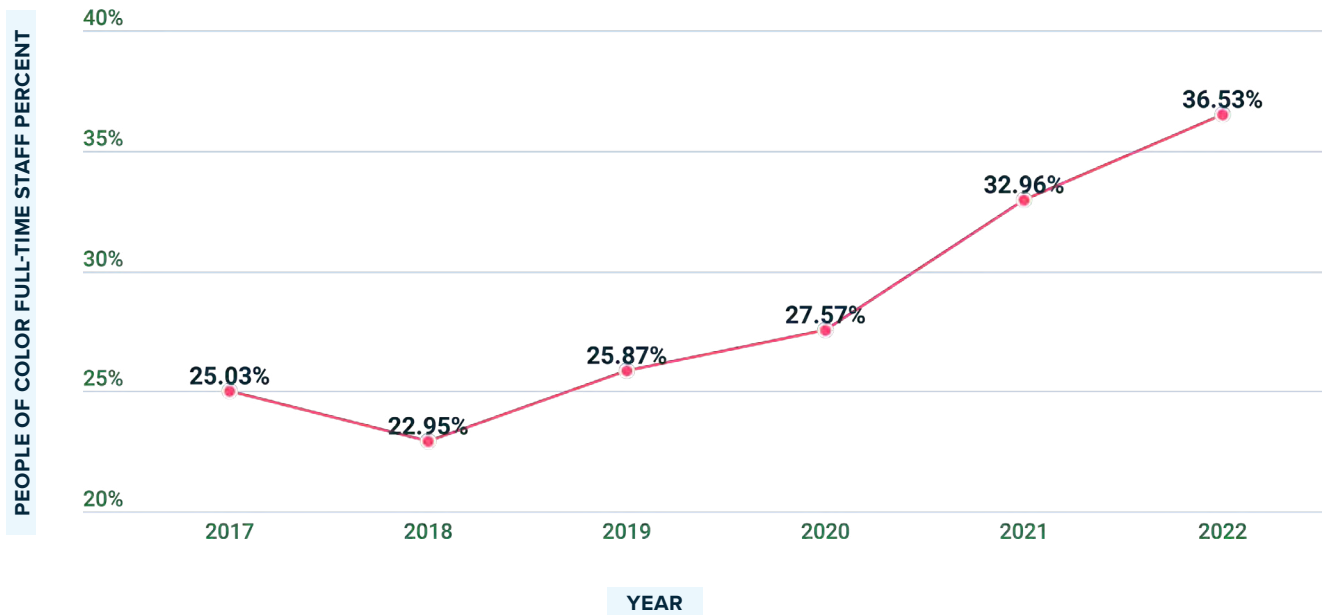
co-heads of organizations, which accounts for some of the increase.

Green 2.0 defines head of organization as a CEO, executive director, president, or another title the organization uses to describe the individual or individuals who are directly responsible for leading the organization's health and growth. We define senior staff as executive management at the highest level of leadership at the organization. Lastly, we define full-time staff as all individuals who are not the head of the organization or senior staff who work for the organization in a full-time capacity.

NGO Full-Time Staff

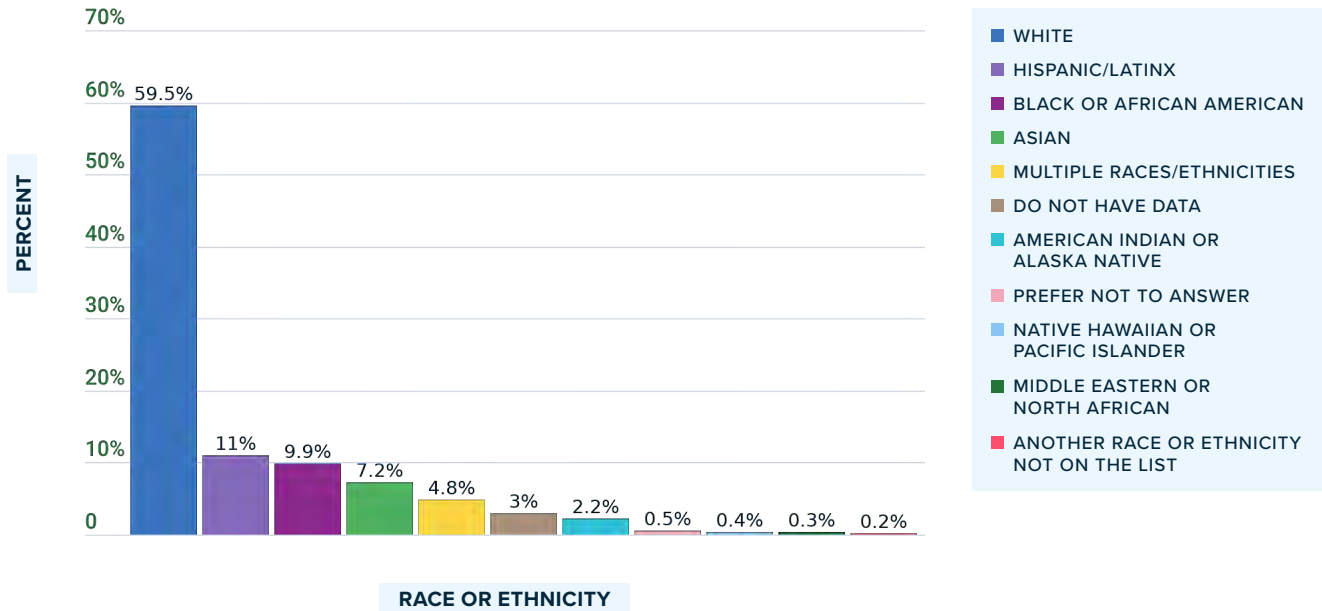
Dr. Puritty examined the change in the number of full-time staff who identified as people of color from 2017 to 2022, as well as trends in the 2022 data. In 2022, she found that 36.5% of full-time staff across NGOs identified as people of color (representing a 3.5% increase from 2021) and 59.5% of full-time staff identified as White.

PERCENTAGE OF PEOPLE OF COLOR ON FULL-TIME STAFF BETWEEN 2017-2022



- Over a six-year time horizon the diversity of full-time staff increased overall ($n=27$, $p=0.005$, $R=0.04$)
- In 2017, there was an average of 75 people of color on full-time staff.
- That number decreased to 62 in 2018, then increased to 73 in 2019, 81 in 2020, 88 in 2021, and finally to 100 in 2022.

2022 RACIAL AND ETHNIC DATA OF FULL-TIME STAFF

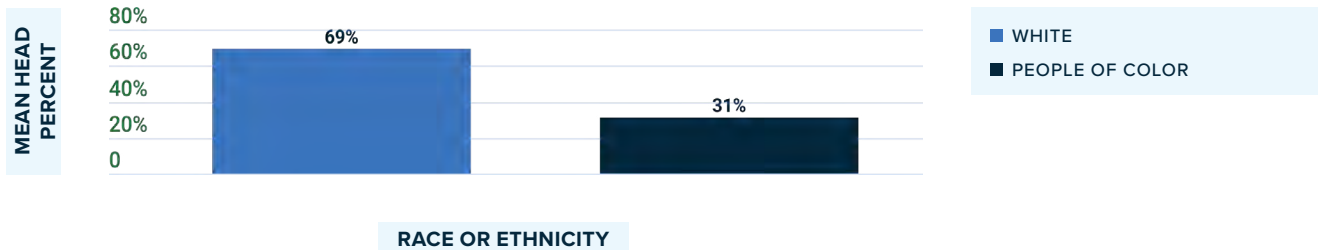


- Full-time staff for NGOs remain predominantly White (59.5%).
- Hispanic/Latinx staff (11%) and Black or African American staff (9.9%) are the most represented POC groups, although both fall below national demographic baselines (18.7% and 12.4%, respectively) and there has been a slight decrease in Black or African American staff between 2021 and 2022, from 10.8% to 9.9%. American Indian and Alaska Native staff (2.2%) and Native Hawaiian or Pacific Islander staff (0.4%) are the least represented but are slightly above national baselines of 1.3% and 0.3% respectively.
- Middle Eastern or North African (0.4%) are also the least reported on full-time staff; however, the 2020 Census did not collect information on this demographic, making it difficult to draw appropriate conclusions.

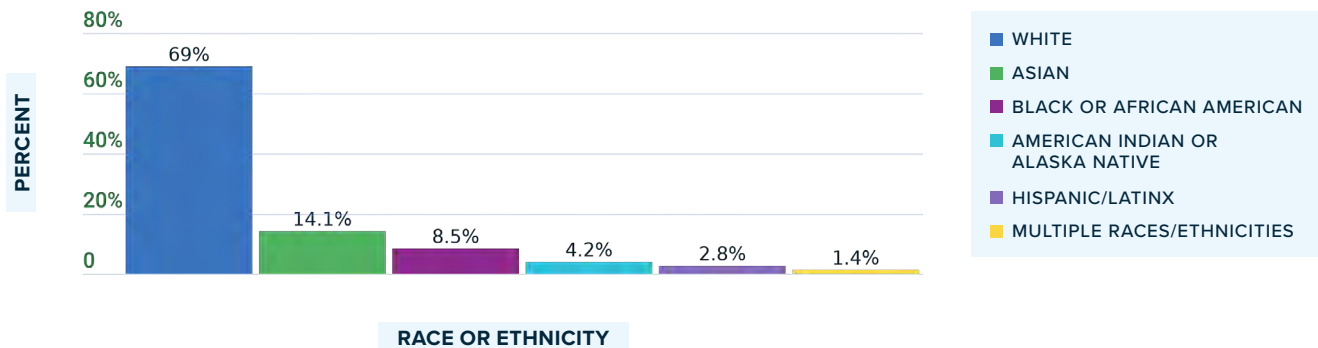
NGO HEADS OF ORGANIZATIONS

Given that this is only the second year that Green 2.0 collected information about heads of organizations, the scope of Dr. Puritty's analysis is limited. Within that relatively narrow frame, 31% of heads of organizations are people of color and 69% are White (this includes two organizations with co-executive directors).

PERCENTAGE OF WHITE VERSUS POC HEADS OF ORGANIZATIONS



2022 RACIAL AND ETHNIC DATA OF HEADS OF ORGANIZATIONS

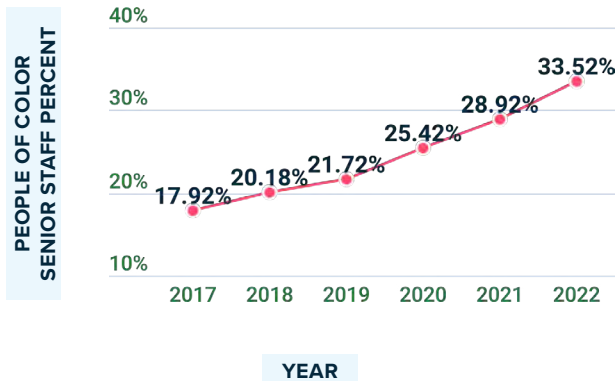


- Heads of NGOs are predominantly White (69%).
- Asian (14.1%) and Black or African American (8.5%) heads of NGOs were the most abundant POC groups.
- Hispanic/Latinx (2.8%), individuals with multiple races or ethnicities (1.5%) were grossly underrepresented compared to the respective national population baselines of 18.7% and 10.2%.
- There were entire racial and ethnic groups missing from heads of organizations, which were Middle Eastern or North African and Native Hawaiian or Pacific Islander.
- From 2021 to 2022, POC heads of organizations increased from 25.4% to 31%, however this is not statistically significant.

NGO SENIOR STAFF

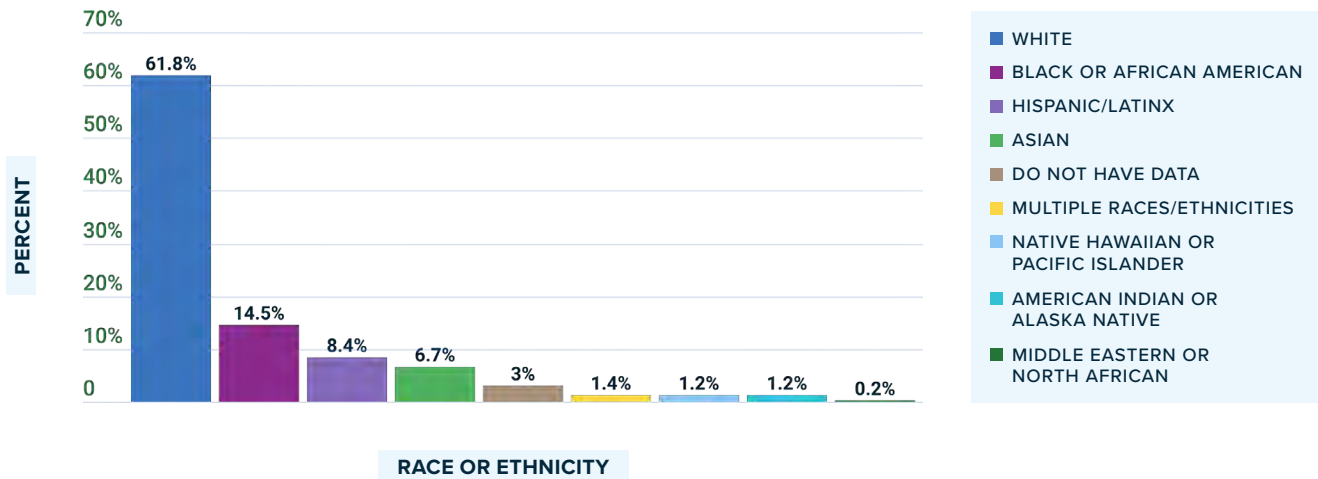
Dr. Puritty examined trends of senior staff who identified as people of color at NGOs from 2017 to 2022.

PERCENTAGE OF PEOPLE OF COLOR ON SENIOR STAFF BETWEEN 2017-2022



- Diversity of senior staff has been increasing over the past six years ($n=20$, $p<0.001$, $R=0.1$).
- Between the years of 2017 to 2022, the increase in POC was not significant until 2020-2021 ($p=0.008$) and again not significant in 2021-2022.

2022 RACIAL AND ETHNIC DATA OF SENIOR STAFF

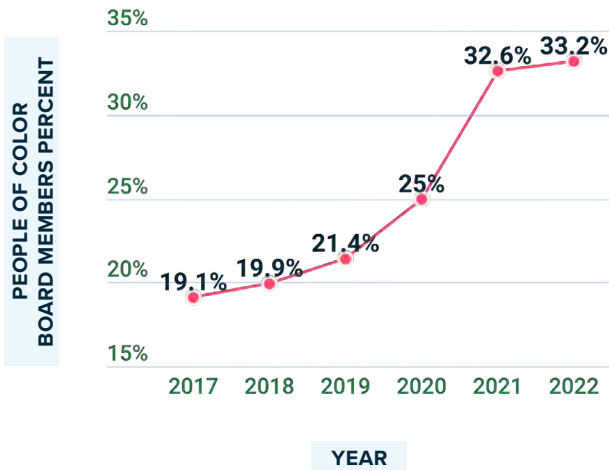


- Senior staff members across the NGOs represented are 61.8% White. Black or African American senior staff are the most represented group at 14.5%, followed by Hispanic/Latinx at 8.4%, and Asian at 6.7%.
- Individuals reporting multiple racial or ethnic identities (1.4%) and Hispanic/Latinx were also highly underrepresented by a national baseline of 10.2% and 18.7% respectively.
- Native Hawaiian or Pacific Islander (1.2%), American Indian or Alaska Native (1.2%), and Middle Eastern or North African senior staff (0.2%) were least reported on senior-staff.

NGO BOARD MEMBERS

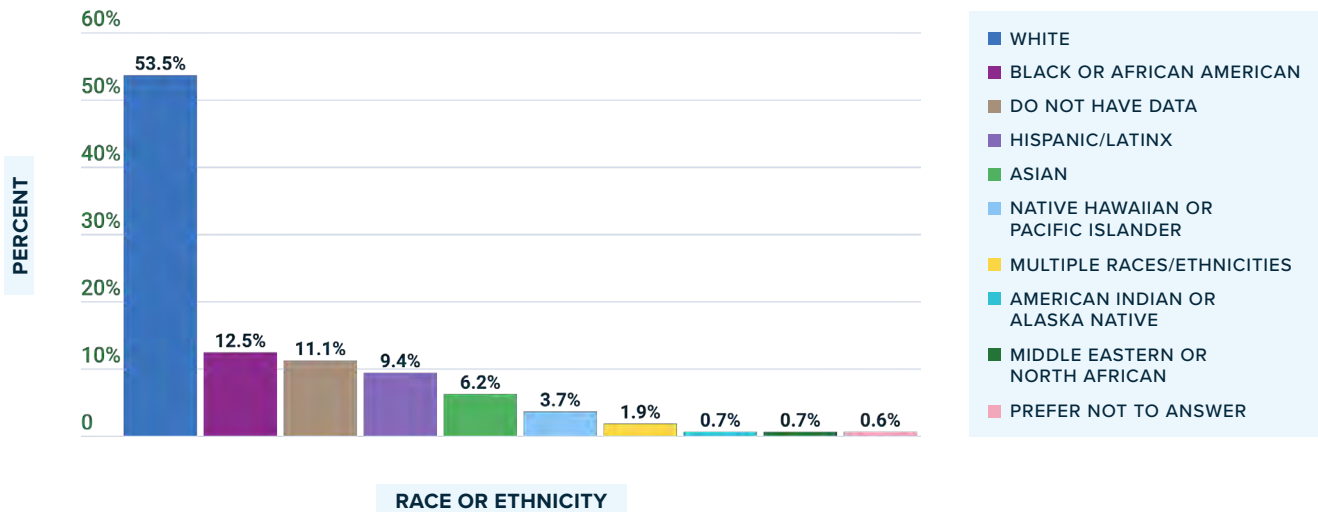
Dr. Puritty examined trends of POC board members at NGOs from 2017 to 2022.

PERCENTAGE OF PEOPLE OF COLOR BOARD MEMBERS BETWEEN 2017-2022



- The diversity of board members has been increasing over the past six years ($n=20$, $p<0.001$, $R^2=0.18$).
- From 2017-2018 there was a 0.8% increase in POC board members, from 2018-2019 an 1.5% increase, from 2019-2020 a 3.6% increase, from 2020-2021 a 7.6% increase, and from 2021-2022 a 0.6% increase in POC board members.

2022 RACIAL AND ETHNIC DATA OF BOARD MEMBERS



- Board members represented identify as 53.5% White.
- Black or African American board members are the next represented group at 12.5%, followed by Hispanic/Latinx at 9.4%, Asian at 6.2%, and American Indian or Alaska Native at 3.7%.
- NGOs have a high number of board members for which they do not have data. This is an area to spend additional efforts in surveying in the future.

NGO DIVERSITY, EQUITY, AND INCLUSION PRACTICES

Looking beyond demographic numbers, for the second year in a row, Dr. Puritty examined organizational practices that could contribute to creating and reinforcing policies and cultures that support a diverse workforce. Dr. Puritty found that 100% of participating NGOs committed financial resources to DEI efforts, and nearly as many are likely to provide staff the opportunity to provide feedback to their supervisors (94%), have performance evaluation processes for staff (91%), write DEI goals into their strategic plans (90%), and have a process for addressing racial discrimination, harassment, and microaggressions (90%). NGOs reporting progress made in committing resources to DEI and having DEI goals is highly encouraging. However, there is a lack of measures to assess how effective, accessible, and utilized these DEI resources are throughout organizations.

Participating NGOs were much less likely to have employee resource or affinity groups (56%), managers trained in cultural competency (56%), a transparent salary pay scale (54%), transparent promotion processes (54%), or mentoring programs (43%). All these represent areas for improvement across the environmental movement.

DIVERSITY, EQUITY, AND INCLUSION PRACTICES	NO	YES
Have you committed financial resources to your diversity, equity, and inclusion efforts?	0%	100%
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	6%	94%
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	9%	91%
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	10%	90%
Do you have diversity, equity, and inclusion goals written into your strategic plan?	10%	90%
Have you evaluated your recruitment and hiring processes to address bias?	12%	88%
Is measurable feedback on DEI progress used to adjust and modify efforts?	15%	85%
Does your organization have a policy explicitly addressing diversity, equity, and inclusion?	18%	82%
Does your organization offer paid internship opportunities?	21%	79%
Do you have unconscious or implicit bias training?	24%	76%
Do you have a diversity, equity, and inclusion committee?	28%	72%
Do you conduct anonymous employee satisfaction and feedback surveys?	31%	69%
Do you have employee resource groups or affinity groups?	44%	56%
Do you train managers on how to provide culturally appropriate feedback to staff?	44%	56%
Do you have a transparent salary pay scale for all positions within the organization that employees can view?	46%	54%
Do you have a transparent promotion process with guidelines for staff and supervisors?	46%	54%
Do you have mentoring programs for staff?	57%	43%
Do you ask for previous salary history when hiring staff?	96%	4%

“






Participating NGOs reported they provide eight weeks of paid parental leave on average. The paid leave benefit ranged from zero to 20 weeks, with the most reported figure being 12 weeks.

AVERAGE PAID PARENTAL LEAVE OF NGOS

Participating NGOs reported they provide **eight weeks** of paid parental leave on average. The paid leave benefit ranged from zero to 20 weeks, with the most reported figure being 12 weeks. We consider zero paid parental leave unacceptable if equitable staff support is the goal. We recommend organizations review and consider if their current paid leave policies provide enough time off to allow for the equitable, safe, and healthy support of staff and families.

NGO ONBOARDING PRACTICES

Since support and retention practices begin from the moment an individual becomes affiliated with a given organization, Dr. Puritty also examined NGO onboarding activities asking participating organizations about whether they provide:

-  Scheduled check-ins
-  Organizational acclimation programs
-  Goal-setting protocols
-  Relationship-building activities
-  DEI training for staff

The findings indicate that NGOs have implemented practices to support staff during the onboarding process. Of the 68 NGOs that reported on their retention practices, 86.8% have scheduled check-ins for staff, 86.8% have organizational acclimation programs, 77.9% have relationship-building activities, and 75% have goal-setting protocols.

The largest area for improvement for the second consecutive year is DEI training for staff, with only 60.3% of organizations prioritizing this essential practice. Green 2.0 believes that DEI training should be a standard practice throughout the environmental movement and hopes to see improvement in this area in the next report.

Non-Participating NGOs

 The following 16 NGOs did not participate in the 2022 Transparency Report Card Survey:

American Conservation Coalition

Asian Pacific Environmental Network

Center for American Progress

Climate Jobs National Resource Center

Communities for a Better Environment

Deep South Center for Environmental Justice

Earth Guardians

Earth Island Institute

Environment America

Environmental Working Group

Green America

GreenRoots

Nuestra Tierra Conservation Project

Population Action International

Root Capital

WildEarth Guardians

Participating NGOs

[350.org](#)

[Alabama Rivers Alliance](#)

[Alaska Wilderness League](#)

[American Rivers](#)

[Appalachian Voices](#)

[Azul](#)

[BlueGreen Alliance](#)

[Center for Biological Diversity](#)

[Center for Environmental Health](#)

[Center for International Environmental Law](#)

[Center on Race, Poverty & the Environment](#)

[Chesapeake Bay Foundation](#)

[Chesapeake Climate Action Network](#)

[Chesapeake Conservancy](#)

[Citizens' Climate Education](#)

[Clean Water Action](#)

[Climate Collaborative](#)

[Climate Justice Alliance](#)

[ClimateWorks Foundation](#)

[Conservation International](#)

[Defenders of Wildlife](#)

[Dream Corps](#)

[EarthEcho International](#)

[Earthjustice](#)

[Environmental Defense Fund](#)

[Friends of the Earth](#)

[GreenLatinos](#)

[Greenpeace USA](#)

[Indigenous Environmental Network](#)

[League of Conservation Voters](#)

[MN350](#)

[National Audubon Society](#)

[National Fish and Wildlife Foundation](#)

[National Marine Sanctuary Foundation](#)

[National Park Foundation](#)

[National Parks Conservation Association](#)

[National Recreation and Park Association](#)

[National Wildlife Federation](#)

[Natural Resources Defense Council](#)

[Ocean Conservancy](#)

[Oceana](#)

[Our Climate](#)

[Partnership for Southern Equity](#)

[Pew Charitable Trusts](#)

[Planet Women](#)

[Population Connection](#)

[Power Shift Network](#)

[Rails-to-Trails Conservancy](#)

[Rainforest Action Network](#)

[Resources Legacy Fund](#)

[Rising Sun Center for Opportunity](#)

[River Network](#)

[Rock Creek Conservancy](#)

[Sierra Club](#)

[Sierra Club Foundation](#)

[Sunrise Movement Education Fund](#)

[Surfrider Foundation](#)

[SAFSF](#)

[The Conservation Fund](#)

[The Nature Conservancy](#)

[The Ocean Foundation](#)

[The Trust for Public Land](#)

[The Wilderness Society](#)

[Union of Concerned Scientists](#)

[US Climate Action Network \(USCAN\)](#)

[Washington Environmental Council](#)

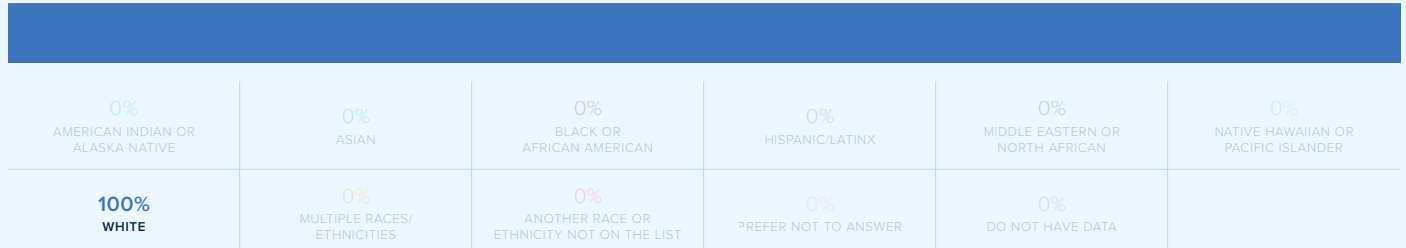
[World Resources Institute \(WRI\)](#)

[World Wildlife Fund](#)

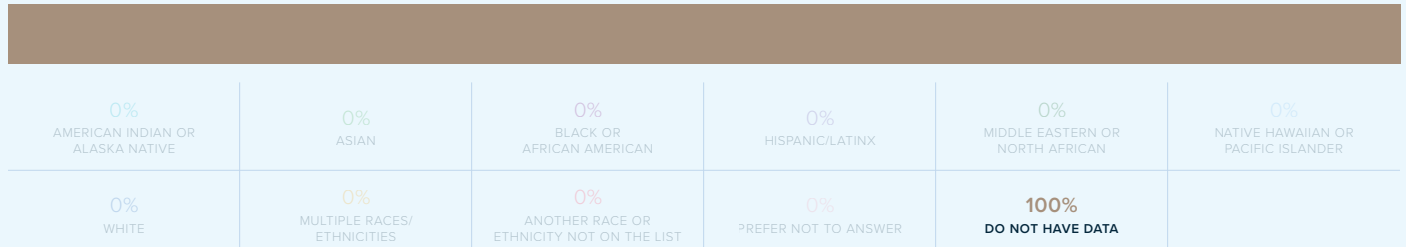
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

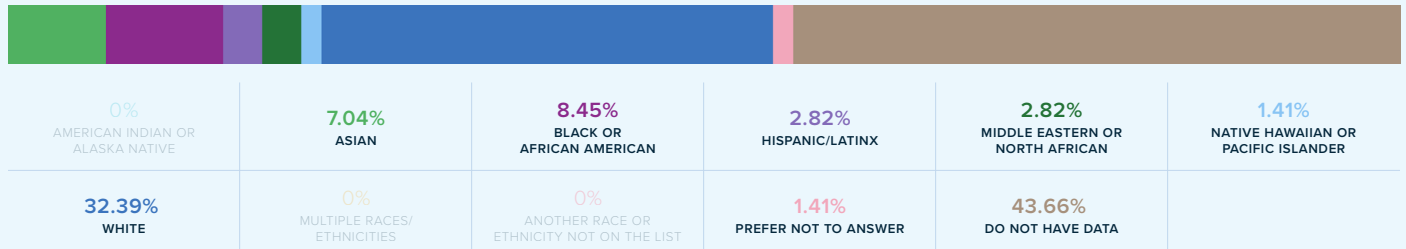
HEAD OF ORGANIZATION:



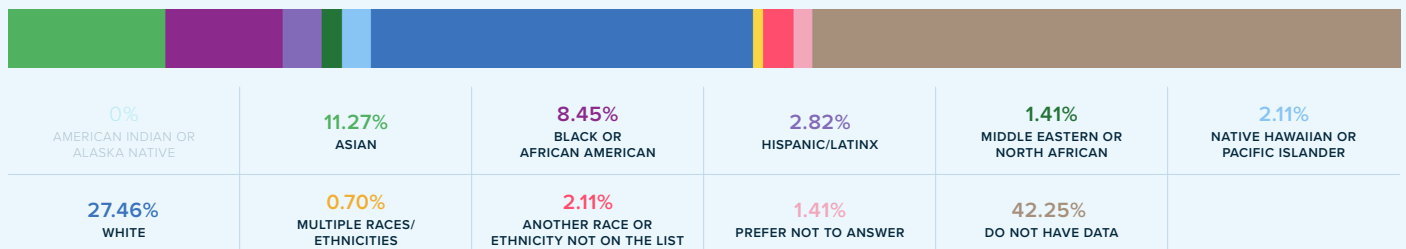
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☐ YES ☒ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 7

Have you evaluated your recruitment and hiring processes to address bias? ☐ YES ☒ NO

Do you ask for previous salary history when hiring staff? ☒ YES ☐ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

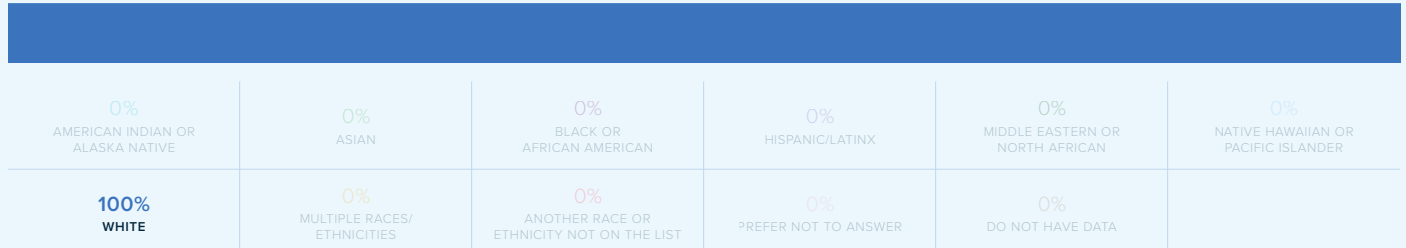
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

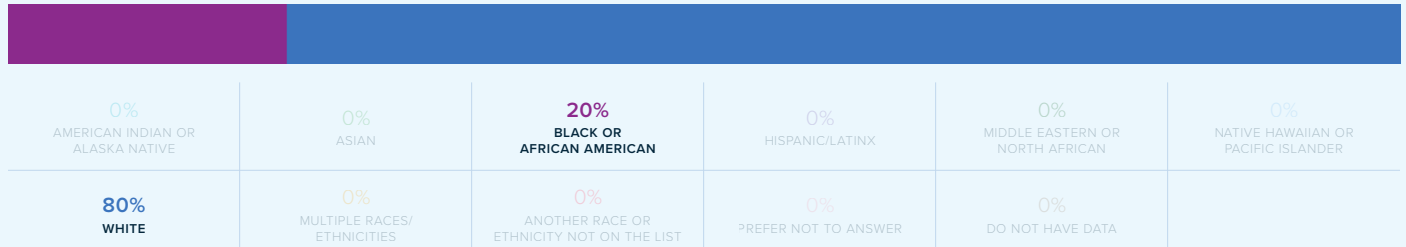
Diversity by Race/Ethnicity

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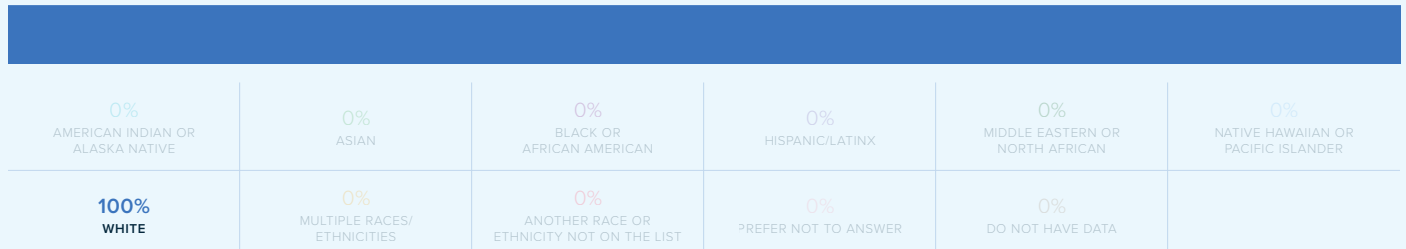
HEAD OF ORGANIZATION:



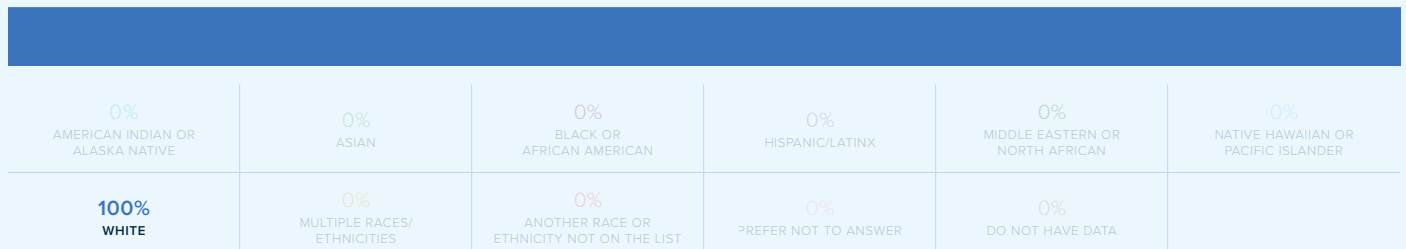
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☐ YES ☒ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☐ YES ☒ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 4.2

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

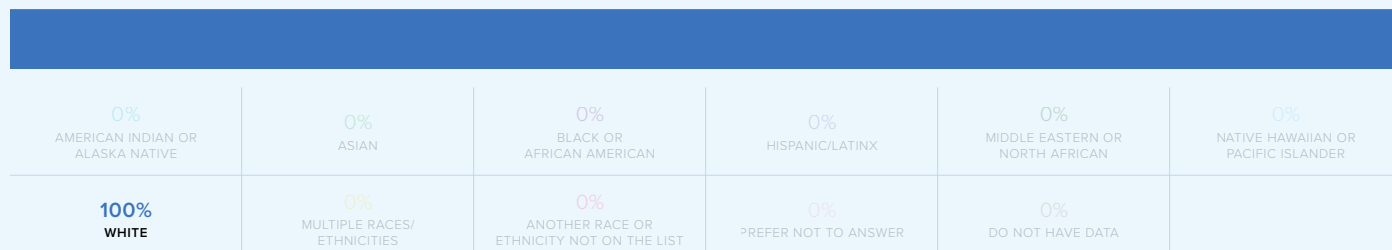
Is measurable feedback on DEI progress used to adjust and modify efforts? ☐ YES ☒ NO

Alaska Wilderness League

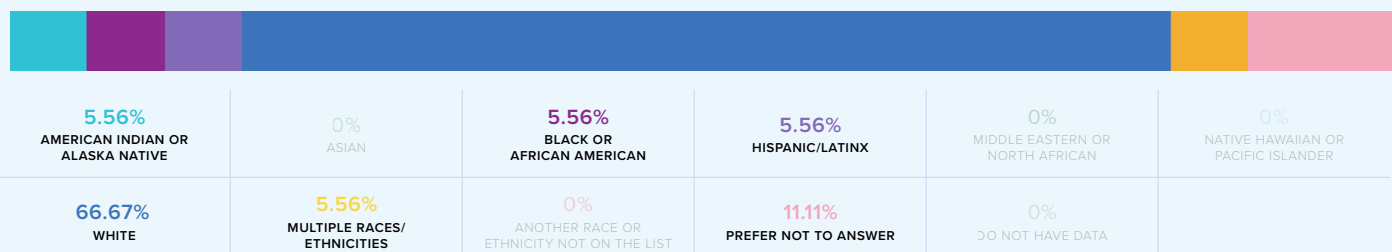
Diversity by Race/Ethnicity

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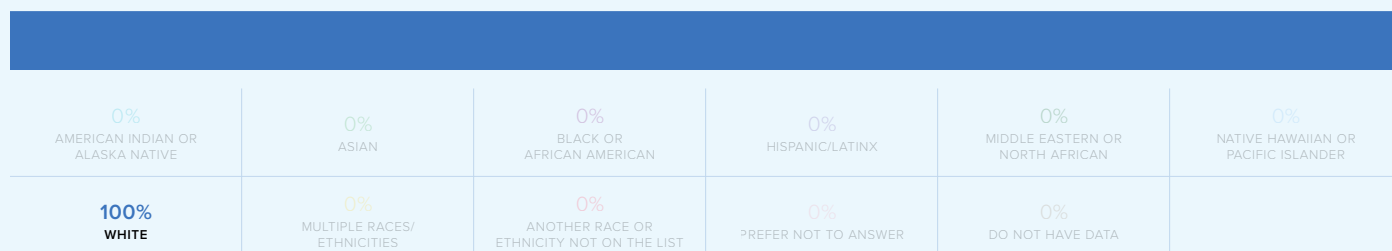
HEAD OF ORGANIZATION:



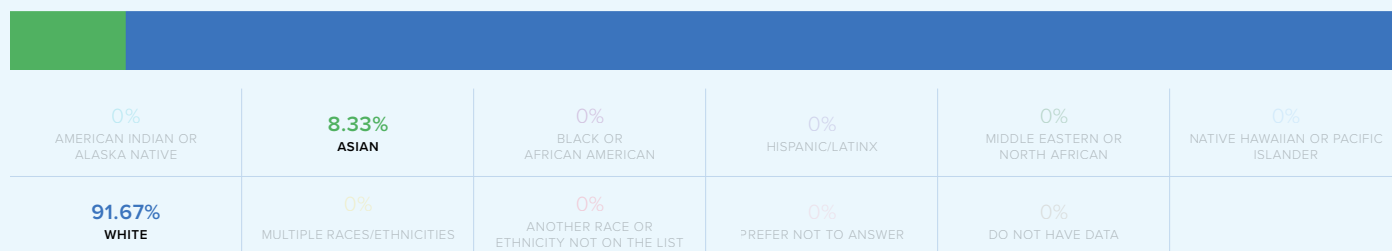
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Alaska Wilderness League

Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view?

☐ YES ☒ NO

Given our small size and lack of position duplication.

Do you have a transparent promotion process with guidelines for staff and supervisors?

☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization?

☒ YES ☐ NO

We have a standardized annual self and manager review template and process to review core competencies and individual goals.

Does your organization have a policy explicitly addressing diversity, equity, and inclusion?

☒ YES ☐ NO

We have an external facing Commitment to Justice statement on our website.

Do you have diversity, equity, and inclusion goals written into your strategic plan?

☒ YES ☐ NO

We have an internal Justice Equity Diversity and Inclusion plan with specific goals, benchmarks, tactics and a board-approved budget. Each staff includes personal and professional JEDI goals in their yearly work plans. Organizational JEDI goals have also been incorporated into our three-year strategic plan.

Do you have a diversity, equity, and inclusion committee?

☒ YES ☐ NO

Our JEDI Working Group is made up of staff and board members, and we have a staff committee as well.

Have you committed financial resources to your diversity, equity, and inclusion efforts?

☒ YES ☐ NO

The League's FY 22 budget includes financial resources for Justice Equity Diversity and Inclusion trainings and JEDI initiatives.

Do you have a process for addressing racial discrimination, harassment, and microaggressions?

☒ YES ☐ NO

Does your organization offer paid internship opportunities?

☐ YES ☒ NO

Historically we have had paid internships and more recently we have partnered with colleges and universities to host students through their internship placement programs.

How many weeks of paid parental leave does your organization provide employees?

8

Have you evaluated your recruitment and hiring processes to address bias?

☒ YES ☐ NO

We have had consultation and have implemented standardized hiring processes to eliminate JEDI based biases. We have also had consultation to help us comprehensively develop these new processes.

Do you ask for previous salary history when hiring staff?

☐ YES ☒ NO

Do you have employee resource groups or affinity groups?

☒ YES ☐ NO

We have a monthly JEDI book club and semi-monthly staff call discussions on designated topics (articles, books, podcasts, guest speakers etc.).

Do you conduct anonymous employee satisfaction and feedback surveys?

☐ YES ☒ NO

Do you have unconscious or implicit bias training?

☒ YES ☐ NO

We have contracted with consultants to execute a workshop in 2022 with staff and board members. We also have implemented a 4-module unconscious bias online workshop for new board and new staff.

Do you have mentoring programs for staff?

☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff?

☐ YES ☒ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?

☒ YES ☐ NO

Is measurable feedback on DEI progress used to adjust and modify efforts?

☒ YES ☐ NO

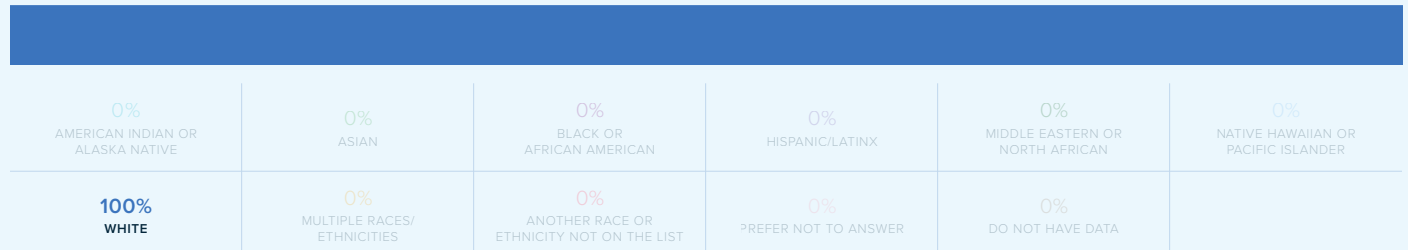
Progress is measured annually, semiannually and monthly.

American Rivers

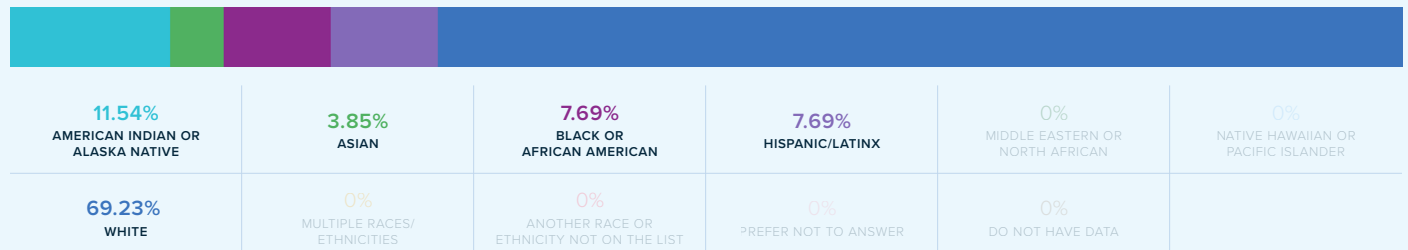
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

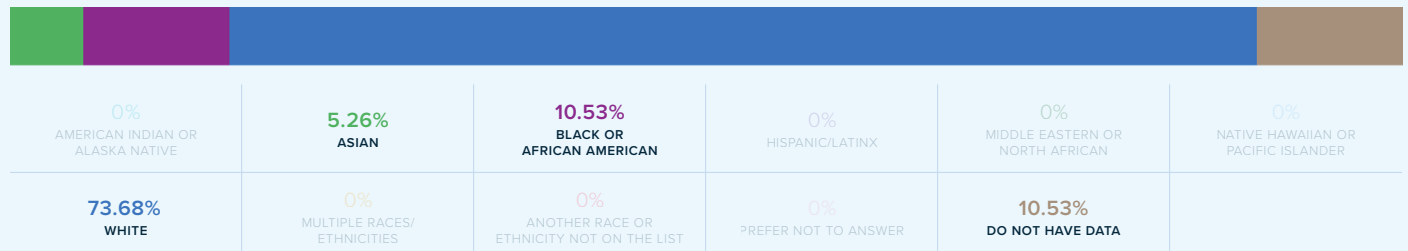
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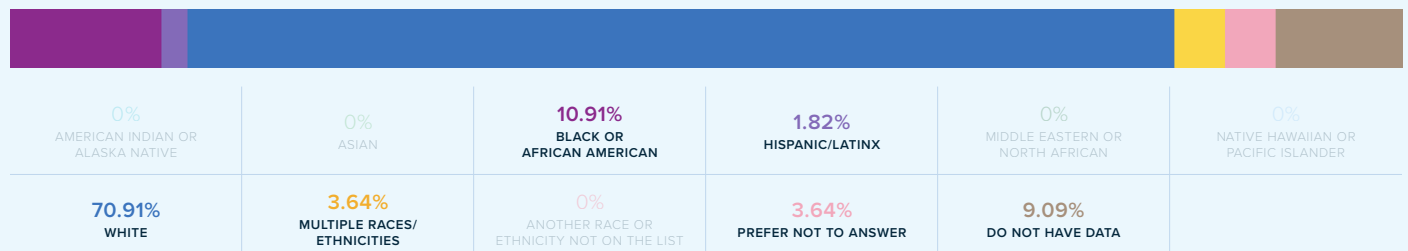
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☐ YES ☒ NO

How many weeks of paid parental leave does your organization provide employees? 6

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

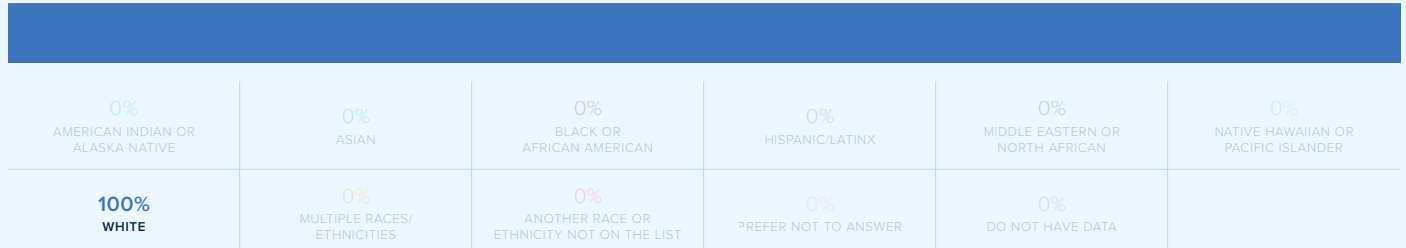
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Appalachian Voices

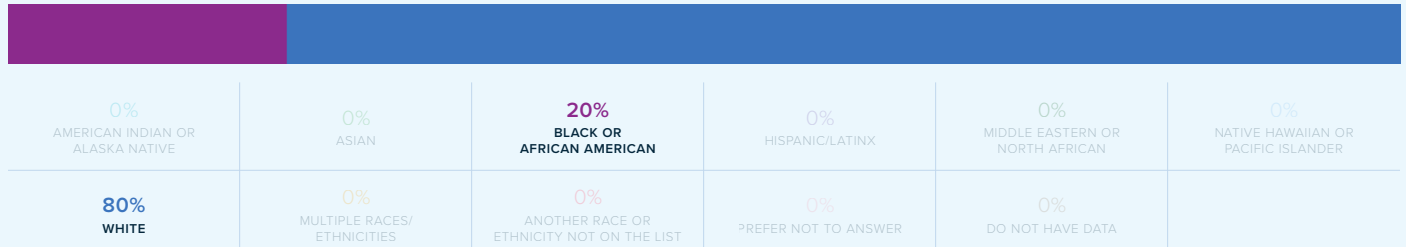
Diversity by Race/Ethnicity

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 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

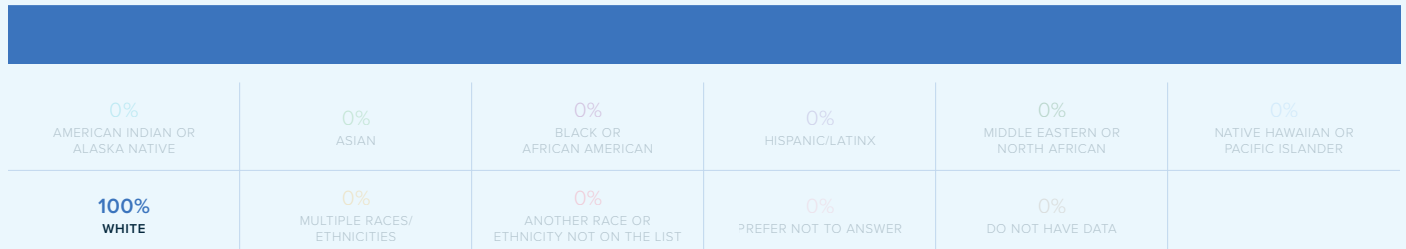
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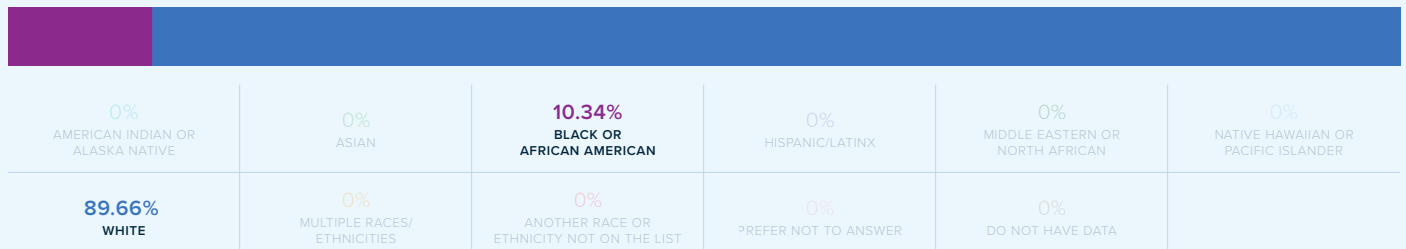
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 8

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

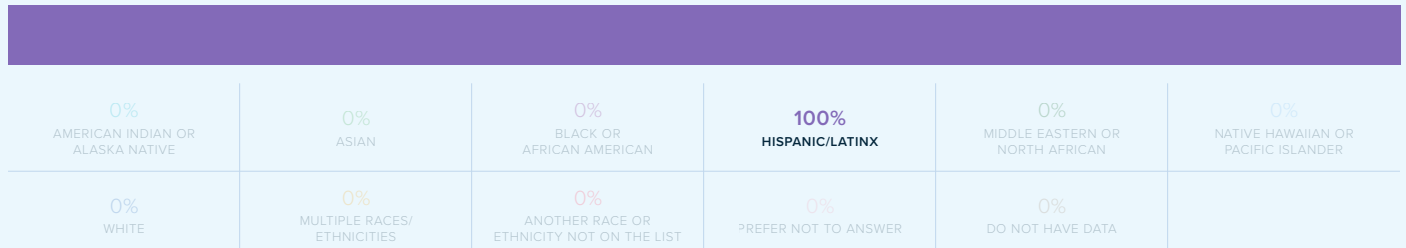
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

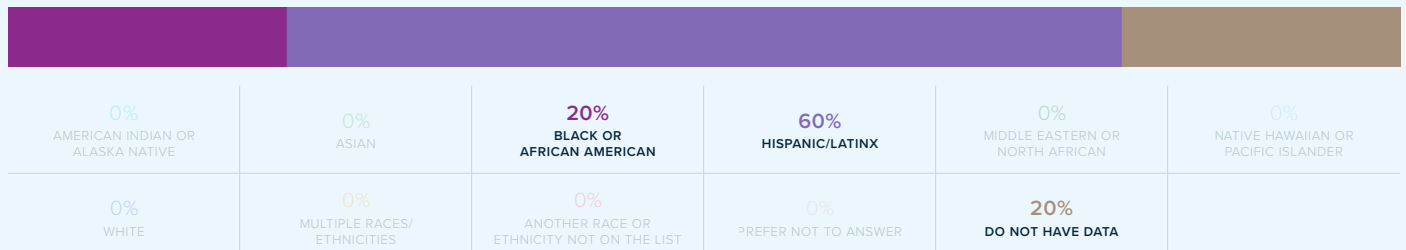
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

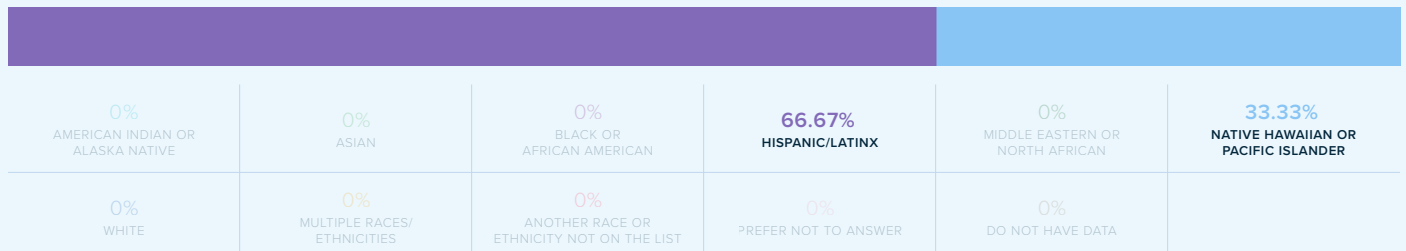
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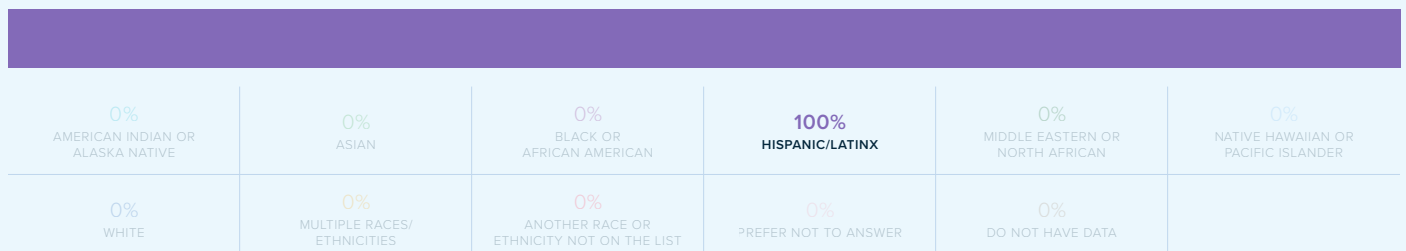
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

Paid fellowship program

How many weeks of paid parental leave does your organization provide employees? 12

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO

Plan to implement Q3FY22

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Plan to implement Q3FY22

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☐ YES ☒ NO

Plan to implement Q3FY22

Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

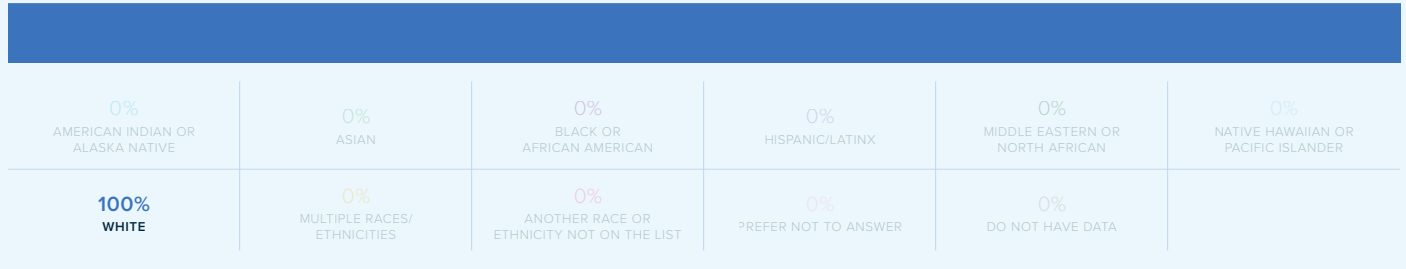
Plan to implement Q3FY22

BlueGreen Alliance

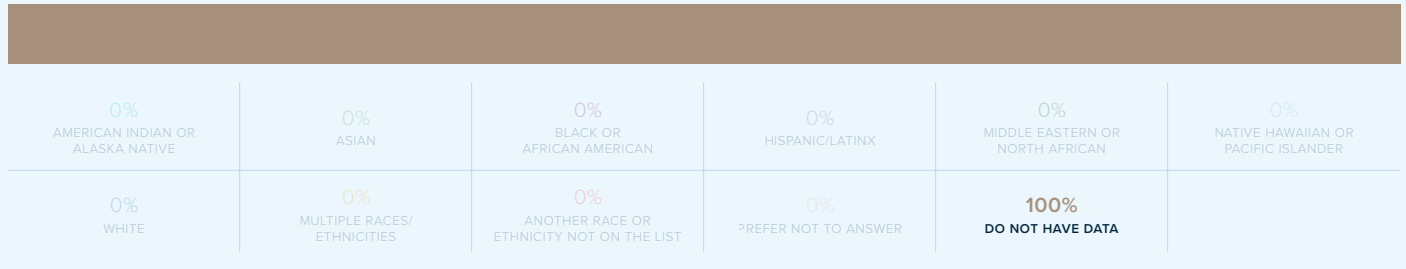
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE
ASIAN
BLACK OR AFRICAN AMERICAN
HISPANIC/LATINX
MIDDLE EASTERN OR NORTH AFRICAN
NATIVE HAWAIIAN OR PACIFIC ISLANDER
WHITE
MULTIPLE RACES/ETHNICITIES
ANOTHER RACE OR ETHNICITY NOT ON THE LIST
PREFER NOT TO ANSWER
DO NOT HAVE DATA

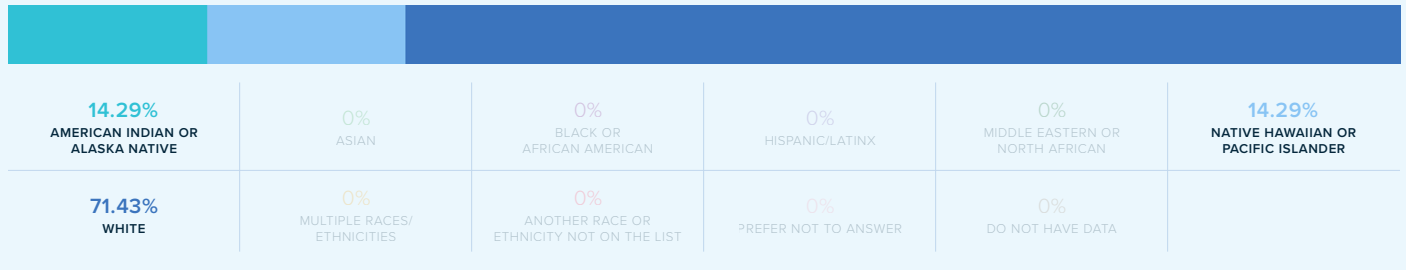
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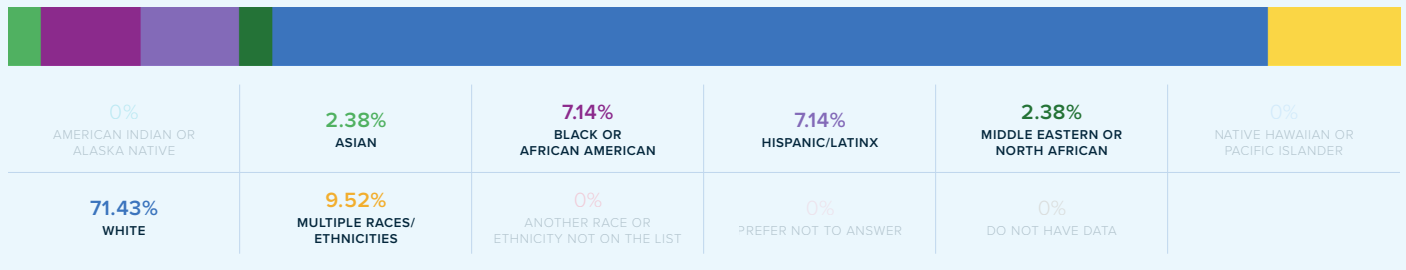
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 6

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☐ YES ☒ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

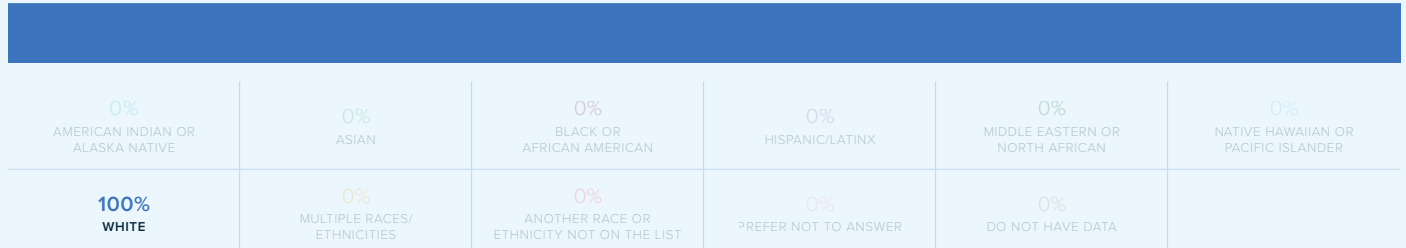
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Center for Biological Diversity

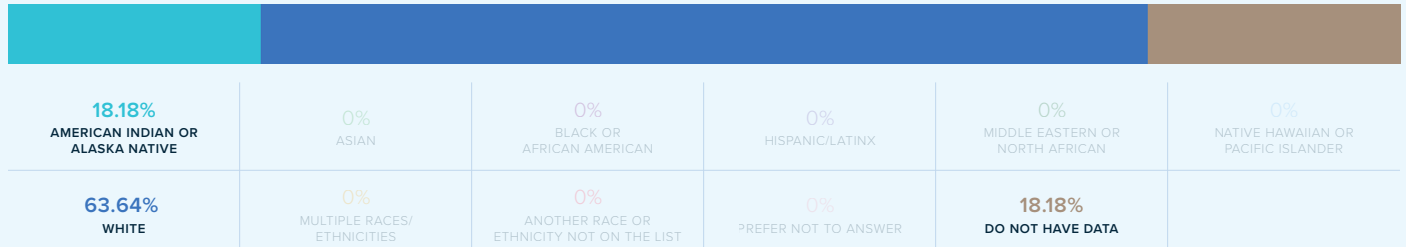
Diversity by Race/Ethnicity

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 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

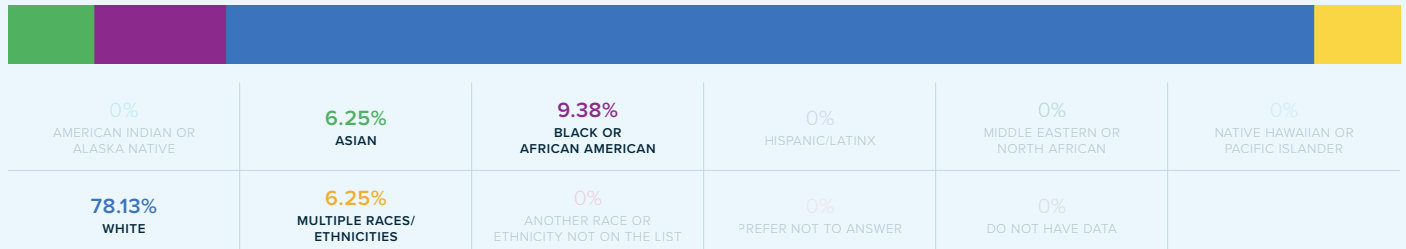
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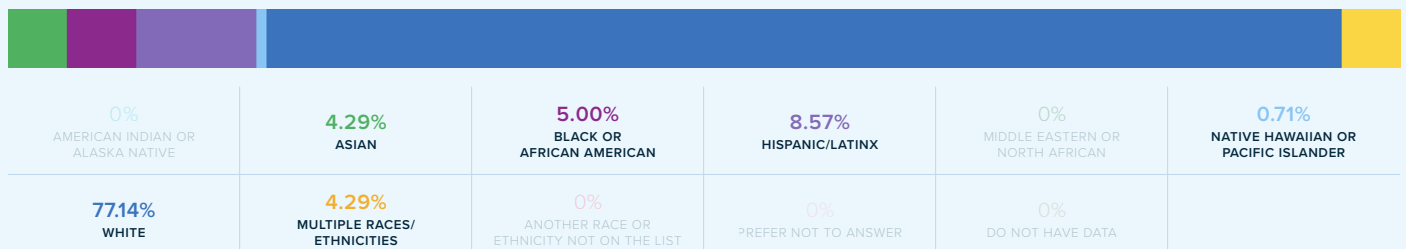
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 12

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

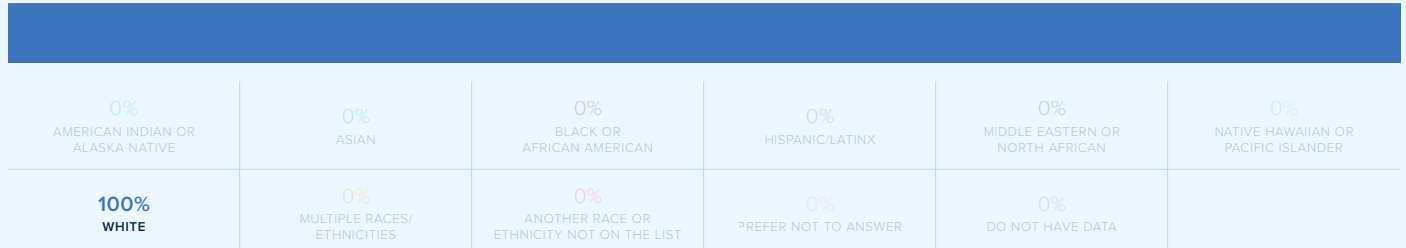
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Center for Environmental Health

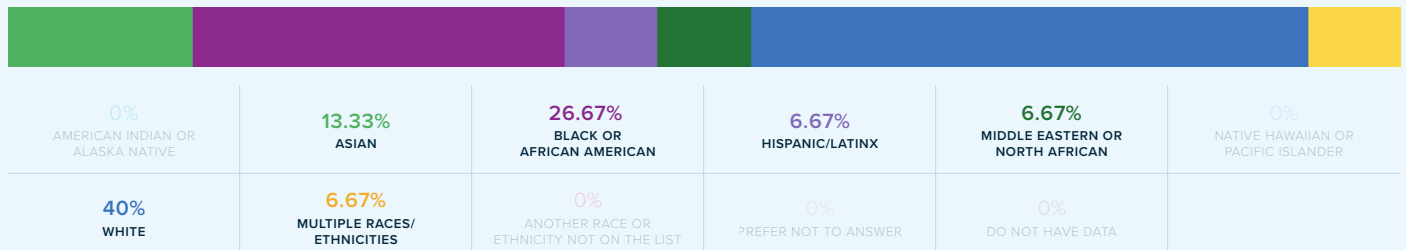
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

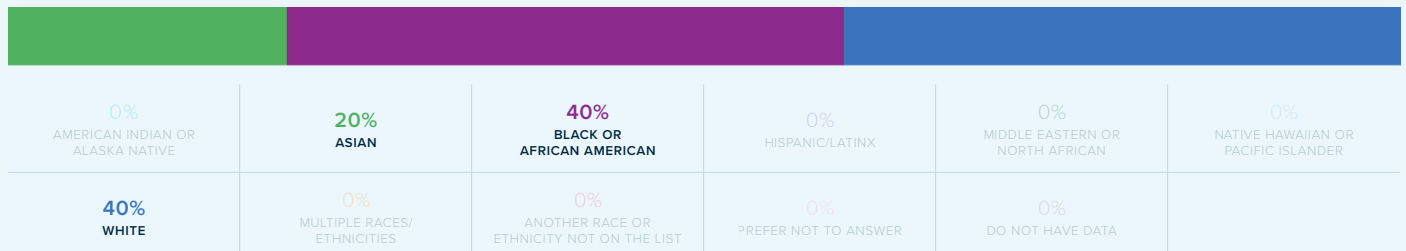
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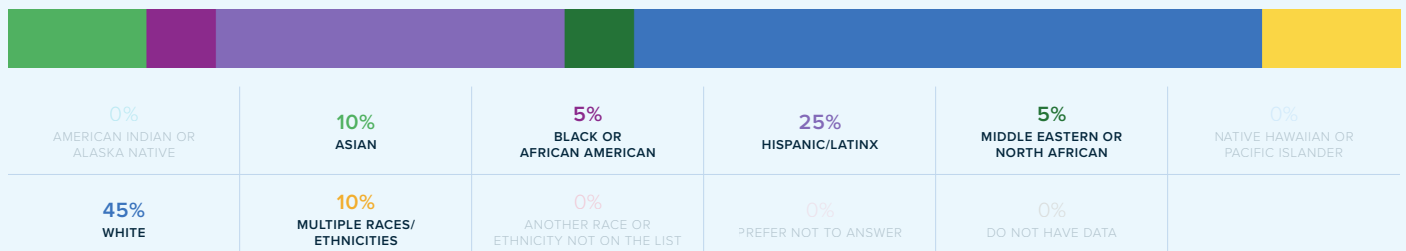
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☐ YES ☒ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☐ YES ☒ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 12

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

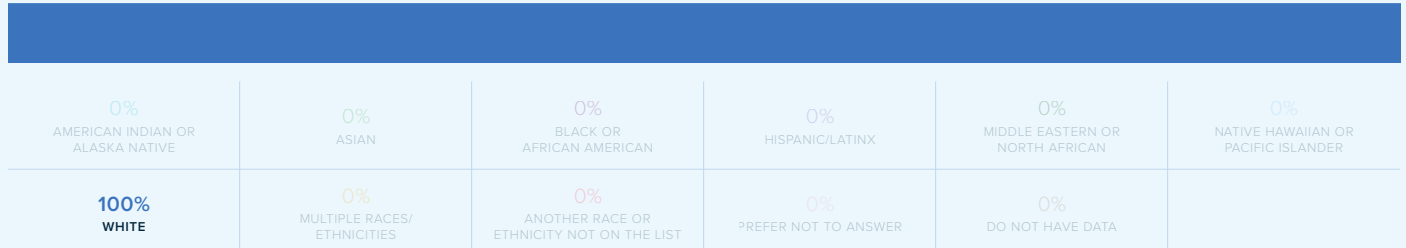
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Center for International Environmental Law

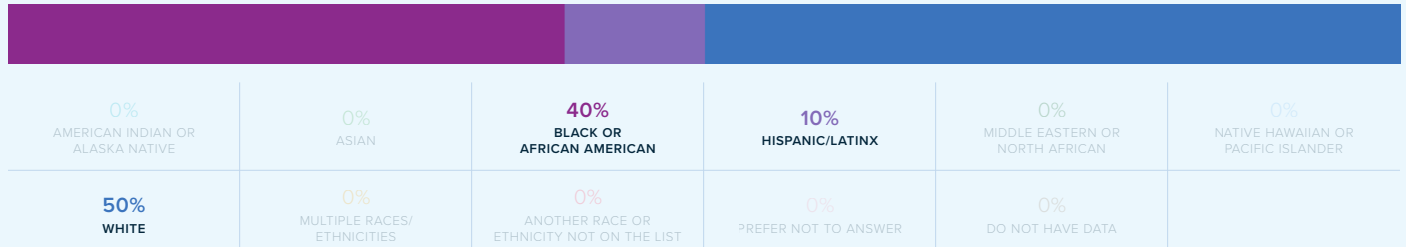
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

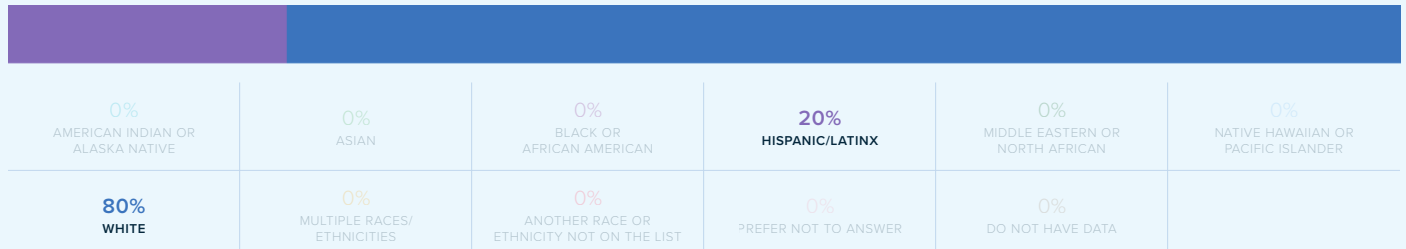
HEAD OF ORGANIZATION:



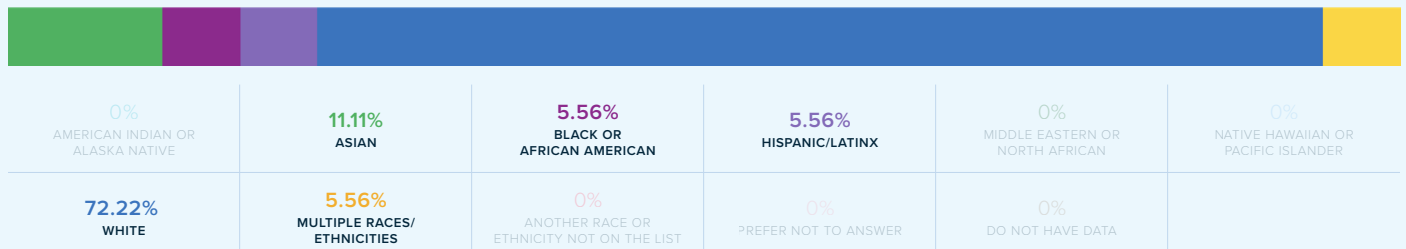
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view?

☐ YES ☒ NO

We are currently undertaking a salary comparability and internal equity study and hope to have a transparent pay scale available after it is completed.

Do you have a transparent promotion process with guidelines for staff and supervisors?

☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization?

☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion?

☐ YES ☒ NO

We hope to address this in 2022.

Do you have diversity, equity, and inclusion goals written into your strategic plan?

☐ YES ☒ NO

We are currently in a strategic planning process that will conclude in late 2022 and intend to include DEI goals

Do you have a diversity, equity, and inclusion committee?

☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts?

☒ YES ☐ NO

We have added a position responsible for DEI (as well as talent and culture) to our senior leadership team and will commit more financial resources to DEI under their leadership.

Do you have a process for addressing racial discrimination, harassment, and microaggressions?

☐ YES ☒ NO

We have an anti-harassment policy but nothing explicit for racial discrimination or microaggressions. We hope to incorporate this in the upcoming DEI Policy in 2022.

Does your organization offer paid internship opportunities?

☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees?

4

Have you evaluated your recruitment and hiring processes to address bias?

☐ YES ☒ NO

Planned for 2022.

Do you ask for previous salary history when hiring staff?

☐ YES ☒ NO

Do you have employee resource groups or affinity groups?

☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys?

☒ YES ☐ NO

Do you have unconscious or implicit bias training?

☐ YES ☒ NO

Do you have mentoring programs for staff?

☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff?

☐ YES ☒ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?

☒ YES ☐ NO

Is measurable feedback on DEI progress used to adjust and modify efforts?

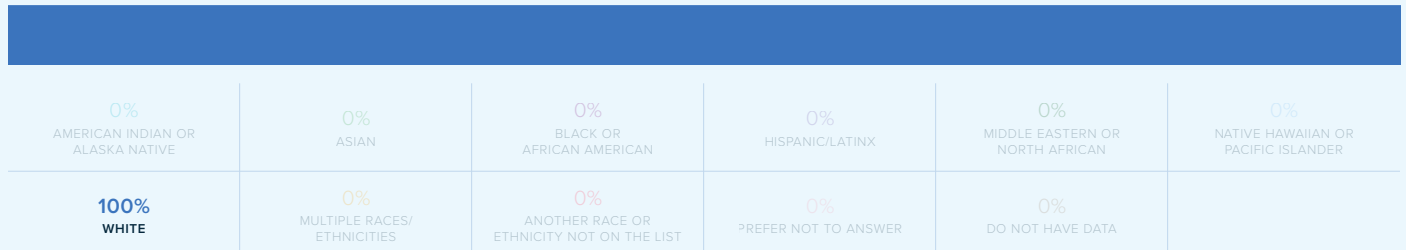
☐ YES ☒ NO

Center on Race, Poverty & Environment

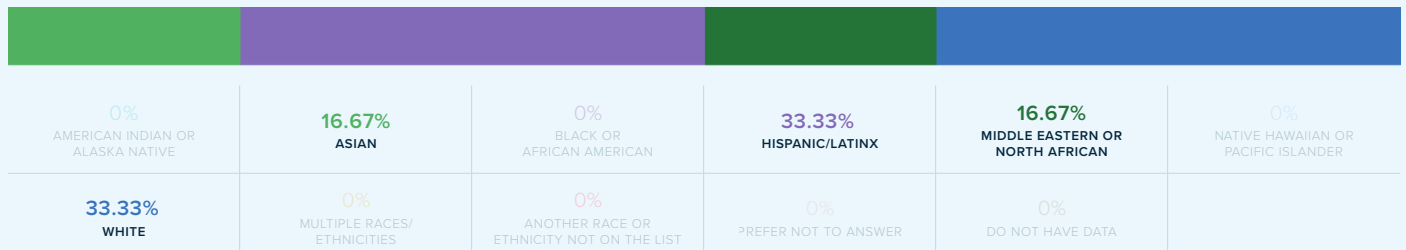
Diversity by Race/Ethnicity

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 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

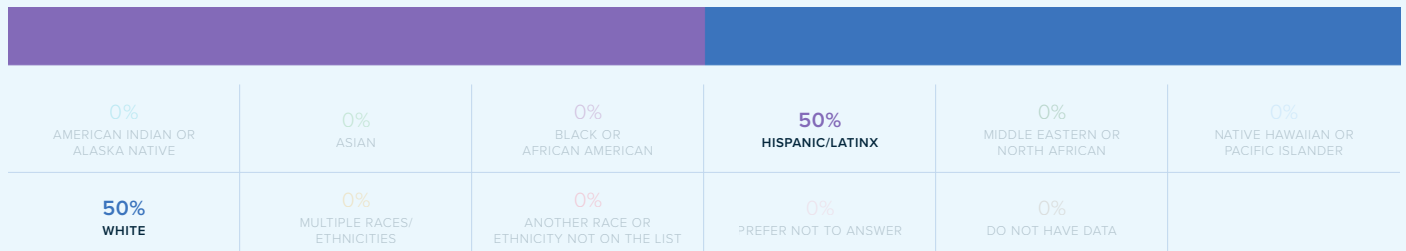
HEAD OF ORGANIZATION:



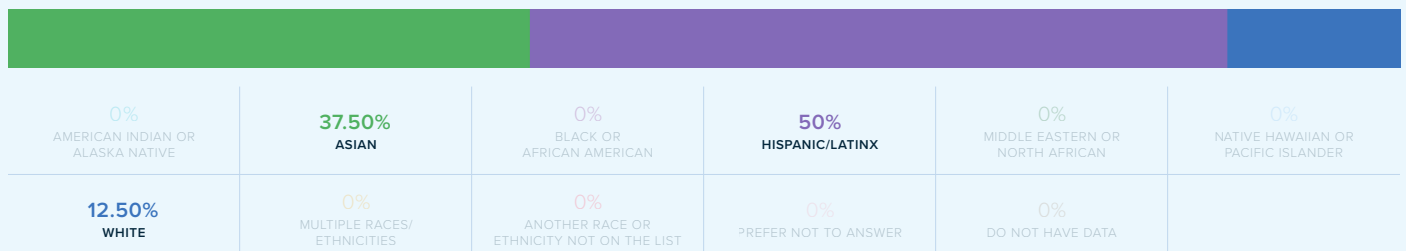
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☐ YES ☒ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☐ YES ☒ NO

How many weeks of paid parental leave does your organization provide employees? 12

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

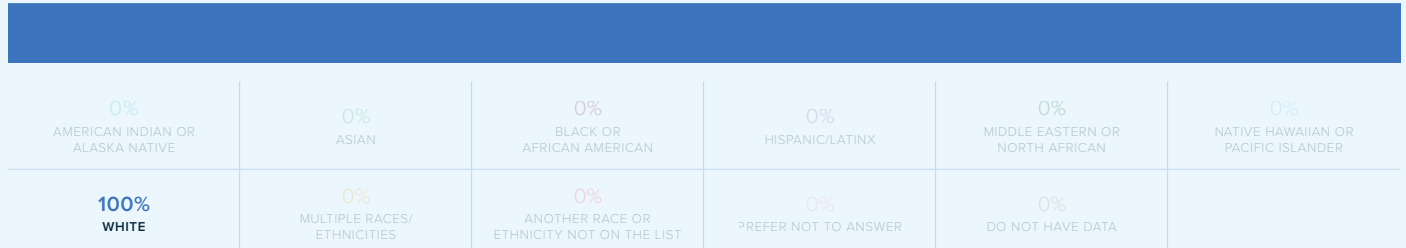
Is measurable feedback on DEI progress used to adjust and modify efforts? ☐ YES ☒ NO

Chesapeake Bay Foundation

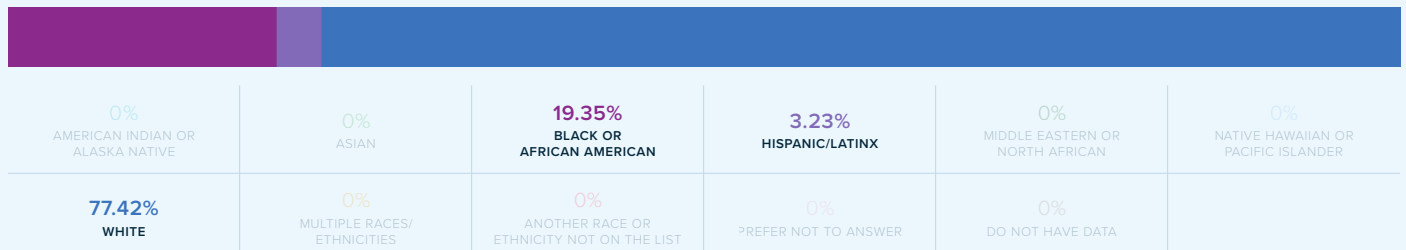
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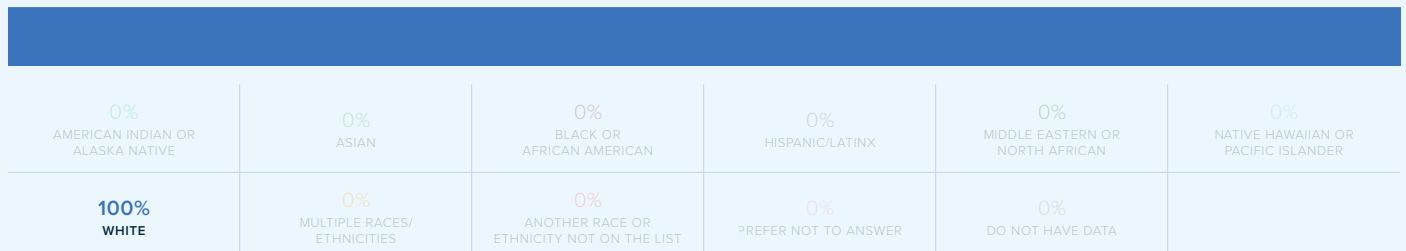
HEAD OF ORGANIZATION:



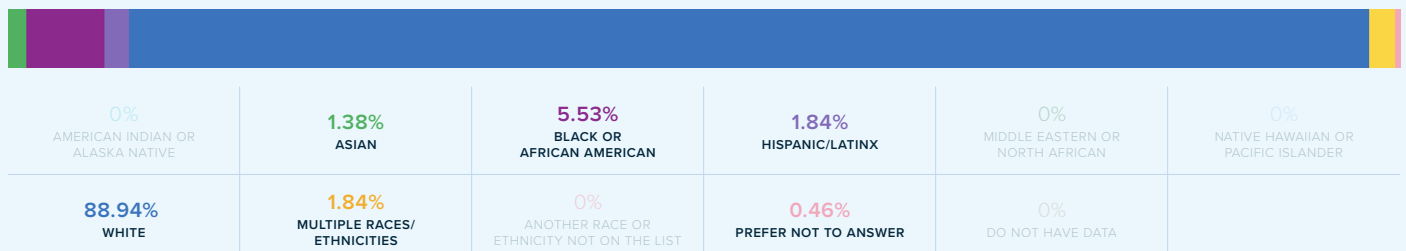
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 8 to 10

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☐ YES ☒ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

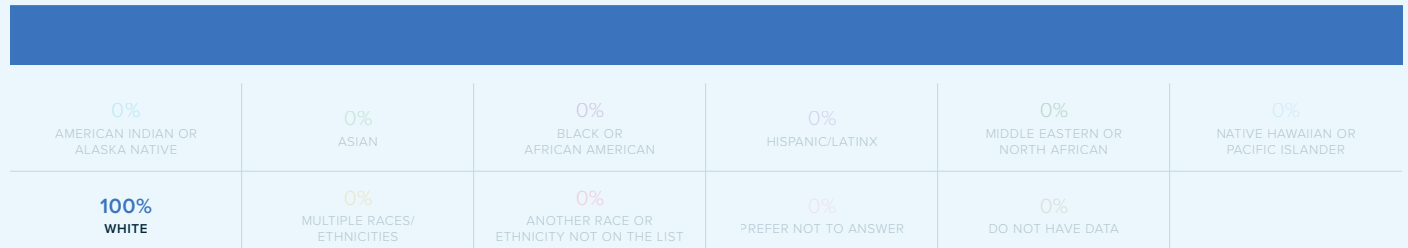
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Chesapeake Climate Action Network

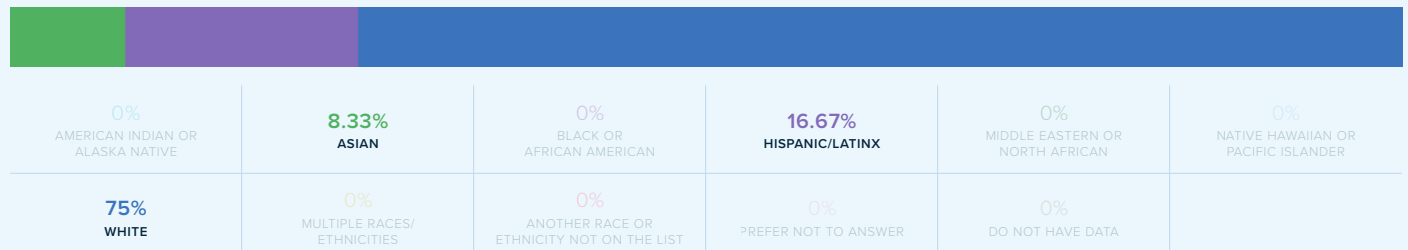
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
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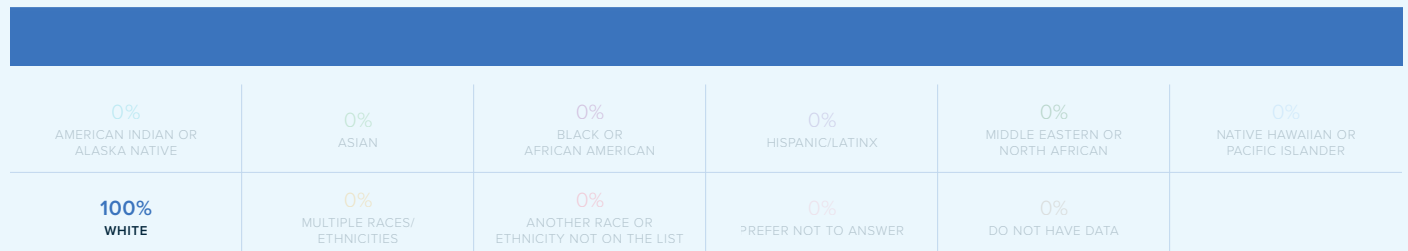
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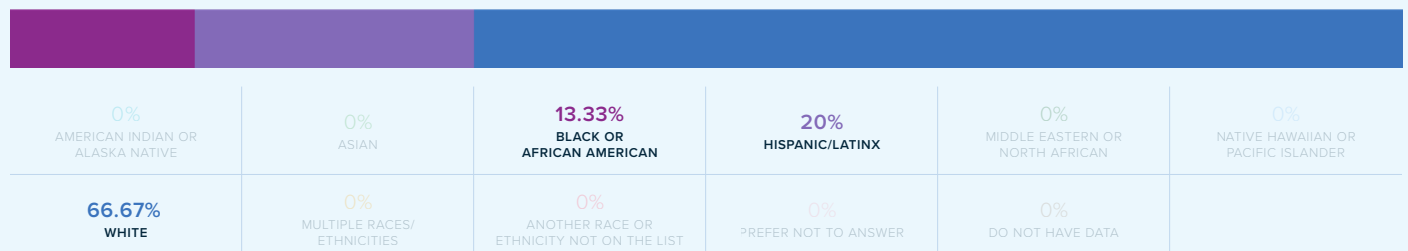
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

2 paid positions, 6 unpaid internships.

How many weeks of paid parental leave does your organization provide employees? 8

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☐ YES ☒ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

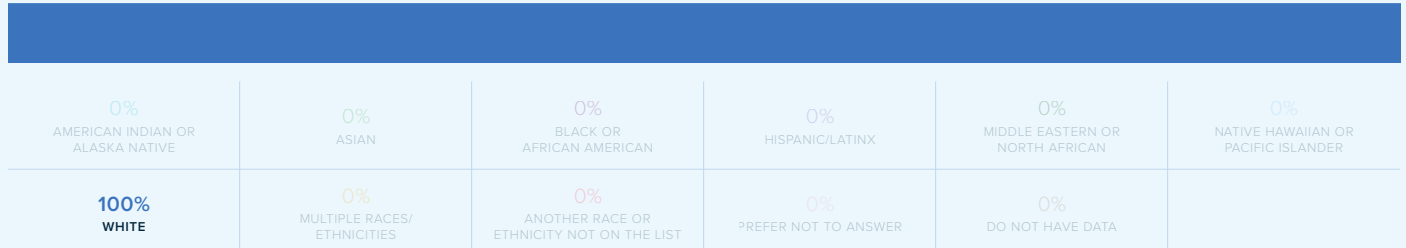
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

Is measurable feedback on DEI progress used to adjust and modify efforts? ☐ YES ☒ NO

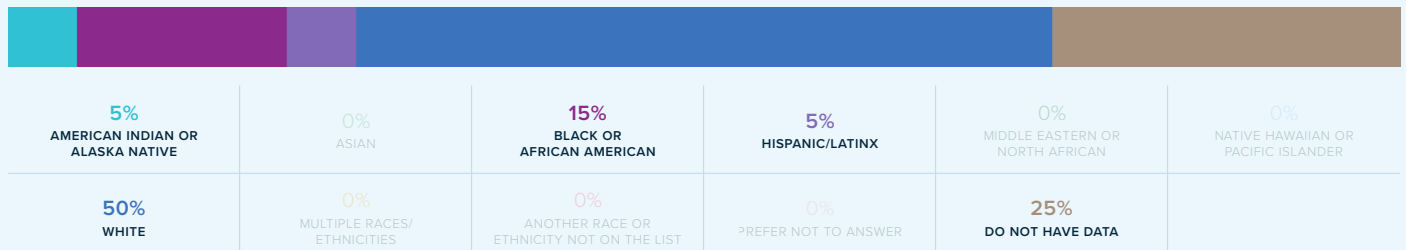
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
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 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

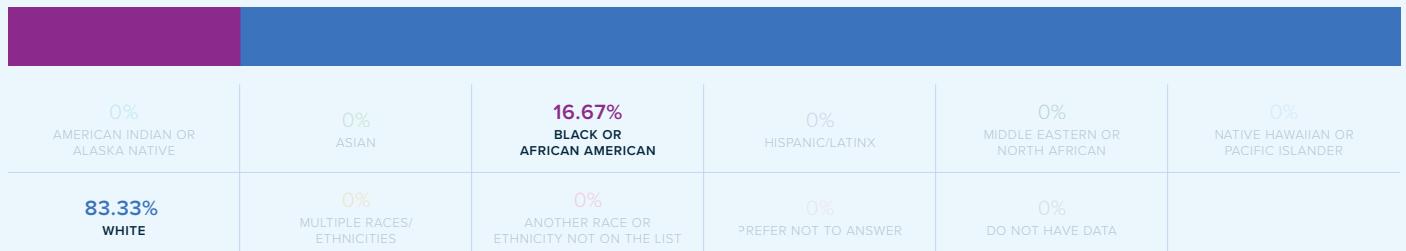
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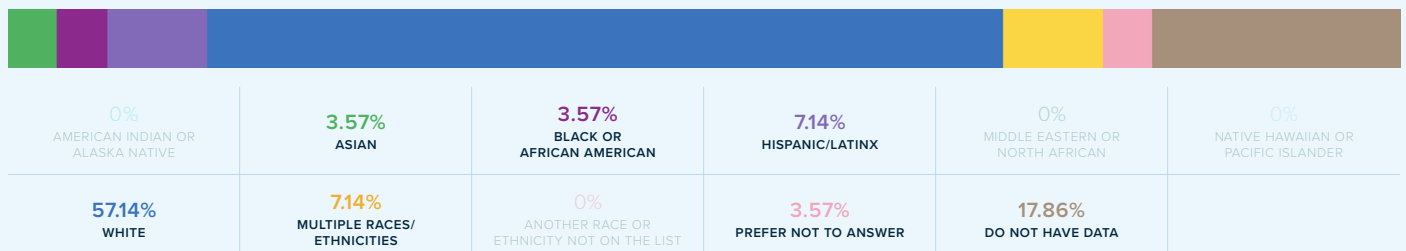
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 0

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

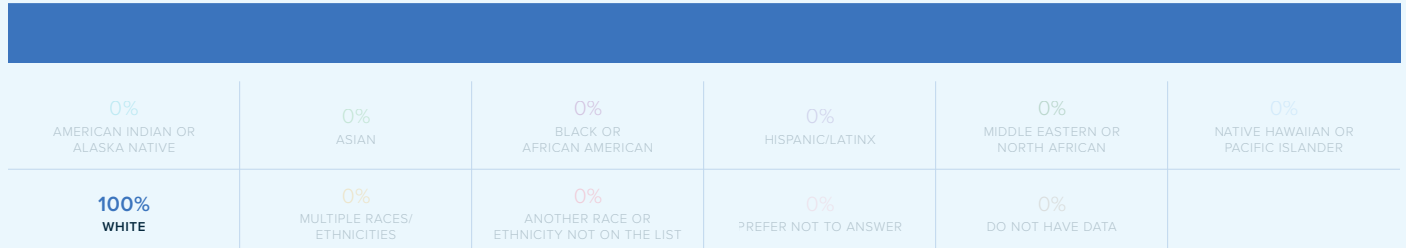
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Citizens' Climate Education

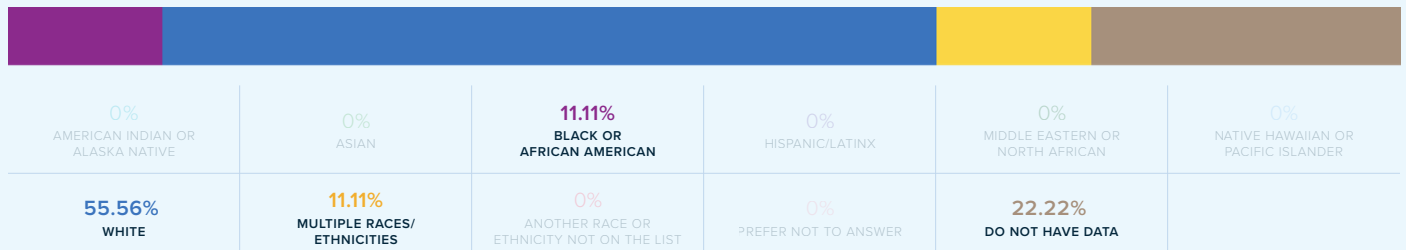
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
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 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

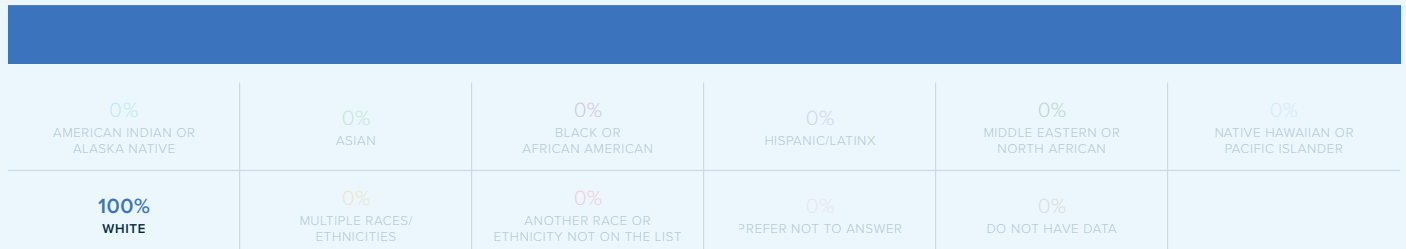
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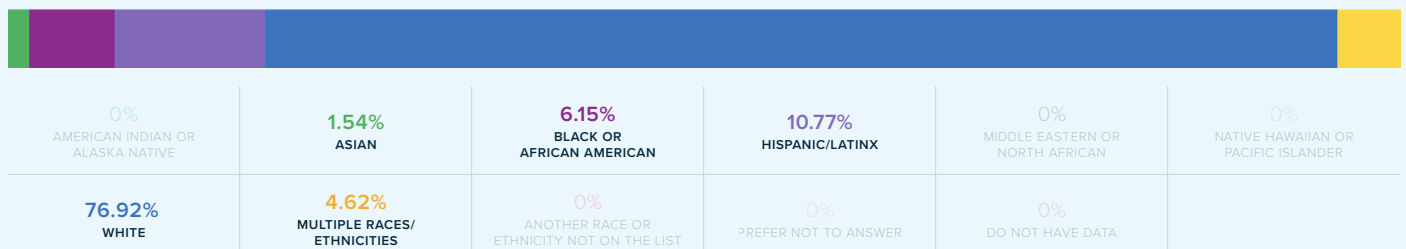
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Citizens' Climate Education

Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☐ YES ☒ NO
Our first organization-wide performance evaluation is scheduled in 2022.

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☐ YES ☒ NO
We offer paid fellowship opportunities.

How many weeks of paid parental leave does your organization provide employees? Up to 8 weeks

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO
We will conduct this again in 2022.

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☐ YES ☒ NO
We are aiming to incorporate this strategy in 2022.

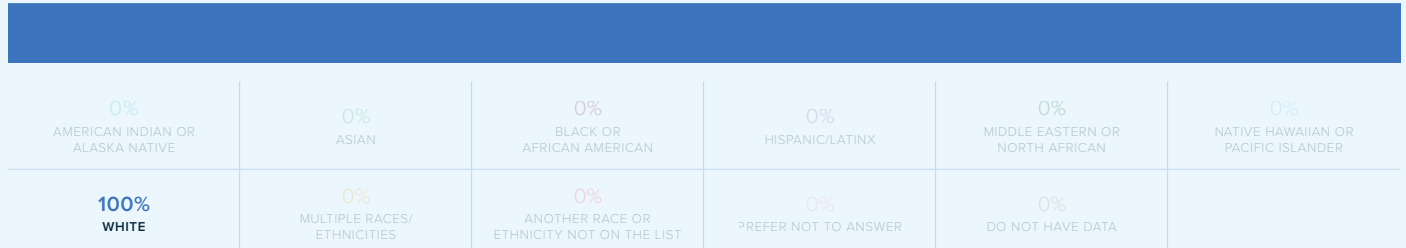
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Clean Water Action

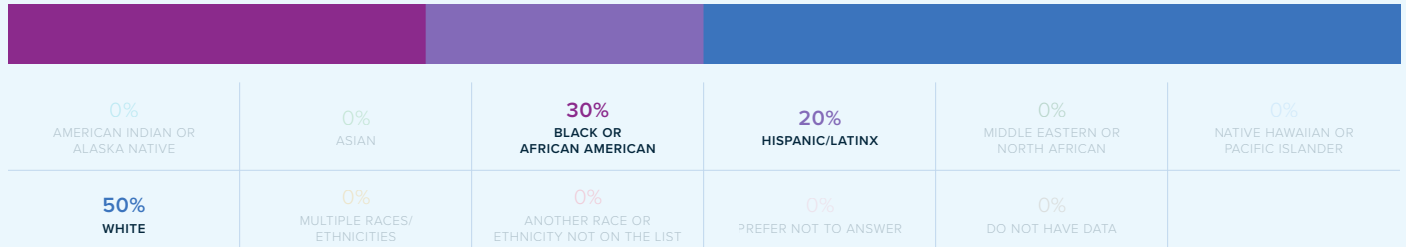
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
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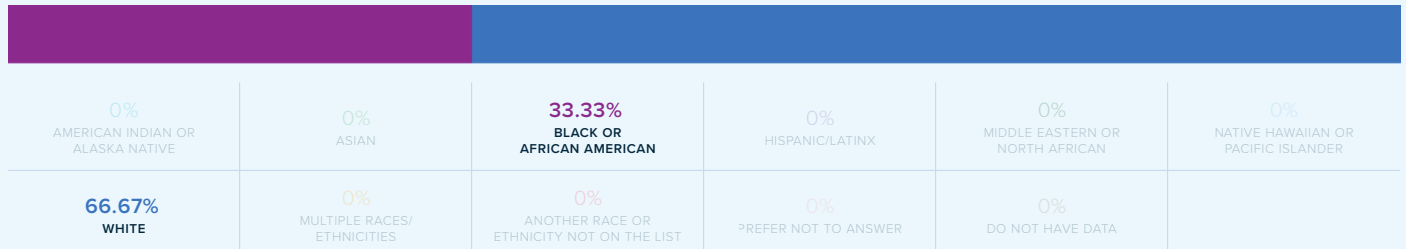
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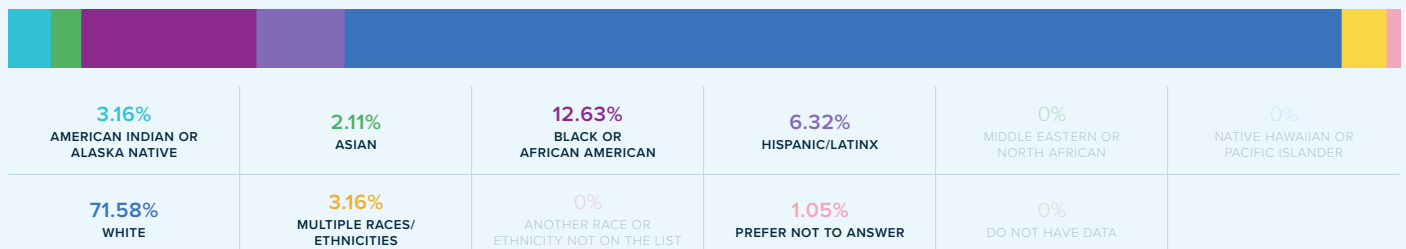
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☐ YES ☒ NO
We have a process that is conducted and monitored by HR ignited by start date anniversary for employees.

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 12

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO
Handled at a state level, working on a national process.

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

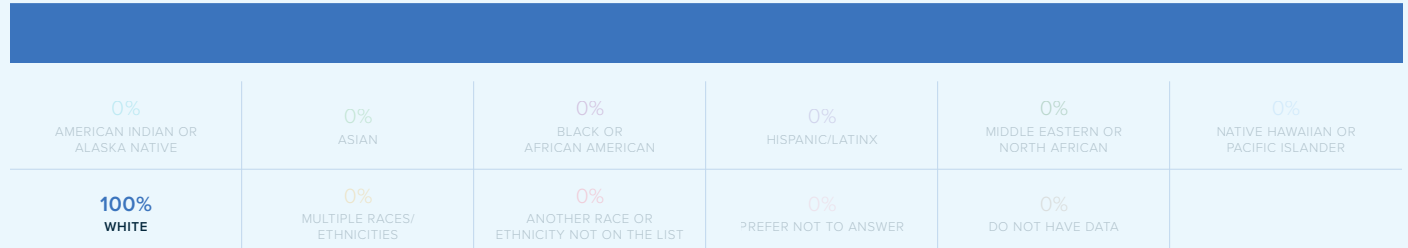
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Climate Collaborative

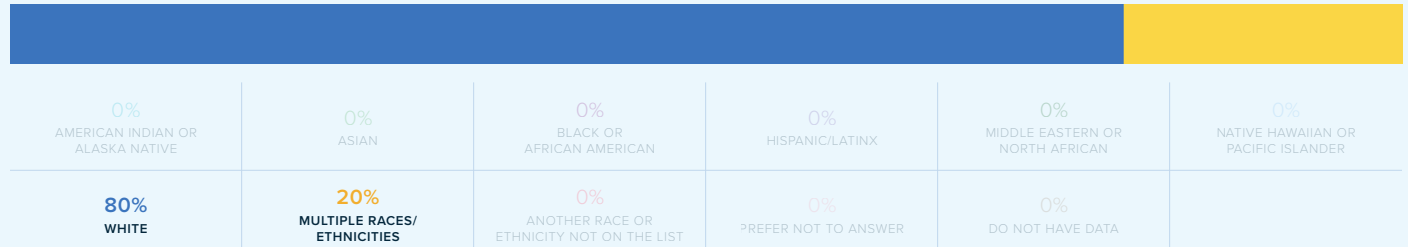
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

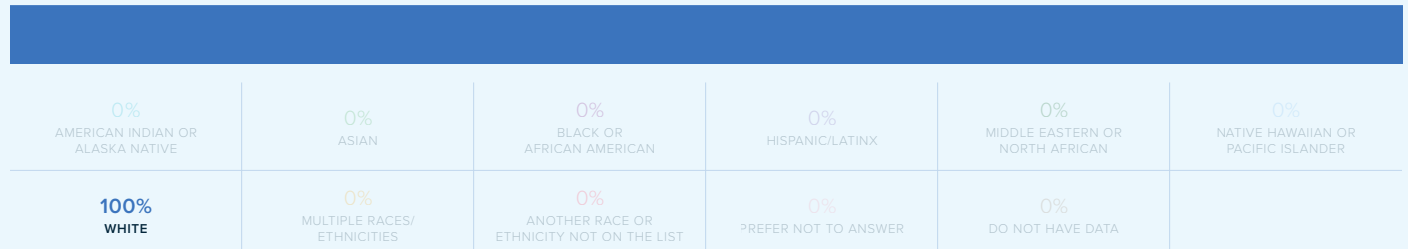
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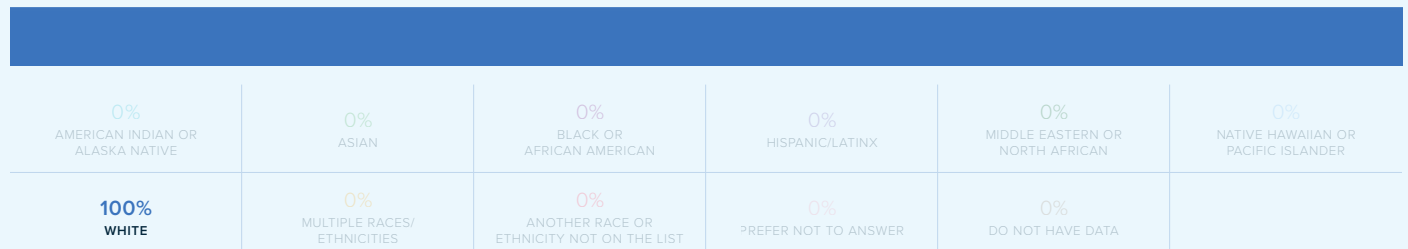
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☐ YES ☒ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☐ YES ☒ NO

Do you have a diversity, equity, and inclusion committee? ☐ YES ☒ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 12

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO

Do you have unconscious or implicit bias training? ☐ YES ☒ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

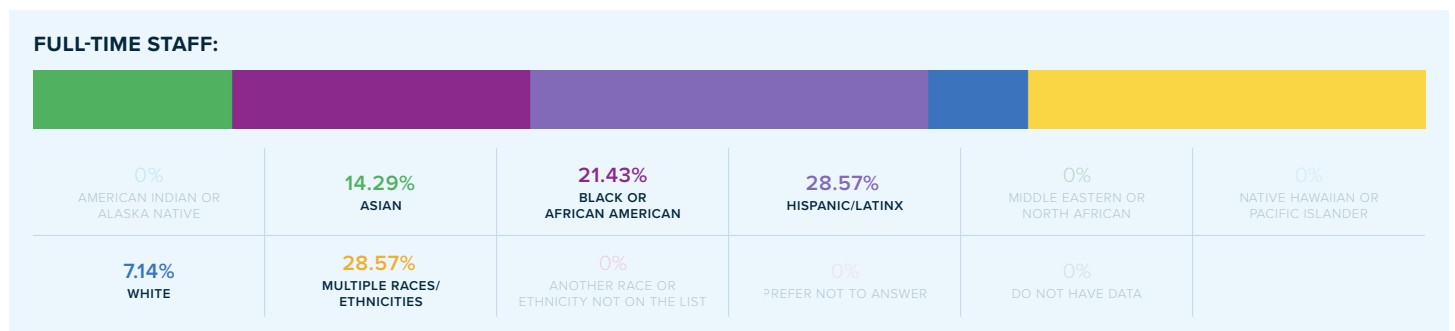
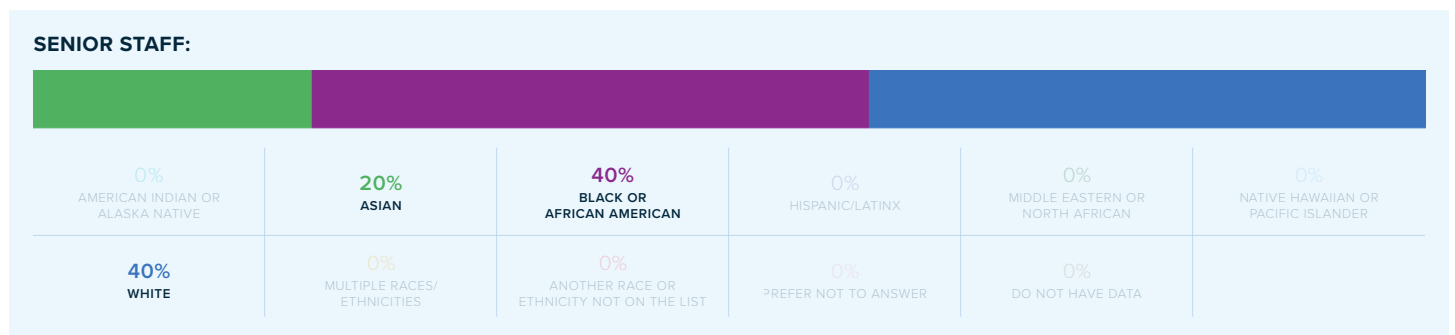
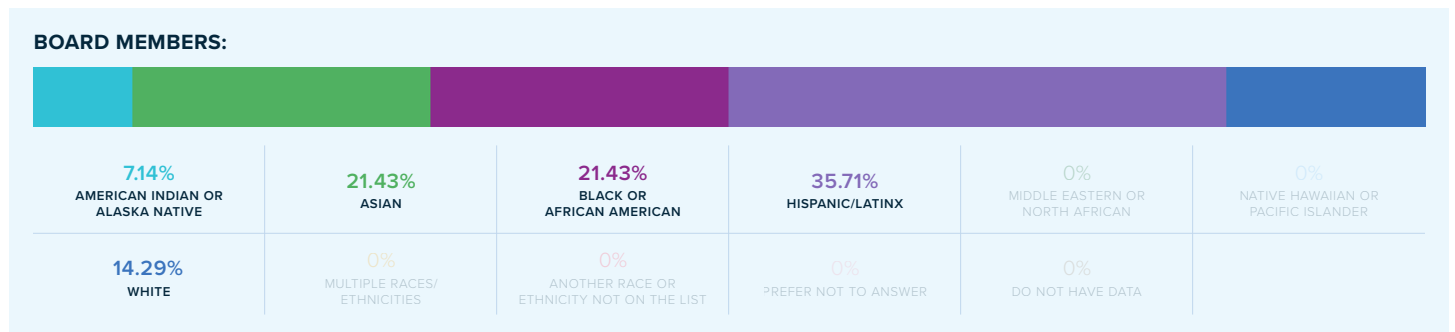
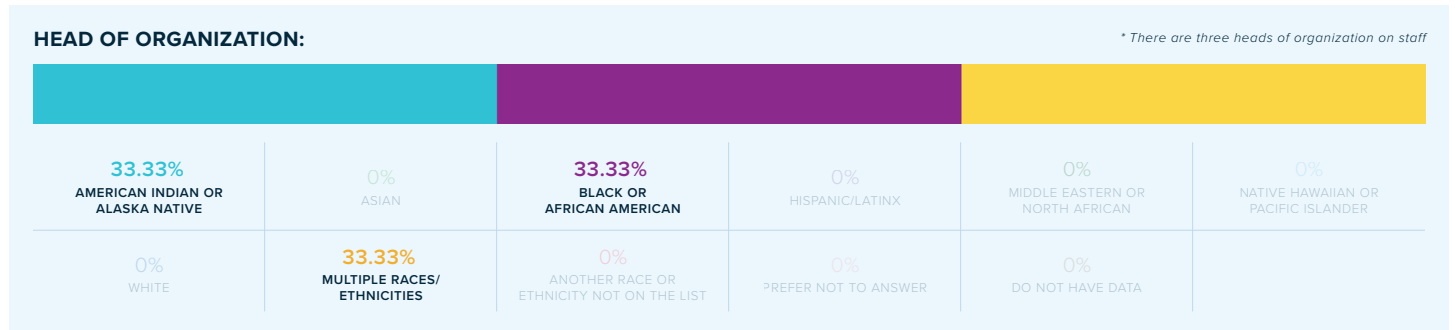
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

Is measurable feedback on DEI progress used to adjust and modify efforts? ☐ YES ☒ NO

Climate Justice Alliance

Diversity by Race/Ethnicity

■ AMERICAN INDIAN OR ALASKA NATIVE
 ■ ASIAN
 ■ BLACK OR AFRICAN AMERICAN
 ■ HISPANIC/LATINX
 ■ MIDDLE EASTERN OR NORTH AFRICAN
 ■ NATIVE HAWAIIAN OR PACIFIC ISLANDER
 ■ WHITE
 ■ MULTIPLE RACES/ETHNICITIES
 ■ ANOTHER RACE OR ETHNICITY NOT ON THE LIST
 ■ PREFER NOT TO ANSWER
 ■ DO NOT HAVE DATA



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☐ YES ☒ NO

Do you have a diversity, equity, and inclusion committee? ☐ YES ☒ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☐ YES ☒ NO

How many weeks of paid parental leave does your organization provide employees? 12

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO

Do you have unconscious or implicit bias training? ☐ YES ☒ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

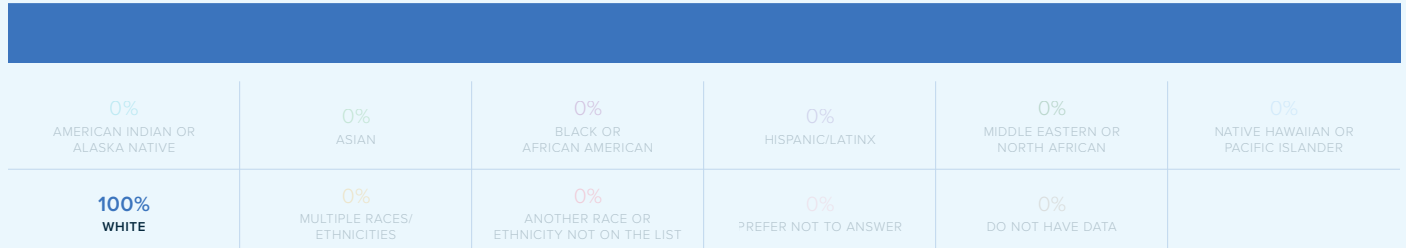
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

We don't call our processes "DEI" b/c we hold a commitment to being BIPOC-led and are accountable to frontline communities and are led by our members, both of which are majority BIPOC.

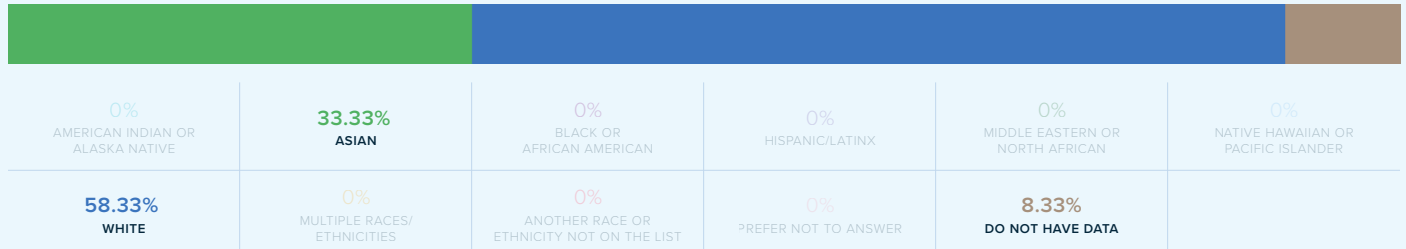
Diversity by Race/Ethnicity

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 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

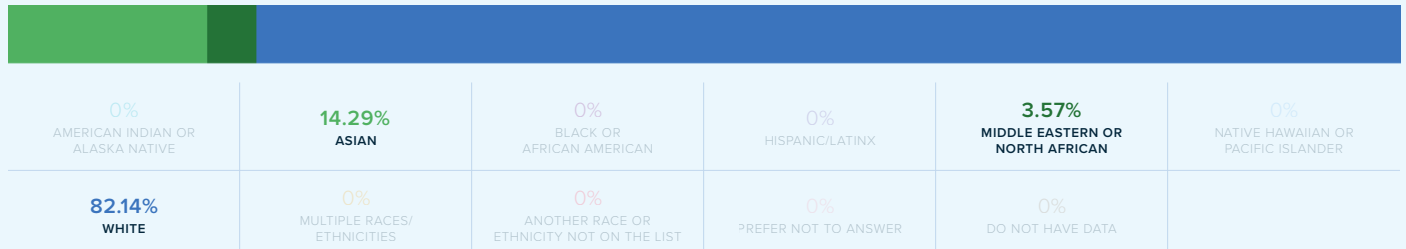
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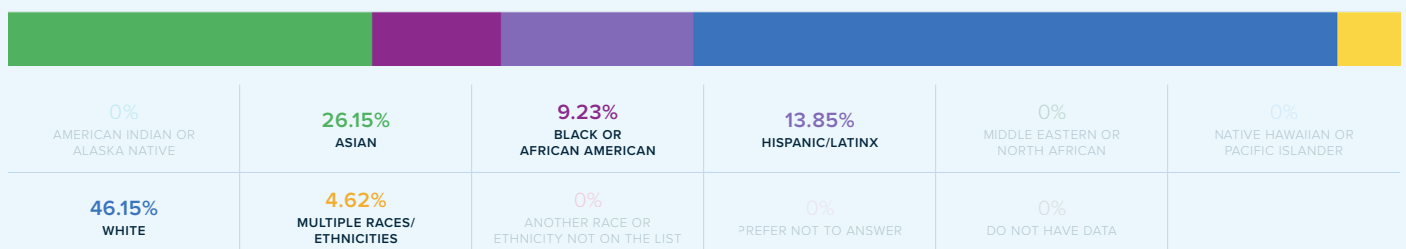
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 8

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

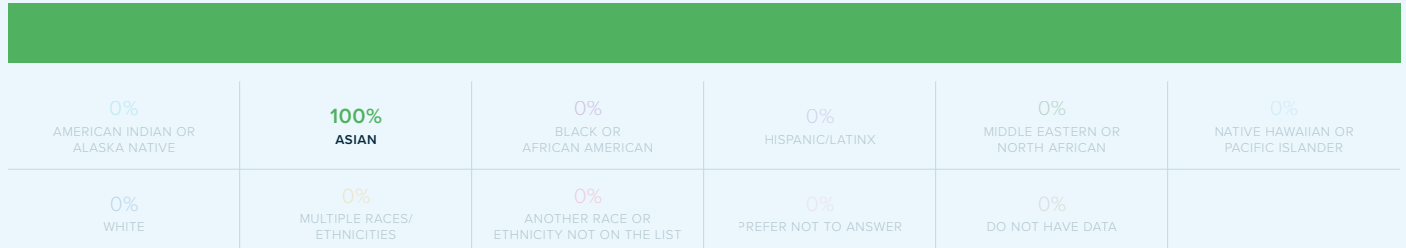
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Conservation International

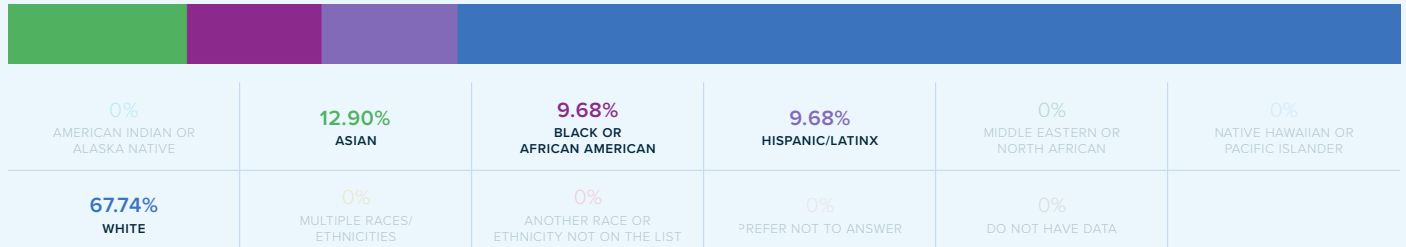
Diversity by Race/Ethnicity

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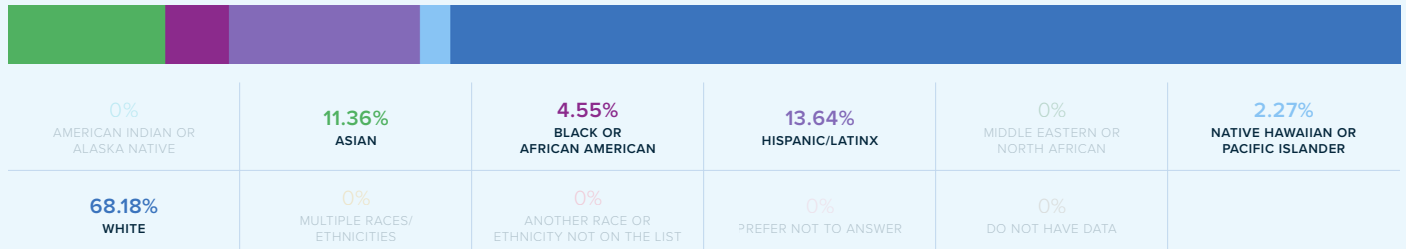
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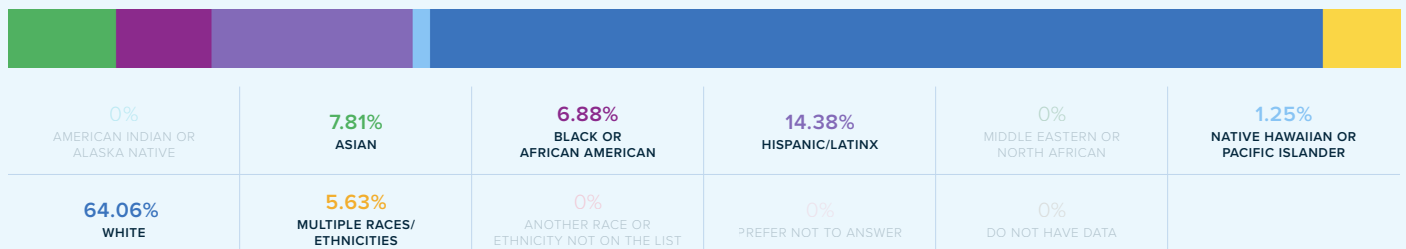
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 8

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

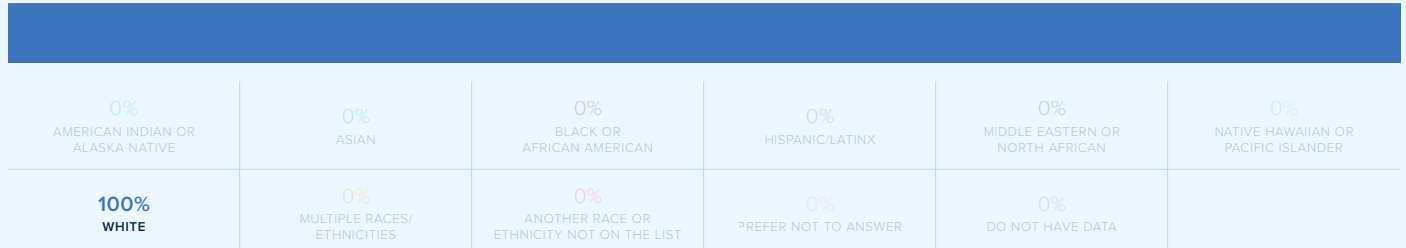
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Defenders of Wildlife

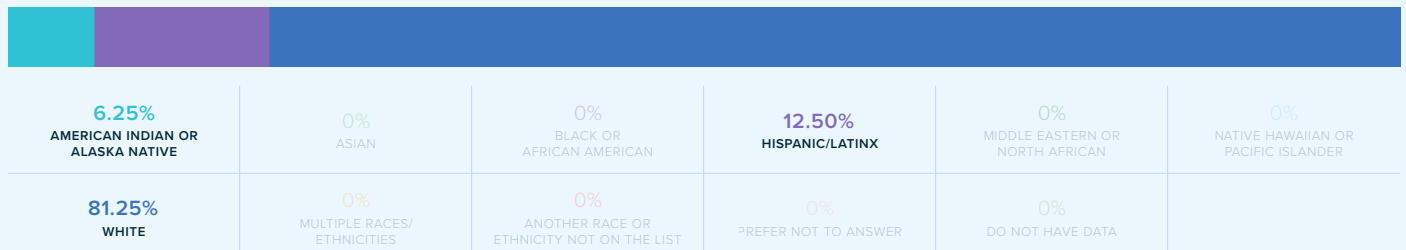
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

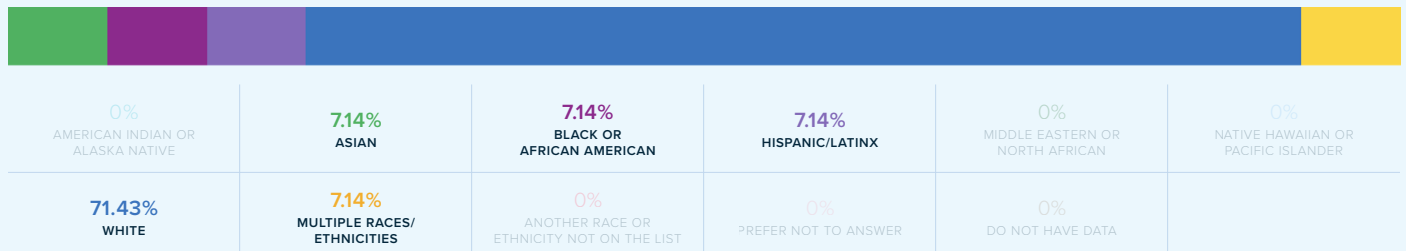
HEAD OF ORGANIZATION:



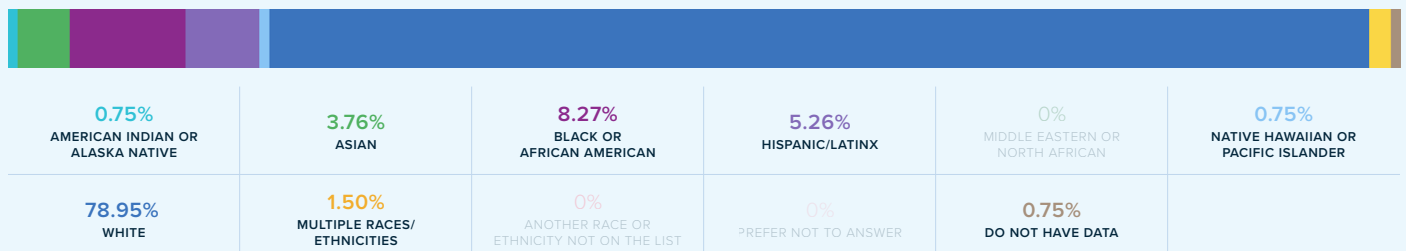
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Defenders of Wildlife

Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☐ YES ☒ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 2

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

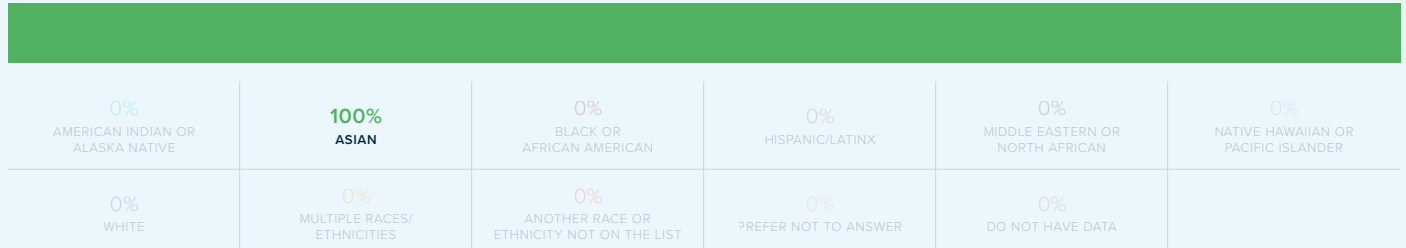
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Dream Corps

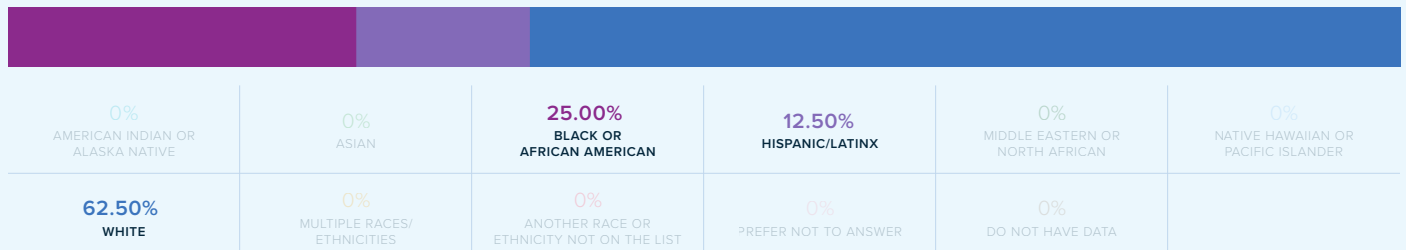
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE
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BLACK OR AFRICAN AMERICAN
HISPANIC/LATINX
MIDDLE EASTERN OR NORTH AFRICAN
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MULTIPLE RACES/ETHNICITIES
ANOTHER RACE OR ETHNICITY NOT ON THE LIST
PREFER NOT TO ANSWER
DO NOT HAVE DATA

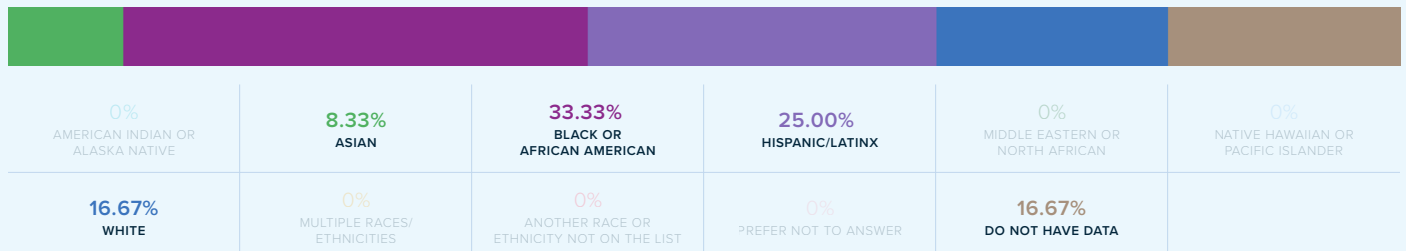
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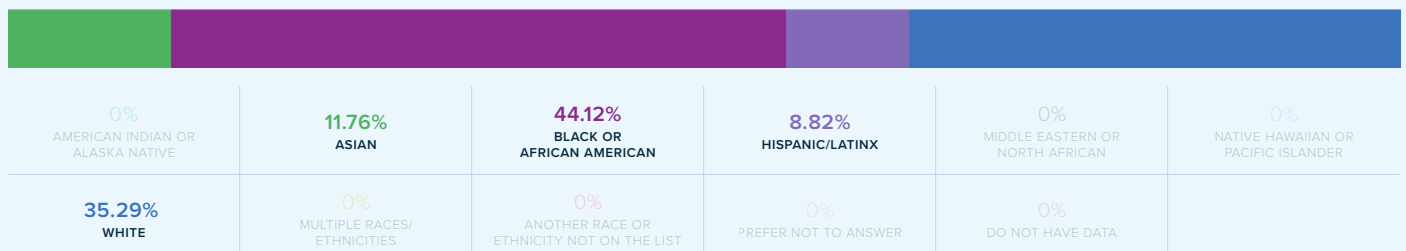
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 6

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

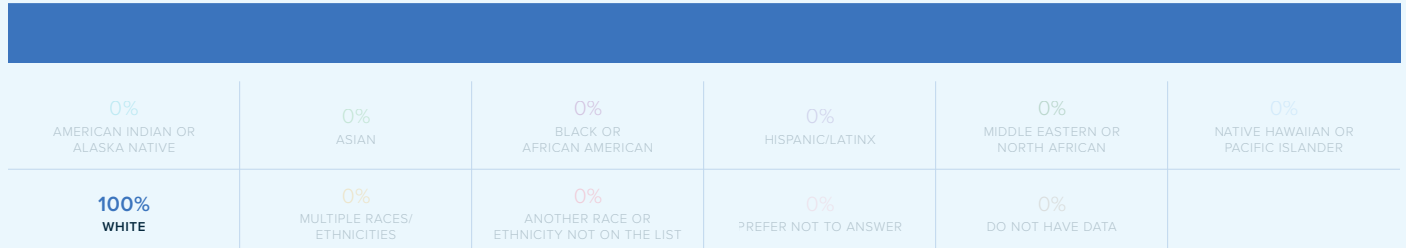
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

EarthEcho International

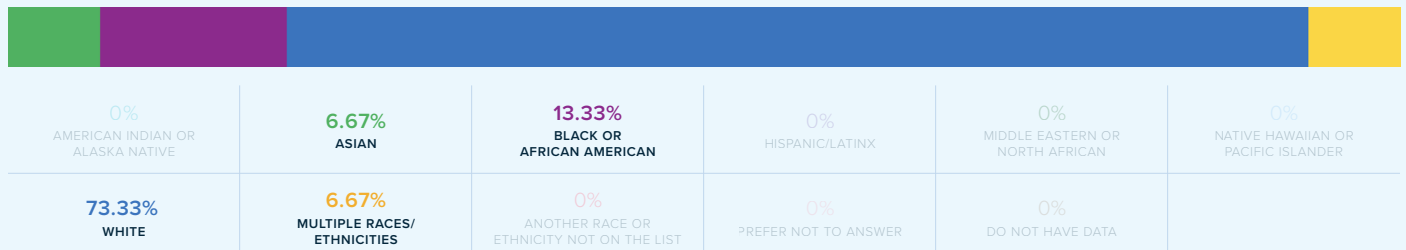
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
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 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

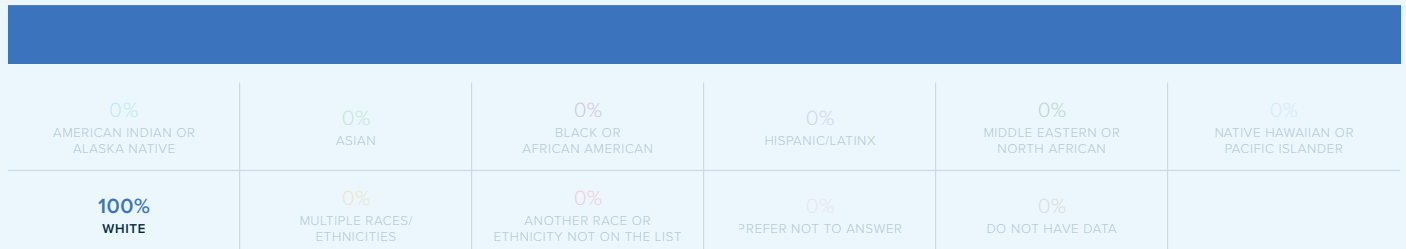
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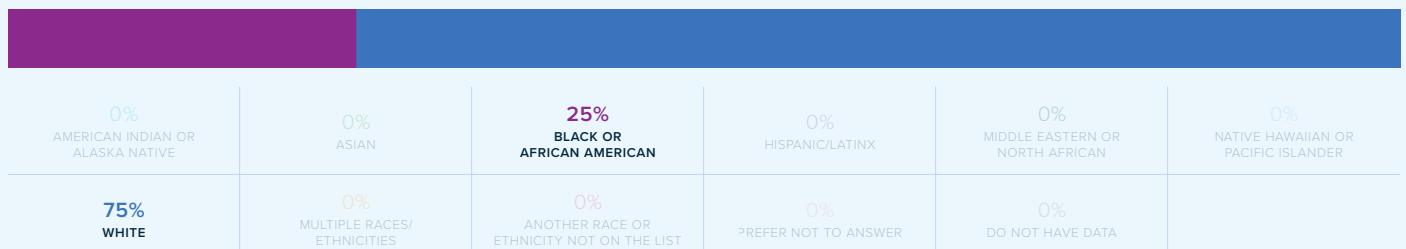
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

We list salaries on job descriptions and have raised salaries to align with the position pay bands.

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

We are very small and have not put a formal process in place.

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

We do annual reviews for all employees at year end (or beginning of following year).

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

It is currently very basic but we are in the process of finalizing a more robust statement.

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☐ YES ☒ NO

We do not have a currently updated strategic plan for public review, but DEIJ efforts are part of annual operating plans.

Do you have a diversity, equity, and inclusion committee? ☐ YES ☒ NO

This is something we are hoping to implement in 2022, comprised of members of Board, staff, and Youth Leadership Council members.

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

We have conducted DEIJ trainings for staff and Youth Leadership Council, as well as communications support.

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Just what's written in our handbook - it focuses more on discrimination and harassment than microaggressions - this is something we will have to consider.

Does your organization offer paid internship opportunities? ☐ YES ☒ NO

How many weeks of paid parental leave does your organization provide employees? 6-8

Have you evaluated your recruitment and hiring processes to address bias? ☐ YES ☒ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO

Do you have unconscious or implicit bias training? ☐ YES ☒ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

The Board is currently discussing this as an option. And we have shared external mentor resources with staff.

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Three managers, however, are about to take a managerial training course, and I believe this is addressed.

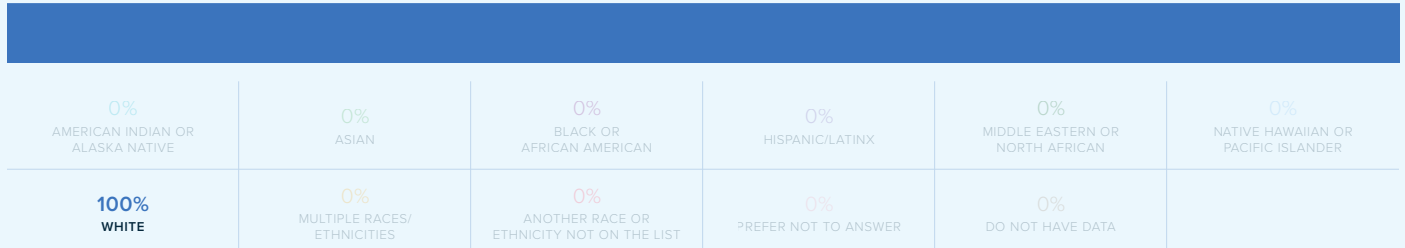
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

Is measurable feedback on DEI progress used to adjust and modify efforts? ☐ YES ☒ NO

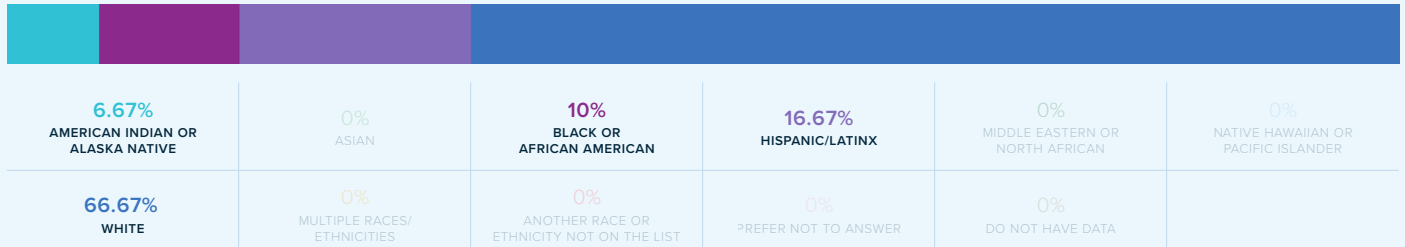
Diversity by Race/Ethnicity

■ AMERICAN INDIAN OR ALASKA NATIVE
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■ PREFER NOT TO ANSWER
■ DO NOT HAVE DATA

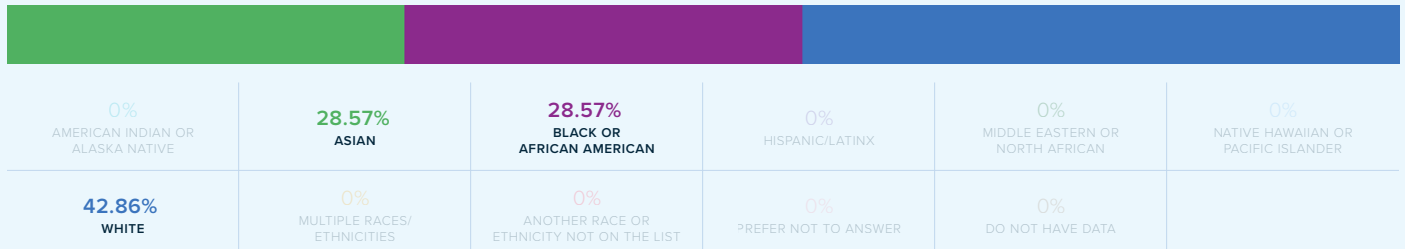
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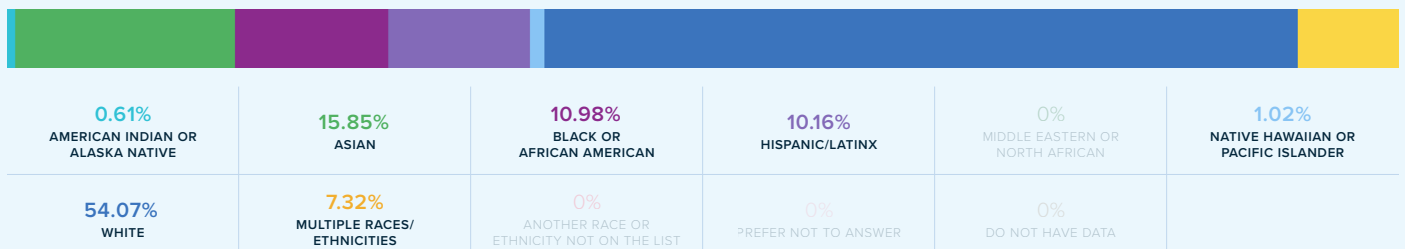
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 16

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

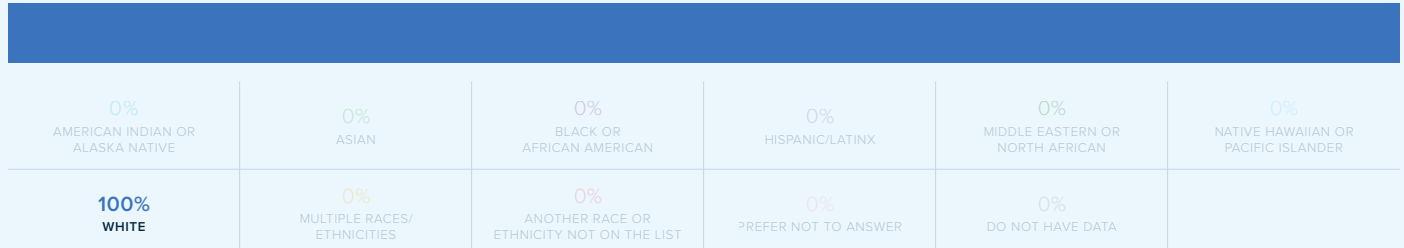
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Environmental Defense Fund

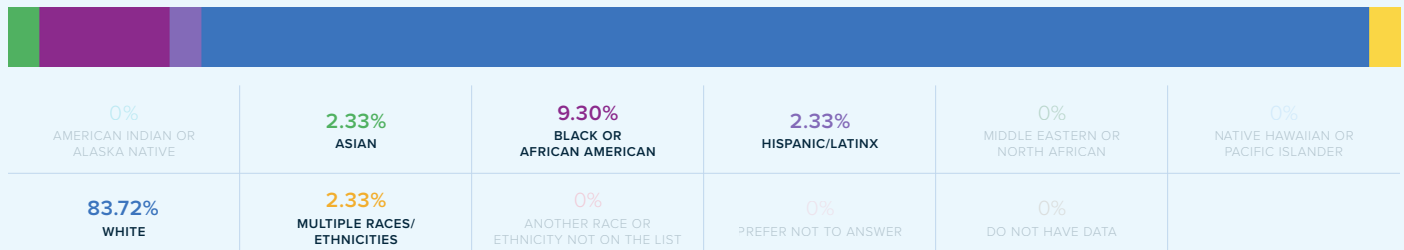
Diversity by Race/Ethnicity

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 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

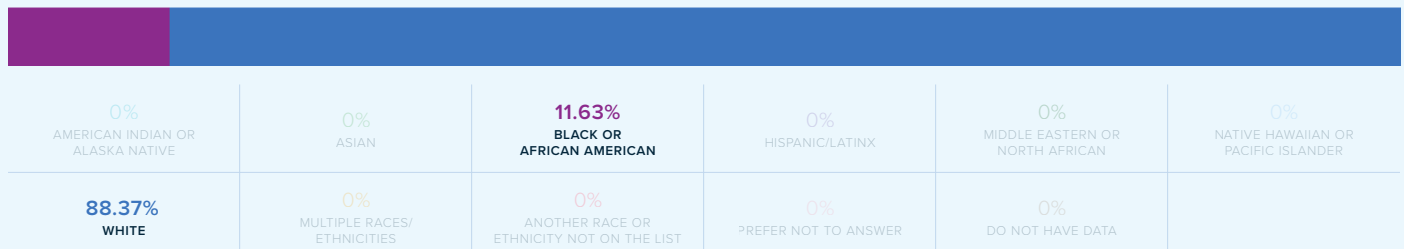
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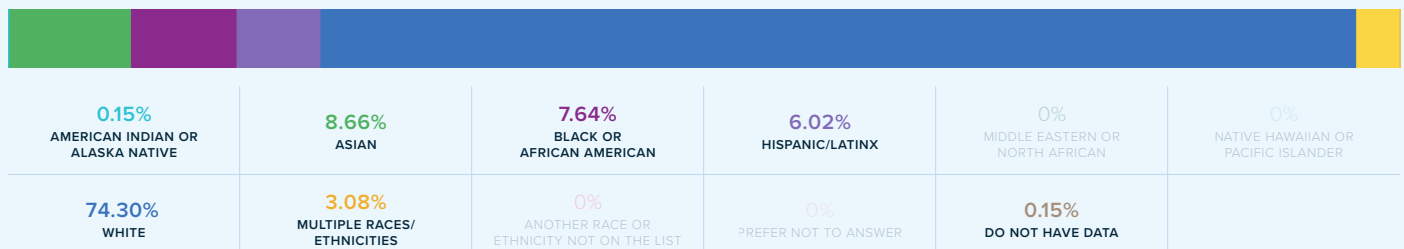
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Environmental Defense Fund

Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Our compensation team spent 2021 working towards full pay equity. Communication was sent to all staff providing access and education on their pay scale and the pay range their role falls into.

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

We do not have a universal system in place that promotes transparency in the promotion process. At this time, we rely on our Performance Management Process to inform promotions.

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

We have a standardized Performance Management Process that includes an opportunity to evaluate oneself as well as one's manager, which we refer to as upward feedback. During the process, we also ask staff to be forward-thinking and create goals they would like to accomplish within the year. The process starts on December 1 and ends on March 31st.

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Our Employee Handbook has a standard policy addressing DEI. We are also redrafting our DEI Commitment and Statement for the organization.

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

We have a DEI Strategy designed for the entire organization; this strategy will operate in tandem with our organization's larger strategic plan.

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

We have a DEI Council comprised of staff across the organization, including our global teams.

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

EDF has a dedicated DEI team that is housed in the Human Resources Department. This team is dedicated to diversity, equity, and inclusion work within the organization focusing on culture change, systemic change, and global inclusion. The team consists of our Associate Vice President, three Senior Specialists, a Project Specialist (part-time) and a DEIJ Communications Director. The team's portfolio consists of DEI training, global outreach, communications support, DEI councils, and ERGs, working to create equitable systems across the organization.

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Our Employee Handbook has a Discrimination and Harassment-Free Workplace Policy.

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

We have a comprehensive Internship Program that runs year-round and includes Graduate Level Fellows as well as undergraduate students.

How many weeks of paid parental leave does your organization provide employees? 12

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

We stay in a state of evaluation to ensure we strive for more inclusive hiring practices. Our goal is to help all our teams create a more equitable hiring process for all prospective candidates. The DEI Team assists hiring managers in writing more inclusive Job Descriptions, socializes rubrics for the interview process, and works toward standardizing the selection process to help all of our teams create more equitable hiring practices, and include more diverse staff representation in the interview process. The DEI Team works closely with Talent Acquisition and HR Business Partners to build a diverse pipeline of candidates for our hiring managers to interview.

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

We do not ask for salary history. This includes orally or in writing, personally, or through an agent.

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

In 2020 we administered an Inclusion Survey for all staff and shared those results with departments in 2021. We also launched a Global Inclusion Survey focused on Non-US staff and consultants in 2021. In 2022, we will be embarking on an Engagement Survey for all staff.

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Through our online Learning and Development tool, Greenhouse, we offer many pieces of training on implicit bias.

Do you have mentoring programs for staff? ☒ YES ☐ NO

Our EDGE (EDF Gender Equity) IDEA group has a mentoring program for its members. Our Organizational Development team is also working on creating an organization-wide sponsorship program for staff to connect with leaders of the organization.

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Through our online Learning and Development tool, Greenhouse, we offer training on coaching and giving feedback.

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

During our Performance Management Process staff have an opportunity to participate in upward feedback for their team managers. We also have frequent town halls with the leadership team where questions and concerns are solicited and discussed.

Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

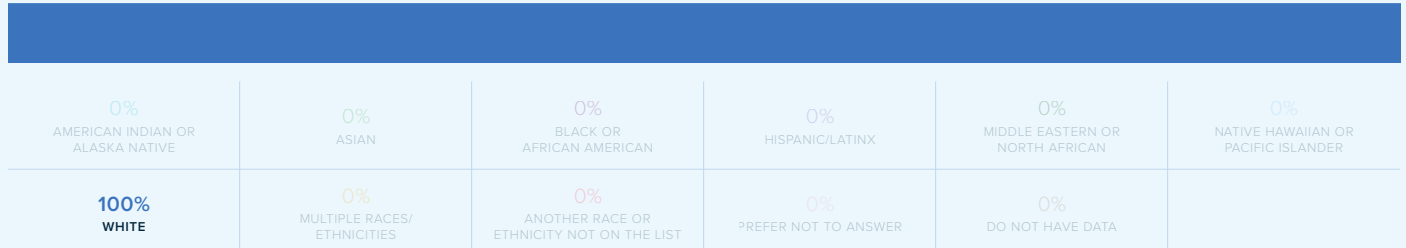
Various teams have used the results from the Inclusion Survey to adjust and modify their efforts within their team.

Friends of the Earth

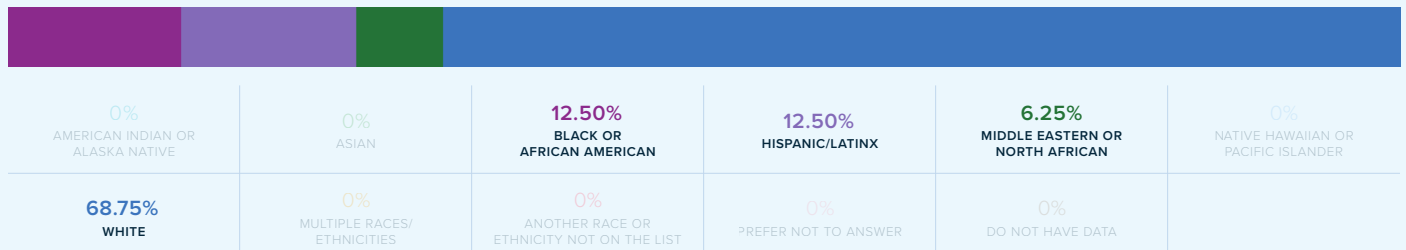
Diversity by Race/Ethnicity

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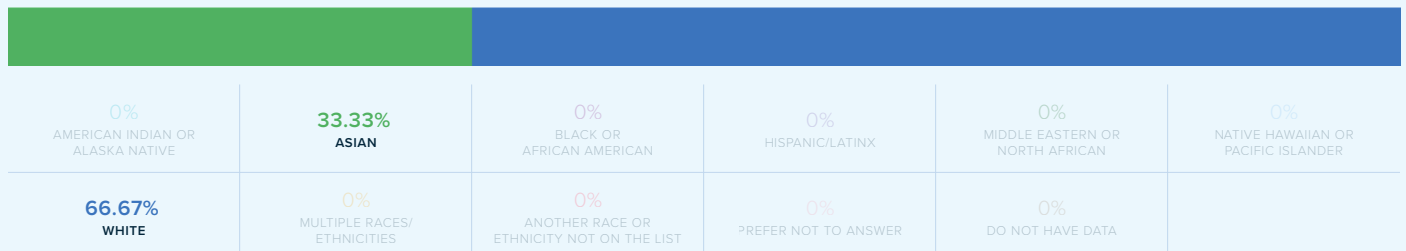
HEAD OF ORGANIZATION:



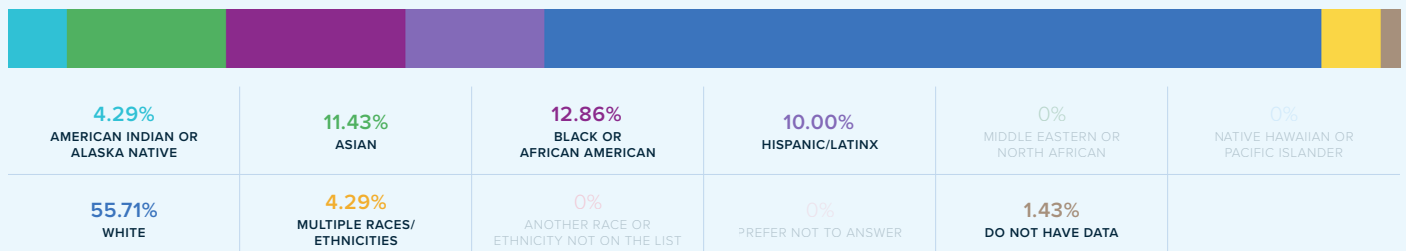
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☐ YES ☒ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

We offer internships throughout the year. Additionally, we have a six-month DEI Fellowship Program that we facilitate annually for 5 Fellows. Our vision of the Arlie Schardt Memorial (ASM) Fellowship program is to create career experience, pathways, and opportunities for Black, Indigenous, People of Color in underrepresented communities interested in environmental advocacy

How many weeks of paid parental leave does your organization provide employees? 10

Have you evaluated your recruitment and hiring processes to address bias? ☐ YES ☒ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☐ YES ☒ NO

We hope to implement this as a yearly training.

Do you have mentoring programs for staff? ☐ YES ☒ NO

While there is no formal program, mentoring occurs throughout the organization as well as coaching. Many newly promoted managers have had the benefit of dedicated coaching.

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

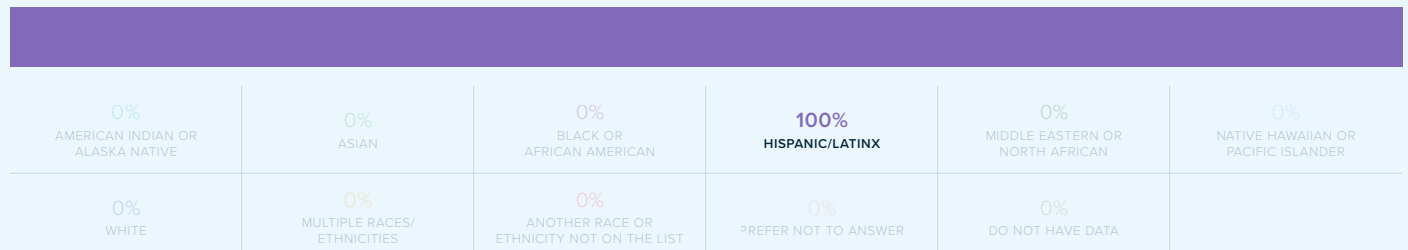
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

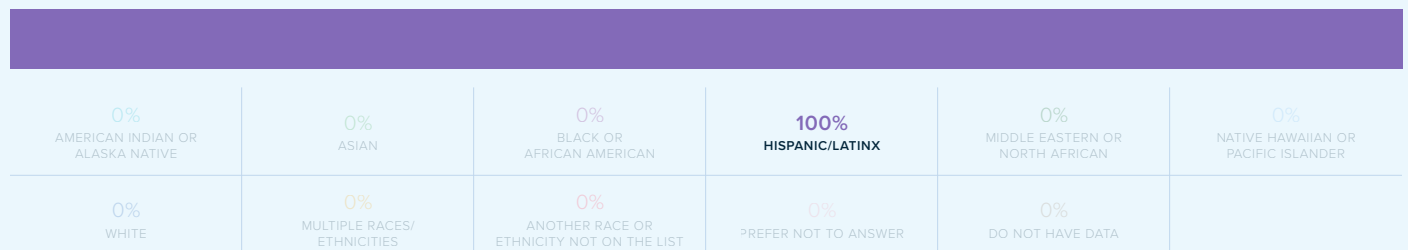
Diversity by Race/Ethnicity

■ AMERICAN INDIAN OR ALASKA NATIVE
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■ PREFER NOT TO ANSWER
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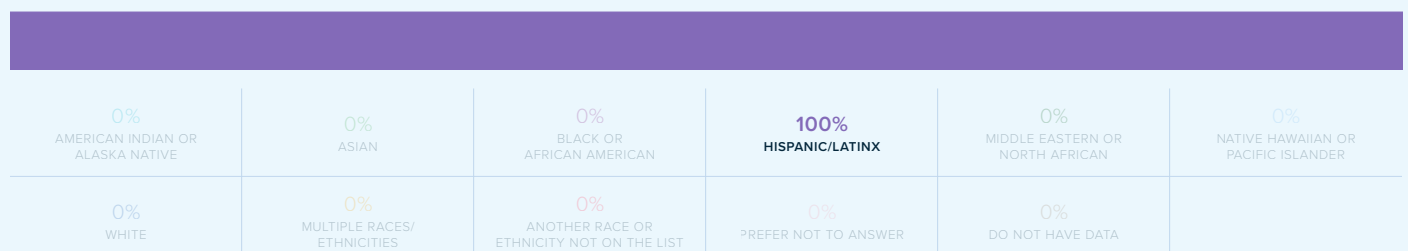
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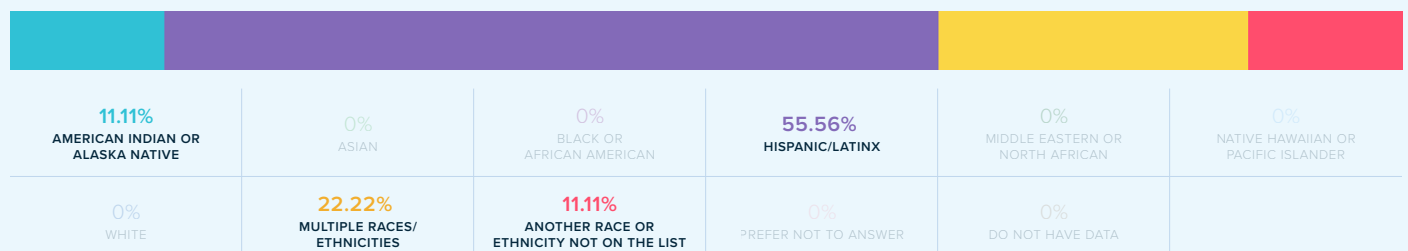
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☐ YES ☒ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☐ YES ☒ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☐ YES ☒ NO

How many weeks of paid parental leave does your organization provide employees?

Not currently documented.

Have you evaluated your recruitment and hiring processes to address bias? ☐ YES ☒ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☐ YES ☒ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

Is measurable feedback on DEI progress used to adjust and modify efforts? ☐ YES ☒ NO

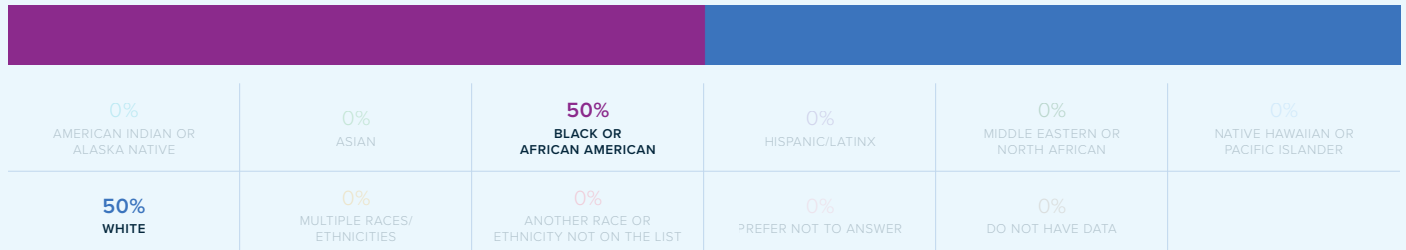
Greenpeace USA

Diversity by Race/Ethnicity

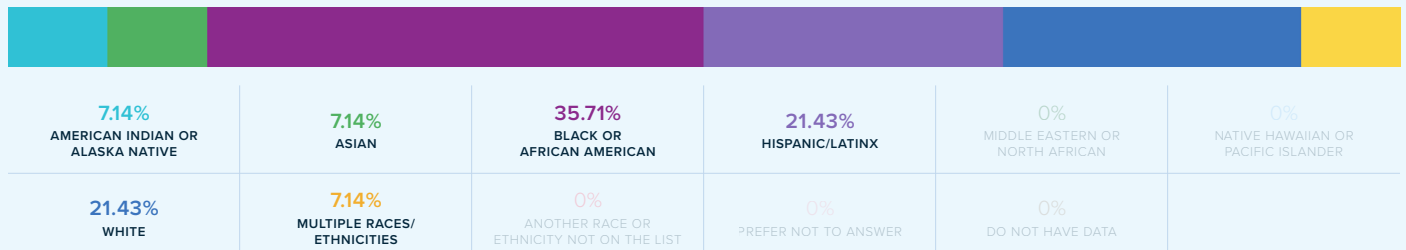
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 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

HEAD OF ORGANIZATION:

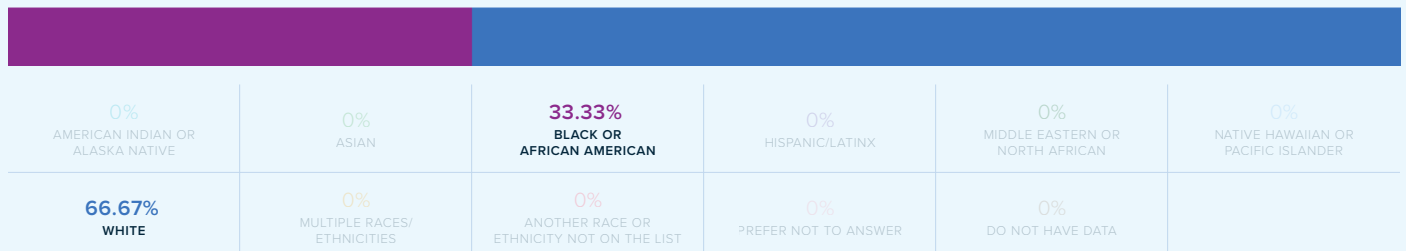
* There are two heads of organization on staff



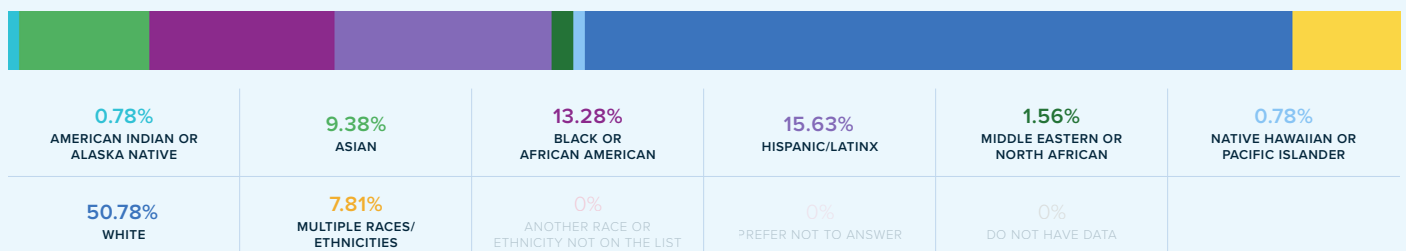
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☐ YES ☒ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

We work with community organizations, supporters and universities to ensure all interns are paid.

How many weeks of paid parental leave does your organization provide employees? 20

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

We do have a buddy program for new staff.

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Indigenous Environmental Network

Diversity by Race/Ethnicity

■ AMERICAN INDIAN OR ALASKA NATIVE
 ■ ASIAN
 ■ BLACK OR AFRICAN AMERICAN
 ■ HISPANIC/LATINX
■ MIDDLE EASTERN OR NORTH AFRICAN
■ NATIVE HAWAIIAN OR PACIFIC ISLANDER
■ WHITE
■ MULTIPLE RACES/ETHNICITIES
■ ANOTHER RACE OR ETHNICITY NOT ON THE LIST
■ PREFER NOT TO ANSWER
■ DO NOT HAVE DATA

HEAD OF ORGANIZATION:

100%	0%	0%	0%	0%	0%
AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC/LATINX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER
0%	0%	0%	0%	0%	0%
WHITE	MULTIPLE RACES/ ETHNICITIES	ANOTHER RACE OR ETHNICITY NOT ON THE LIST	PREFER NOT TO ANSWER	DO NOT HAVE DATA	

BOARD MEMBERS:

100%	0%	0%	0%	0%	0%
AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC/LATINX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER
0%	0%	0%	0%	0%	0%
WHITE	MULTIPLE RACES/ ETHNICITIES	ANOTHER RACE OR ETHNICITY NOT ON THE LIST	PREFER NOT TO ANSWER	DO NOT HAVE DATA	

SENIOR STAFF:

100%	0%	0%	0%	0%	0%
AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC/LATINX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER
0%	0%	0%	0%	0%	0%
WHITE	MULTIPLE RACES/ ETHNICITIES	ANOTHER RACE OR ETHNICITY NOT ON THE LIST	PREFER NOT TO ANSWER	DO NOT HAVE DATA	

FULL-TIME STAFF:

50%	0%	0%	8.33%	0%	0%
AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC/LATINX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER
8.33%	33.33%	0%	0%	0%	0%
WHITE	MULTIPLE RACES/ ETHNICITIES	ANOTHER RACE OR ETHNICITY NOT ON THE LIST	PREFER NOT TO ANSWER	DO NOT HAVE DATA	

Indigenous Environmental Network

Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☐ YES ☒ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☐ YES ☒ NO

How many weeks of paid parental leave does your organization provide employees? 1

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

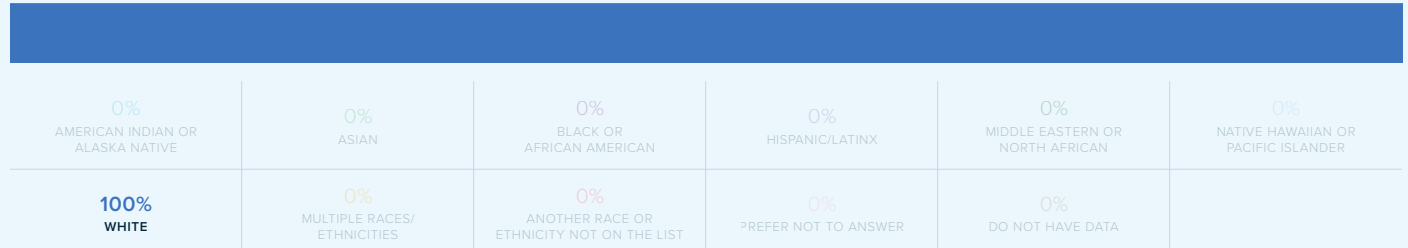
Is measurable feedback on DEI progress used to adjust and modify efforts? ☐ YES ☒ NO

League of Conservation Voters

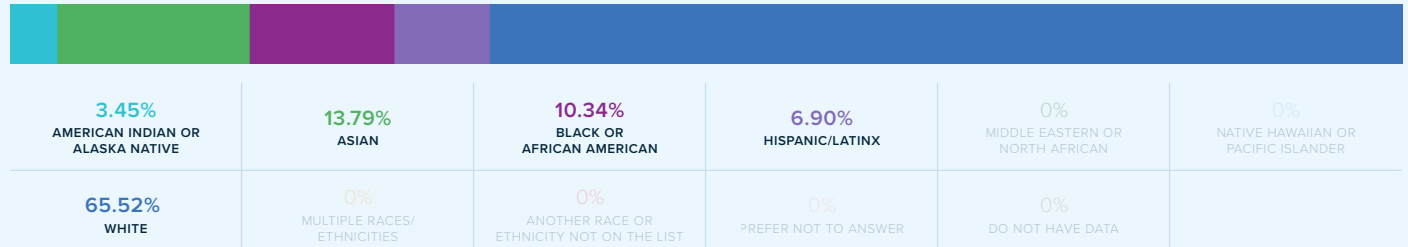
Diversity by Race/Ethnicity

■ AMERICAN INDIAN OR ALASKA NATIVE
 ■ ASIAN
 ■ BLACK OR AFRICAN AMERICAN
 ■ HISPANIC/LATINX
 ■ MIDDLE EASTERN OR NORTH AFRICAN
 ■ NATIVE HAWAIIAN OR PACIFIC ISLANDER
 ■ WHITE
 ■ MULTIPLE RACES/ETHNICITIES
 ■ ANOTHER RACE OR ETHNICITY NOT ON THE LIST
 ■ PREFER NOT TO ANSWER
 ■ DO NOT HAVE DATA

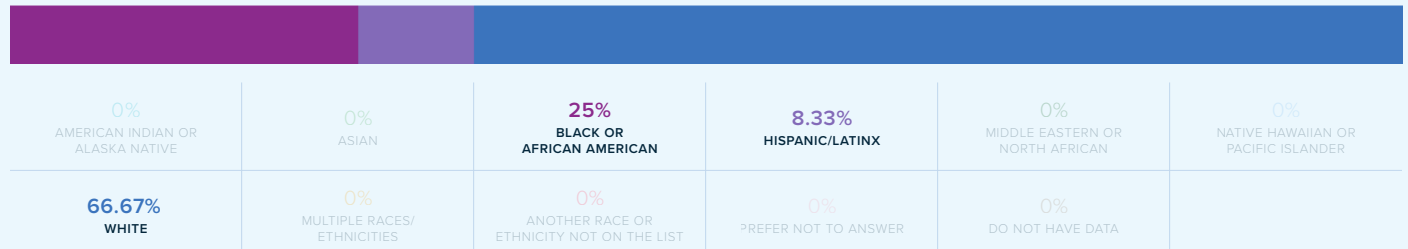
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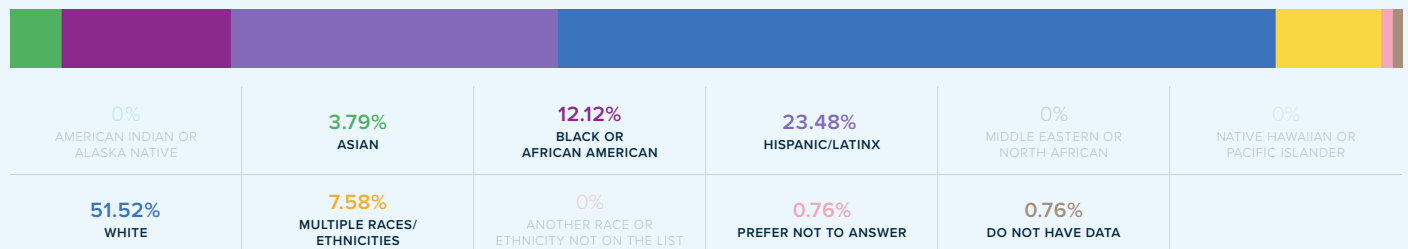
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



League of Conservation Voters

Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

We have a Racial Justice and Equity Working Group, which includes but is not limited to DEI.

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 16

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

We are slated to begin these trainings in 2023.

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Diversity by Race/Ethnicity

- AMERICAN INDIAN OR ALASKA NATIVE

ASIAN

BLACK OR AFRICAN AMERICAN

HISPANIC/LATINX

MIDDLE EASTERN OR NORTH AFRICAN

NATIVE HAWAIIAN OR PACIFIC ISLANDER

WHITE

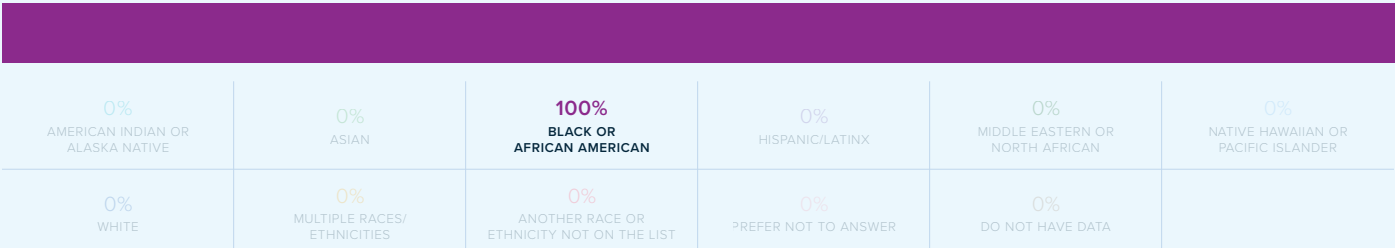
MULTIPLE RACES/ETHNICITIES

ANOTHER RACE OR ETHNICITY NOT ON THE LIST

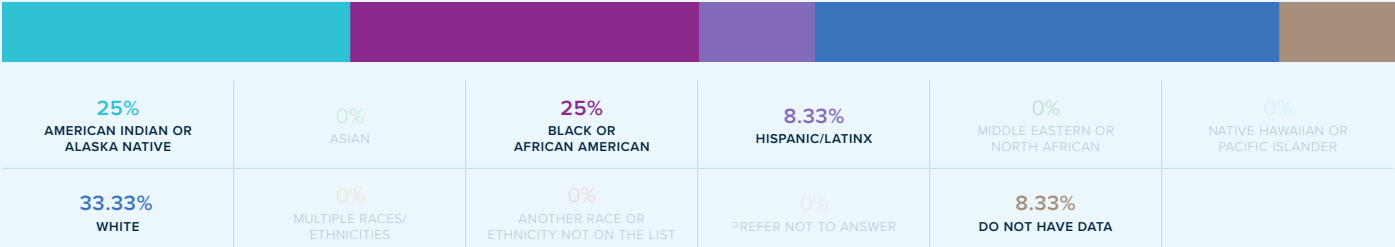
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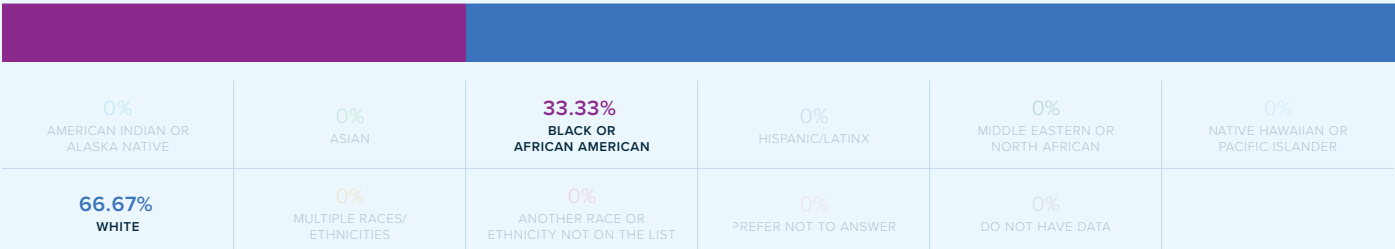
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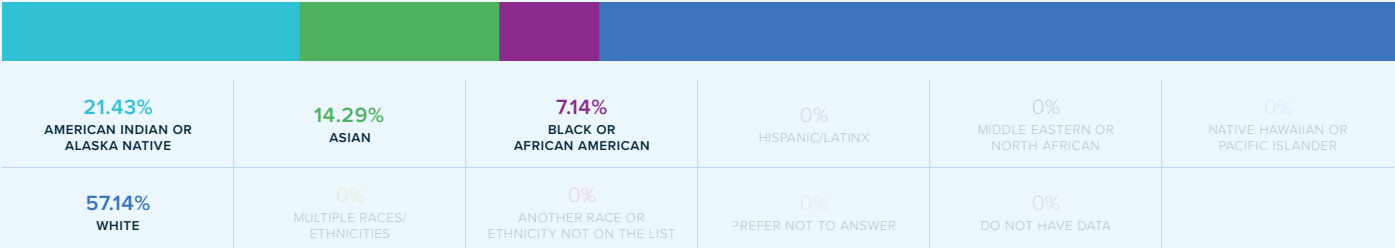
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Started in 2021.

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Started in 2021.

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

We have a BIPOC Caucus that is consulted and has veto power on new hires.

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☐ YES ☒ NO

How many weeks of paid parental leave does your organization provide employees? 6

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO

We have a very democratic process of decision-making and sharing feedback.

Do you have unconscious or implicit bias training? ☐ YES ☒ NO

Organization-wide Intercultural Development Inventory Training.

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

We are doing this in 2022.

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

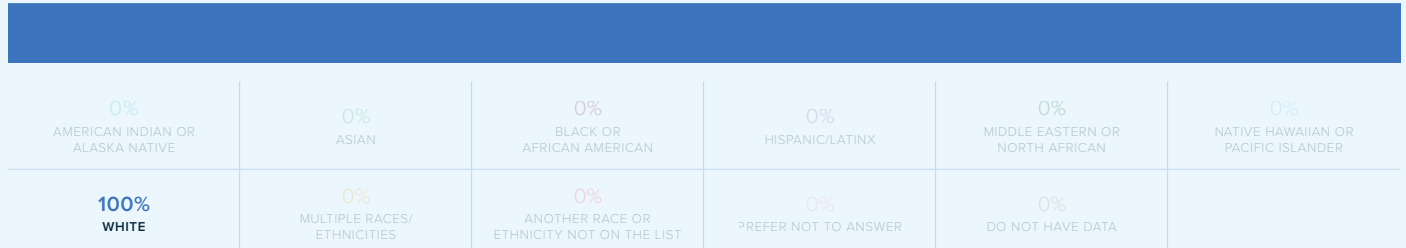
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

National Audubon Society

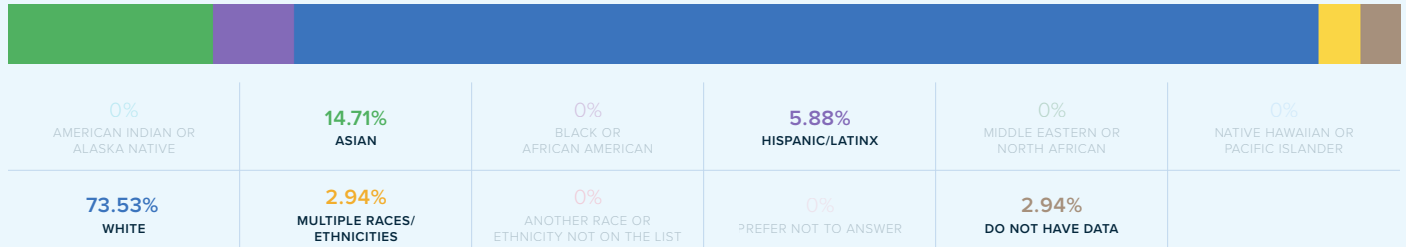
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

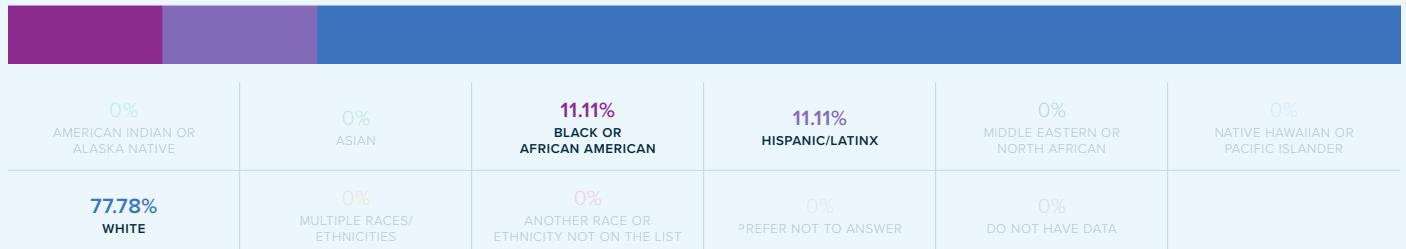
HEAD OF ORGANIZATION:



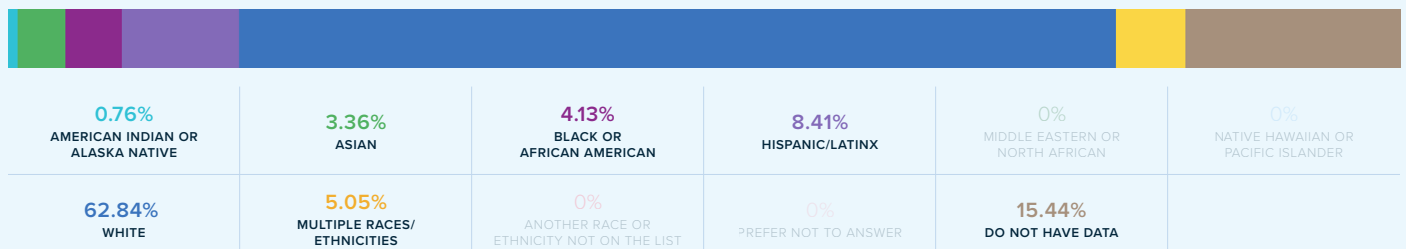
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☐ YES ☒ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 2

Have you evaluated your recruitment and hiring processes to address bias? ☐ YES ☒ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

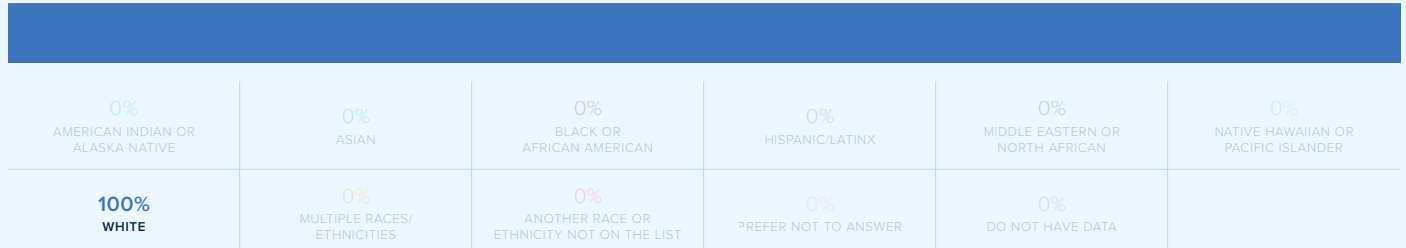
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

National Fish and Wildlife Foundation

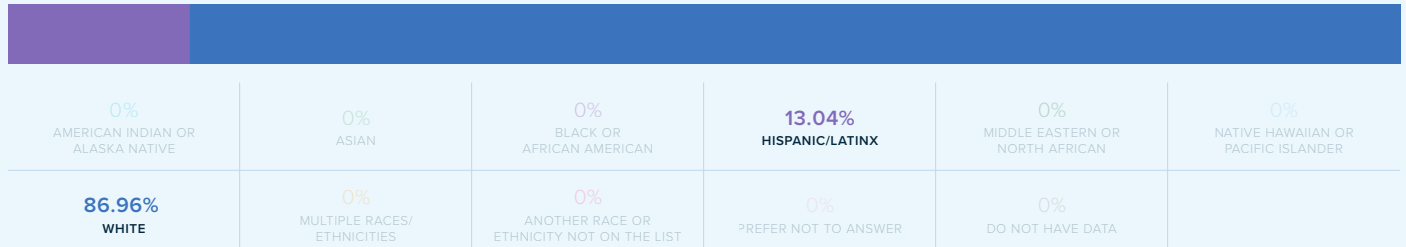
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

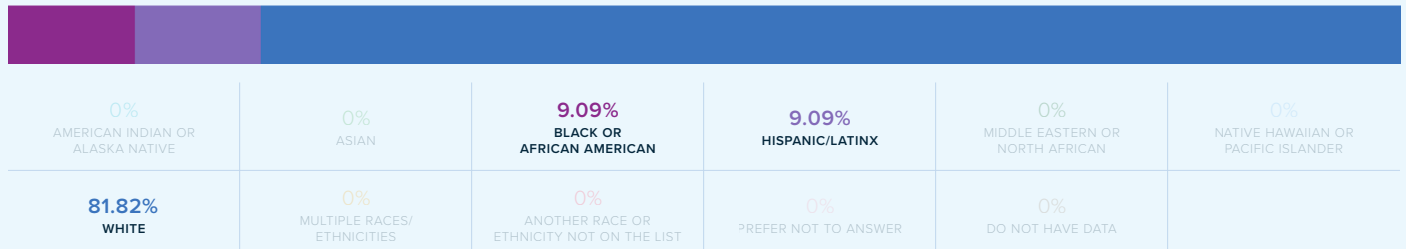
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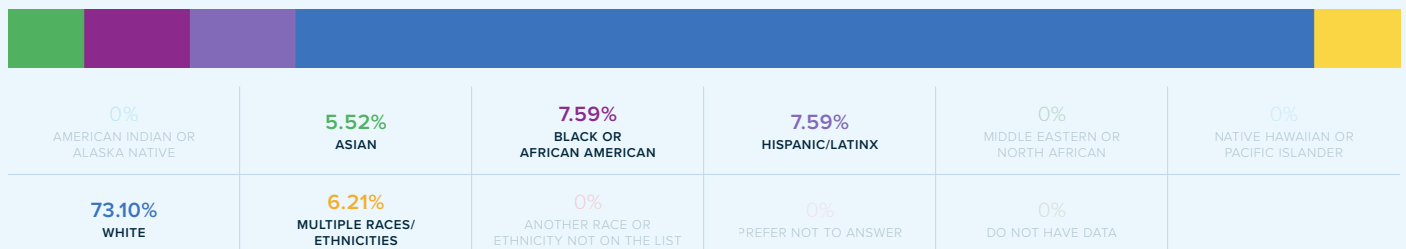
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 4

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

National Marine Sanctuary Foundation

Diversity by Race/Ethnicity

- AMERICAN INDIAN OR ALASKA NATIVE

ASIAN

BLACK OR AFRICAN AMERICAN

HISPANIC/LATINX

MIDDLE EASTERN OR NORTH AFRICAN

NATIVE HAWAIIAN OR PACIFIC ISLANDER

WHITE

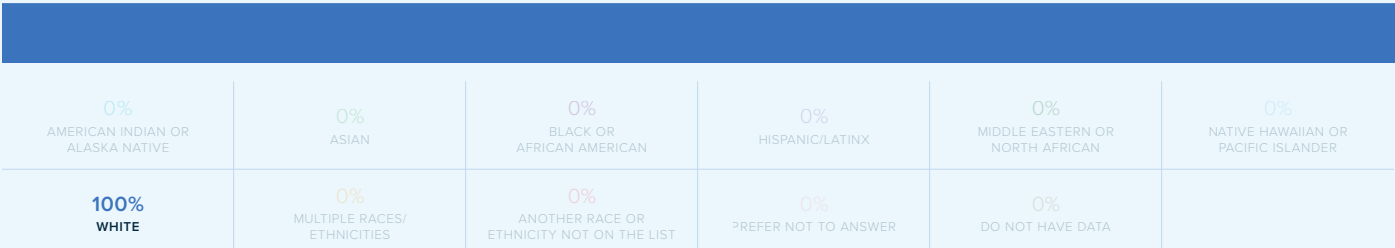
MULTIPLE RACES/ETHNICITIES

ANOTHER RACE OR ETHNICITY NOT ON THE LIST

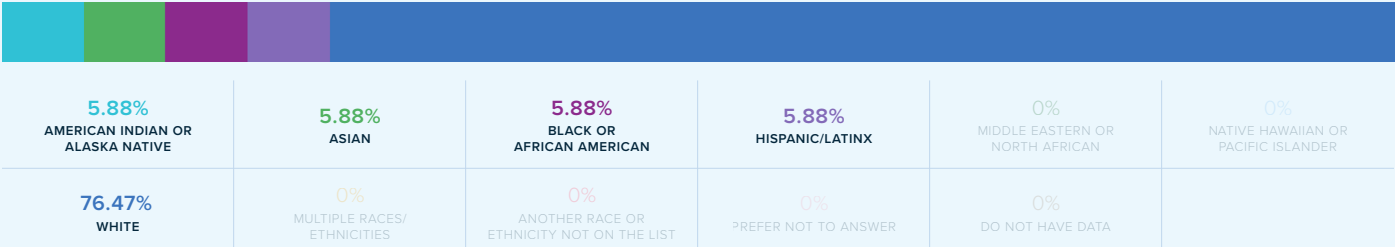
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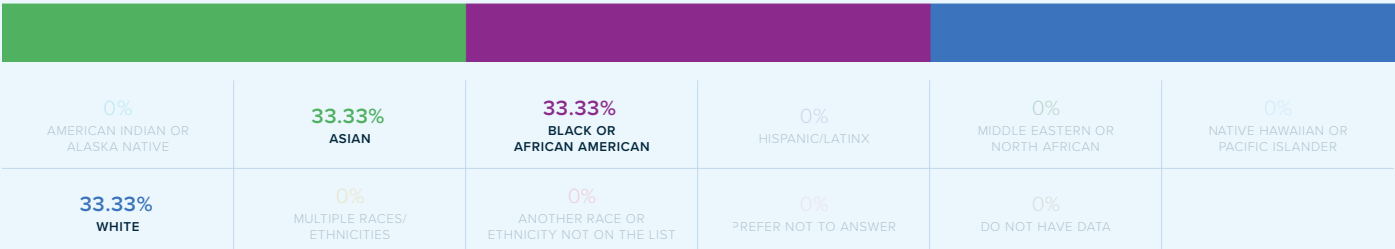
HEAD OF ORGANIZATION:



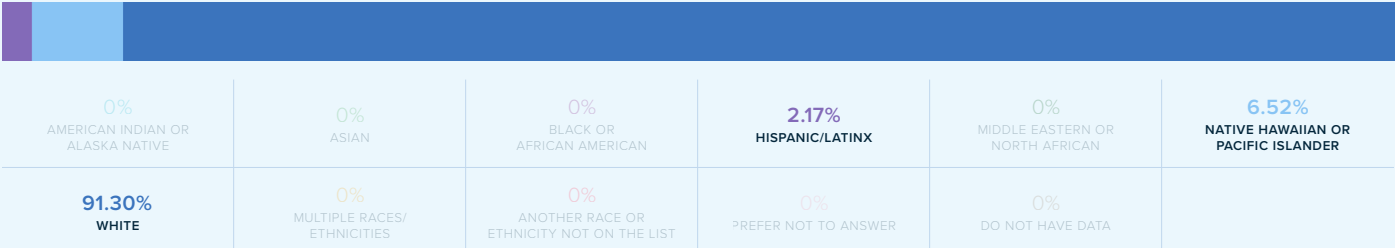
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Currently completing a job classification and compensation study for 2022.

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Currently completing a job classification and compensation study for 2022.

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☐ YES ☒ NO

Currently conducting DEI training to develop a policy based on shared leadership.

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☐ YES ☒ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 0

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Training underway in 2022.

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

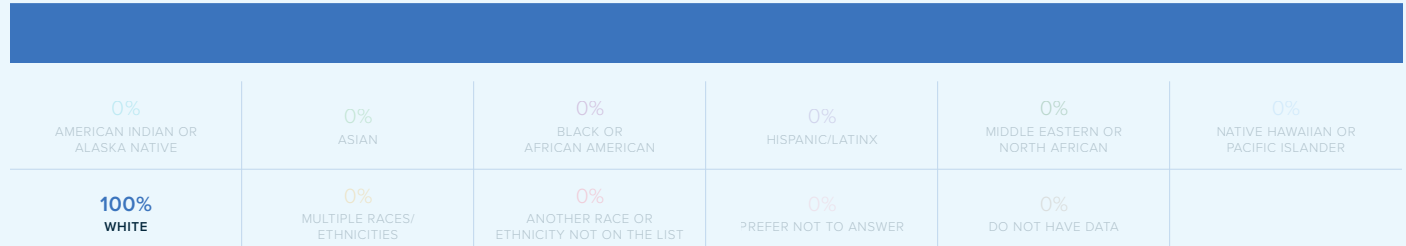
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

National Park Foundation

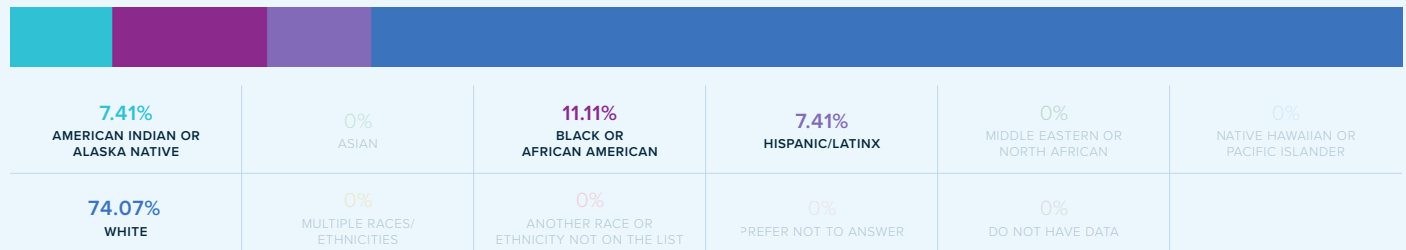
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

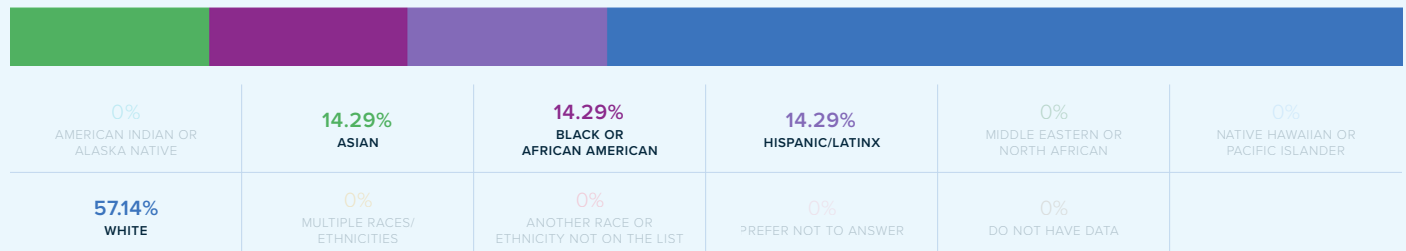
HEAD OF ORGANIZATION:



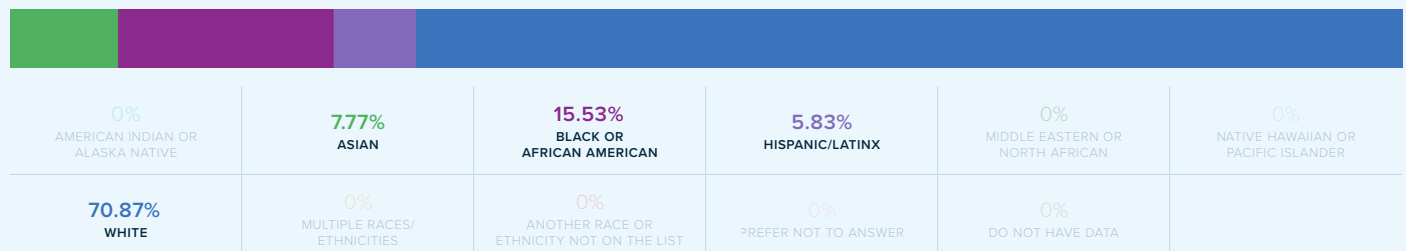
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 0

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

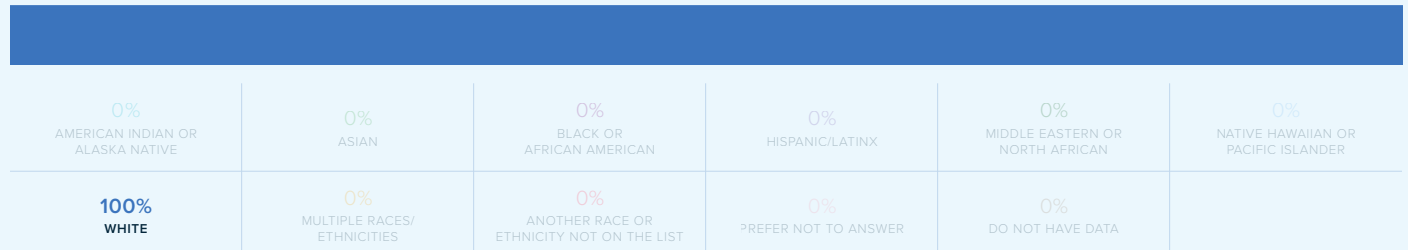
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

National Parks Conservation Association

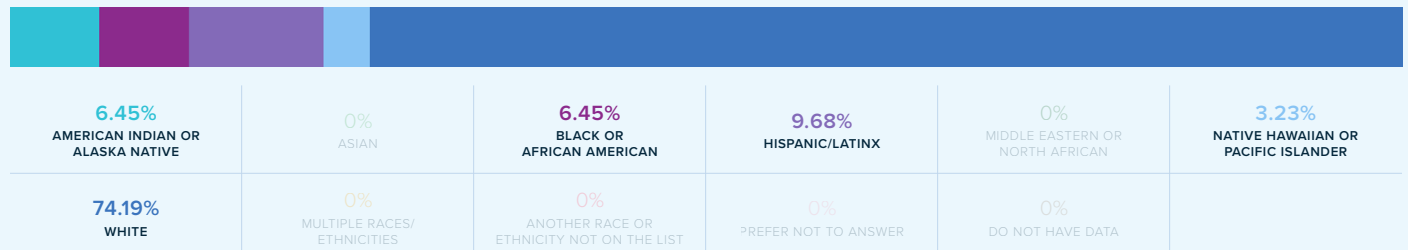
Diversity by Race/Ethnicity

■ AMERICAN INDIAN OR ALASKA NATIVE
 ■ ASIAN
 ■ BLACK OR AFRICAN AMERICAN
 ■ HISPANIC/LATINX
■ MIDDLE EASTERN OR NORTH AFRICAN
 ■ NATIVE HAWAIIAN OR PACIFIC ISLANDER
 ■ WHITE
 ■ MULTIPLE RACES/ETHNICITIES
■ ANOTHER RACE OR ETHNICITY NOT ON THE LIST
■ PREFER NOT TO ANSWER
■ DO NOT HAVE DATA

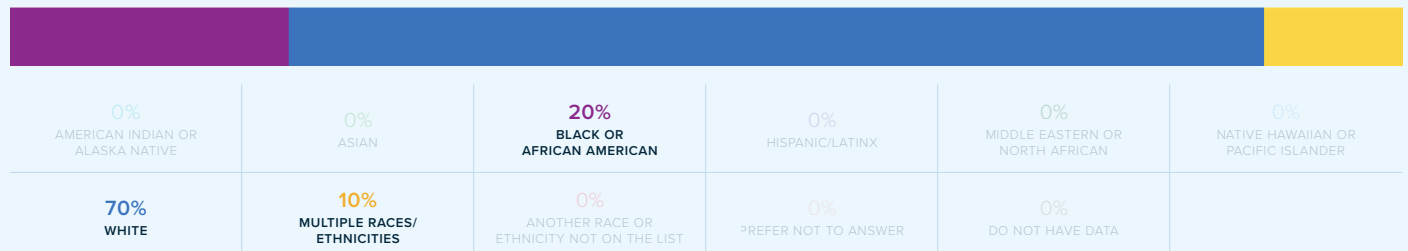
HEAD OF ORGANIZATION:



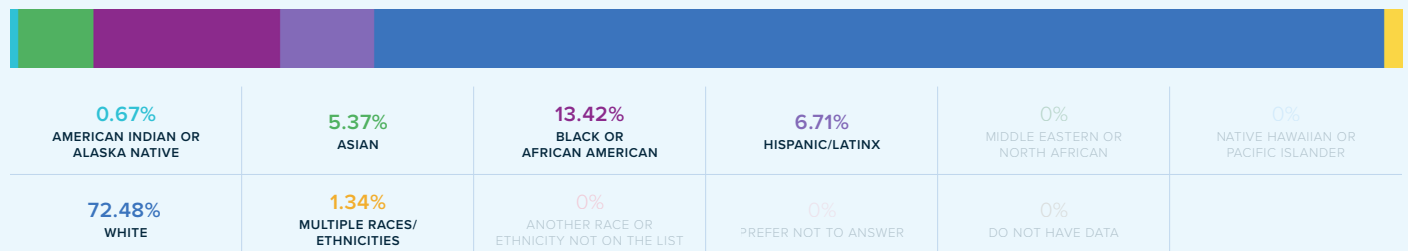
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 4

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

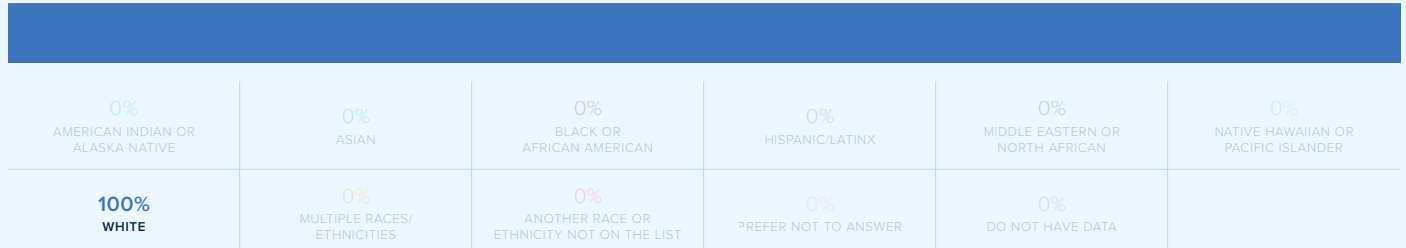
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

National Recreation and Park Association

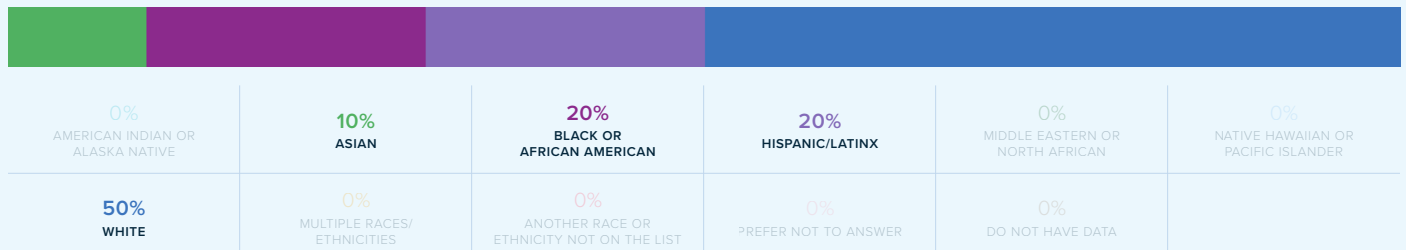
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

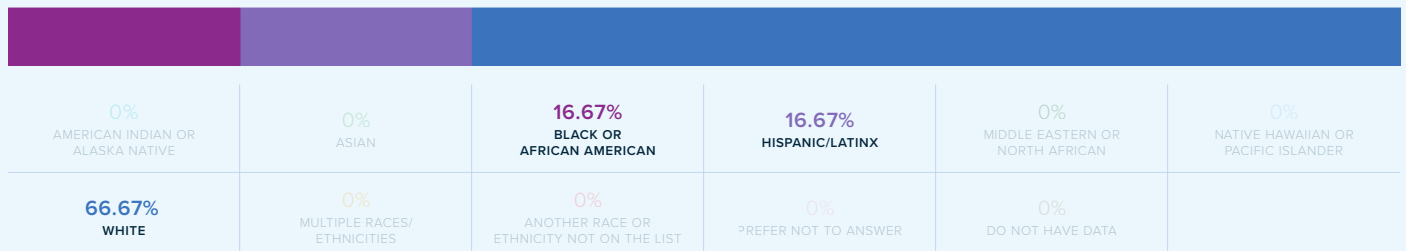
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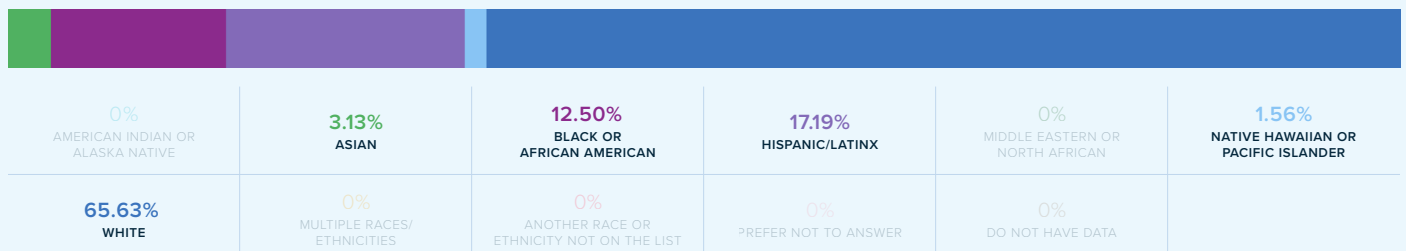
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



National Recreation and Park Association

Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 6

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

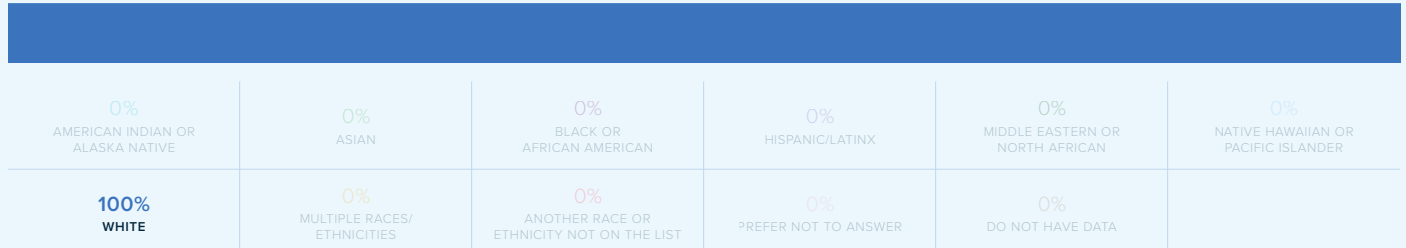
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

National Wildlife Federation

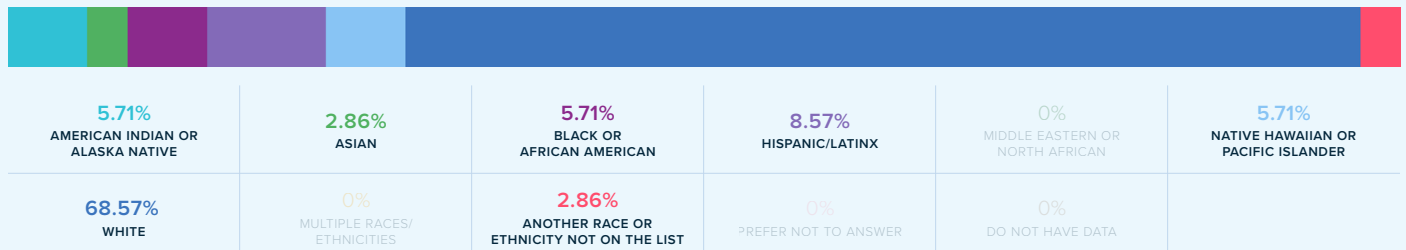
Diversity by Race/Ethnicity

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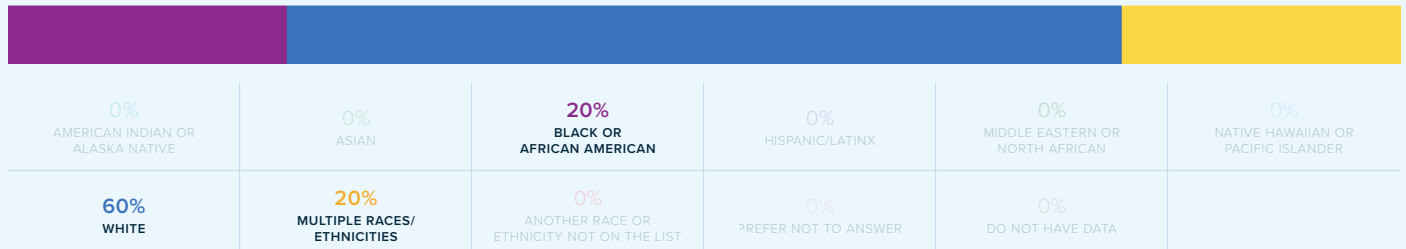
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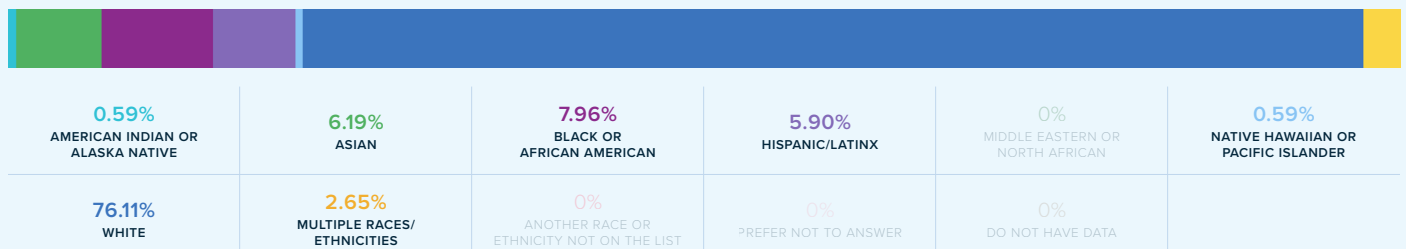
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 16

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Program is on hold until we have more capacity.

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

All staff are required to complete harassment training.

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

Through other methods.

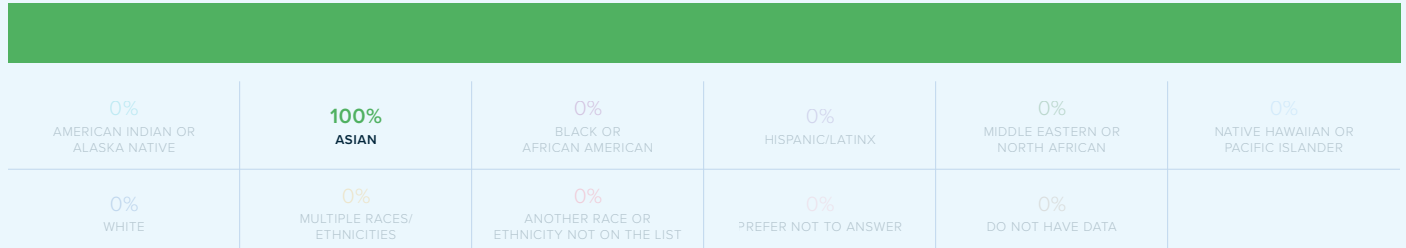
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Natural Resources Defense Council

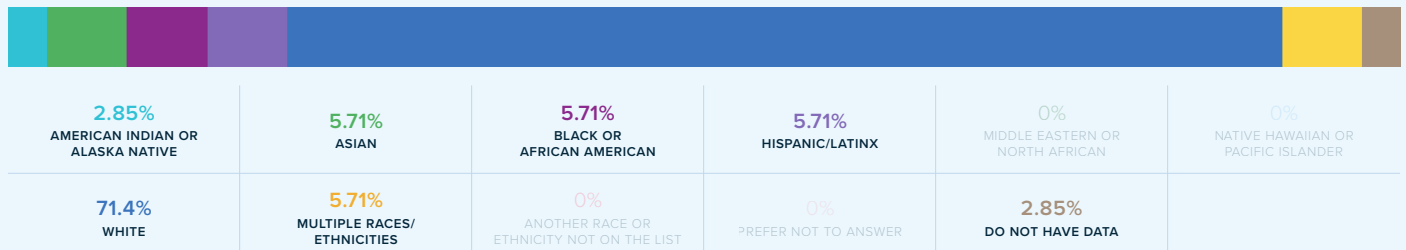
Diversity by Race/Ethnicity

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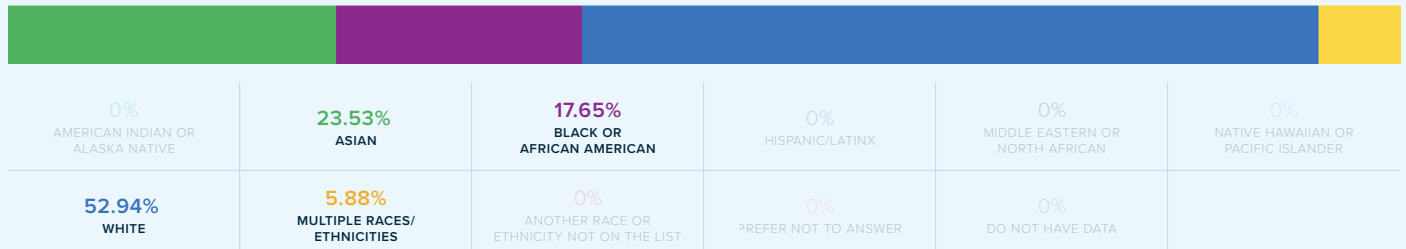
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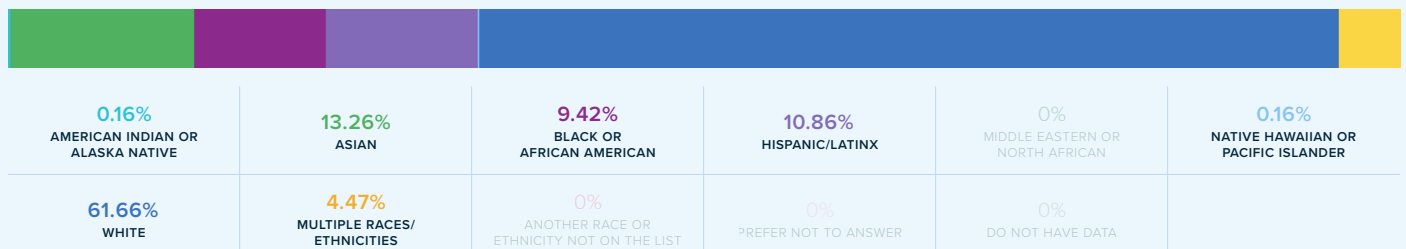
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Natural Resources Defense Council

Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 12

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

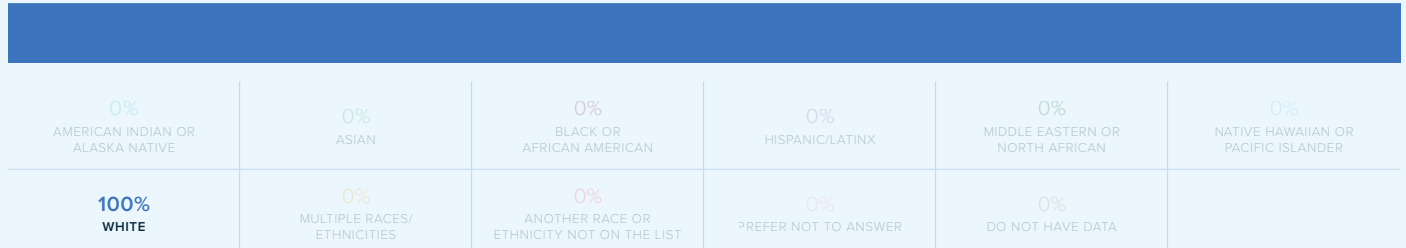
Is measurable feedback on DEI progress used to adjust and modify efforts? ☐ YES ☒ NO

Ocean Conservancy

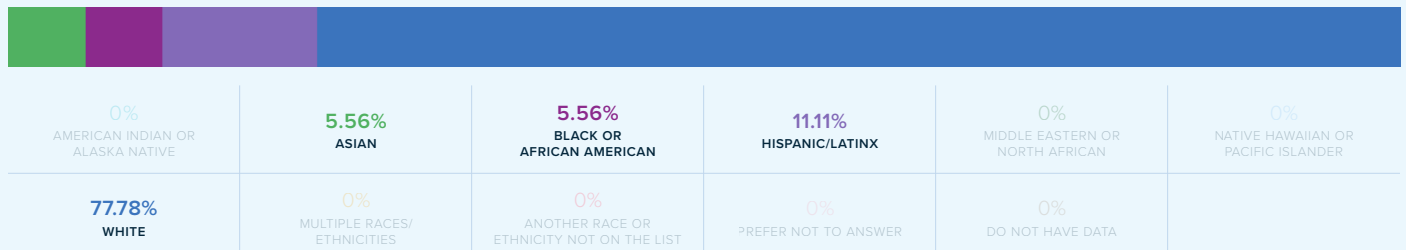
Diversity by Race/Ethnicity

■ AMERICAN INDIAN OR ALASKA NATIVE
 ■ ASIAN
 ■ BLACK OR AFRICAN AMERICAN
 ■ HISPANIC/LATINX
 ■ MIDDLE EASTERN OR NORTH AFRICAN
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 ■ MULTIPLE RACES/ETHNICITIES
 ■ ANOTHER RACE OR ETHNICITY NOT ON THE LIST
 ■ PREFER NOT TO ANSWER
 ■ DO NOT HAVE DATA

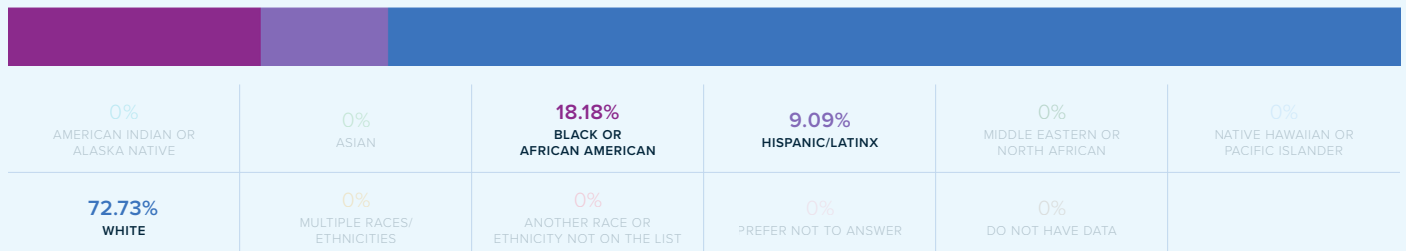
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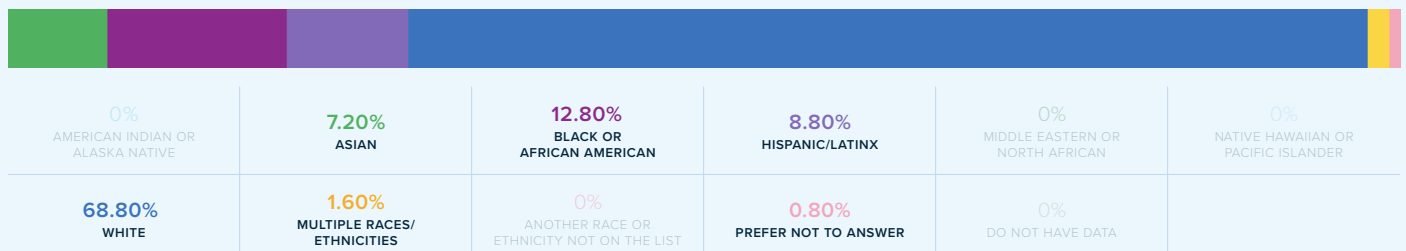
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

We have a strategy.

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 4

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

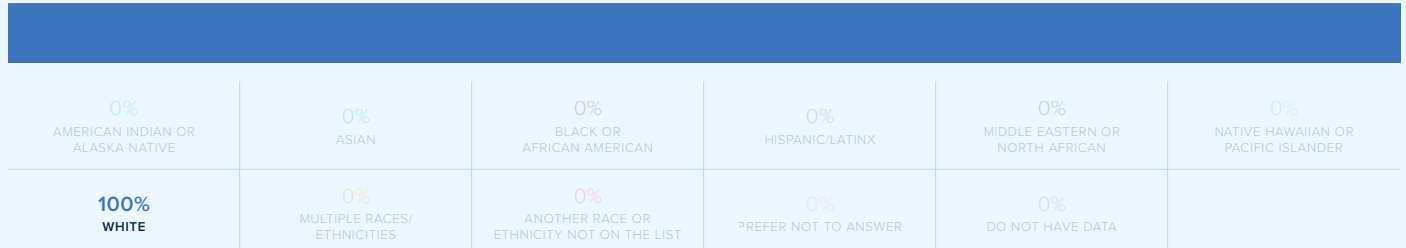
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

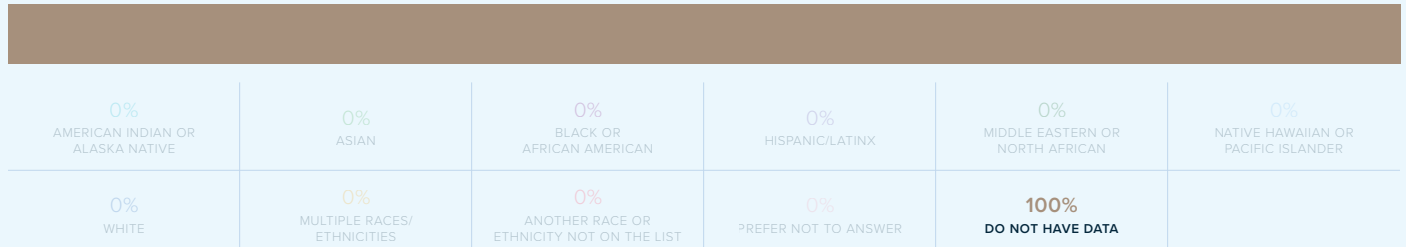
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
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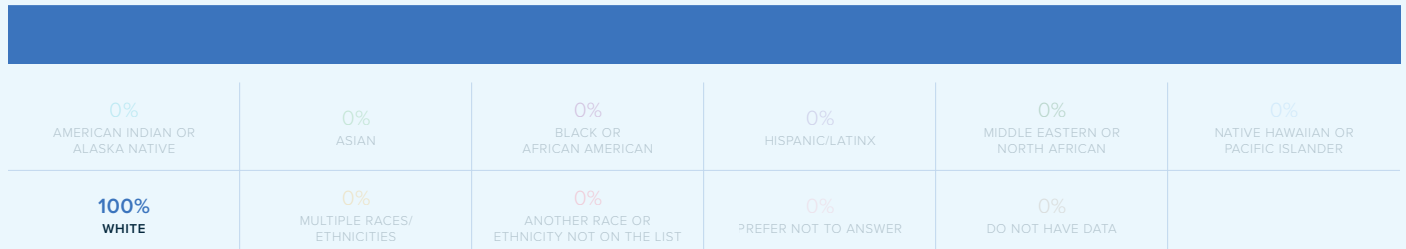
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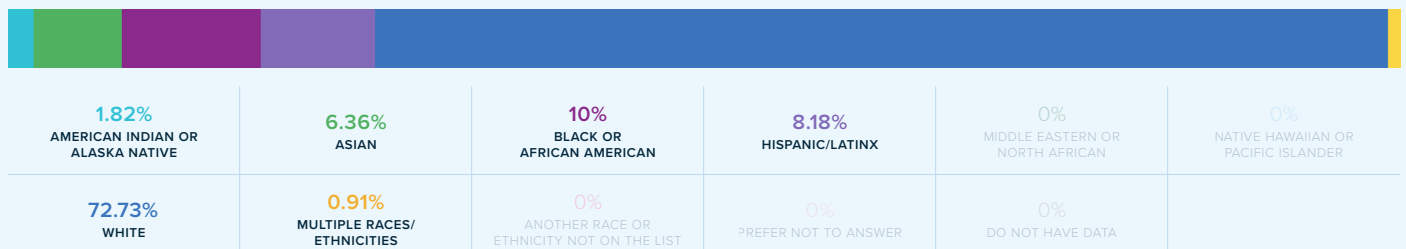
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Oceana sets salaries based on internal and external data comparing wages paid for similar jobs.

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Our process for promotion is carried out in conjunction with our annual performance evaluation process, using assessments and an additional form describing increased responsibilities that justify a promotion. A separate pool of funding (from the annual salary increase pool) is established to support promotions and equity increases and HR meets with senior managers to discuss the promotions and allocations of the pool. These recommendations are reviewed by the CFO and President. All promotions are communicated internally in March/April.

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

We have a performance evaluation process conducted annually at the same time for everyone in the organization. We also encourage and facilitate mid-year reviews.

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☐ YES ☒ NO

We have updated our Global Code of Ethics to include guidance related to DEI.

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Diversity equity, and inclusion goals are written into our strategic plan.

Do you have a diversity, equity, and inclusion committee? ☐ YES ☒ NO

A staff-led employee group was formed to stimulate internal discussion and action.

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

We have committed both staff time and other expenses for our diversity, equity, and inclusion efforts. An external consultant has been engaged since 2019; staff time is dedicated to planning and carrying out DEI activities; staff have attended various trainings on recruiting and unconscious bias, all of which were paid by organizational funds.

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

We have a process for addressing racial discrimination, harassment, and microaggressions, as set out in our Global Code of Ethics. We also have a whistleblowers system that allows staff to report illegal and unethical situations.

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 8

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

A review of these processes have been done with an external DEI consultant in 2021.

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

A staff-led group called JEDI (Justice, Equity, Diversity and Inclusion) has been an important contributor to the organization's progress and recently clarified its mission and leadership structure.

Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

We have confirmed training to be delivered in 2022 and 2023 for all US staff. The JEDI group brings in speakers and sponsors discussions for all interested employees.

Do you have mentoring programs for staff? ☒ YES ☐ NO

Yes, we have a buddy system for new staff.

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

We train managers on giving feedback including on doing so in a culturally appropriate way.

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

Feedback to supervisors and senior leadership can be given—and is encouraged—through regularly scheduled evaluations or other unscheduled communications. We also have provided coaching resources to a large percentage of our management staff, a process that usually involves a 360 degree evaluation and feedback session.

Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

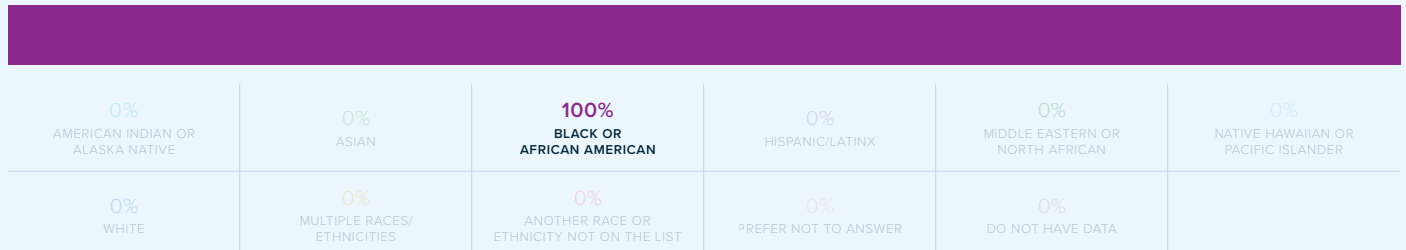
Feedback is encouraged and can be sent anonymously through the channels noted above. The President of Oceana, Jim Simon, meets regularly with individuals or small groups of employees, with our DEI consultant, to discuss issues and progress (or lack thereof).

Our Climate

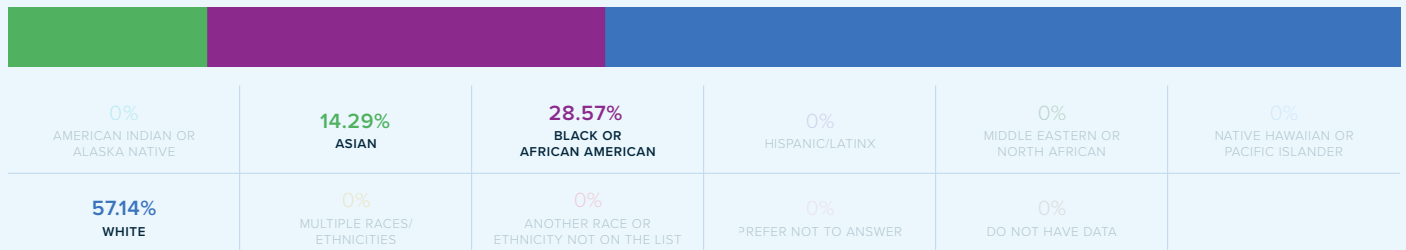
Diversity by Race/Ethnicity

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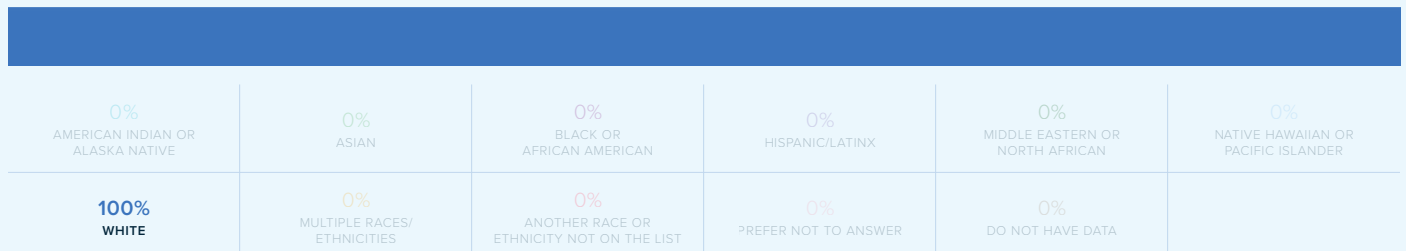
HEAD OF ORGANIZATION:



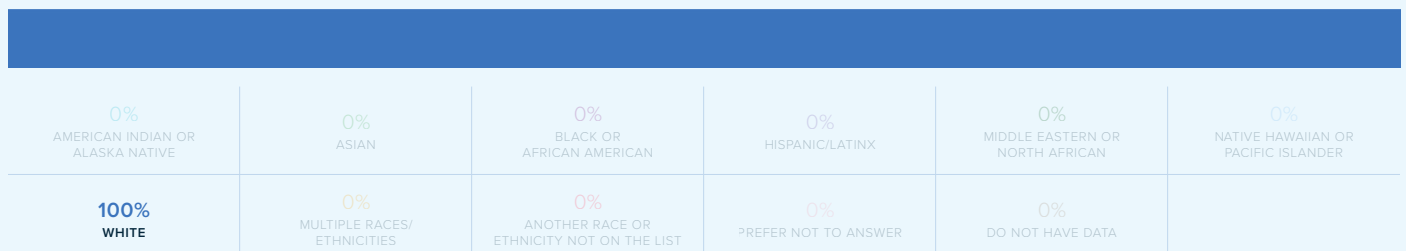
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☐ YES ☒ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☐ YES ☒ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 12

Have you evaluated your recruitment and hiring processes to address bias? ☐ YES ☒ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO

Do you have unconscious or implicit bias training? ☐ YES ☒ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☐ YES ☒ NO

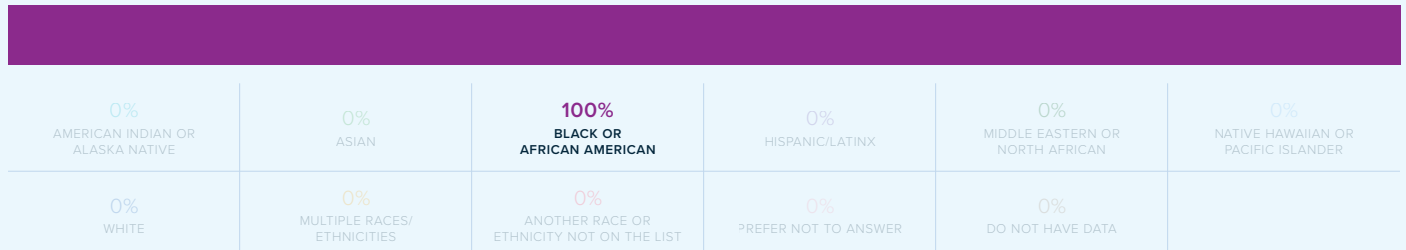
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Partnership for Southern Equity

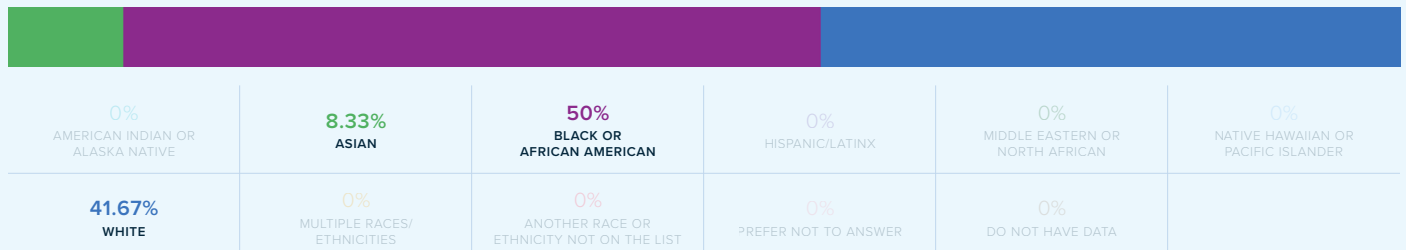
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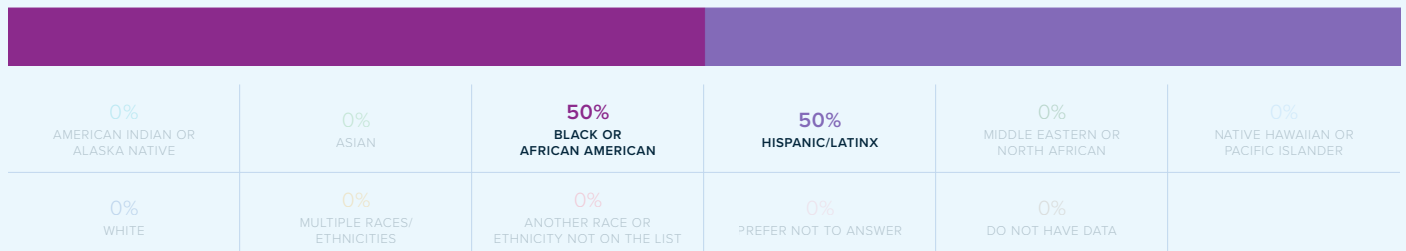
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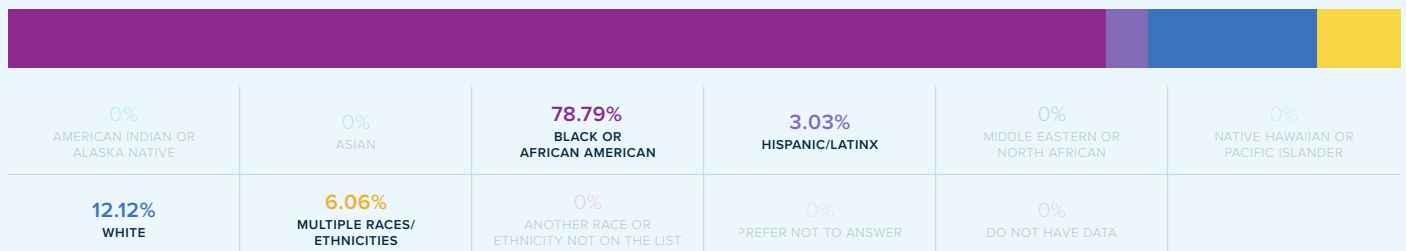
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Partnership for Southern Equity

Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☐ YES ☒ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 4

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

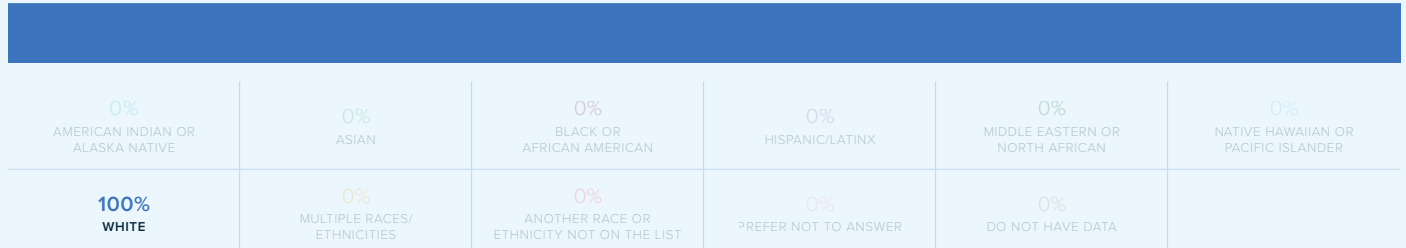
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Pew Charitable Trusts

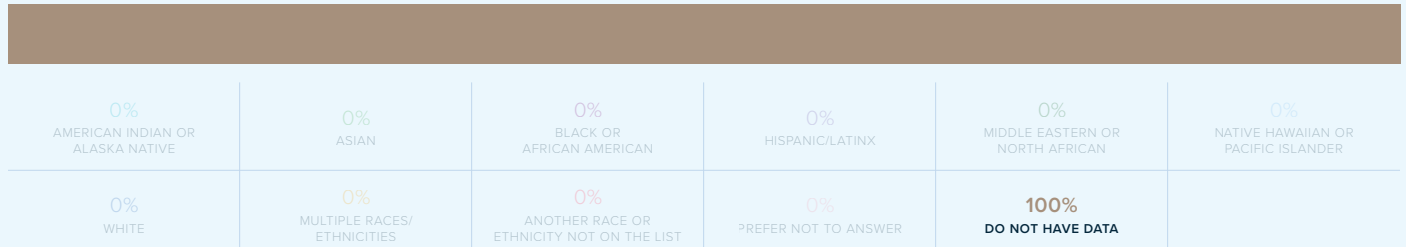
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 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

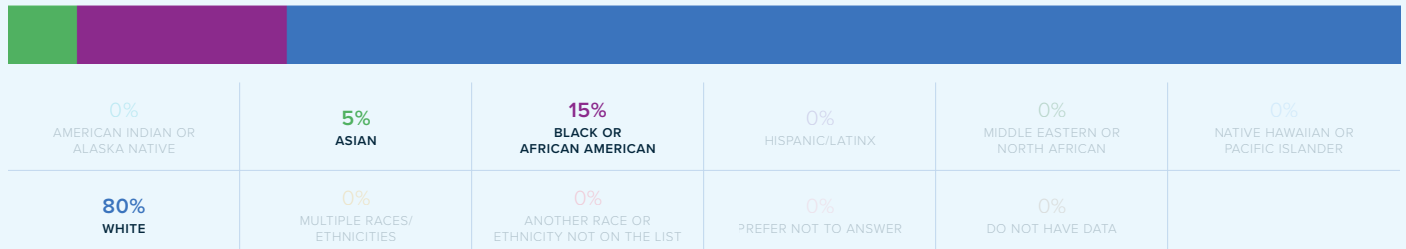
HEAD OF ORGANIZATION:



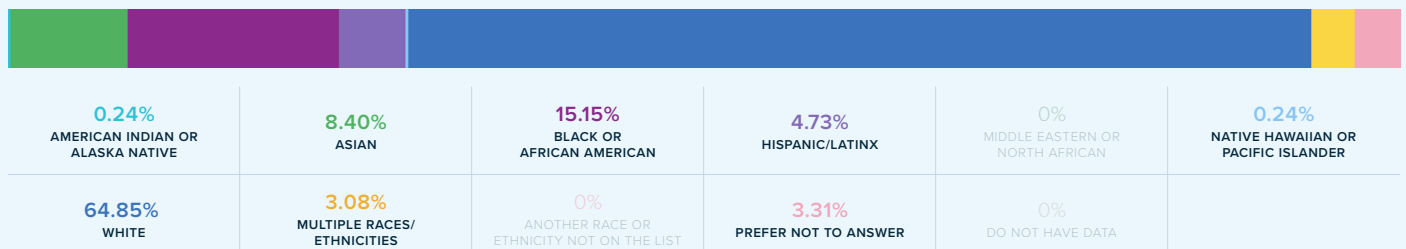
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Pew Charitable Trusts

Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☐ YES ☒ NO

How many weeks of paid parental leave does your organization provide employees? 16

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Management training is under review.

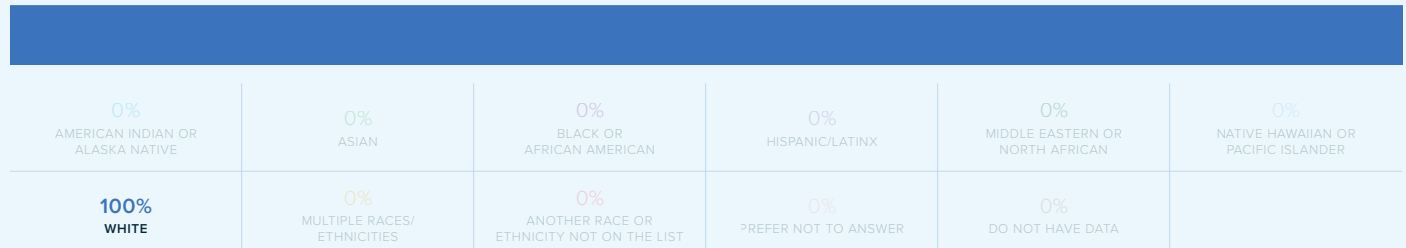
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☐ YES ☒ NO

Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

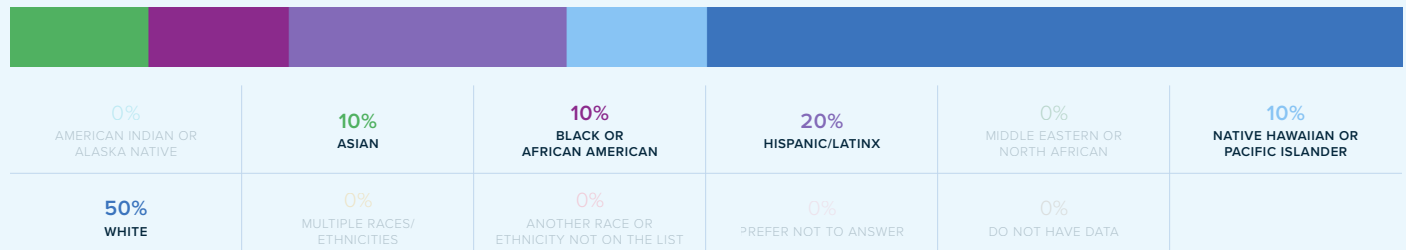
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

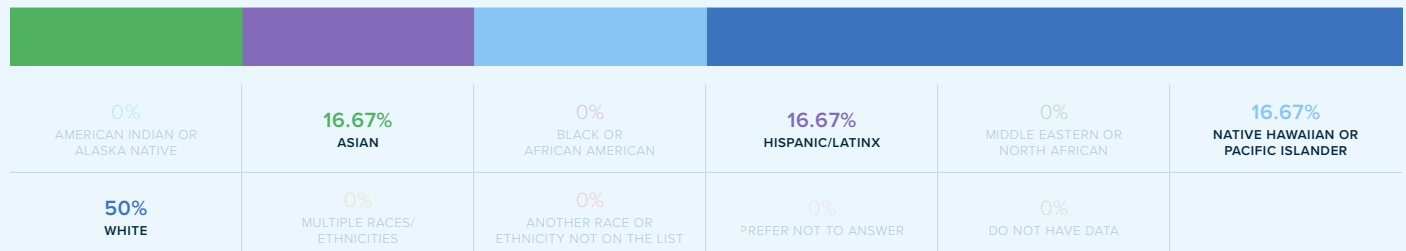
HEAD OF ORGANIZATION:



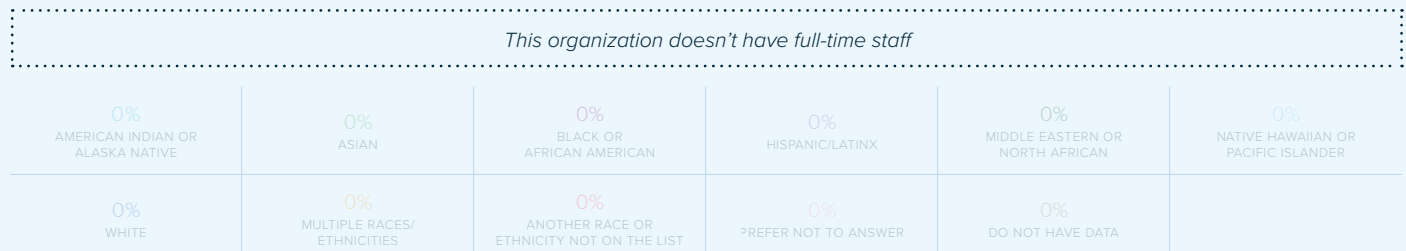
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☐ YES ☒ NO

No because organization is too small.

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☐ YES ☒ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 8

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

None because organization is too small.

Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO

Not yet because organization is new.

Do you have unconscious or implicit bias training? ☐ YES ☒ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Not yet because organization is new.

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

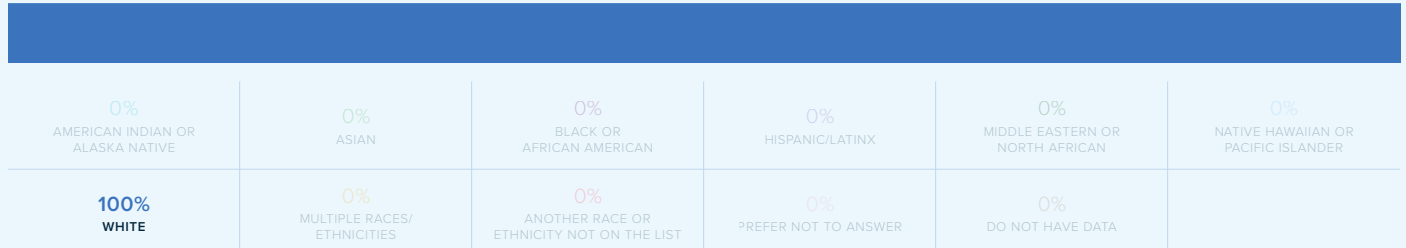
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Population Connection

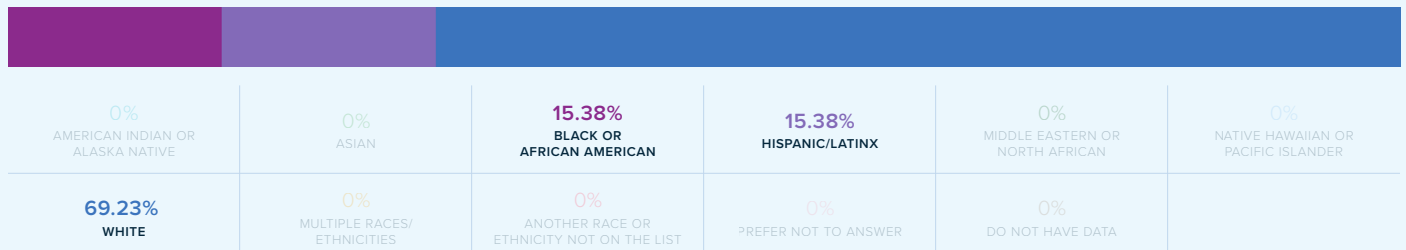
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

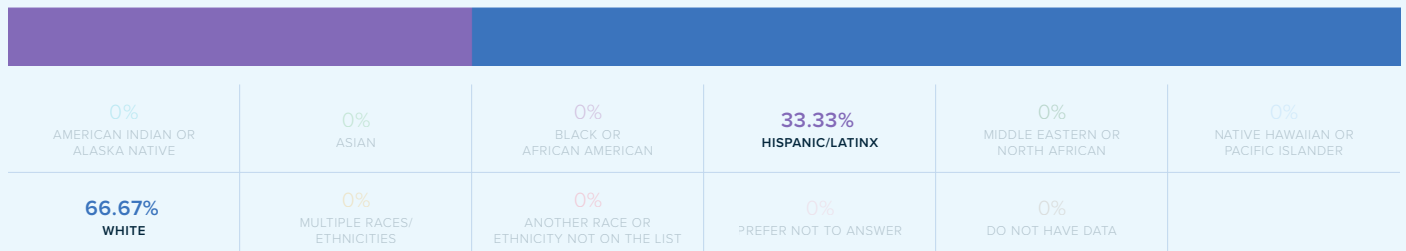
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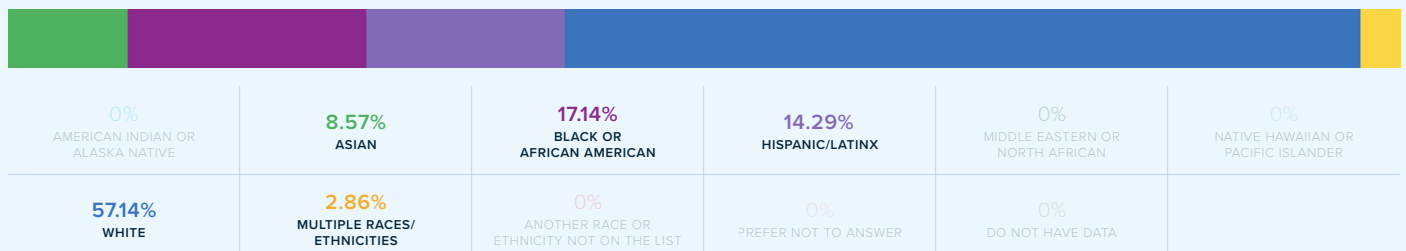
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Population Connection

Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☐ YES ☒ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 8

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

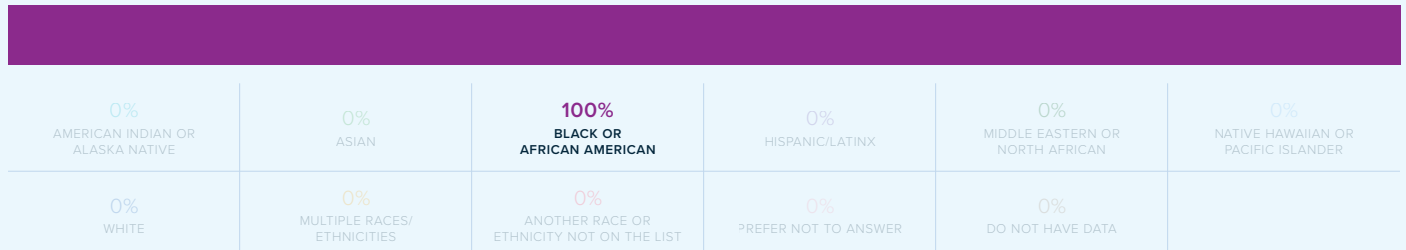
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Power Shift Network

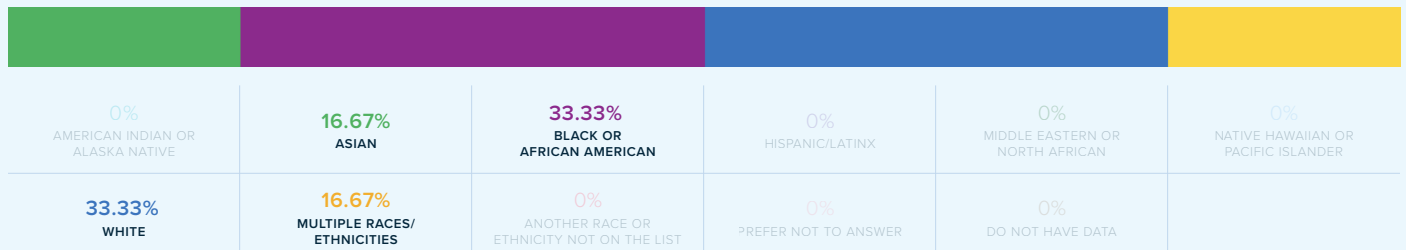
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

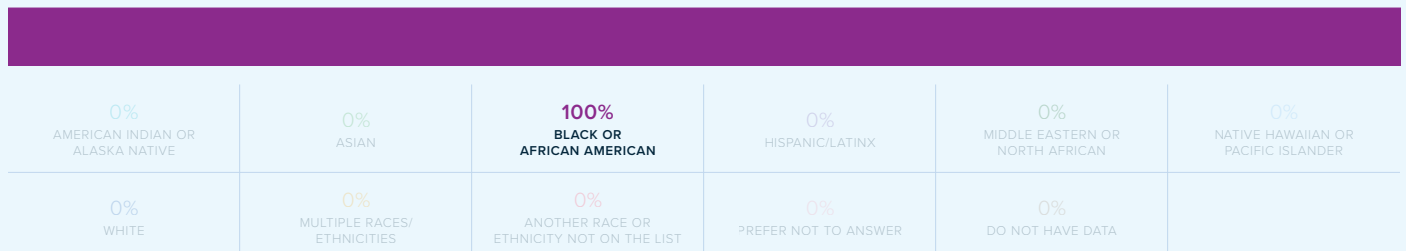
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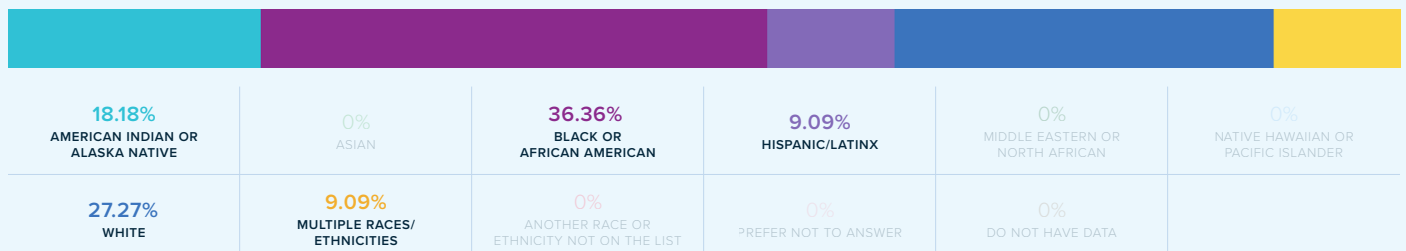
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Power Shift Network

Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☐ YES ☒ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

We address DEI by addressing racism, white supremacy, ableism, land back and reparations explicitly in our strategic plan, and have explicit DEI metrics for our Network as a whole.

Do you have a diversity, equity, and inclusion committee? ☐ YES ☒ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 6

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO

Do you have unconscious or implicit bias training? ☐ YES ☒ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

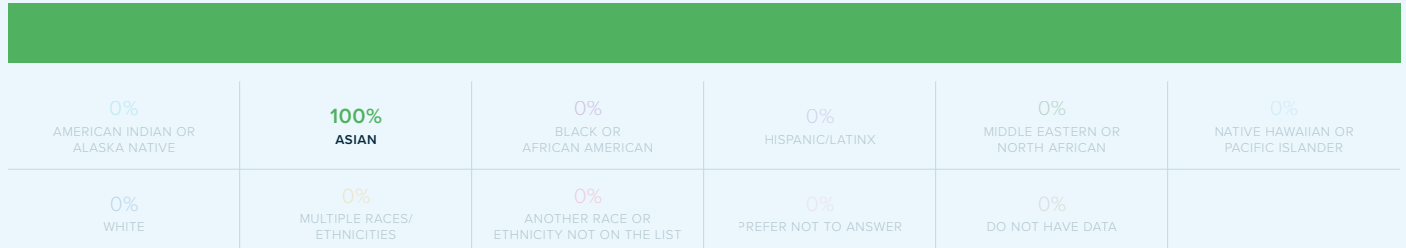
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Rails-to-Trails Conservancy

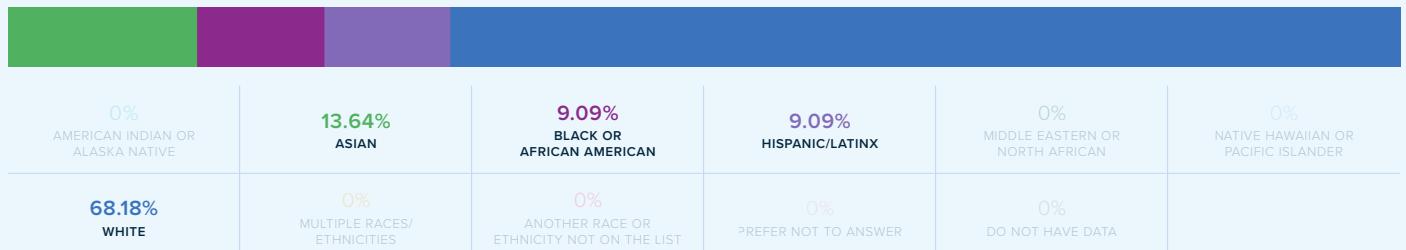
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

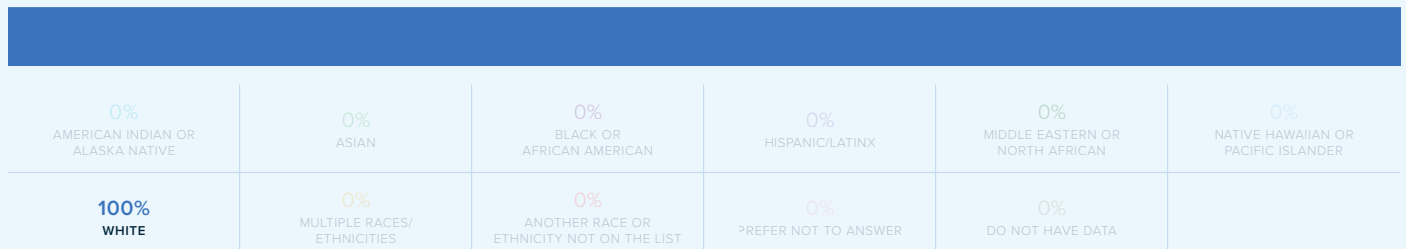
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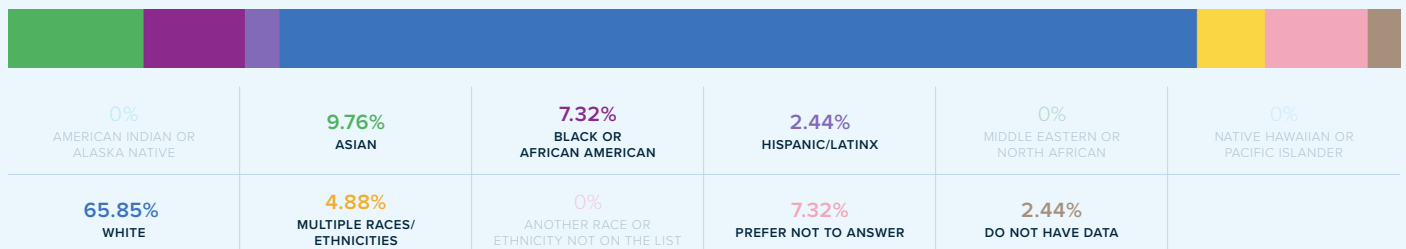
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Rails-to-Trails Conservancy

Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 8

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

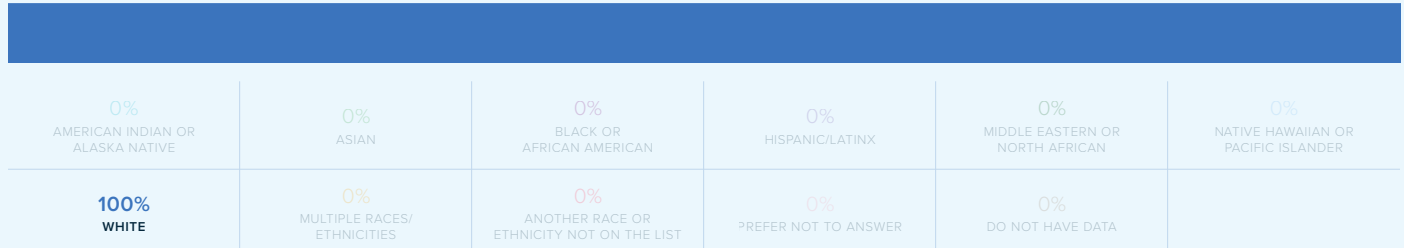
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Rainforest Action Network

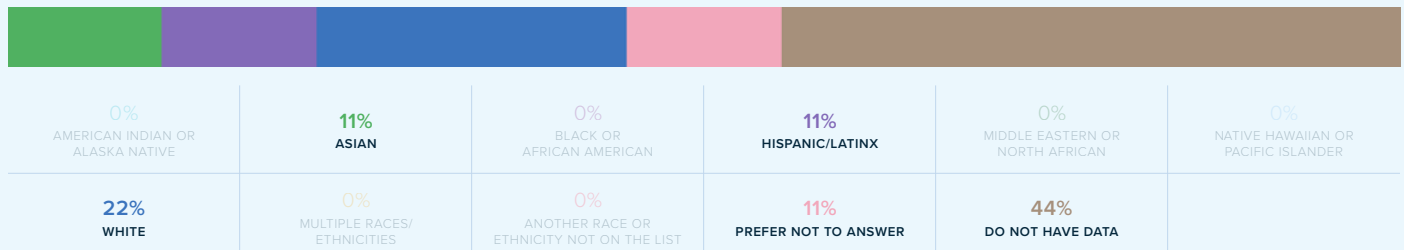
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

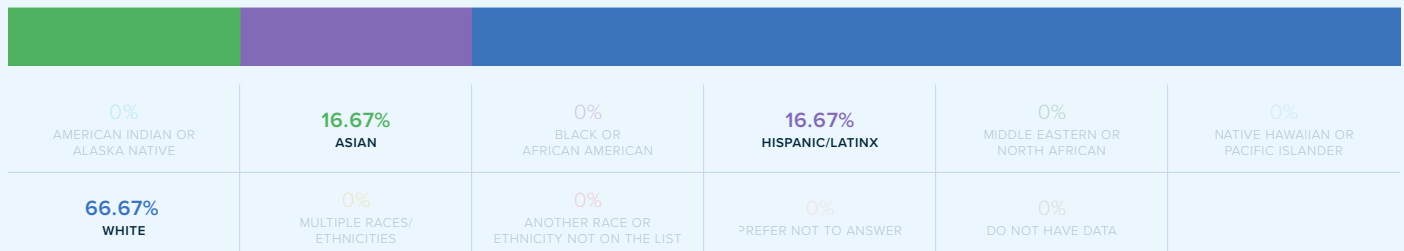
HEAD OF ORGANIZATION:



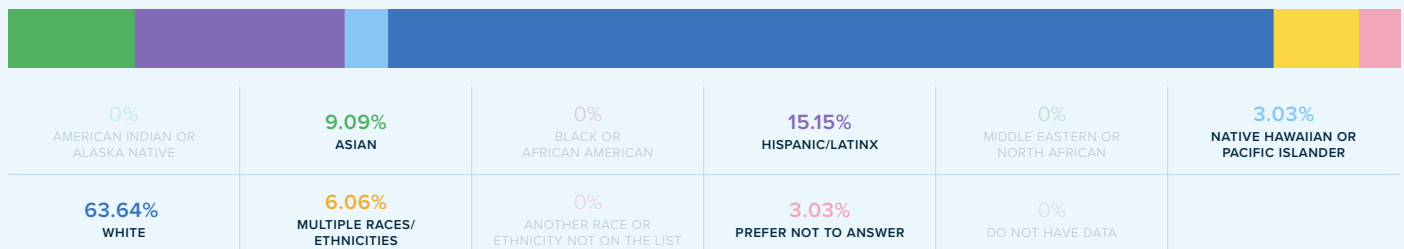
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☐ YES ☒ NO
Quarterly reviews based on anniversary date.

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 12

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO
Occasional

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

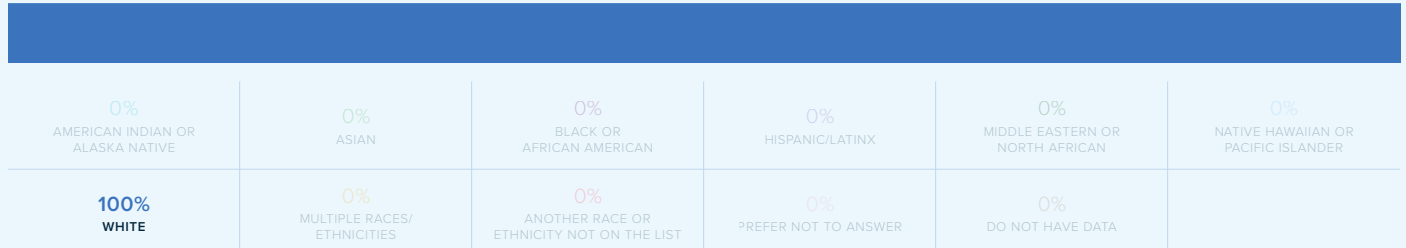
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Resources Legacy Fund

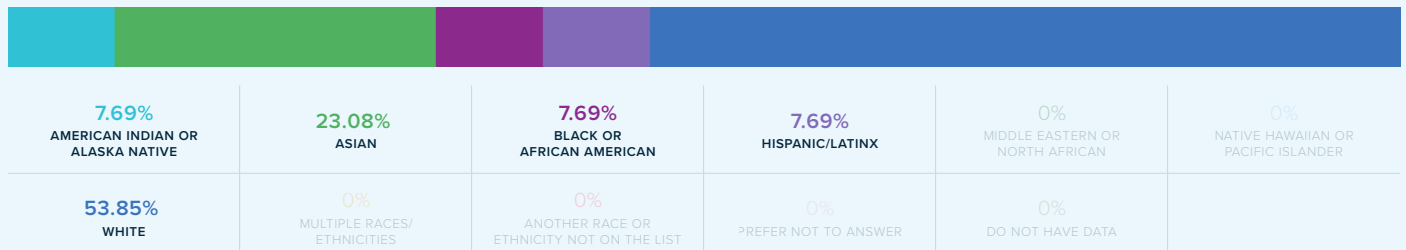
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

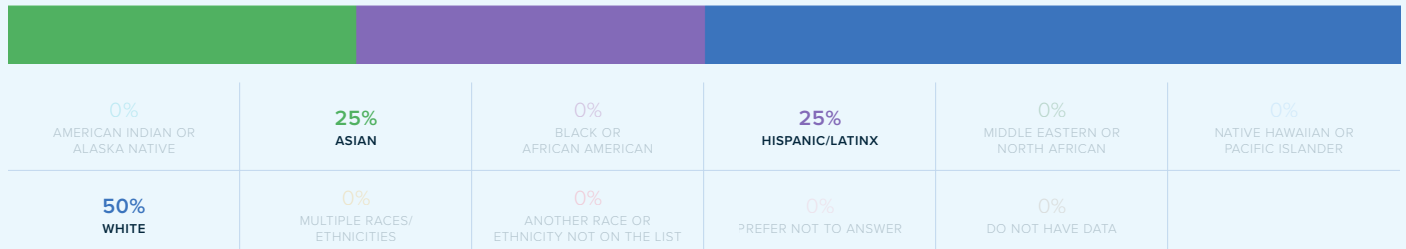
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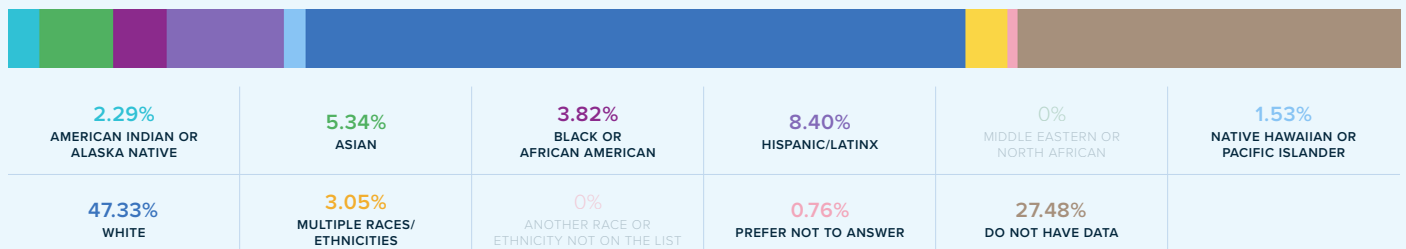
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 9

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

We plan to explore if there is employee interest and support employee affinity groups.

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

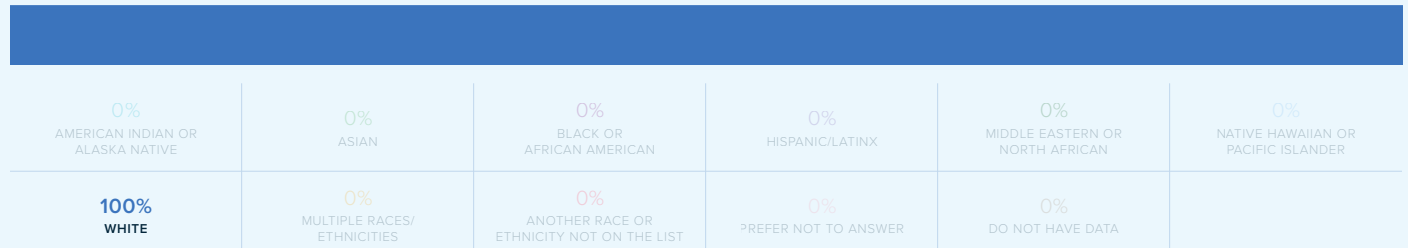
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Rising Sun Center for Opportunity

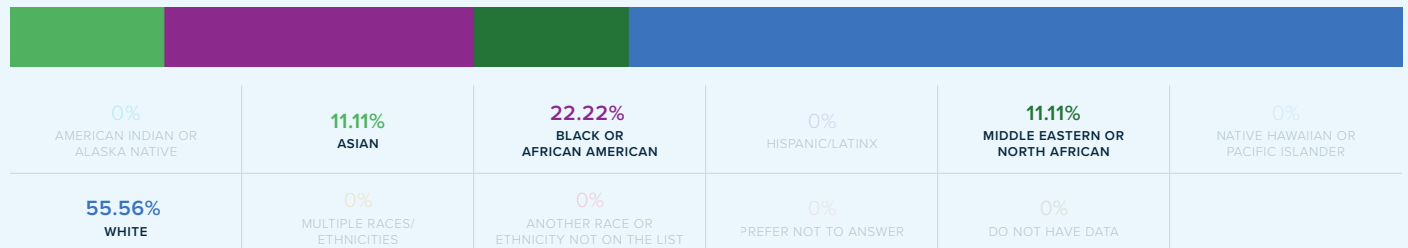
Diversity by Race/Ethnicity

■ AMERICAN INDIAN OR ALASKA NATIVE
 ■ ASIAN
 ■ BLACK OR AFRICAN AMERICAN
 ■ HISPANIC/LATINX
■ MIDDLE EASTERN OR NORTH AFRICAN
 ■ NATIVE HAWAIIAN OR PACIFIC ISLANDER
 ■ WHITE
 ■ MULTIPLE RACES/ETHNICITIES
■ ANOTHER RACE OR ETHNICITY NOT ON THE LIST
■ PREFER NOT TO ANSWER
■ DO NOT HAVE DATA

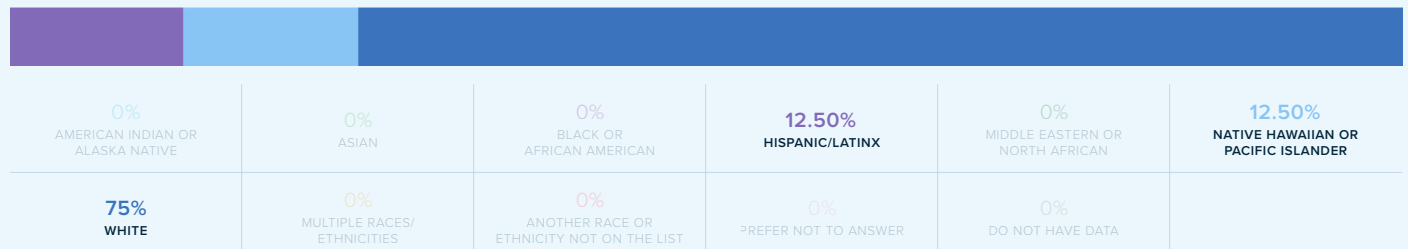
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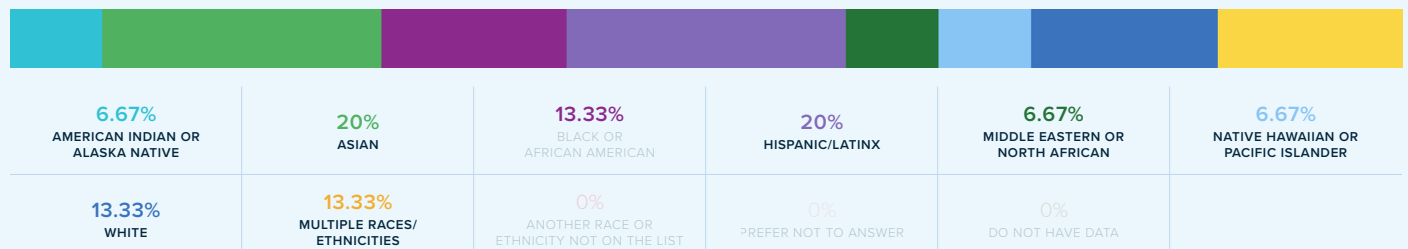
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Rising Sun Center for Opportunity

Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☐ YES ☒ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☐ YES ☒ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☐ YES ☒ NO

Does your organization offer paid internship opportunities? ☐ YES ☒ NO

How many weeks of paid parental leave does your organization provide employees? 12

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☐ YES ☒ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

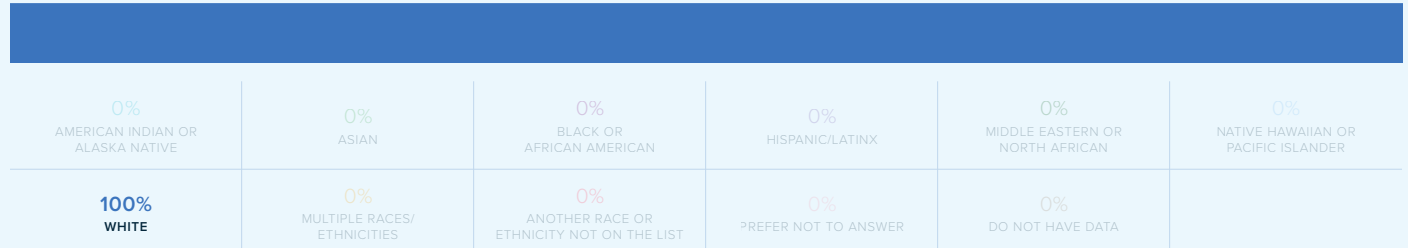
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

River Network

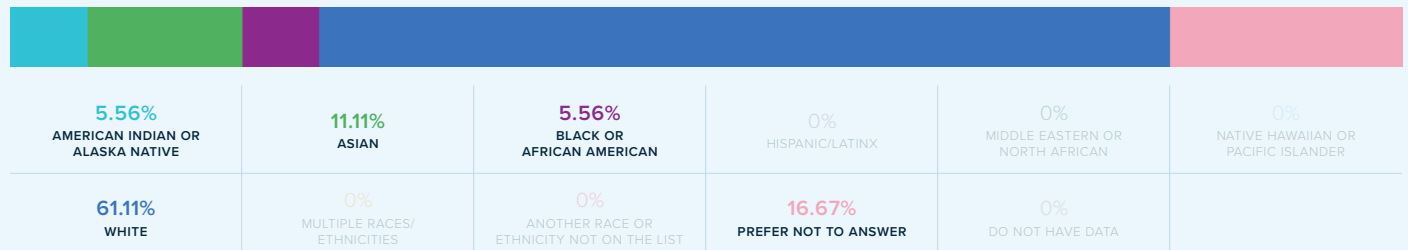
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE
ASIAN
BLACK OR AFRICAN AMERICAN
HISPANIC/LATINX
MIDDLE EASTERN OR NORTH AFRICAN
NATIVE HAWAIIAN OR PACIFIC ISLANDER
WHITE
MULTIPLE RACES/ETHNICITIES
ANOTHER RACE OR ETHNICITY NOT ON THE LIST
PREFER NOT TO ANSWER
DO NOT HAVE DATA

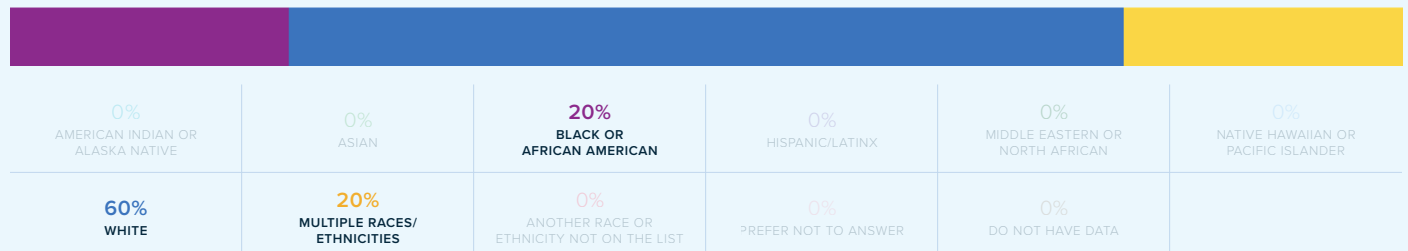
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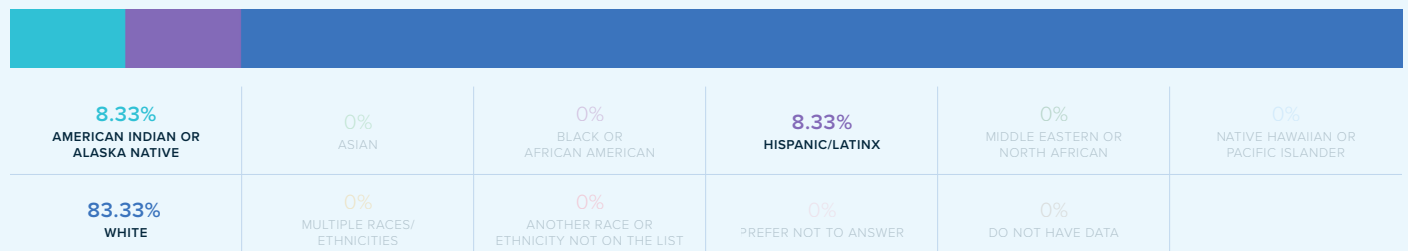
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 12

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

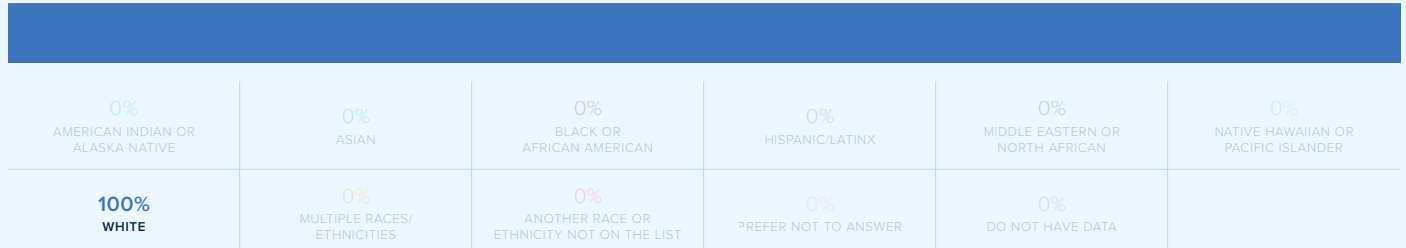
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Rock Creek Conservancy, Inc.

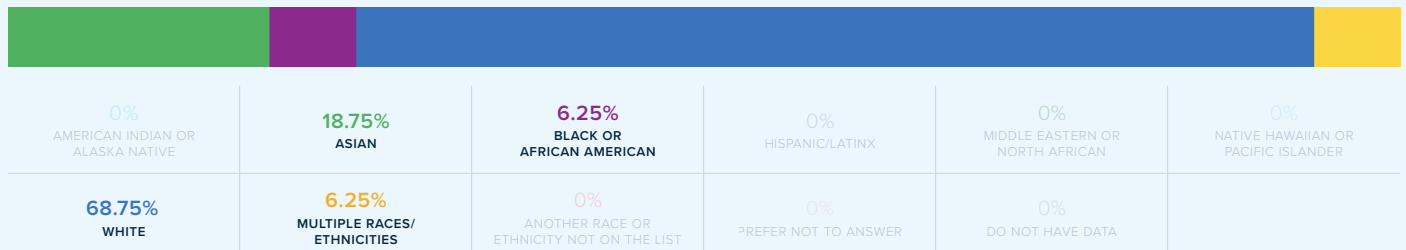
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE
ASIAN
BLACK OR AFRICAN AMERICAN
HISPANIC/LATINX
MIDDLE EASTERN OR NORTH AFRICAN
NATIVE HAWAIIAN OR PACIFIC ISLANDER
WHITE
MULTIPLE RACES/ETHNICITIES
ANOTHER RACE OR ETHNICITY NOT ON THE LIST
PREFER NOT TO ANSWER
DO NOT HAVE DATA

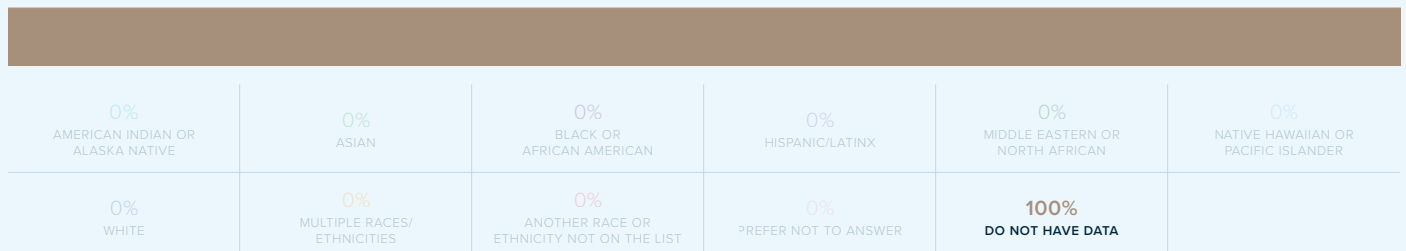
HEAD OF ORGANIZATION:



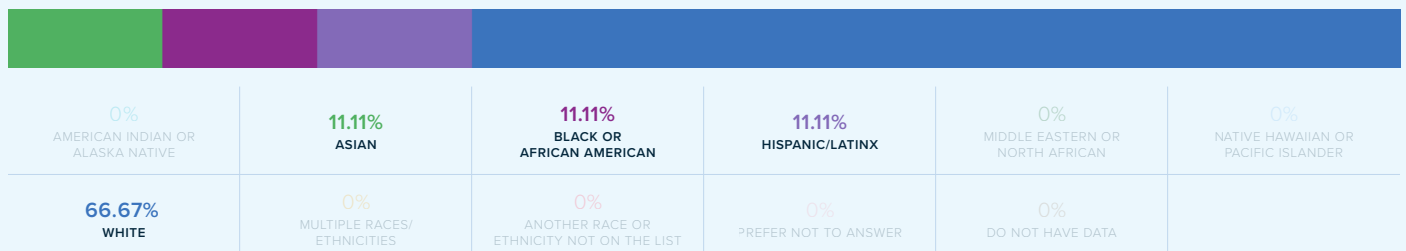
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☐ YES ☒ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 1

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

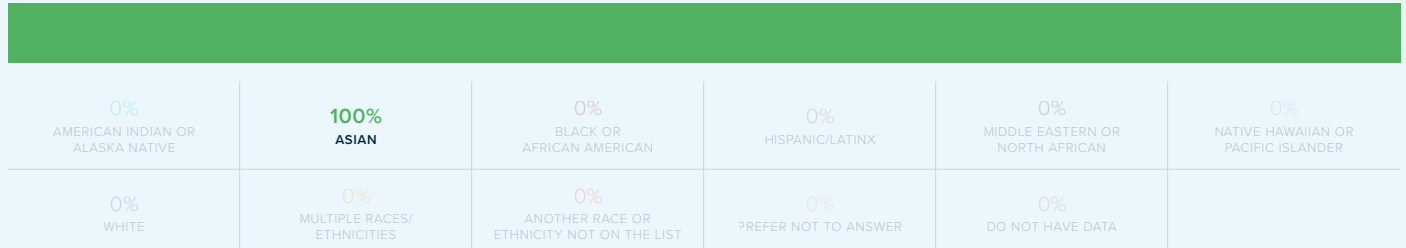
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

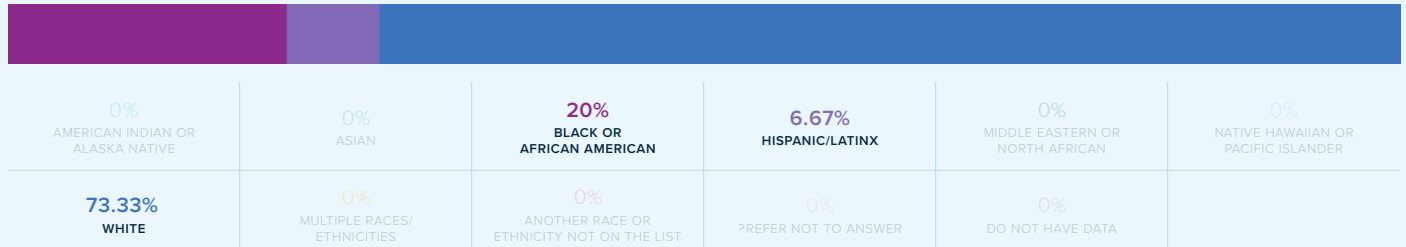
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

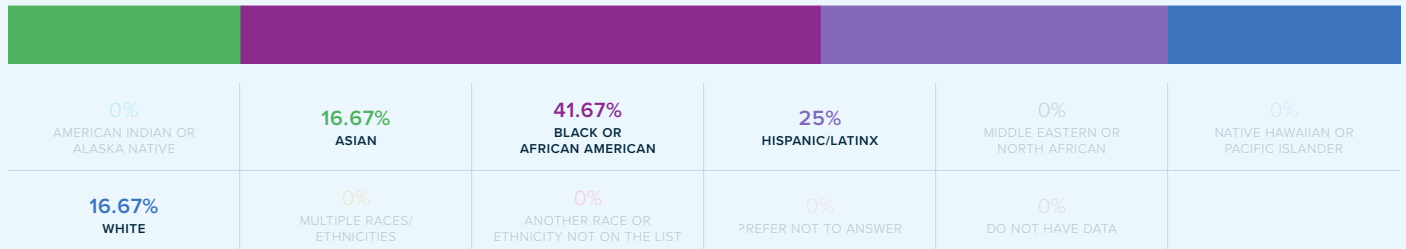
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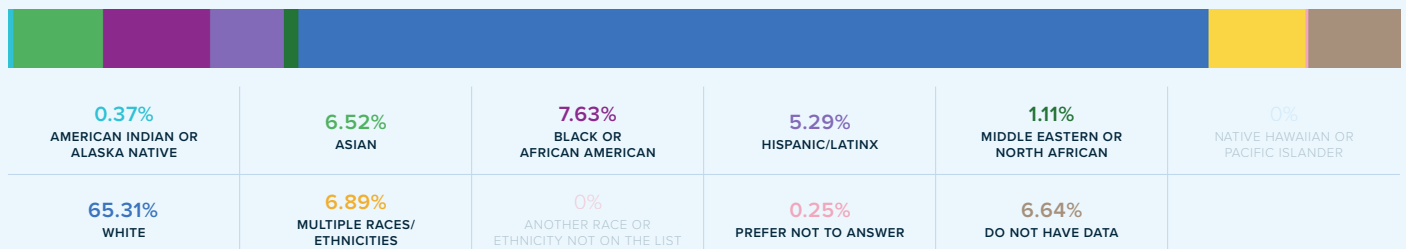
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 12

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

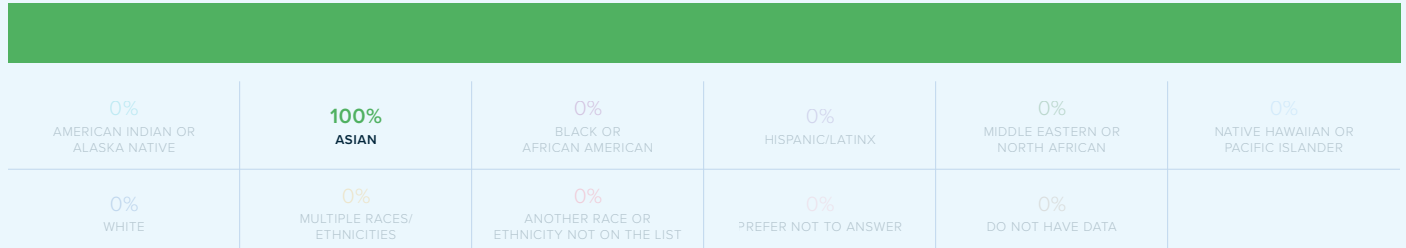
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Sierra Club Foundation

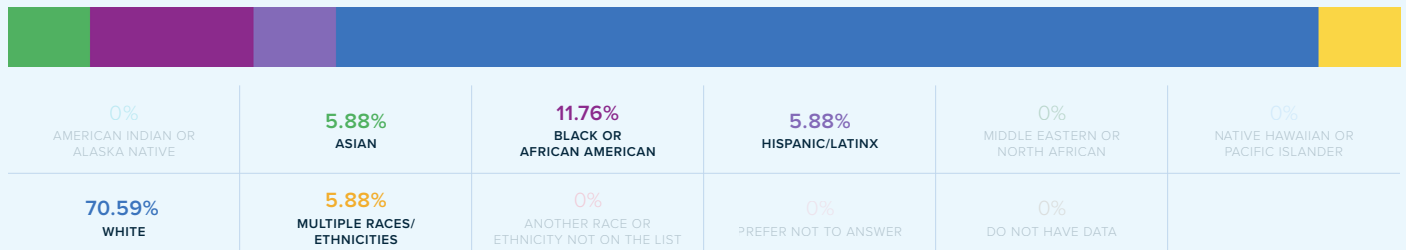
Diversity by Race/Ethnicity

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 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

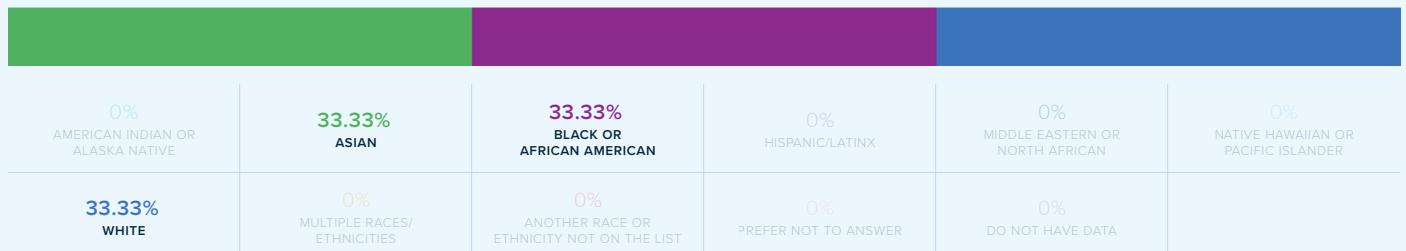
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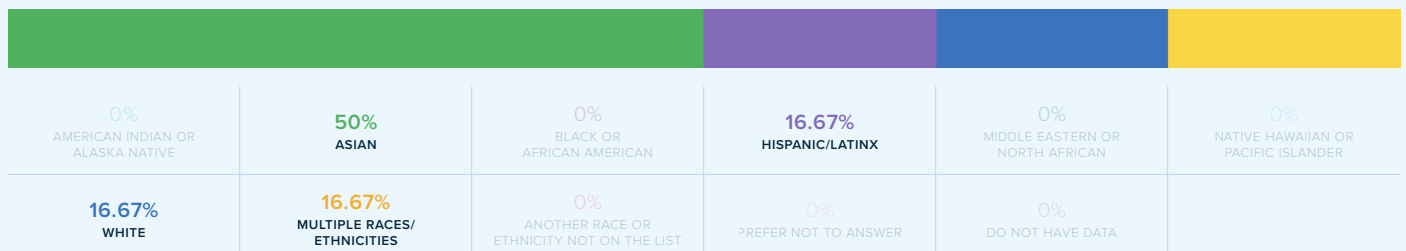
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☐ YES ☒ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☐ YES ☒ NO

How many weeks of paid parental leave does your organization provide employees? 12

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

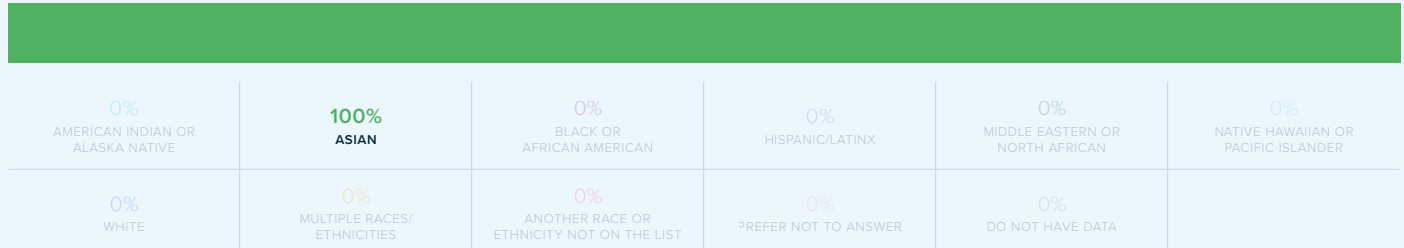
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Sunrise Movement Education Fund

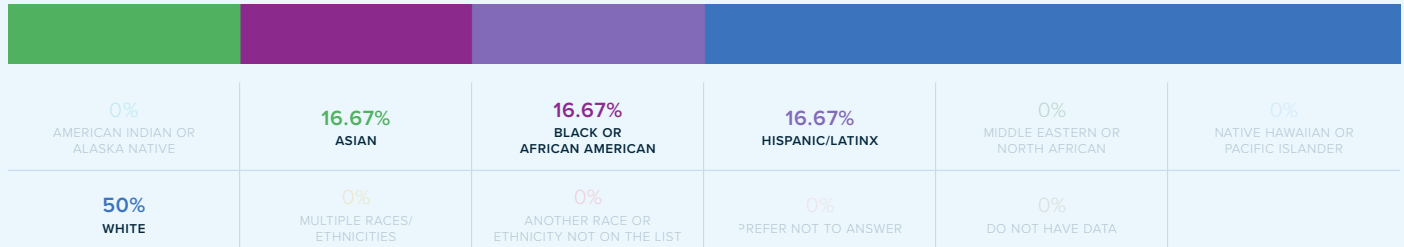
Diversity by Race/Ethnicity

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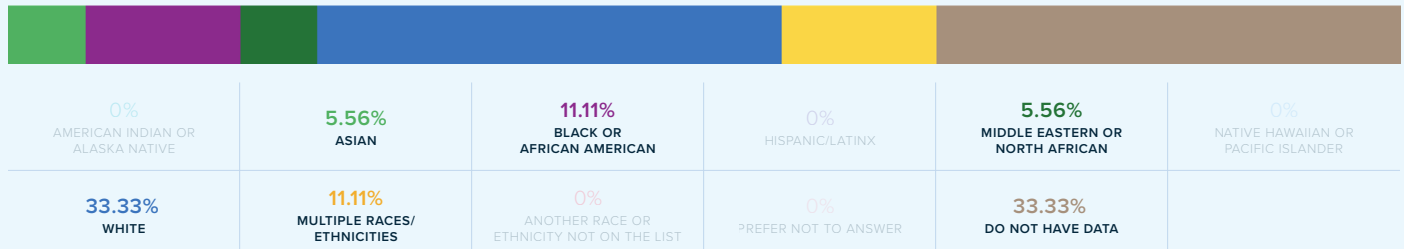
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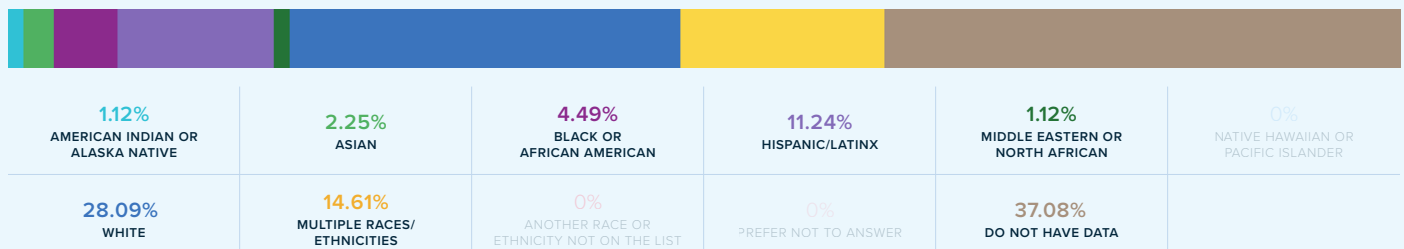
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☐ YES ☒ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☐ YES ☒ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Had one for half of 2021.

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

We have a grievance policy and conflict resolution policy, but they do not mention microaggressions directly.

Does your organization offer paid internship opportunities? ☐ YES ☒ NO

How many weeks of paid parental leave does your organization provide employees? 12

Have you evaluated your recruitment and hiring processes to address bias? ☐ YES ☒ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO

Do you have unconscious or implicit bias training? ☐ YES ☒ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

Staff has opportunity to provide feedback to line managers but not to senior leadership.

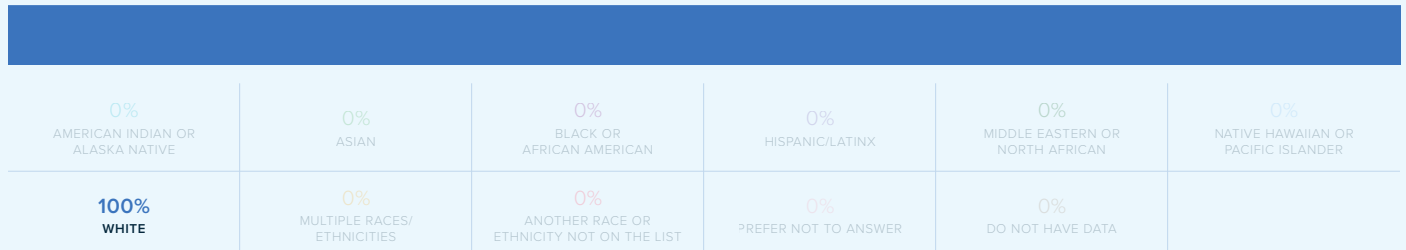
Is measurable feedback on DEI progress used to adjust and modify efforts? ☐ YES ☒ NO

Surfrider Foundation

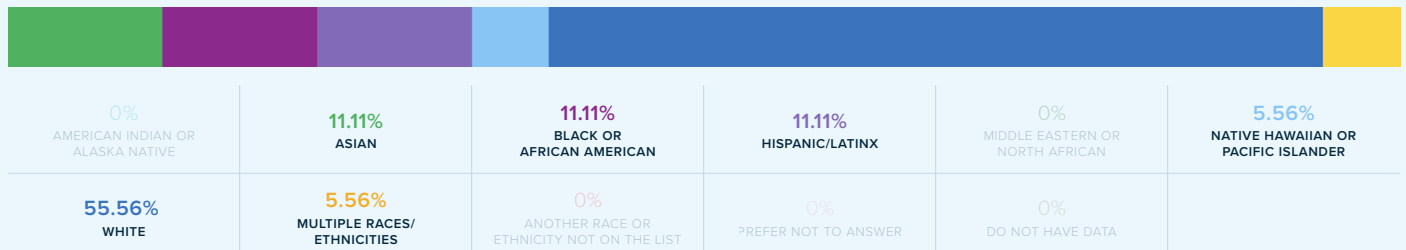
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
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 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

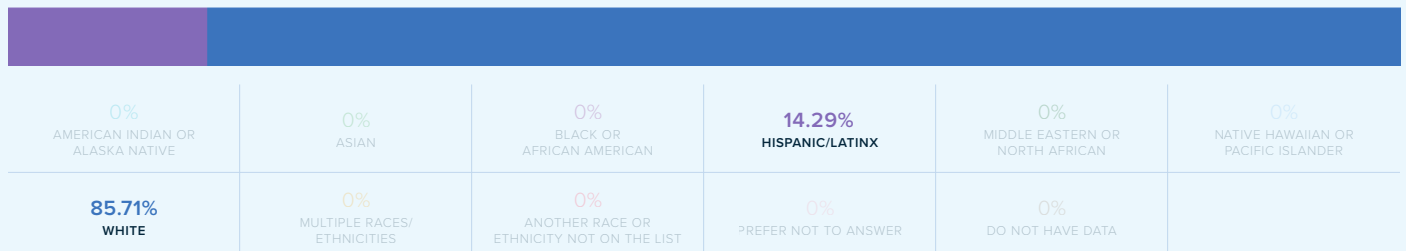
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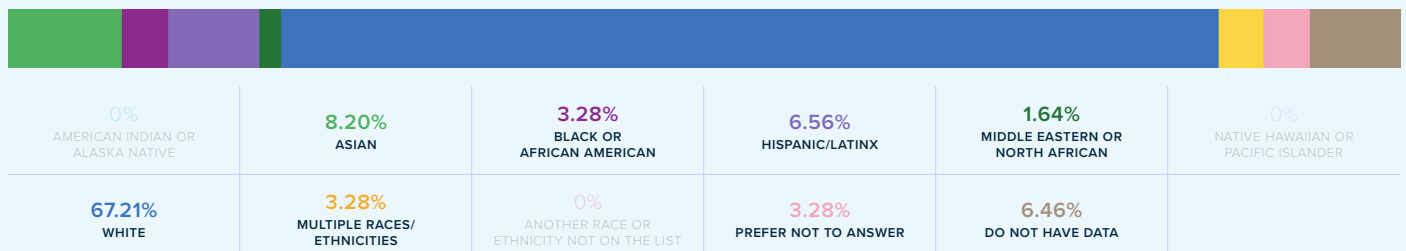
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 6

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

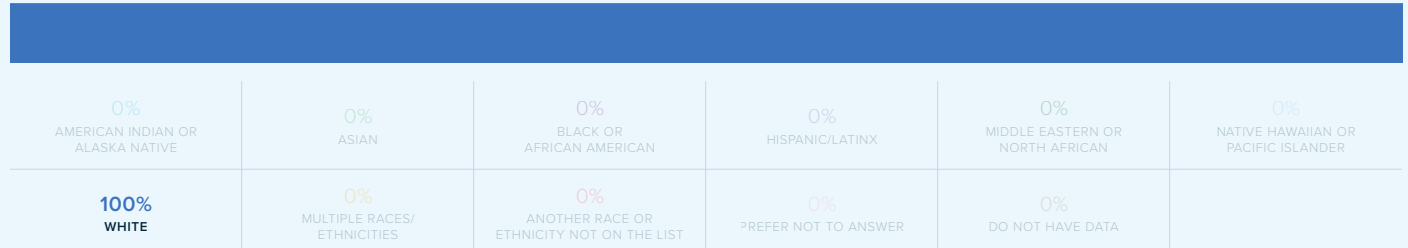
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Sustainable Agriculture and Food Systems Funders (SAFSF)

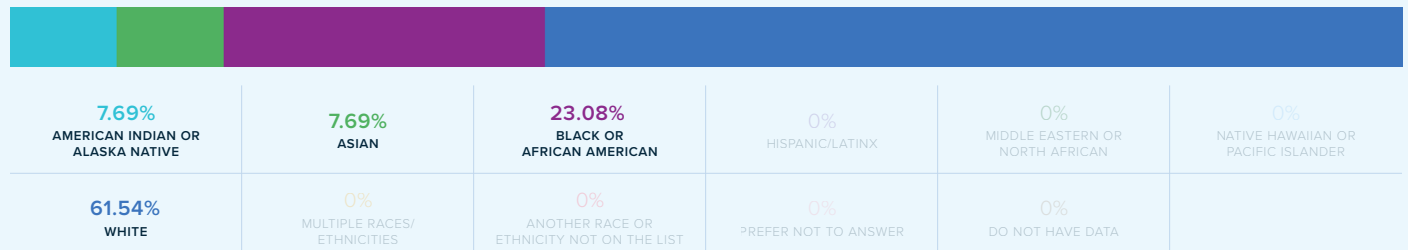
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

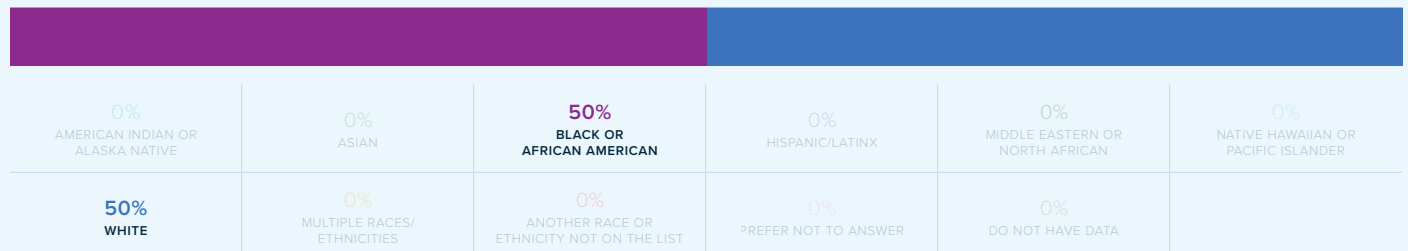
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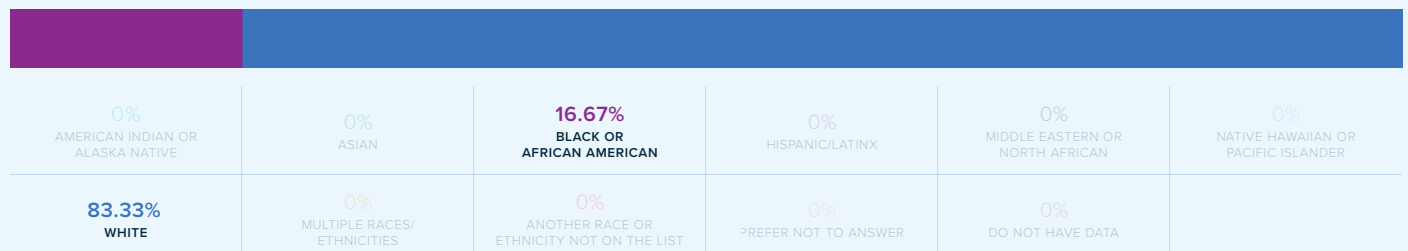
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Sustainable Agriculture and Food Systems Funders (SAFSF)

Diversity, Equity, and Inclusion Practices

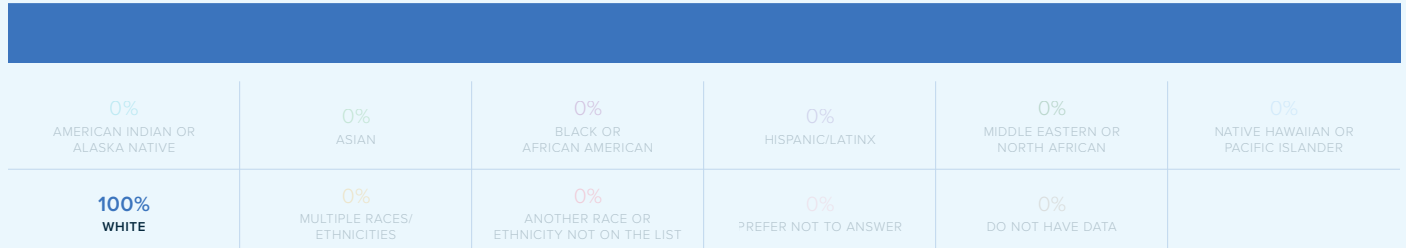
- Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO
- Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO
- Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO
- Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO
- Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO
- Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO
- Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO
- Does your organization offer paid internship opportunities? ☐ YES ☒ NO
- How many weeks of paid parental leave does your organization provide employees? 8
- Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO
- Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO
- Do you have employee resource groups or affinity groups? ☐ YES ☒ NO
- Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO
- Do you have unconscious or implicit bias training? ☒ YES ☐ NO
- Do you have mentoring programs for staff? ☐ YES ☒ NO
- Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO
- Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO
- Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

The Conservation Fund

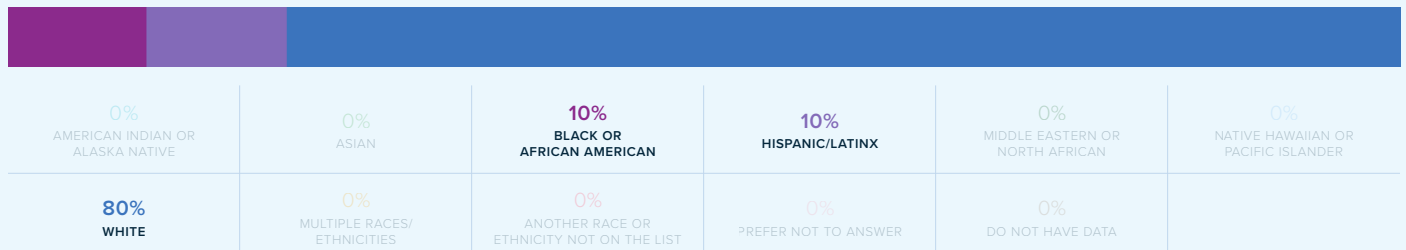
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
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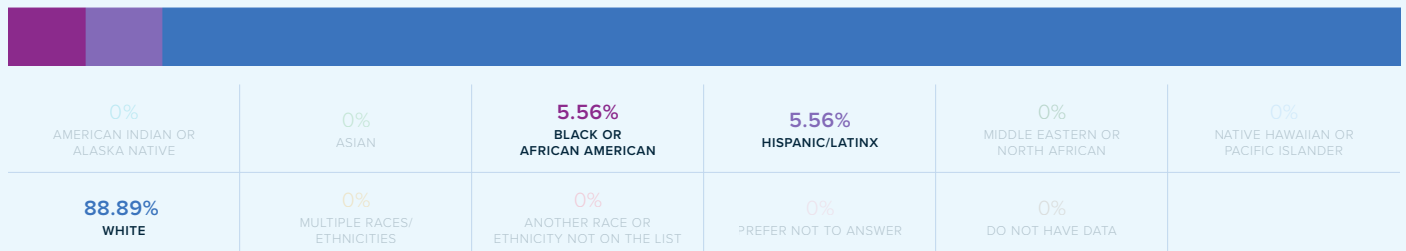
HEAD OF ORGANIZATION:



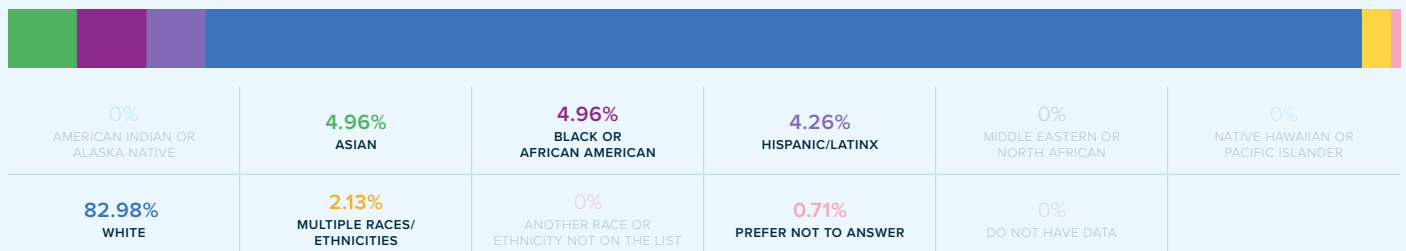
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

We are exploring options for this.

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

We are working on a process.

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 3

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO

We are exploring our options.

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

We plan to have a program in place by the end of 2022.

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

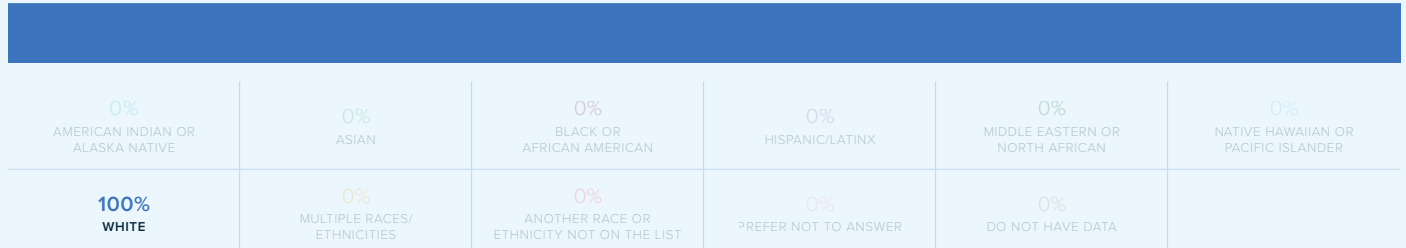
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

The Nature Conservancy

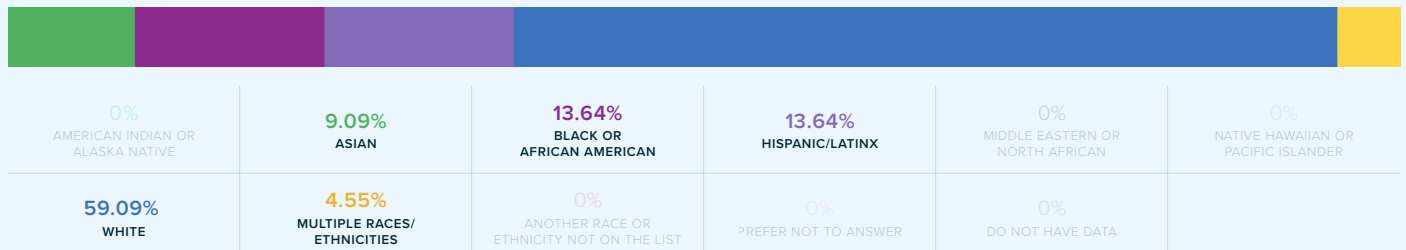
Diversity by Race/Ethnicity

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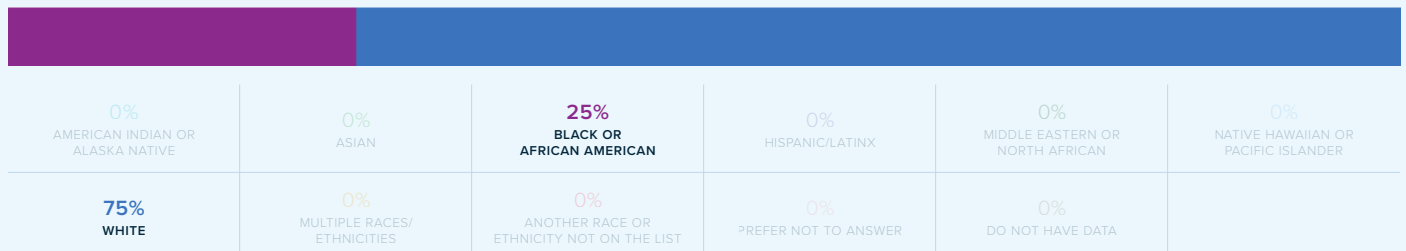
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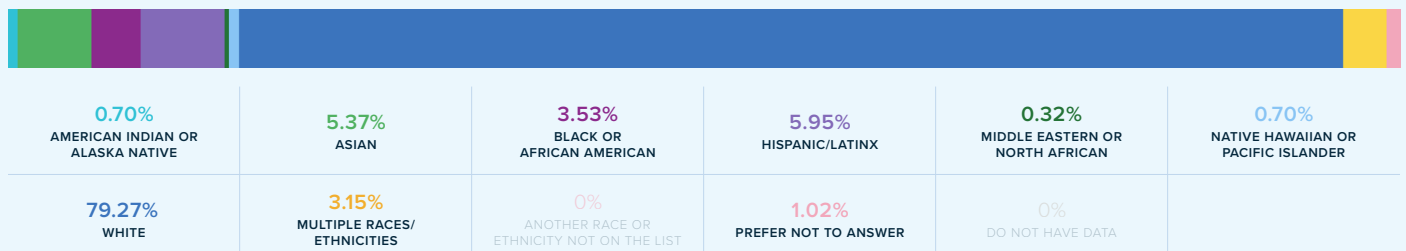
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



The Nature Conservancy

Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 8

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

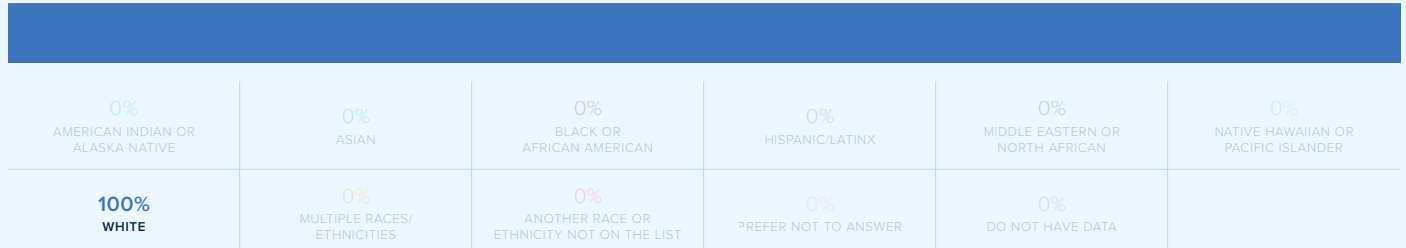
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

The Ocean Foundation

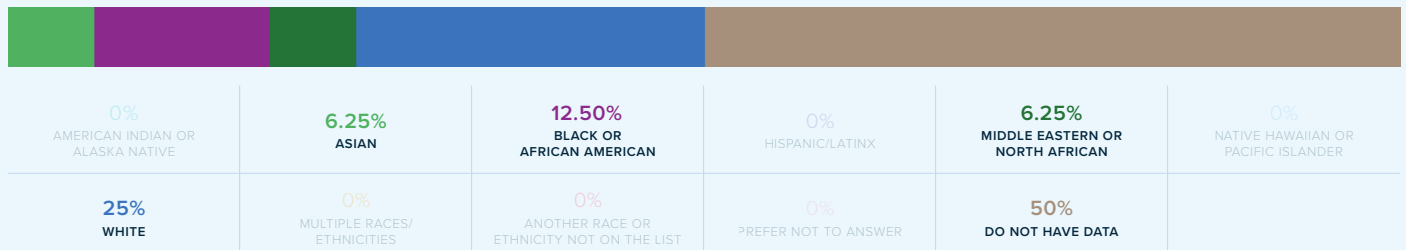
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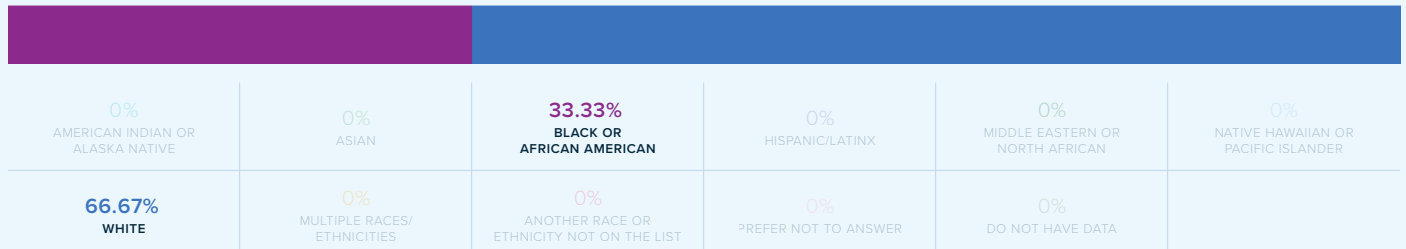
HEAD OF ORGANIZATION:



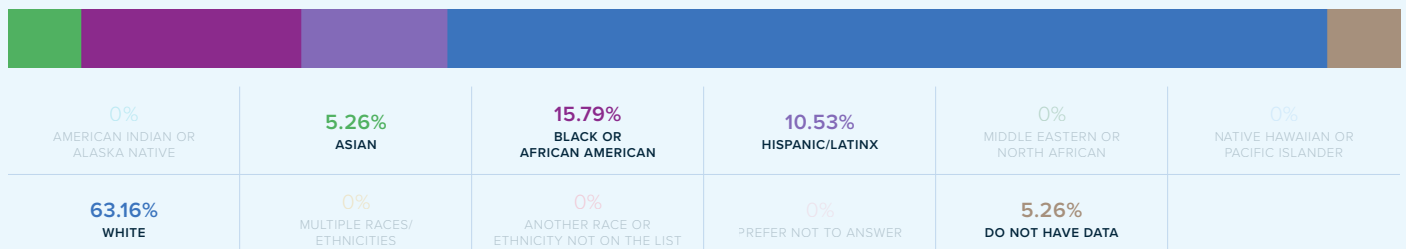
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 8

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☒ YES ☐ NO

During the interview process this does occur with the Talent Officer (HR Division). However, we do ask interested candidates to provide their desired salary range, in which we primarily discuss during the final interview phase.

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

TOF does not have affinity groups established. However, we are undergoing a process with our D.E.I. consultant and committee to identify which affinity groups are best suited for our organization.

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

While we do not conduct anonymous surveys, we do conduct stay interviews with staff which serve the same purpose. Information gathered from Stay Interviews are anonymous, and are compiled to gather feedback for organizational improvement on a variety of topics (benefits, satisfaction, organizational culture, etc...).

☐ YES

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

In a technical sense we do not, however, we encourage our employees to connect with individuals across the sector but we could do more. When new employees are hired, we pair them with a training buddy who essentially supports them throughout onboarding and beyond if they prefer.

☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

During 2022, this will be addressed by our current D.E.I. consultant.

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

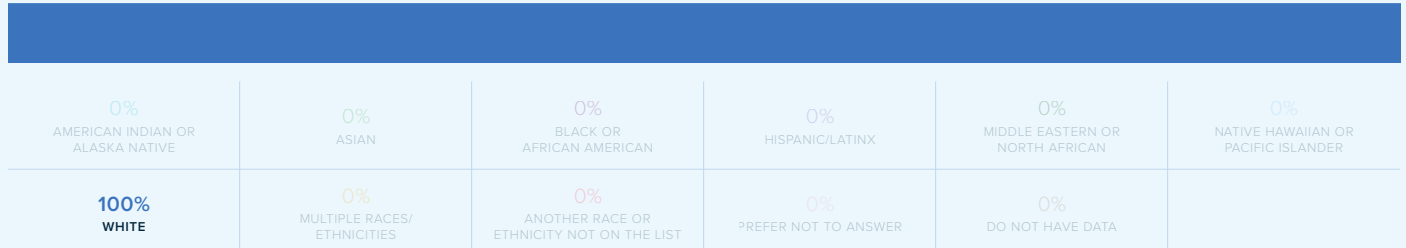
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

The Trust for Public Land

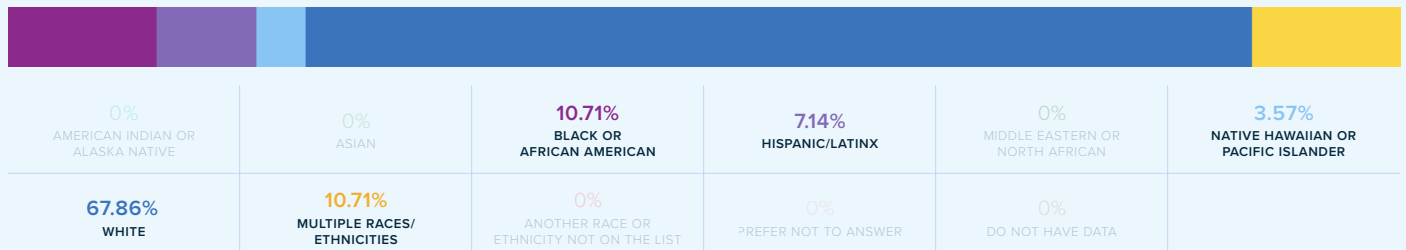
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
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 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

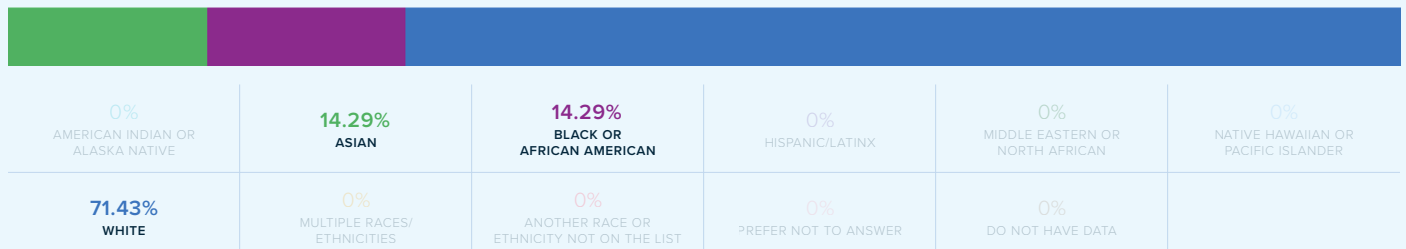
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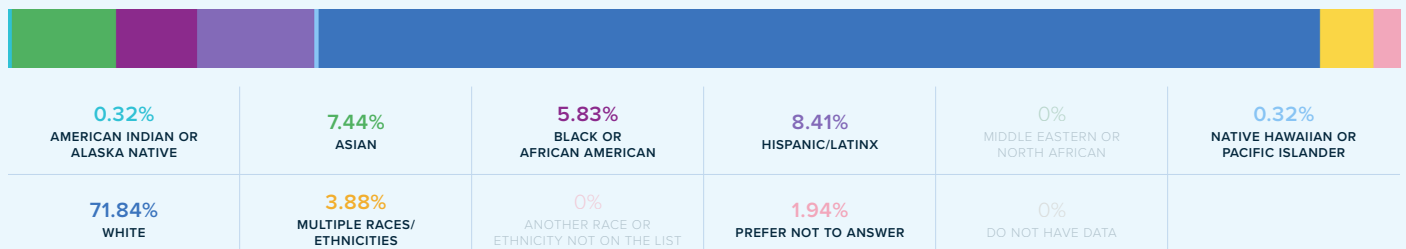
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



The Trust for Public Land

Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 12-16

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☐ YES ☒ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

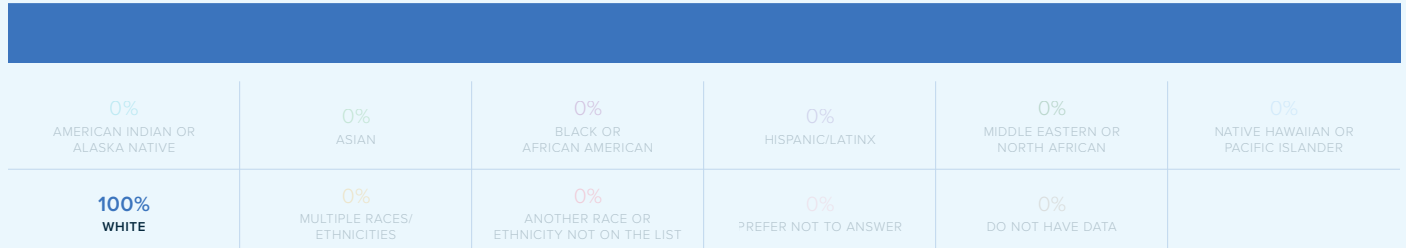
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

The Wilderness Society

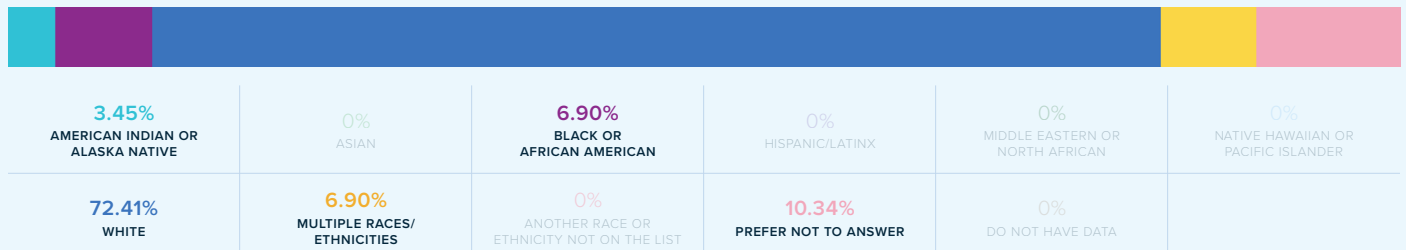
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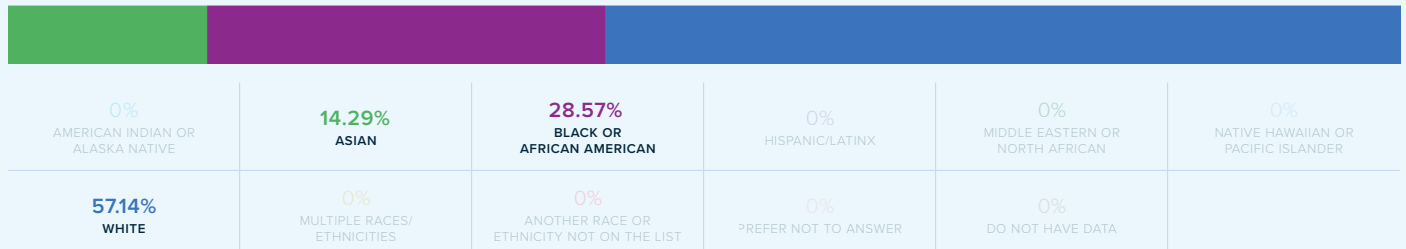
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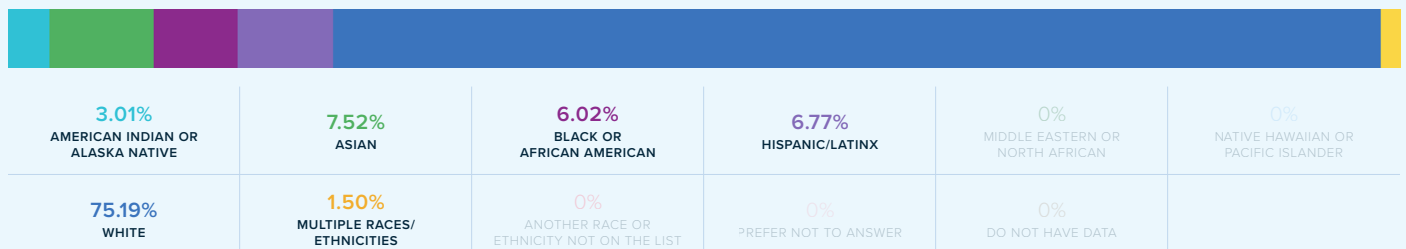
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☐ YES ☒ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 12

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

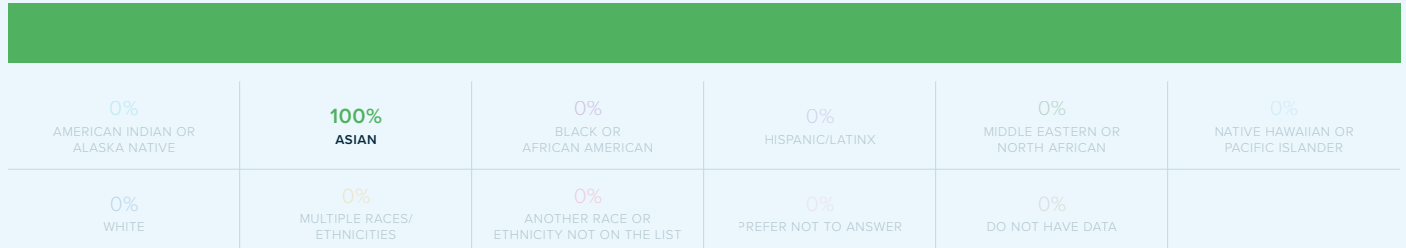
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Union of Concerned Scientists

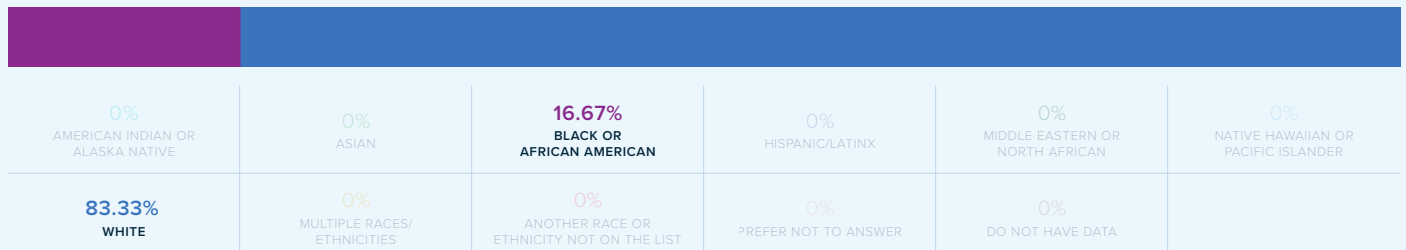
Diversity by Race/Ethnicity

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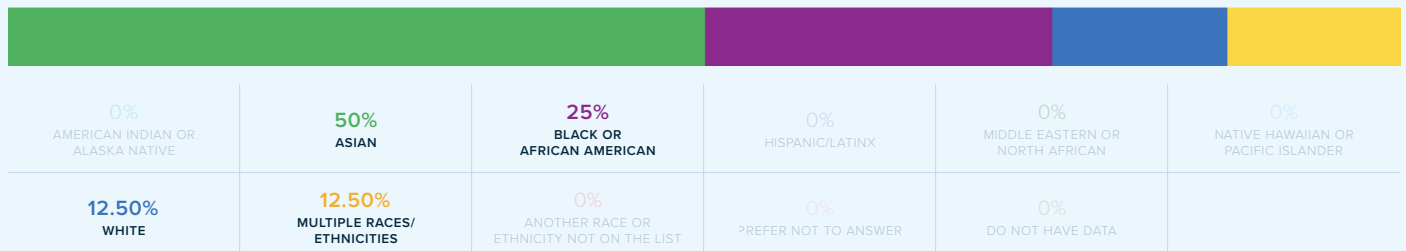
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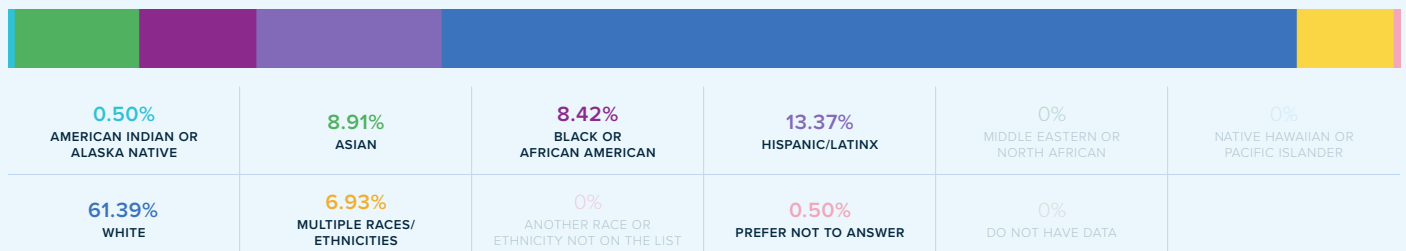
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☐ YES ☒ NO

We are currently finalizing this salary pay scale to make public.

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 8

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

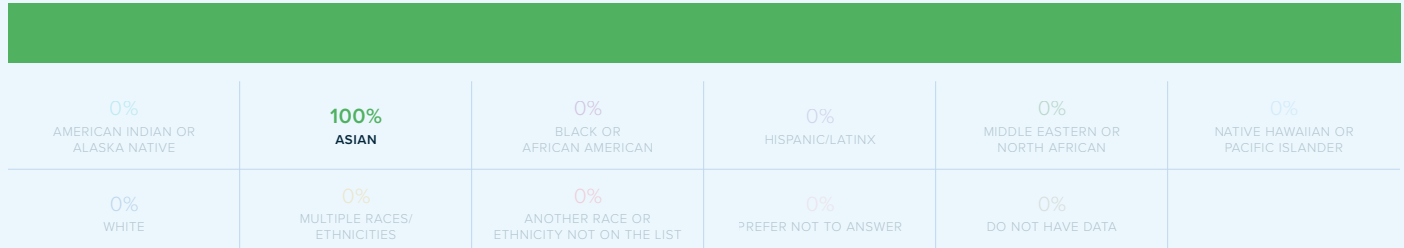
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

US Climate Action Network

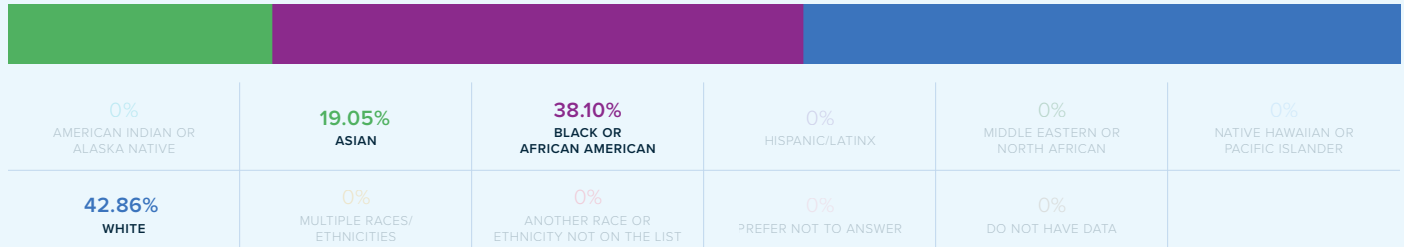
Diversity by Race/Ethnicity

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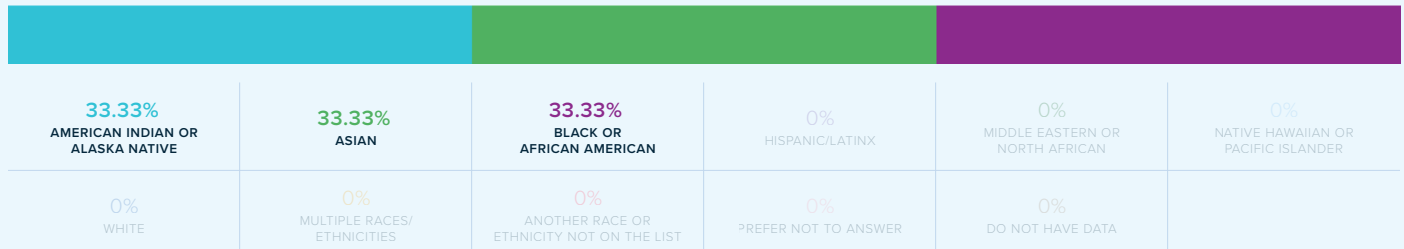
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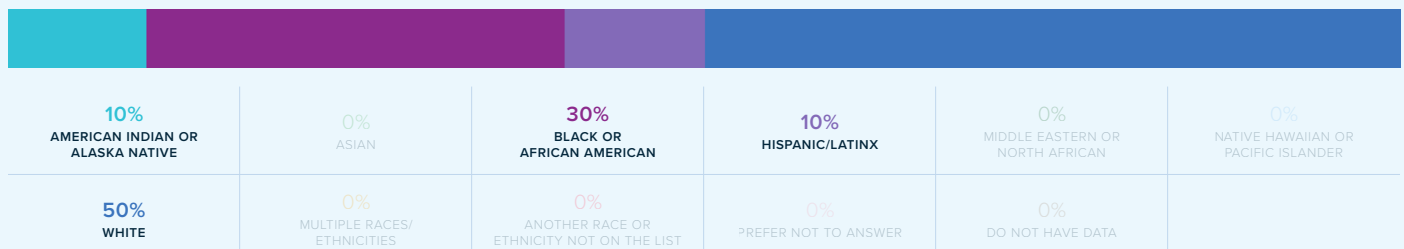
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 6

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☐ YES ☒ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

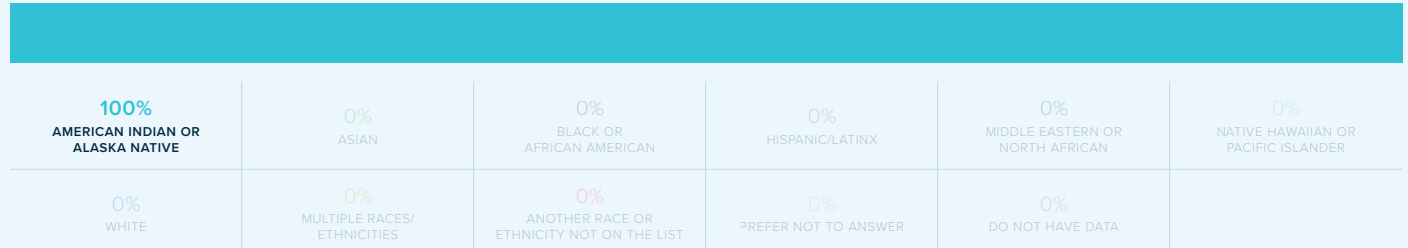
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

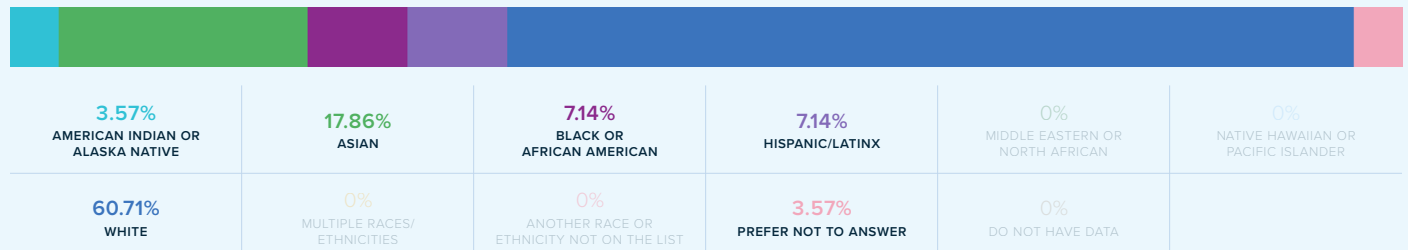
Diversity by Race/Ethnicity

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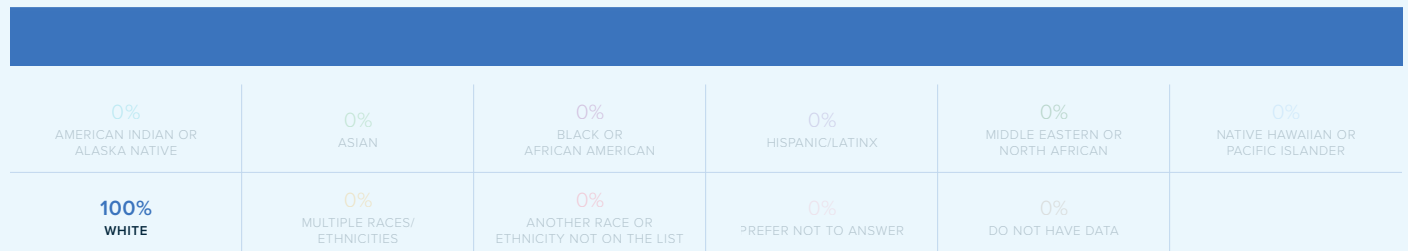
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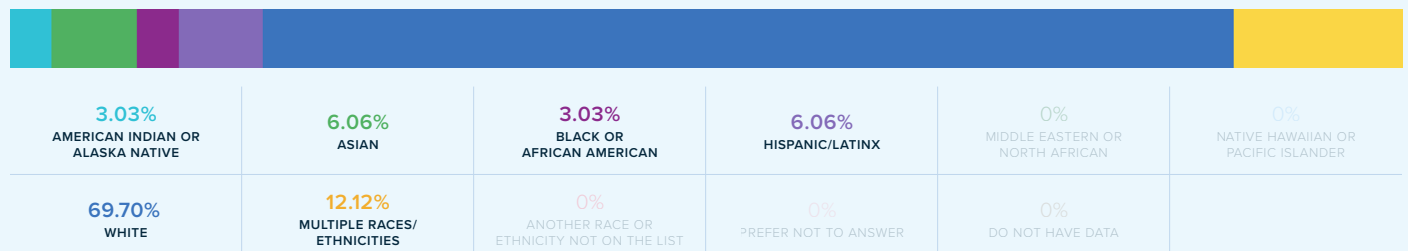
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

We adopted a compensation philosophy in May 2021 which includes a transparent pay scale.

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

We adopted an internal hire and growth promotion policy in 2021.

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☐ YES ☒ NO

We previously did all annual reviews at the first of the year but transitioning to doing at date of hire.

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☐ YES ☒ NO

No single policy because diversity, equity and inclusion are woven across our various policies and procedures.

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Our DEI goals are stated in our strategic plan which spans 4 years. The staff are operationalizing the plan and timeline.

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Our DEI work is spread across several workgroups including logistics, human resources, organizational culture and member education.

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

We include funds to support this work on an annual basis.

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☐ YES ☒ NO

We have zero tolerance policies for discrimination, harassment and retaliation but does not explicitly state microaggressions.

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 12

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

The hiring process and announcements are continually evaluated by our HR Racial Equity Team.

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

White and BIPOC affinity groups.

Do you conduct anonymous employee satisfaction and feedback surveys? ☐ YES ☒ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Required for all staff participating in a hiring process prior to starting interview processes.

Do you have mentoring programs for staff? ☐ YES ☒ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

All supervisors are required to take training that includes culturally responsive supervision (i.e. supervising across diverse race, class, gender, ability staff teams).

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

This is done through annual performance review survey.

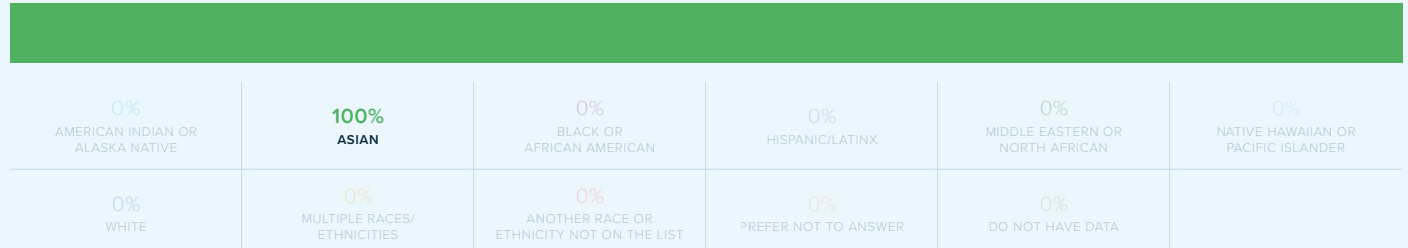
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Some efforts are measurable such as promotions, professional development, length of stay, turnover. Other efforts, like adjusting benefits to provide more mental health time-off and creating a Compensation Philosophy were based on general feedback, but have an impact on DEI.

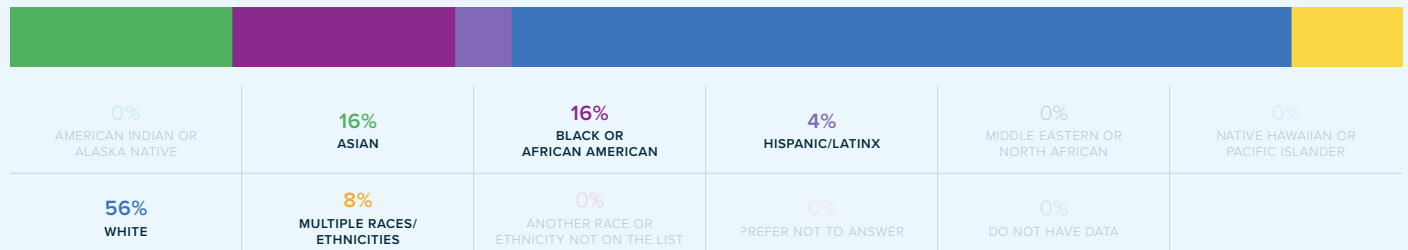
Diversity by Race/Ethnicity

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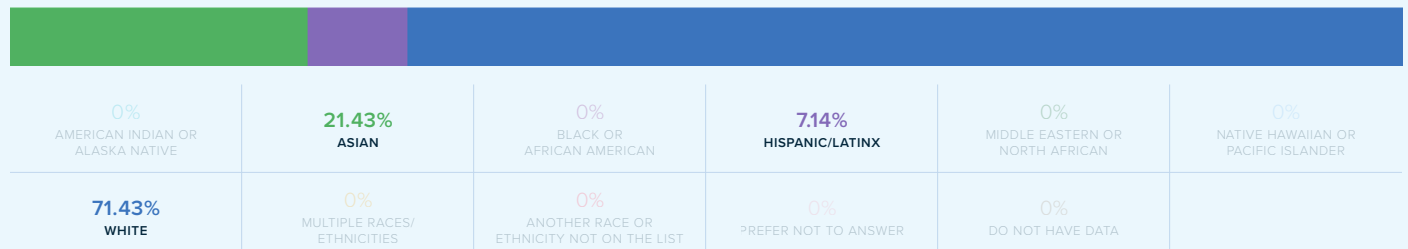
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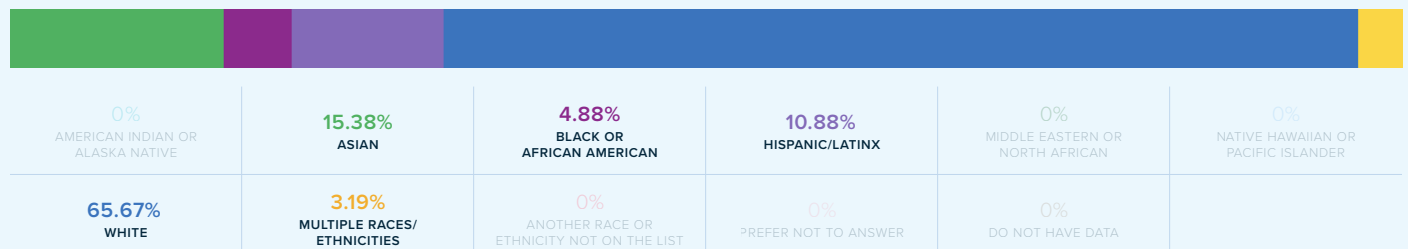
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☐ YES ☒ NO

In progress of developing career paths for this result.

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☒ YES ☐ NO

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☒ YES ☐ NO

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

How many weeks of paid parental leave does your organization provide employees? 8

Have you evaluated your recruitment and hiring processes to address bias? ☒ YES ☐ NO

Do you ask for previous salary history when hiring staff? ☒ YES ☐ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☐ YES ☒ NO

Continually discussed for development.

Do you train managers on how to provide culturally appropriate feedback to staff? ☒ YES ☐ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

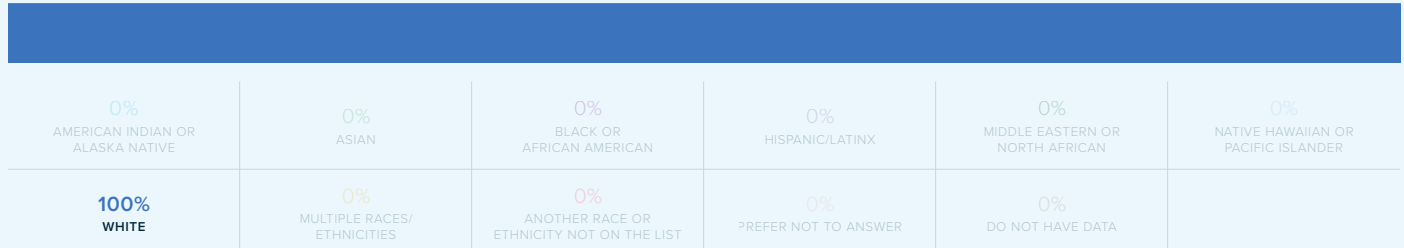
Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

World Wildlife Fund

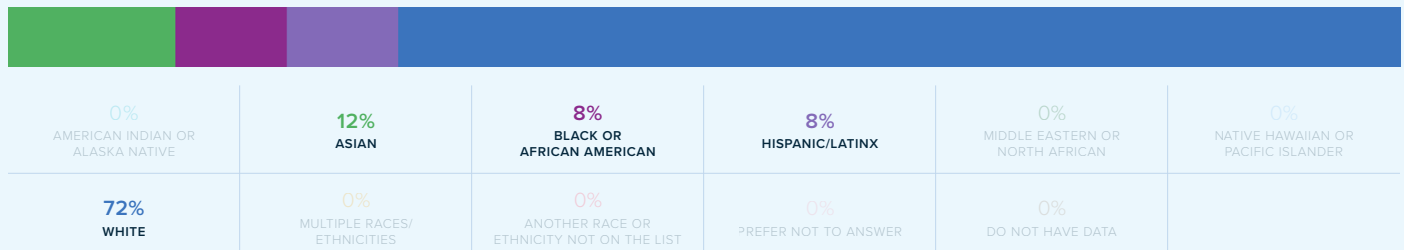
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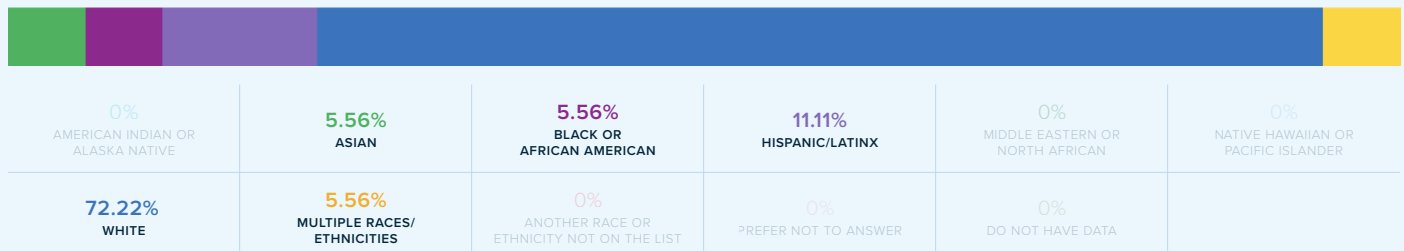
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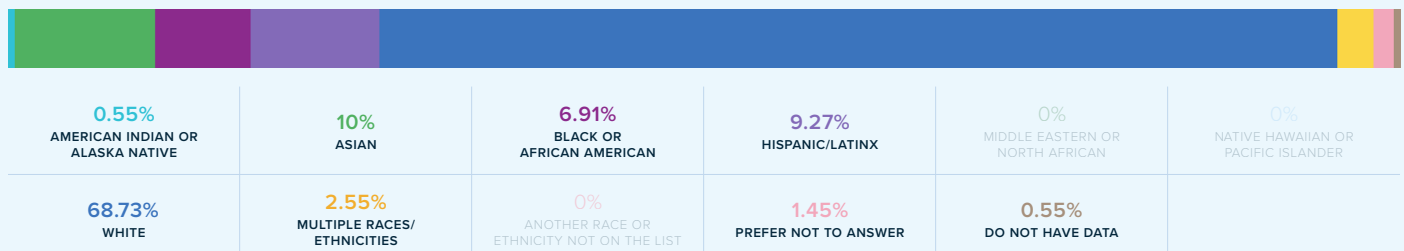
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you have a transparent salary pay scale for all positions within the organization that employees can view? ☒ YES ☐ NO

Do you have a transparent promotion process with guidelines for staff and supervisors? ☒ YES ☐ NO

Do you have a performance evaluation process for staff that is conducted at the same time across the organization? ☒ YES ☐ NO

Does your organization have a policy explicitly addressing diversity, equity, and inclusion? ☐ YES ☒ NO

Organizational statement under development.

Do you have diversity, equity, and inclusion goals written into your strategic plan? ☐ YES ☒ NO

DEI incorporated into CEO performance goals; targeted programs factor in DEIJ considerations.

Do you have a diversity, equity, and inclusion committee? ☒ YES ☐ NO

Inclusion Council is co-chaired by our CEO and COO.

Have you committed financial resources to your diversity, equity, and inclusion efforts? ☒ YES ☐ NO

Dedicated budget for DEI initiatives that was increased from 2020; additional funding allocated for specific initiatives.

Do you have a process for addressing racial discrimination, harassment, and microaggressions? ☒ YES ☐ NO

Does your organization offer paid internship opportunities? ☒ YES ☐ NO

Paid diversity Internship program launched in 2021; expanded in 2022.

How many weeks of paid parental leave does your organization provide employees? 4

Have you evaluated your recruitment and hiring processes to address bias? ☐ YES ☒ NO

Conducted training for managers around mitigating bias in the selection process; slated to implement process changes in 2022.

Do you ask for previous salary history when hiring staff? ☐ YES ☒ NO

Do you have employee resource groups or affinity groups? ☒ YES ☐ NO

8 employee resource groups, with additional groups under development.

Do you conduct anonymous employee satisfaction and feedback surveys? ☒ YES ☐ NO

Do you have unconscious or implicit bias training? ☒ YES ☐ NO

Do you have mentoring programs for staff? ☒ YES ☐ NO

Do you train managers on how to provide culturally appropriate feedback to staff? ☐ YES ☒ NO

Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? ☒ YES ☐ NO

We encourage the solicitation of feedback from various sources, including staff, for evaluations.

Is measurable feedback on DEI progress used to adjust and modify efforts? ☒ YES ☐ NO

Diverse representation is measured and used to inform strategies; staff feedback is also leveraged.

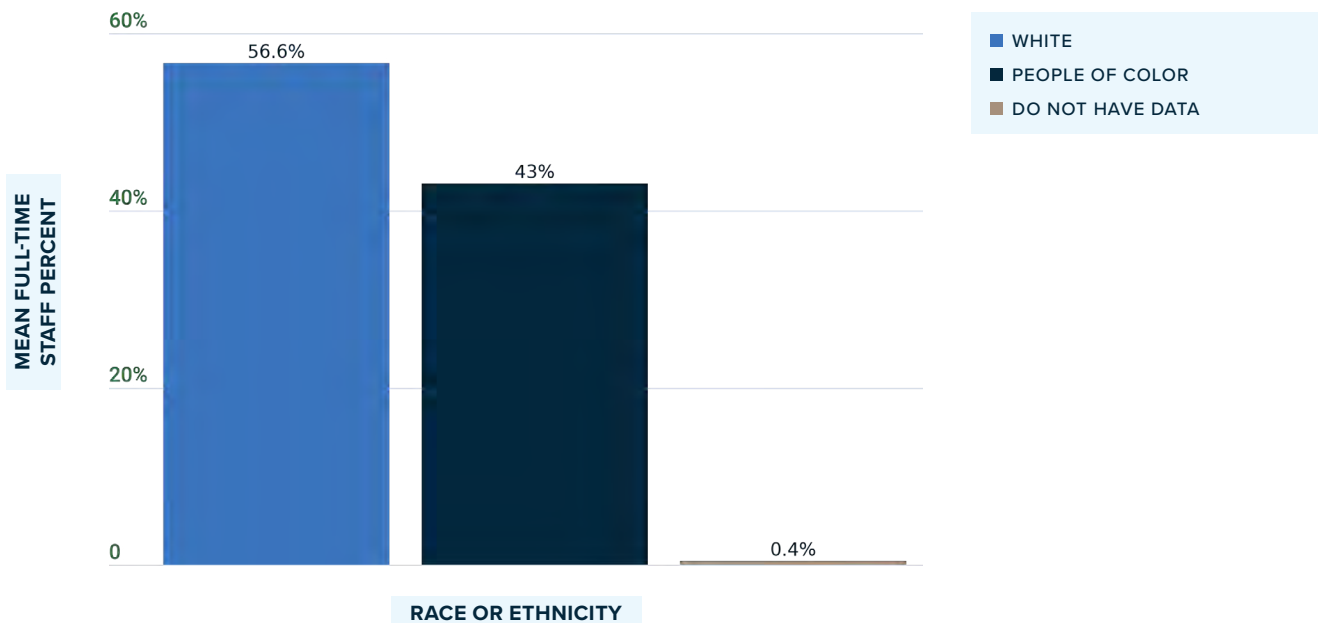
Dr. Puritty analyzed data submitted in 2022 to Green 2.0 for foundations using self-reported data examining racial and ethnic diversity of boards, full-time staff members, heads of organizations, and senior staff members. Dr. Puritty analyzed data on a specific question on demographic data collection and grantmaking to understand if foundations were using this data to inform their giving practices.

Of the 20 foundations surveyed, only eight reported that they collect any demographic data on the staff of their grantees. This is a crucial step foundations should take to ensure that their funds are going to groups that are led by and support communities of color most impacted by environmental issues.

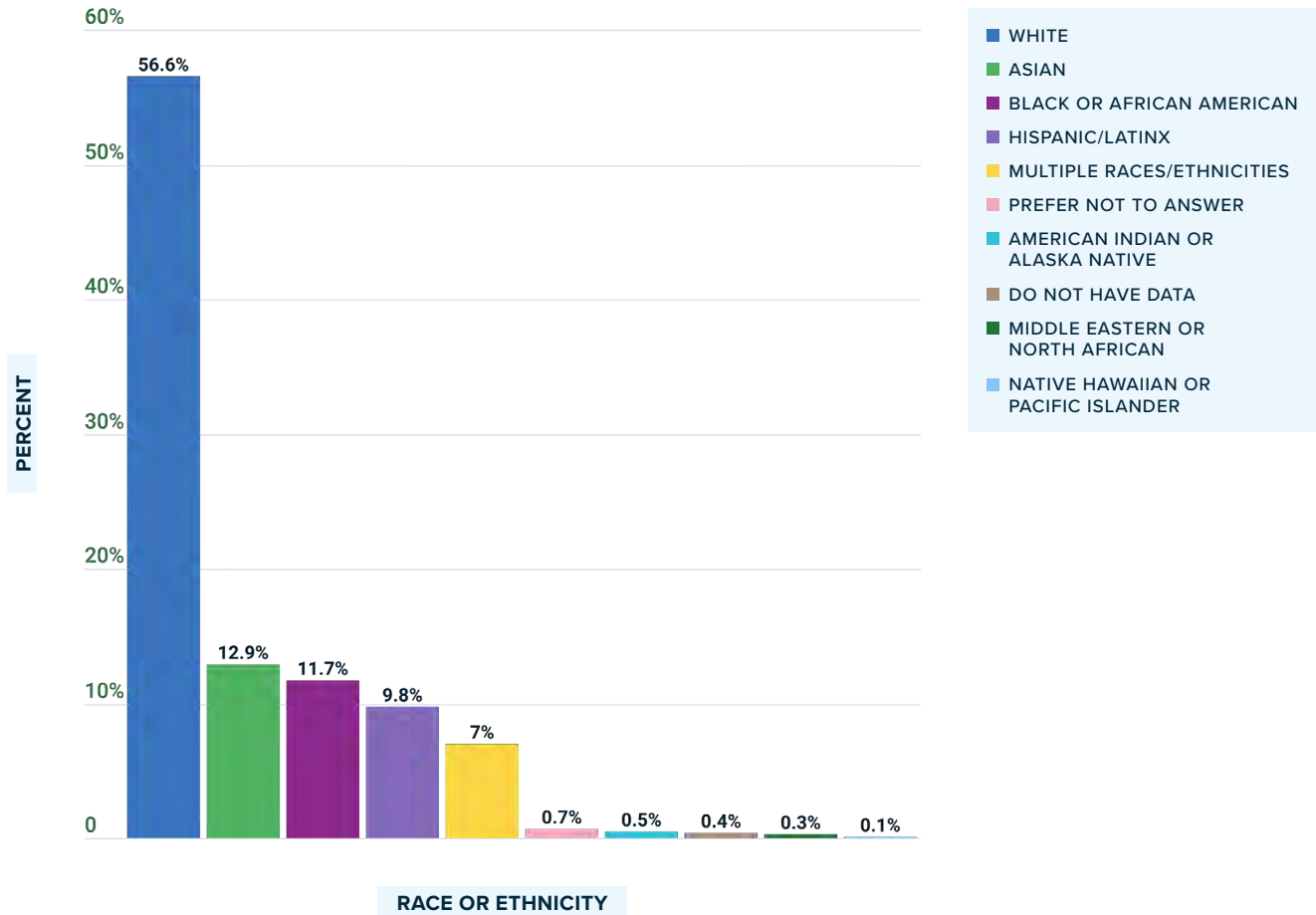
FOUNDATION FULL-TIME STAFF

Dr. Puritty examined the number of full-time staff members who identified as people of color for 2022. She found that 56.6% of full-time staff at foundations identify as White, whereas 43% identify as people of color.

FULL-TIME STAFF PERCENTAGE OF WHITE VERSUS PEOPLE OF COLOR



2022 RACIAL AND ETHNIC DATA OF FULL-TIME STAFF

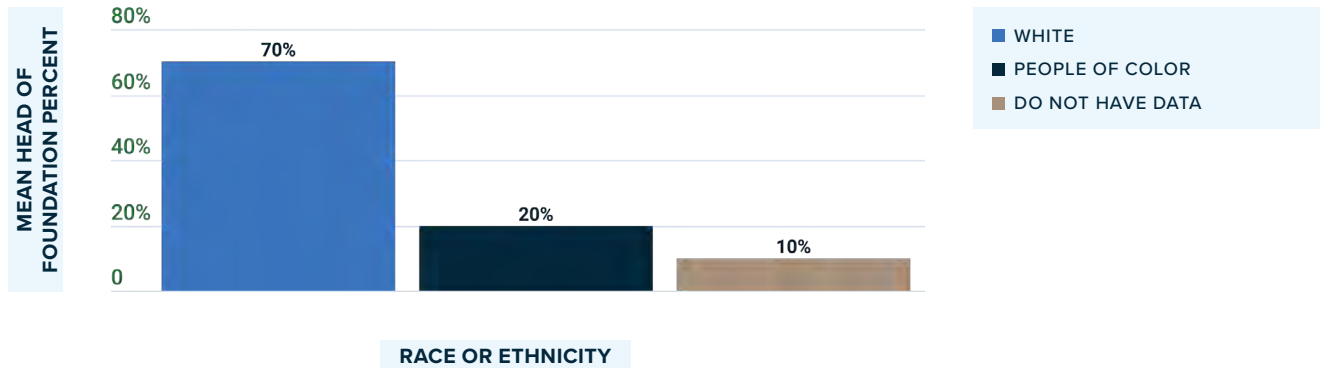


- Full-time staff at foundations were predominately, but not overwhelmingly, White (56.6%). Next represented groups were Asian (12.9%), Black or African American (11.7%), Hispanic/Latinx (9.8%), and staff with multiple racial or ethnic identities (7%).
- Although present in this data, Hispanic/Latinx staff (9.8%) are underrepresented given that they comprise 18.7% of the population.
- American Indian or Alaska Native (0.5%) and Native Hawaiian or Pacific Islander (0.1%) are also underrepresented given that they comprise 1.3% and 0.3% of the population respectively.

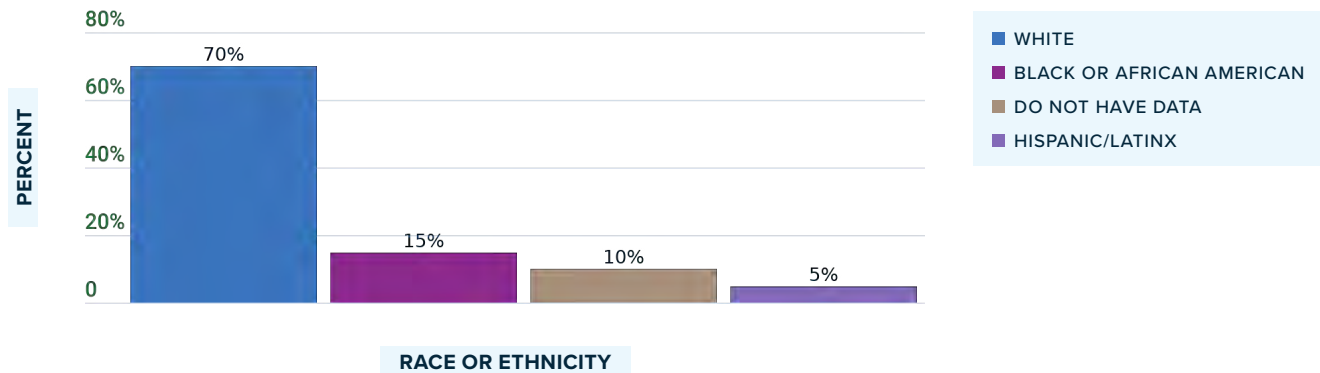
FOUNDATION HEADS OF ORGANIZATIONS

This is the first year Green 2.0 collected information about the heads of grantmaking foundations. Dr. Puritty found that 70% of foundation heads identified as White, while 20% identified as people of color.

HEADS OF ORGANIZATIONS PERCENTAGE OF WHITE VERSUS PEOPLE OF COLOR



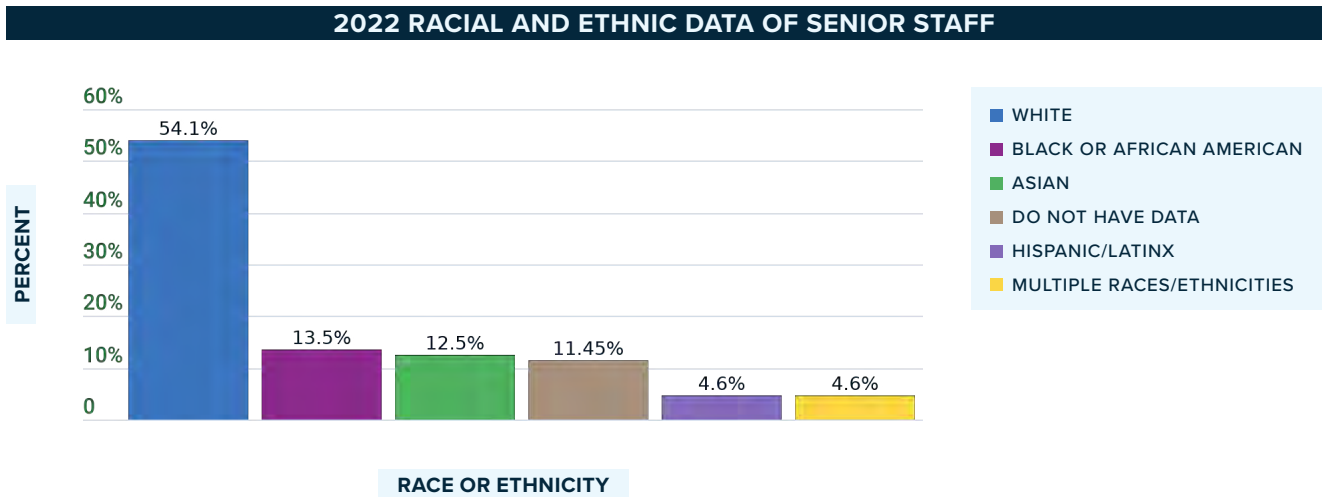
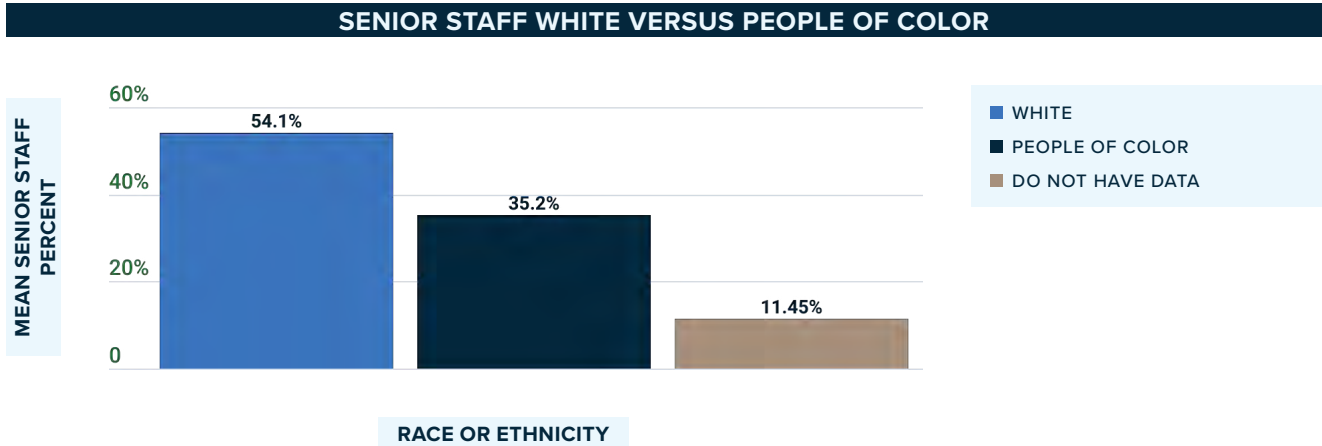
2022 RACIAL AND ETHNIC DATA OF HEADS OF ORGANIZATIONS



- Reporting foundations were headed by White leaders at 70%.
- Black or African American at 15% and Hispanic/Latinx at 5% were the only groups of people of color represented, with Hispanic/Latinx heads of organizations falling well below national baselines.
- Foundations did not have data for 10% of their heads of organizations.
- American Indian or Alaska Native, Asian, Middle Eastern or North African, and Native Hawaiian or Pacific Islander were missing entirely from heads of organizations at foundations, representing another area for needed investment.

FOUNDATION SENIOR STAFF

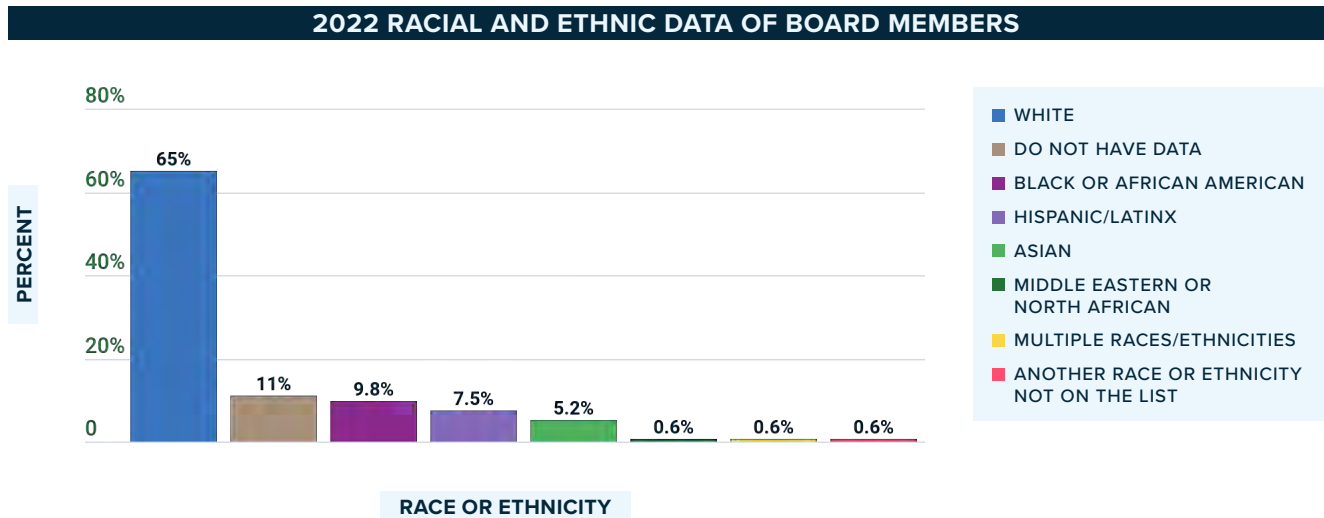
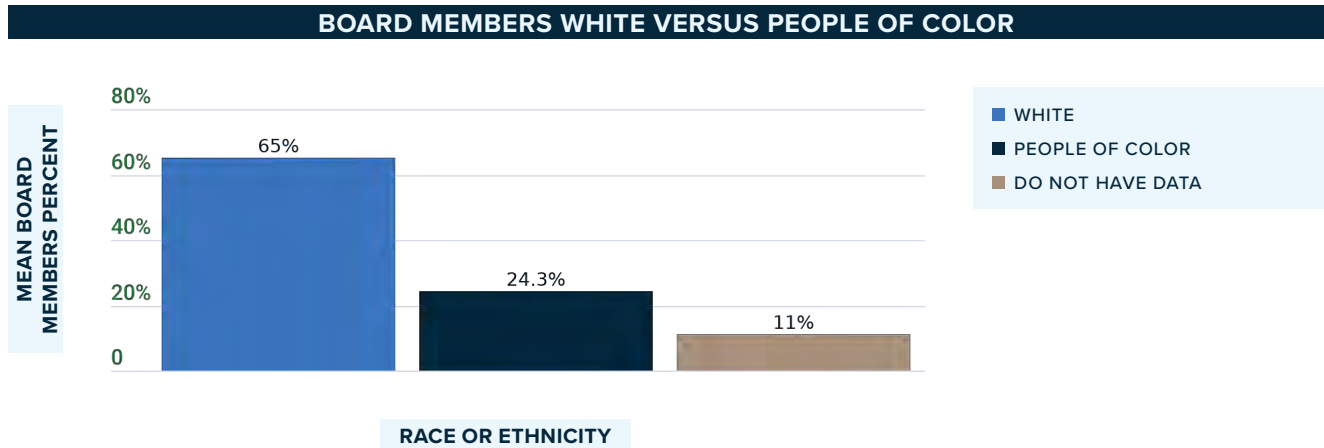
Dr. Puritty examined the number of senior staff who identified as people of color for 2022.



- White senior staff were the most represented at participating foundations (54.1%).
- Black and African American senior staff (13.5%) and Asian senior staff (12.5%) were the most represented senior staff of color.
- Hispanic/Latinx senior staff (4.6%) and senior staff with multiple racial or ethnic identities (4.6%) were least represented. American Indian or Alaska Native, Middle Eastern or North African, and Native Hawaiian or Pacific Islander groups were missing entirely from foundation senior staff, demonstrating a need for increased representation.

FOUNDATION BOARD MEMBERS

Dr. Puritty examined the number of board members who identified as people of color for 2022.



- White board members are the most represented at 65%.
- Next represented are Black or African American board members (9.8%), Hispanic/Latinx board members (7.5%), and Asian board members (5.2%). 11% of board members did not report their demographic data, which represents an area for growth in future data collection.
- American Indian or Alaska Native, Middle Eastern or North African, and Native Hawaiian or Pacific Islander groups were not represented at all on boards of foundations.

Participating Foundations

[Barr Foundation](#)

[Bullitt Foundation](#)

[Energy Foundation](#)

[Heising-Simons Foundation](#)

[Julian Grace Foundation](#)

[Margaret A. Cargill Philanthropies](#)

[Marisla Foundation](#)

[NorthLight Foundation](#)

[Patagonia](#)

[Pisces Foundation](#)

[The Cynthia and George Mitchell Foundation](#)

[The David and Lucile Packard Foundation](#)

[The Keith Campbell Foundation for the Environment](#)

[The Kresge Foundation](#)

[The Libra Foundation](#)

[The Nathan Cummings Foundation](#)

[The Solutions Project](#)

[The William and Flora Hewlett Foundation](#)

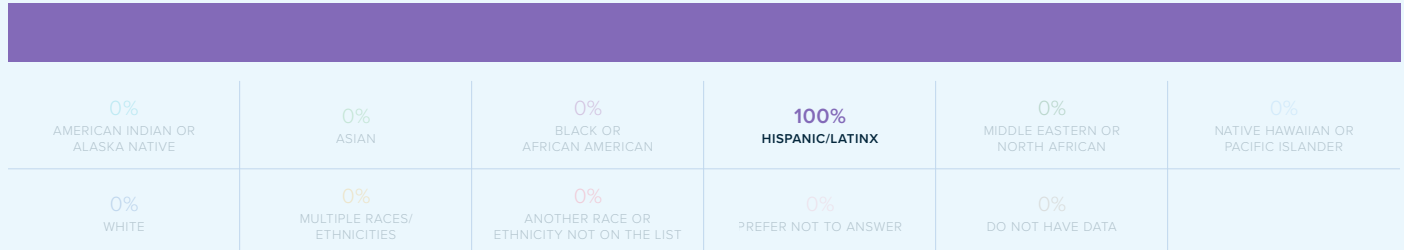
[Walton Family Foundation](#)

[Wilburforce Foundation](#)

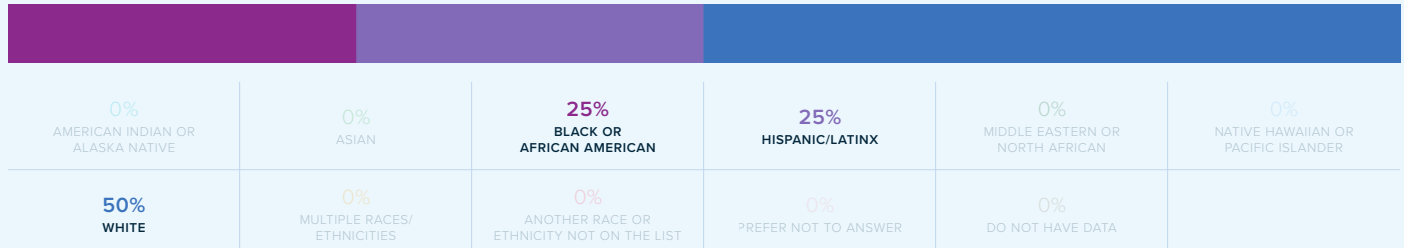
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

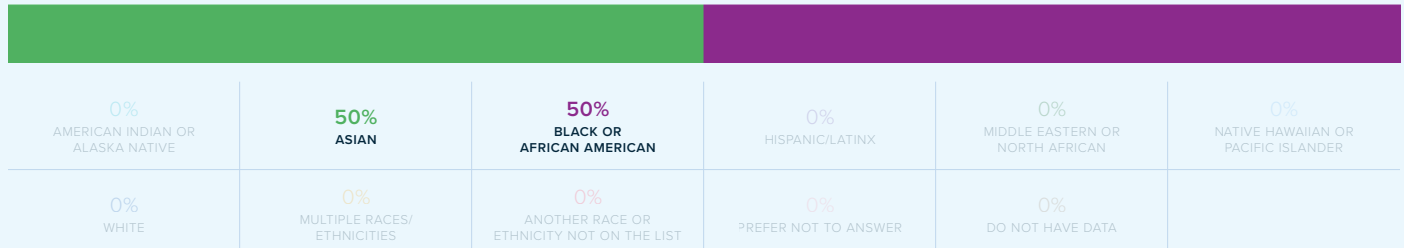
HEAD OF ORGANIZATION:



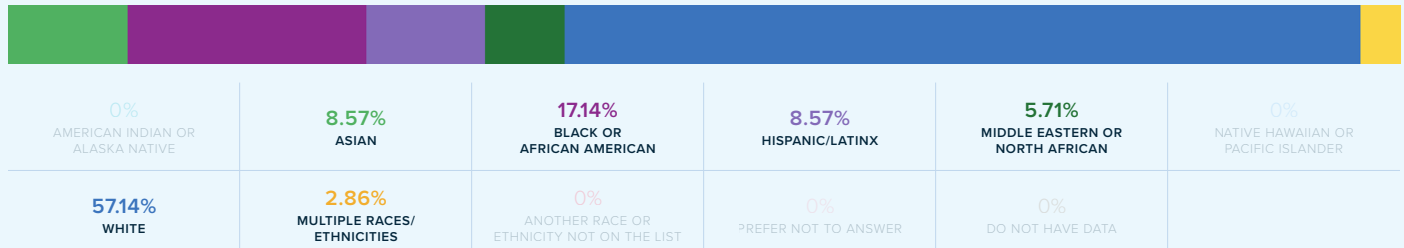
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Demographic Data Collection Practices

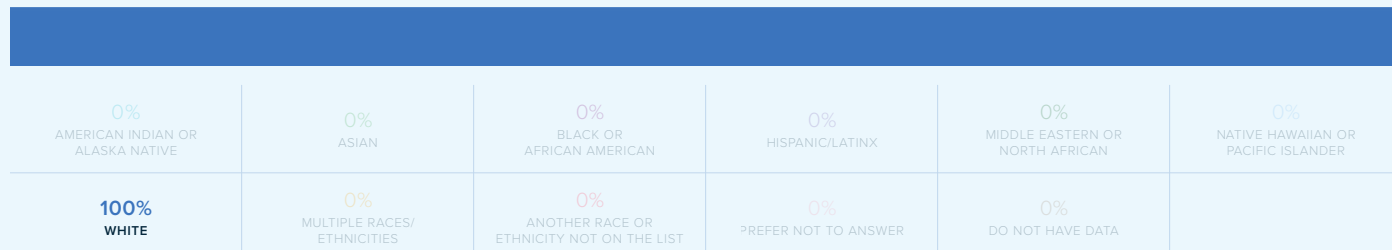
Do you collect demographic data on the staff of your grantees?

☐ YES ☒ NO

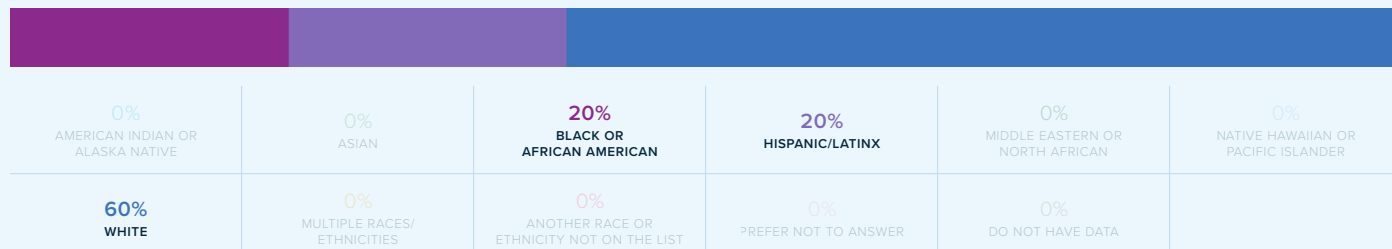
Diversity by Race/Ethnicity

■ AMERICAN INDIAN OR ALASKA NATIVE
 ■ ASIAN
 ■ BLACK OR AFRICAN AMERICAN
 ■ HISPANIC/LATINX
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 ■ NATIVE HAWAIIAN OR PACIFIC ISLANDER
 ■ WHITE
 ■ MULTIPLE RACES/ETHNICITIES
 ■ ANOTHER RACE OR ETHNICITY NOT ON THE LIST
 ■ PREFER NOT TO ANSWER
 ■ DO NOT HAVE DATA

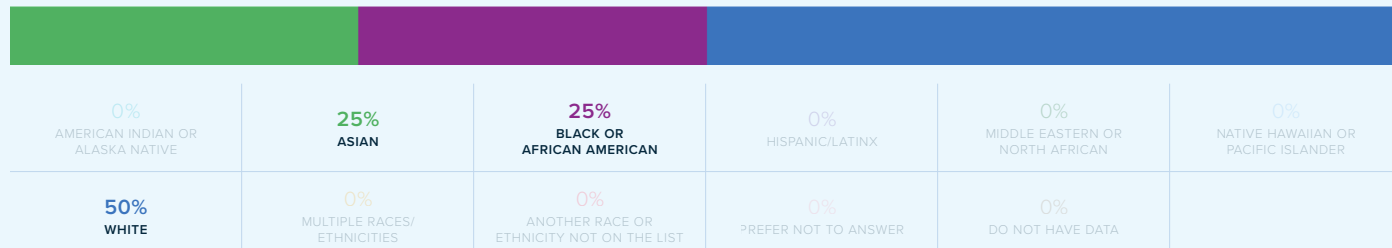
HEAD OF ORGANIZATION:



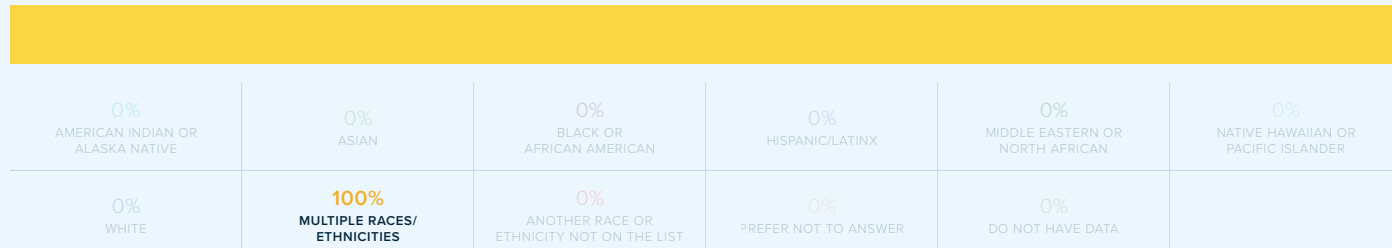
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Demographic Data Collection Practices

Do you collect demographic data on the staff of your grantees?

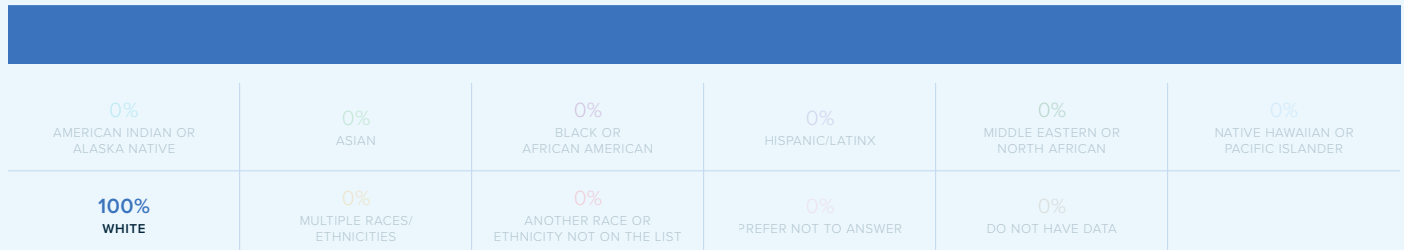
☐ YES ☒ NO

We are a small staff, and it is not necessary to collect formal information.

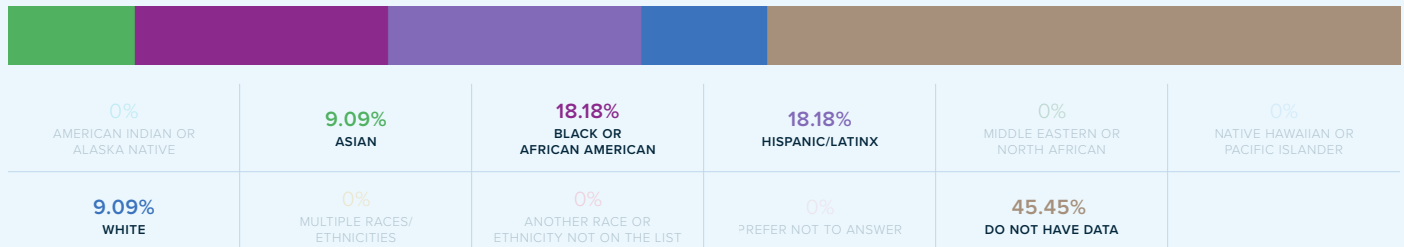
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
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 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

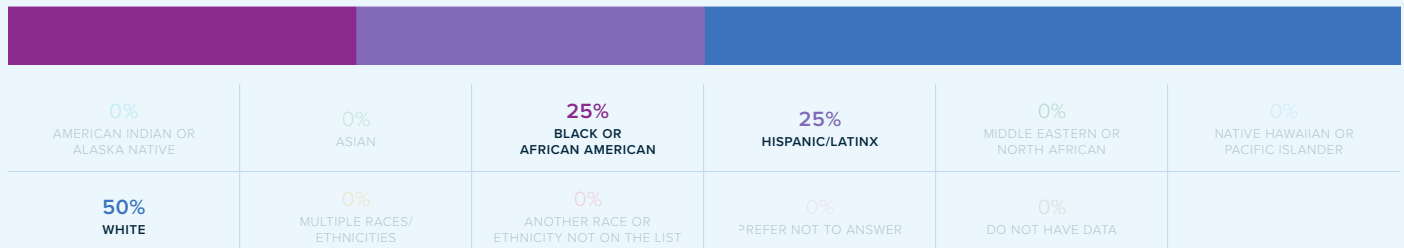
HEAD OF ORGANIZATION:



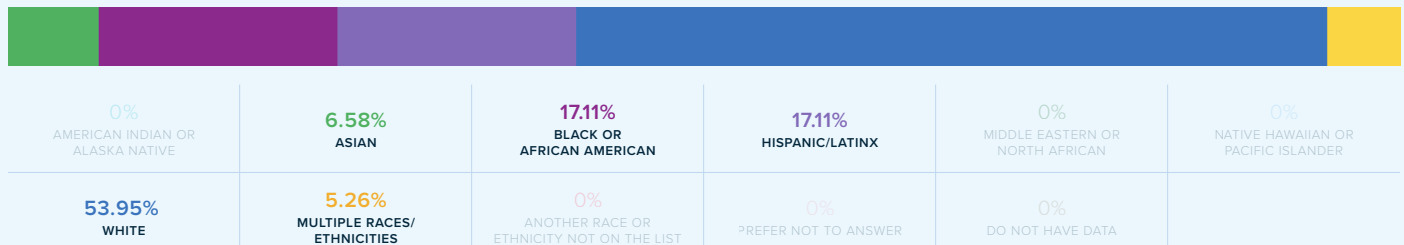
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Demographic Data Collection Practices

Do you collect demographic data on the staff of your grantees?

☒ YES ☐ NO

Heising-Simons Foundation

Diversity by Race/Ethnicity

- AMERICAN INDIAN OR ALASKA NATIVE
ASIAN
BLACK OR AFRICAN AMERICAN
HISPANIC/LATINX
MIDDLE EASTERN OR NORTH AFRICAN
NATIVE HAWAIIAN OR PACIFIC ISLANDER
WHITE
MULTIPLE RACES/ETHNICITIES
ANOTHER RACE OR ETHNICITY NOT ON THE LIST
PREFER NOT TO ANSWER
DO NOT HAVE DATA

HEAD OF ORGANIZATION:

0% AMERICAN INDIAN OR ALASKA NATIVE	0% ASIAN	0% BLACK OR AFRICAN AMERICAN	0% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
0% WHITE	0% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	100% DO NOT HAVE DATA	

BOARD MEMBERS:

0% AMERICAN INDIAN OR ALASKA NATIVE	0% ASIAN	0% BLACK OR AFRICAN AMERICAN	0% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
0% WHITE	0% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	100% DO NOT HAVE DATA	

SENIOR STAFF:

0% AMERICAN INDIAN OR ALASKA NATIVE	0% ASIAN	0% BLACK OR AFRICAN AMERICAN	0% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
0% WHITE	0% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	100% DO NOT HAVE DATA	

FULL-TIME STAFF:

0% AMERICAN INDIAN OR ALASKA NATIVE	0% ASIAN	0% BLACK OR AFRICAN AMERICAN	0% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
0% WHITE	0% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	100% DO NOT HAVE DATA	

Demographic Data Collection Practices

Do you collect demographic data on the staff of your grantees?

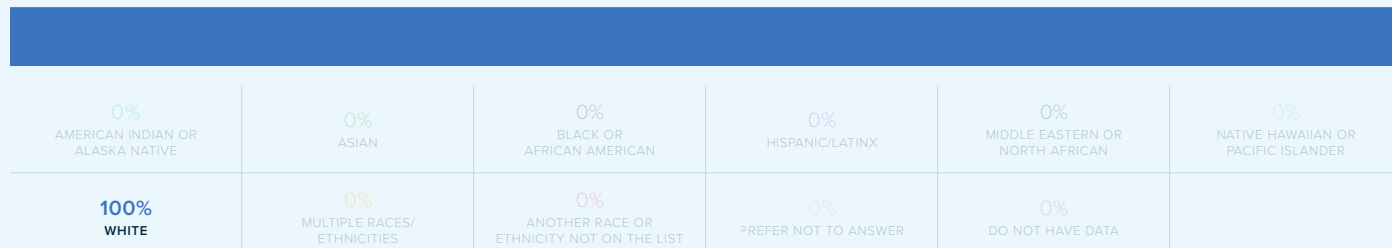
☒ YES ☐ NO

Julian Grace Foundation

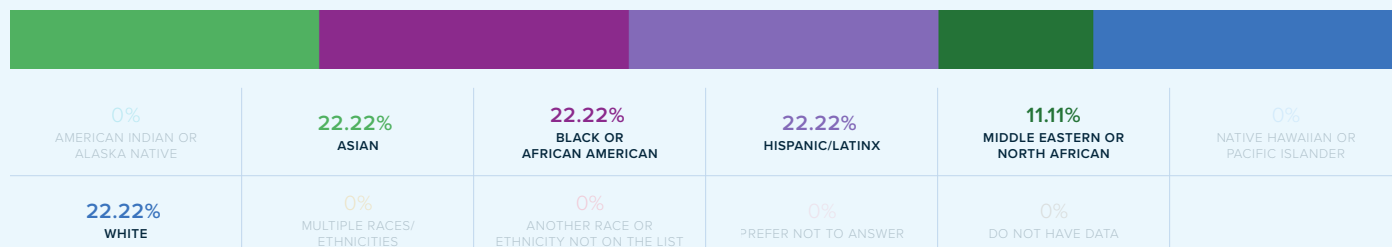
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
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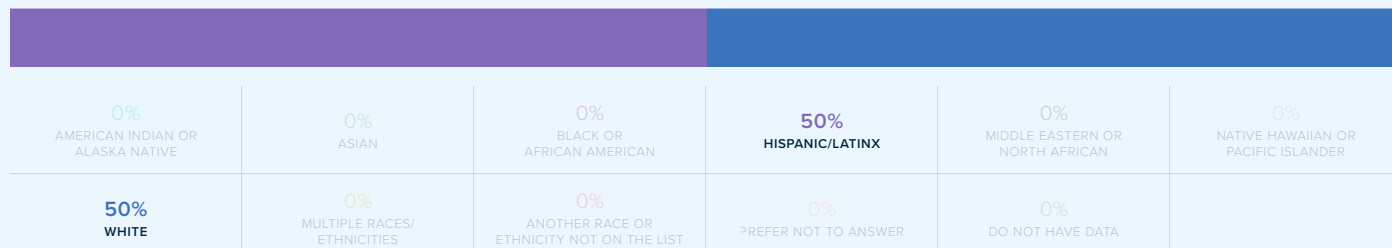
HEAD OF ORGANIZATION:



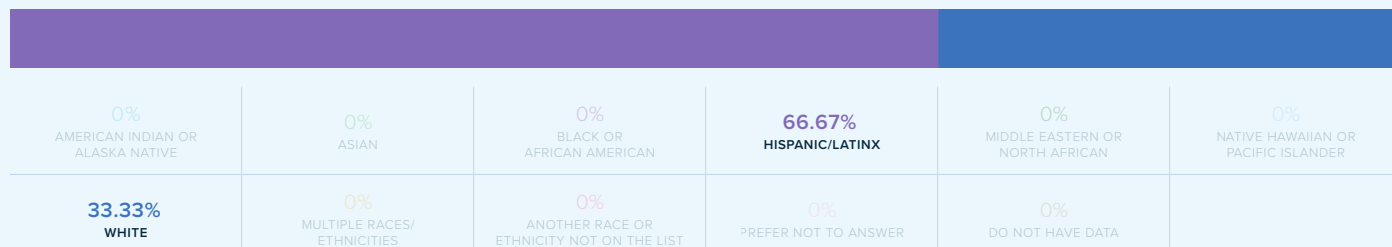
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Demographic Data Collection Practices

Do you collect demographic data on the staff of your grantees?

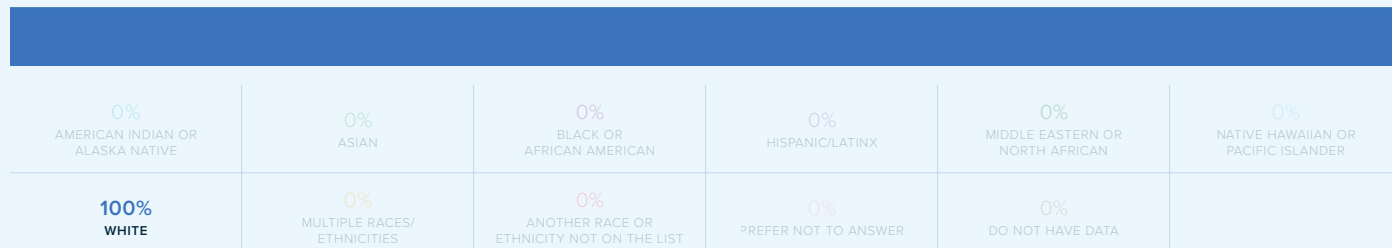
☒ YES ☐ NO

Margaret A. Cargill Philanthropies

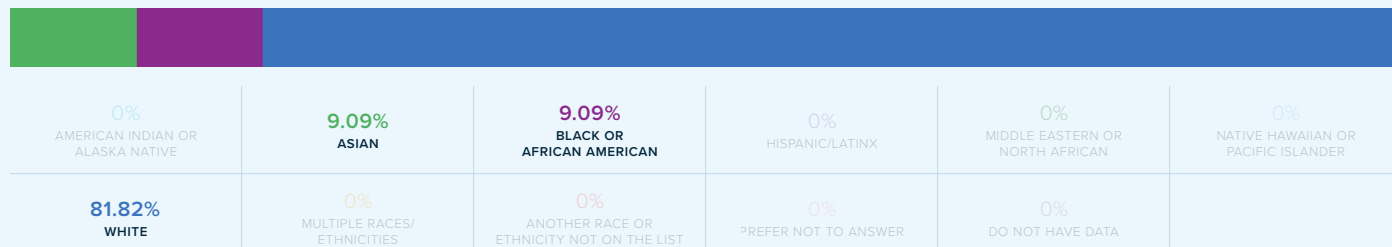
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

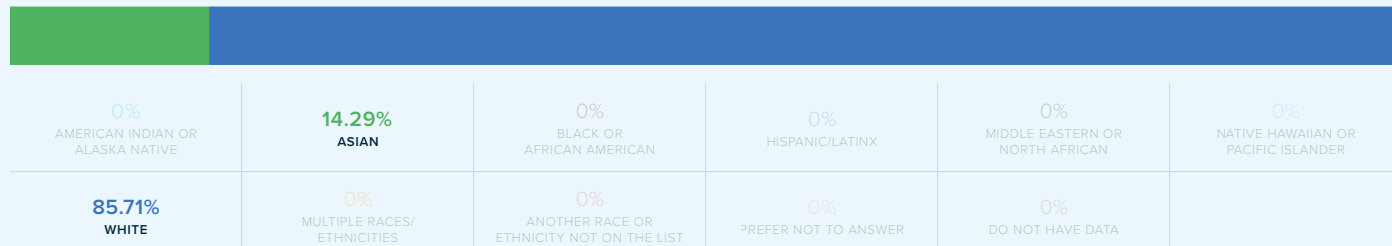
HEAD OF ORGANIZATION:



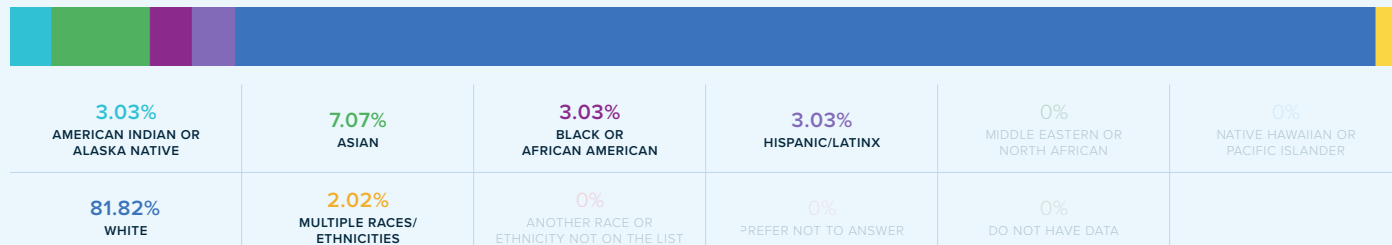
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Diversity, Equity, and Inclusion Practices

Do you collect demographic data on the staff of your grantees?

☐ YES ☒ NO

We continue to assess whether and how to gather information to support our grantmaking and advance our diversity, equity, inclusion, and justice commitments. This includes potentially collecting demographic data from partners in the future. We are balancing a number of factors, including the administrative burden on our grantee partners, ensuring that we're culturally-sensitive to our global partners, defining a clear and non-discriminatory purpose for using the information (such as dialogue and goal-setting), and data privacy and security implications.

Marisla Foundation

Diversity by Race/Ethnicity

■ AMERICAN INDIAN OR ALASKA NATIVE
 ■ ASIAN
 ■ BLACK OR AFRICAN AMERICAN
 ■ HISPANIC/LATINX
 ■ MIDDLE EASTERN OR NORTH AFRICAN
 ■ NATIVE HAWAIIAN OR PACIFIC ISLANDER
 ■ WHITE
 ■ MULTIPLE RACES/ETHNICITIES
 ■ ANOTHER RACE OR ETHNICITY NOT ON THE LIST
 ■ PREFER NOT TO ANSWER
 ■ DO NOT HAVE DATA

HEAD OF ORGANIZATION:

0% AMERICAN INDIAN OR ALASKA NATIVE	0% ASIAN	0% BLACK OR AFRICAN AMERICAN	0% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
100% WHITE	0% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	0% DO NOT HAVE DATA	

BOARD MEMBERS:

0% AMERICAN INDIAN OR ALASKA NATIVE	0% ASIAN	0% BLACK OR AFRICAN AMERICAN	0% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
100% WHITE	0% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	0% DO NOT HAVE DATA	

SENIOR STAFF:

This foundation doesn't have senior staff					
0% AMERICAN INDIAN OR ALASKA NATIVE	0% ASIAN	0% BLACK OR AFRICAN AMERICAN	0% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
0% WHITE	0% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	0% DO NOT HAVE DATA	

FULL-TIME STAFF:

0% AMERICAN INDIAN OR ALASKA NATIVE	0% ASIAN	0% BLACK OR AFRICAN AMERICAN	0% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
50% WHITE	50% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	0% DO NOT HAVE DATA	

Demographic Data Collection Practices

Do you collect demographic data on the staff of your grantees?

☐ YES ☒ NO

We collect demographic information on who is served.

NorthLight Foundation

Diversity by Race/Ethnicity

- AMERICAN INDIAN OR ALASKA NATIVE
ASIAN
BLACK OR AFRICAN AMERICAN
HISPANIC/LATINX
MIDDLE EASTERN OR NORTH AFRICAN
NATIVE HAWAIIAN OR PACIFIC ISLANDER
WHITE
MULTIPLE RACES/ETHNICITIES
ANOTHER RACE OR ETHNICITY NOT ON THE LIST
PREFER NOT TO ANSWER
DO NOT HAVE DATA

HEAD OF ORGANIZATION:

0% AMERICAN INDIAN OR ALASKA NATIVE	0% ASIAN	0% BLACK OR AFRICAN AMERICAN	0% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
100% WHITE	0% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	0% DO NOT HAVE DATA	

BOARD MEMBERS:

0% AMERICAN INDIAN OR ALASKA NATIVE	0% ASIAN	0% BLACK OR AFRICAN AMERICAN	0% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
100% WHITE	0% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	0% DO NOT HAVE DATA	

SENIOR STAFF:

This foundation doesn't have senior staff					
0% AMERICAN INDIAN OR ALASKA NATIVE	0% ASIAN	0% BLACK OR AFRICAN AMERICAN	0% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
0% WHITE	0% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	0% DO NOT HAVE DATA	

FULL-TIME STAFF:

0% AMERICAN INDIAN OR ALASKA NATIVE	0% ASIAN	0% BLACK OR AFRICAN AMERICAN	0% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
50% WHITE	50% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	0% DO NOT HAVE DATA	

Demographic Data Collection Practices

Do you collect demographic data on the staff of your grantees?

☒ YES ☐ NO

Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

HEAD OF ORGANIZATION:

0% AMERICAN INDIAN OR ALASKA NATIVE	0% ASIAN	0% BLACK OR AFRICAN AMERICAN	0% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
100% WHITE	0% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	0% DO NOT HAVE DATA	

BOARD MEMBERS:

0% AMERICAN INDIAN OR ALASKA NATIVE	0% ASIAN	0% BLACK OR AFRICAN AMERICAN	0% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
100% WHITE	0% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	0% DO NOT HAVE DATA	

SENIOR STAFF:

0% AMERICAN INDIAN OR ALASKA NATIVE	0% ASIAN	0% BLACK OR AFRICAN AMERICAN	0% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
100% WHITE	0% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	0% DO NOT HAVE DATA	

FULL-TIME STAFF:

11.11% AMERICAN INDIAN OR ALASKA NATIVE	11.11% ASIAN	0% BLACK OR AFRICAN AMERICAN	11.11% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
66.67% WHITE	0% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	0% DO NOT HAVE DATA	

Demographic Data Collection Practices

Do you collect demographic data on the staff of your grantees?

☐ YES ☒ NO

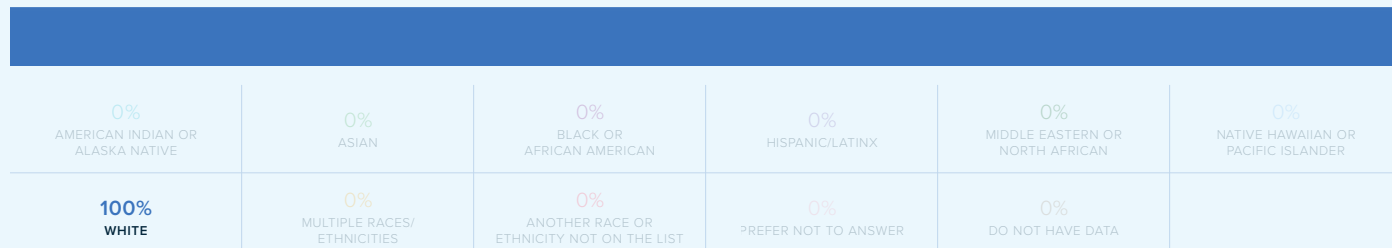
No, but working on it. We are shifting to a new GMS and incorporating this data capture into the build, which will launch in 2024.

Pisces Foundation

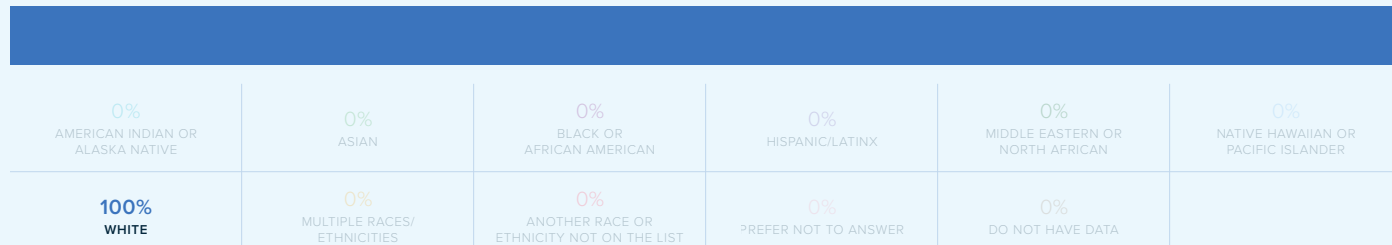
Diversity by Race/Ethnicity

■ AMERICAN INDIAN OR ALASKA NATIVE ■ ASIAN ■ BLACK OR AFRICAN AMERICAN ■ HISPANIC/LATINX
■ MIDDLE EASTERN OR NORTH AFRICAN ■ NATIVE HAWAIIAN OR PACIFIC ISLANDER ■ WHITE ■ MULTIPLE RACES/ETHNICITIES
■ ANOTHER RACE OR ETHNICITY NOT ON THE LIST ■ PREFER NOT TO ANSWER ■ DO NOT HAVE DATA

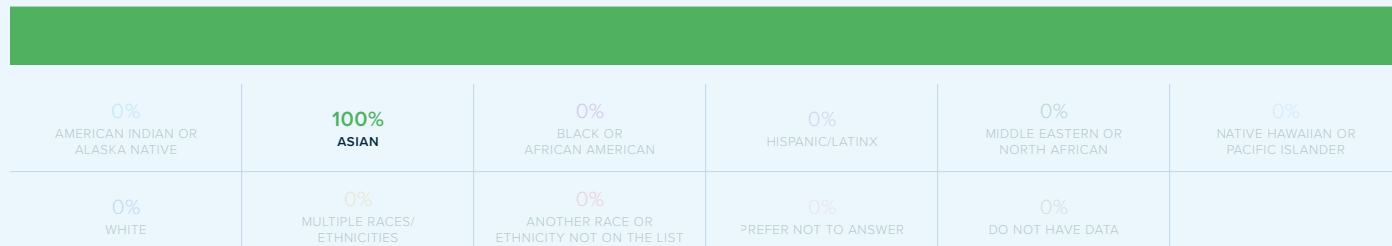
HEAD OF ORGANIZATION:



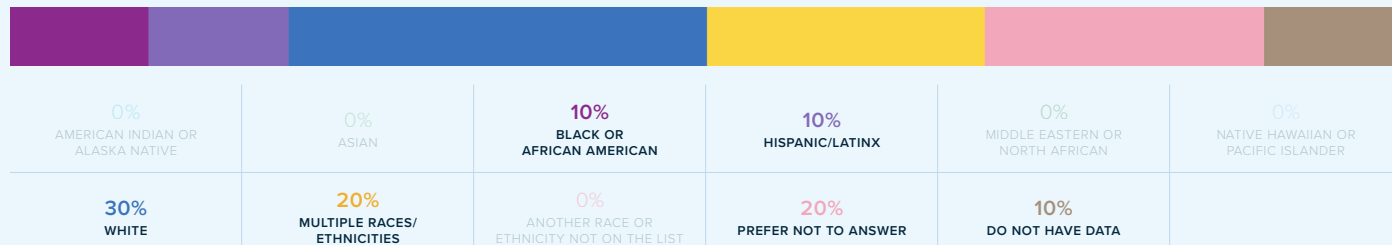
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Demographic Data Collection Practices

Do you collect demographic data on the staff of your grantees?

☐ YES ☒ NO

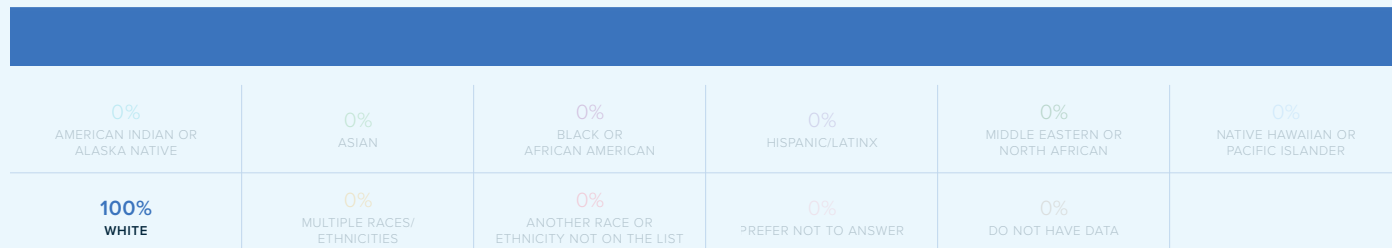
We have a pilot and plan to expand after we align on an approach. We have a data collection pilot aligned with our Donors of Color Network's Climate Funders Justice pledge. We look forward to refining our data collection approach to reflect our commitment to equity and then expanding it to our other programs with minimal burden on grantees.

The Cynthia and George Mitchell Foundation

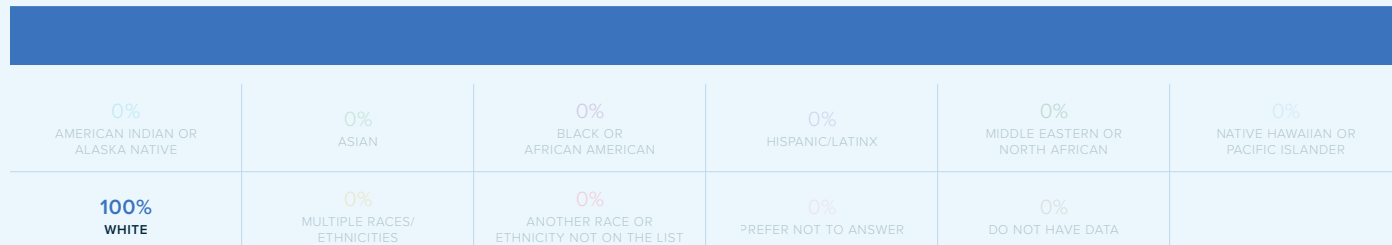
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

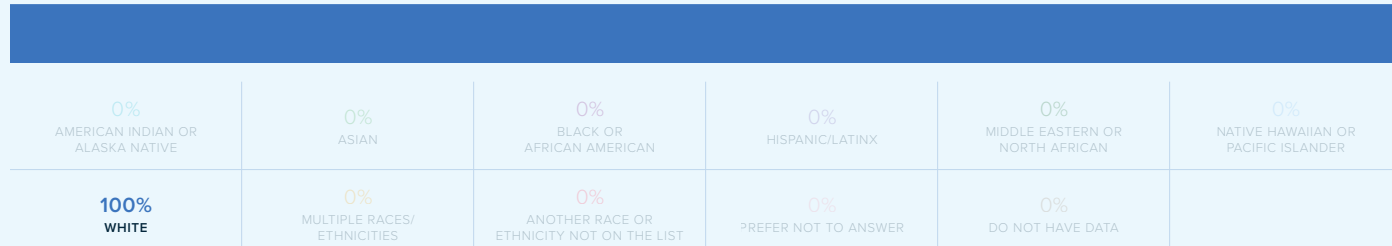
HEAD OF ORGANIZATION:



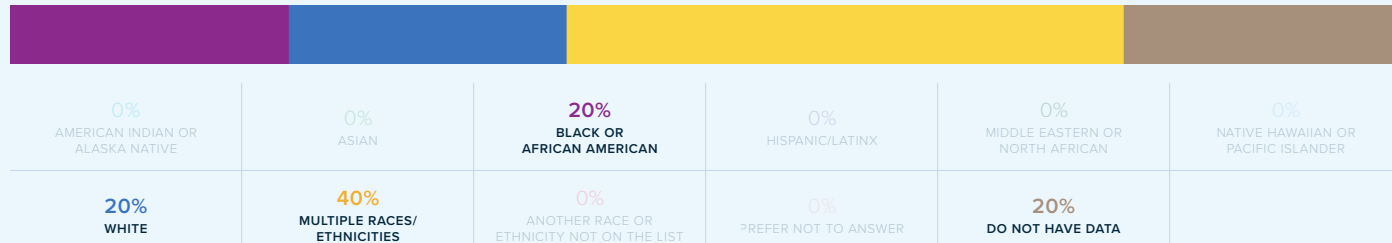
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Demographic Data Collection Practices

Do you collect demographic data on the staff of your grantees?

☐ YES ☒ NO

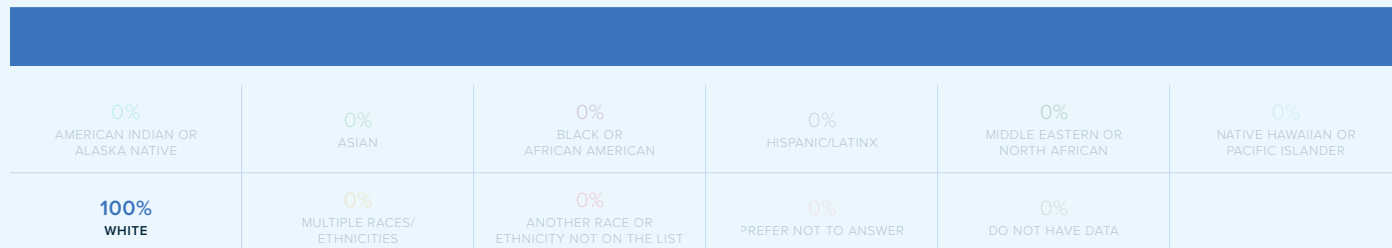
We have a question on our application for grantees to provide internal and external DEI information but do not ask or collect specific data or questions.

The David and Lucile Packard Foundation

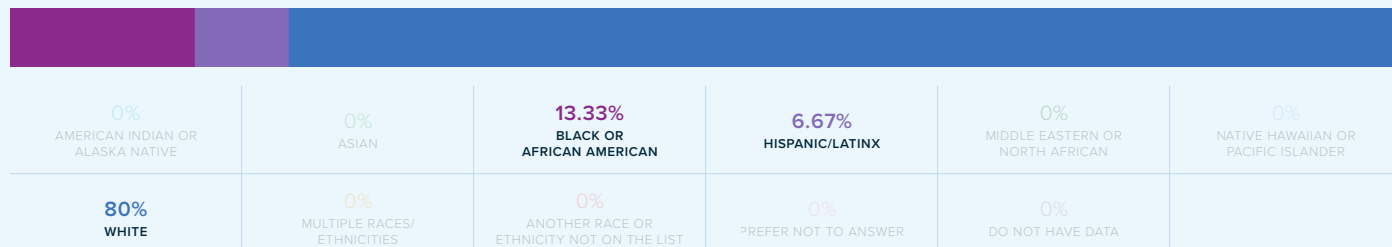
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

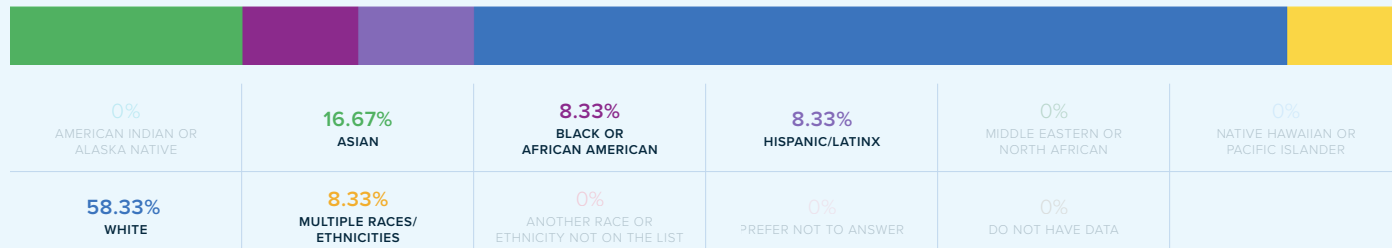
HEAD OF ORGANIZATION:



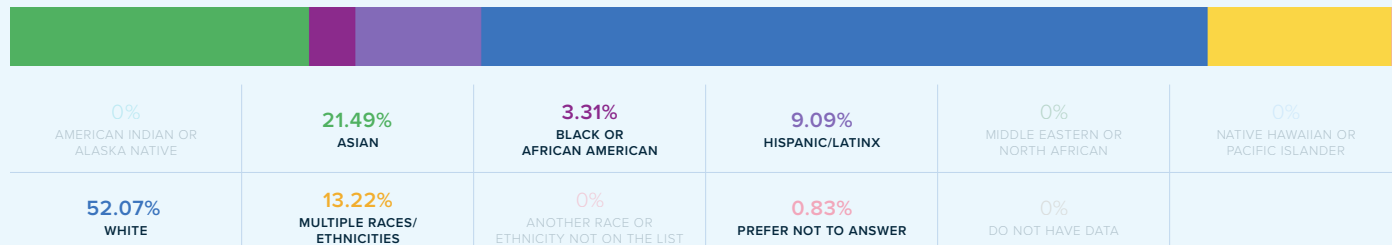
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Demographic Data Collection Practices

Do you collect demographic data on the staff of your grantees?

☐ YES ☒ NO

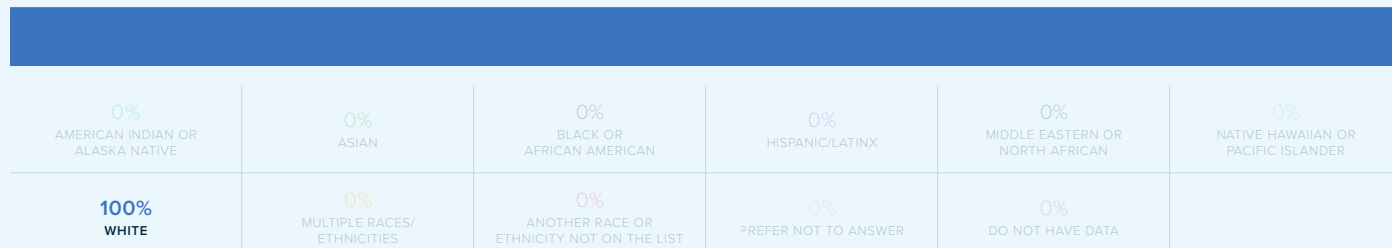
We collect the information through Candid. So we do, but not directly.

The Keith Campbell Foundation for the Environment

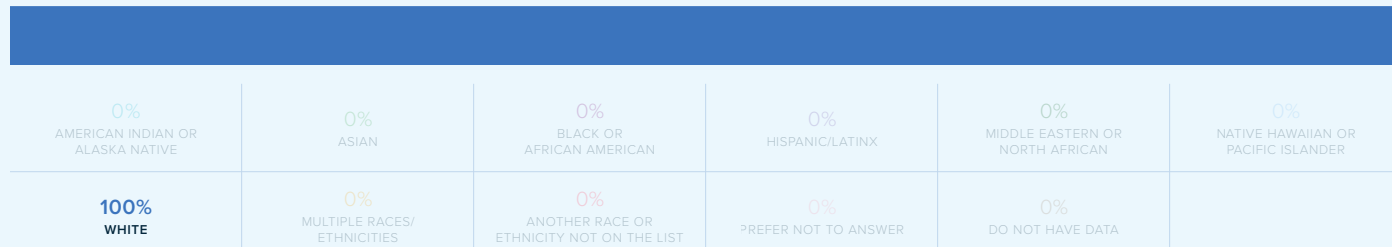
Diversity by Race/Ethnicity

■ AMERICAN INDIAN OR ALASKA NATIVE
 ■ ASIAN
 ■ BLACK OR AFRICAN AMERICAN
 ■ HISPANIC/LATINX
 ■ MIDDLE EASTERN OR NORTH AFRICAN
 ■ NATIVE HAWAIIAN OR PACIFIC ISLANDER
 ■ WHITE
 ■ MULTIPLE RACES/ETHNICITIES
 ■ ANOTHER RACE OR ETHNICITY NOT ON THE LIST
 ■ PREFER NOT TO ANSWER
 ■ DO NOT HAVE DATA

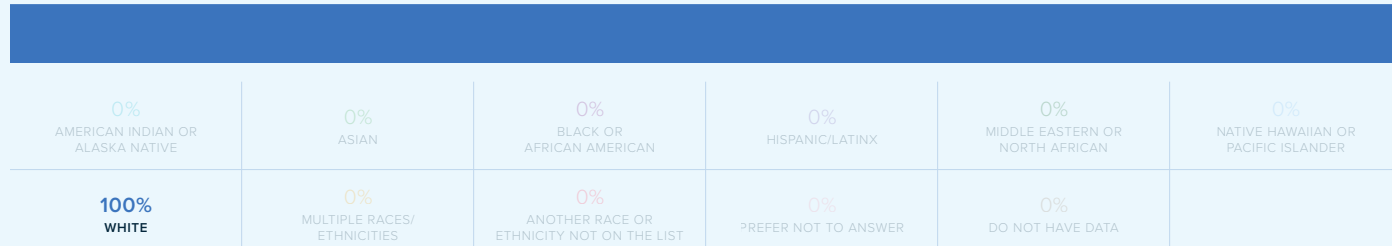
HEAD OF ORGANIZATION:



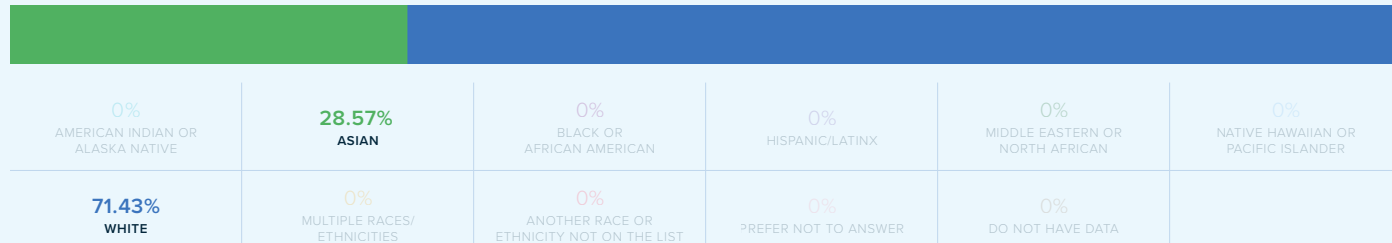
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Demographic Data Collection Practices

Do you collect demographic data on the staff of your grantees?

☐ YES ☒ NO

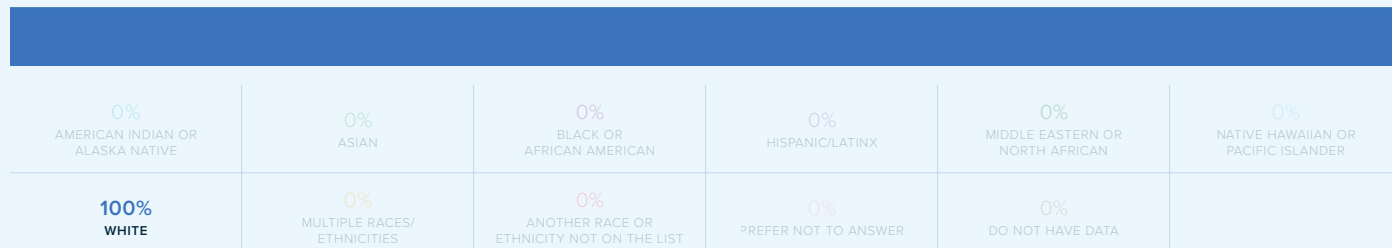
Too difficult grants management system wide, too burdensome for grantees.

The Kresge Foundation

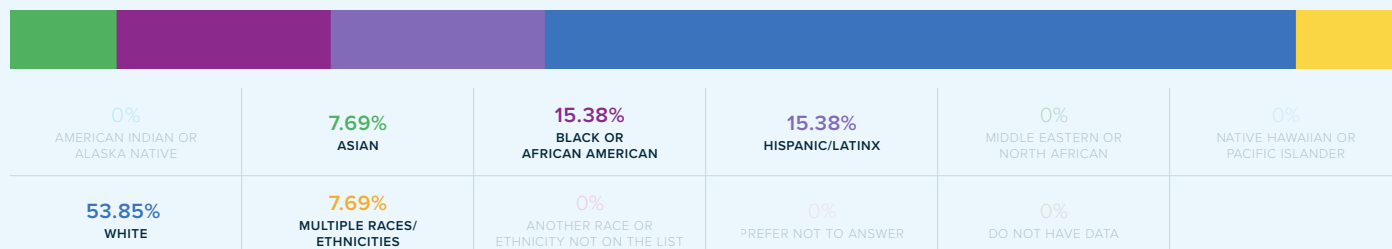
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

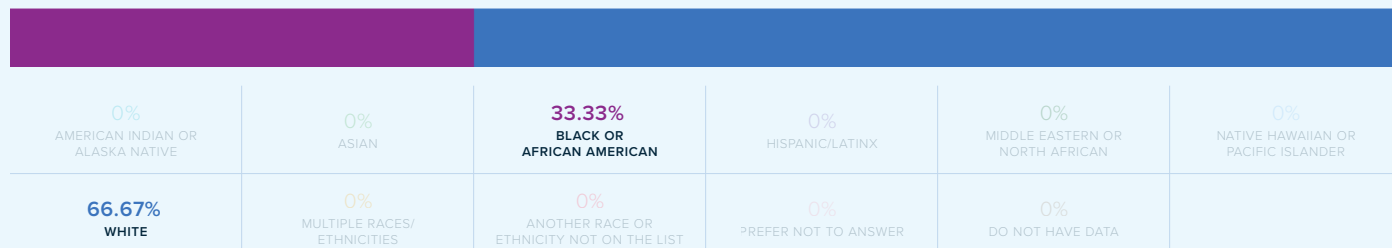
HEAD OF ORGANIZATION:



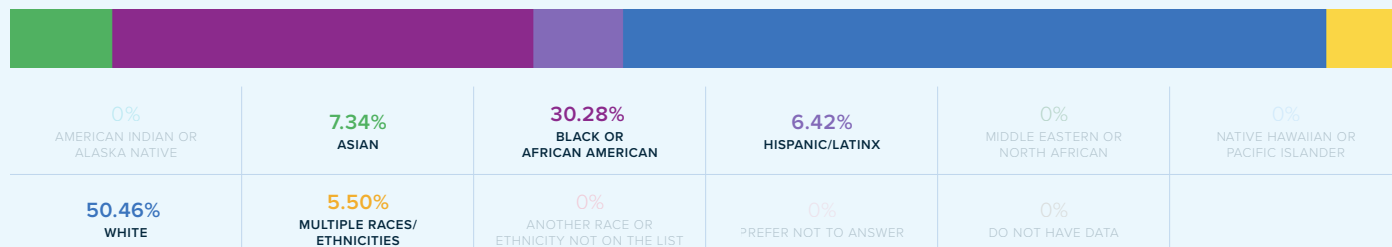
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Demographic Data Collection Practices

Do you collect demographic data on the staff of your grantees?

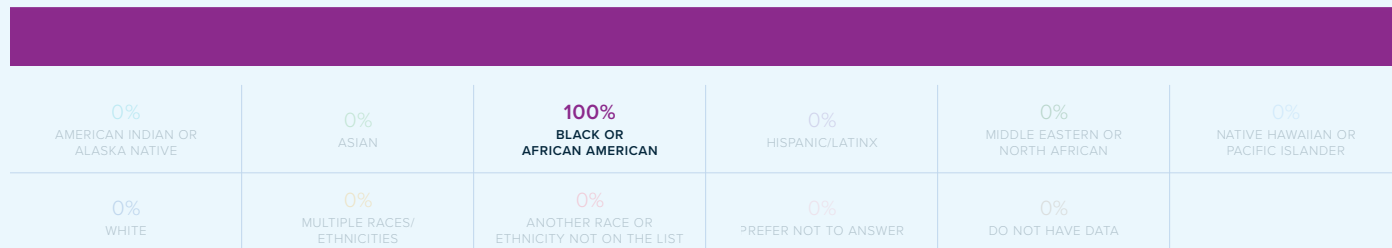
☒ YES ☐ NO

The Libra Foundation

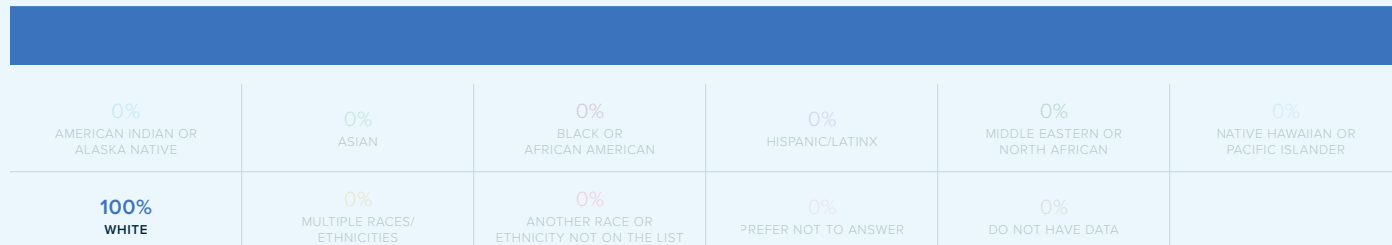
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

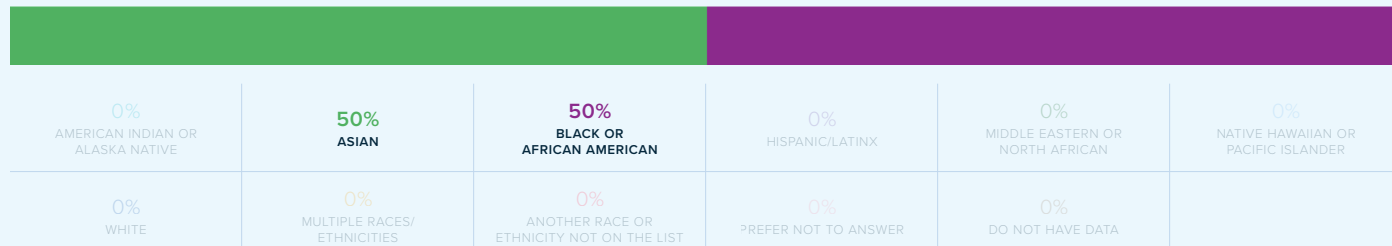
HEAD OF ORGANIZATION:



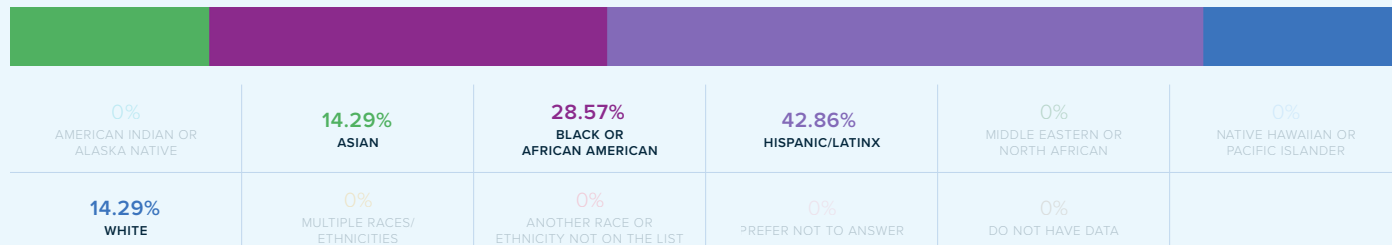
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Demographic Data Collection Practices

Do you collect demographic data on the staff of your grantees?

☐ YES ☒ NO

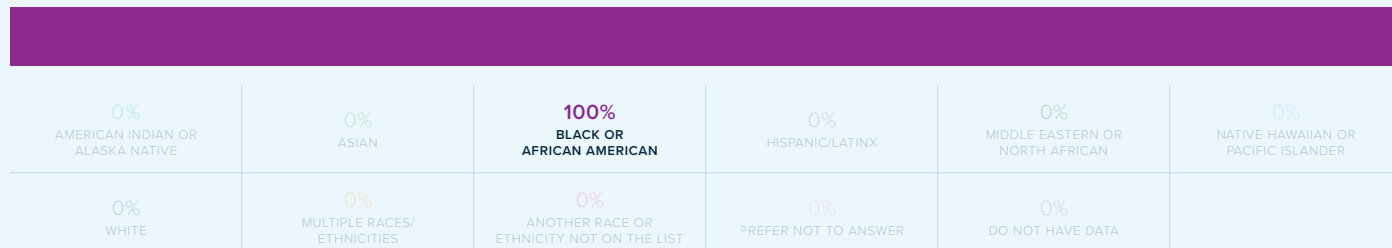
Based on anonymous feedback, many of our grantees have expressed they would rather not collect and report this data. POs are in relationship with grantees and such relationship allows POs to know of the demographics of the grantee's organization without formal data requests. Our guiding principle is that those who are closest to the issues understand those issues the best.

The Nathan Cummings Foundation

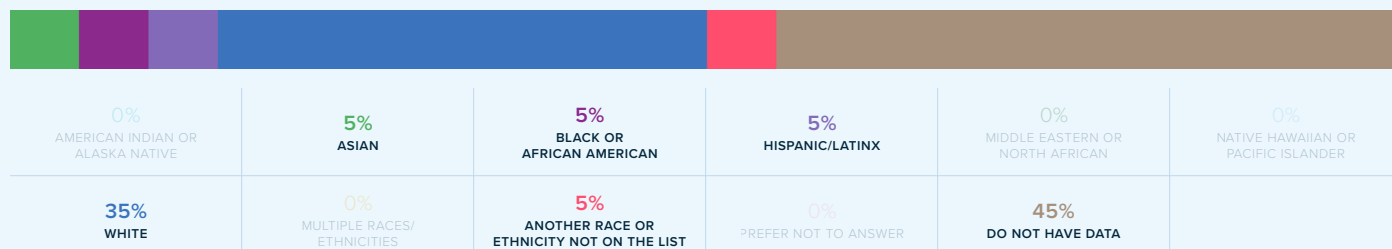
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

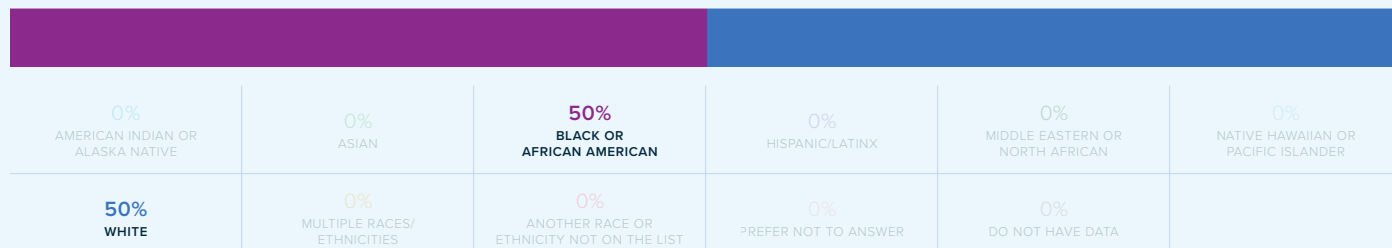
HEAD OF ORGANIZATION:



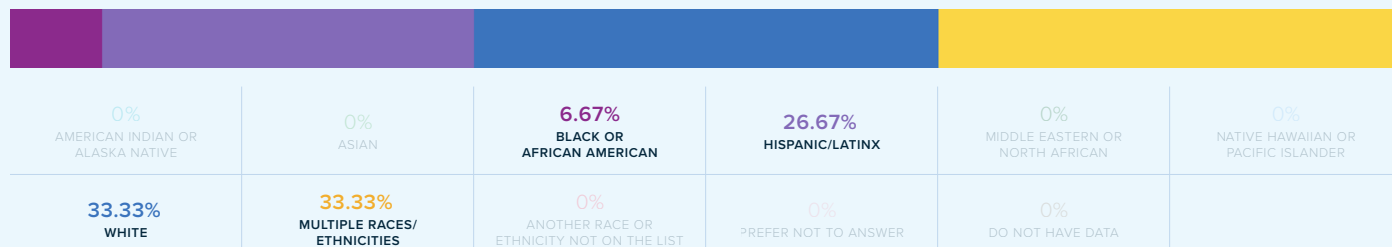
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Demographic Data Collection Practices

Do you collect demographic data on the staff of your grantees?

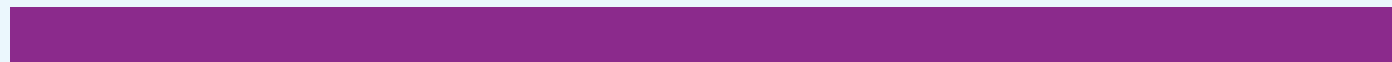
☒ YES ☐ NO

The Solutions Project

Diversity by Race/Ethnicity

■ AMERICAN INDIAN OR ALASKA NATIVE
 ■ ASIAN
 ■ BLACK OR AFRICAN AMERICAN
 ■ HISPANIC/LATINX
 ■ MIDDLE EASTERN OR NORTH AFRICAN
 ■ NATIVE HAWAIIAN OR PACIFIC ISLANDER
 ■ WHITE
 ■ MULTIPLE RACES/ETHNICITIES
 ■ ANOTHER RACE OR ETHNICITY NOT ON THE LIST
 ■ PREFER NOT TO ANSWER
 ■ DO NOT HAVE DATA

HEAD OF ORGANIZATION:



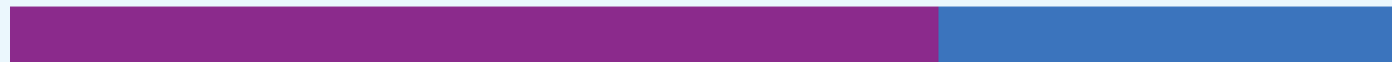
0% AMERICAN INDIAN OR ALASKA NATIVE	0% ASIAN	100% BLACK OR AFRICAN AMERICAN	0% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
0% WHITE	0% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	0% DO NOT HAVE DATA	

BOARD MEMBERS:



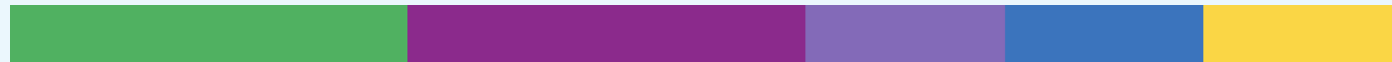
0% AMERICAN INDIAN OR ALASKA NATIVE	0% ASIAN	22.22% BLACK OR AFRICAN AMERICAN	11.11% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
66.67% WHITE	0% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	0% DO NOT HAVE DATA	

SENIOR STAFF:



0% AMERICAN INDIAN OR ALASKA NATIVE	0% ASIAN	66.67% BLACK OR AFRICAN AMERICAN	0% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
33.33% WHITE	0% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	0% DO NOT HAVE DATA	

FULL-TIME STAFF:



0% AMERICAN INDIAN OR ALASKA NATIVE	28.57% ASIAN	28.57% BLACK OR AFRICAN AMERICAN	14.29% HISPANIC/LATINX	0% MIDDLE EASTERN OR NORTH AFRICAN	0% NATIVE HAWAIIAN OR PACIFIC ISLANDER
14.29% WHITE	14.29% MULTIPLE RACES/ ETHNICITIES	0% ANOTHER RACE OR ETHNICITY NOT ON THE LIST	0% PREFER NOT TO ANSWER	0% DO NOT HAVE DATA	

Demographic Data Collection Practices

Do you collect demographic data on the staff of your grantees?

☐ YES ☒ NO

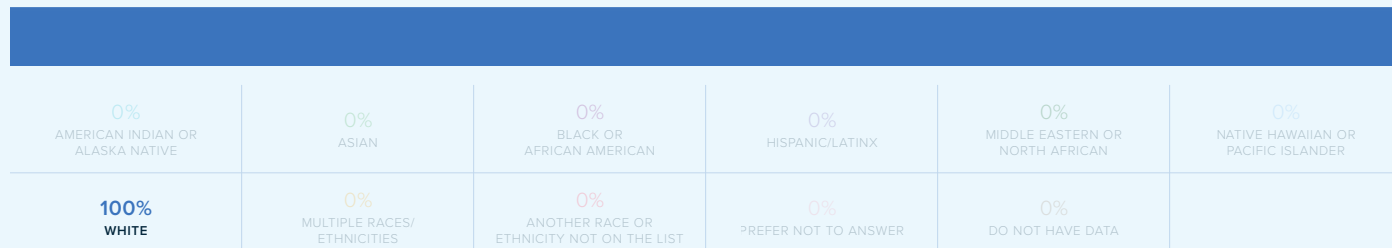
We collect demographic information on the leadership of our grantees, but not the full staff.

The William and Flora Hewlett Foundation

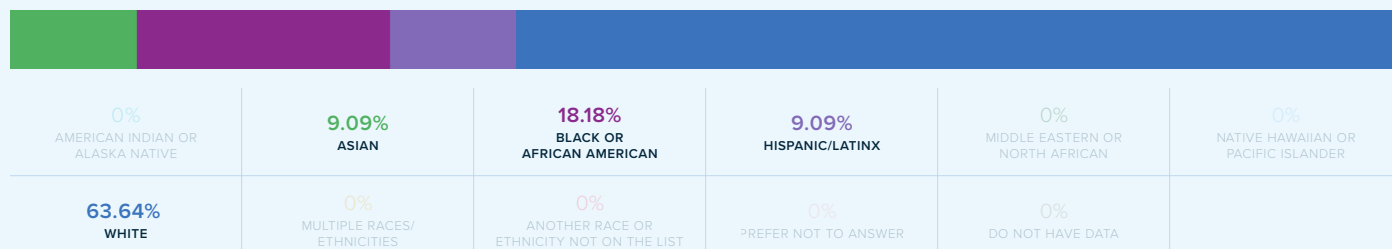
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

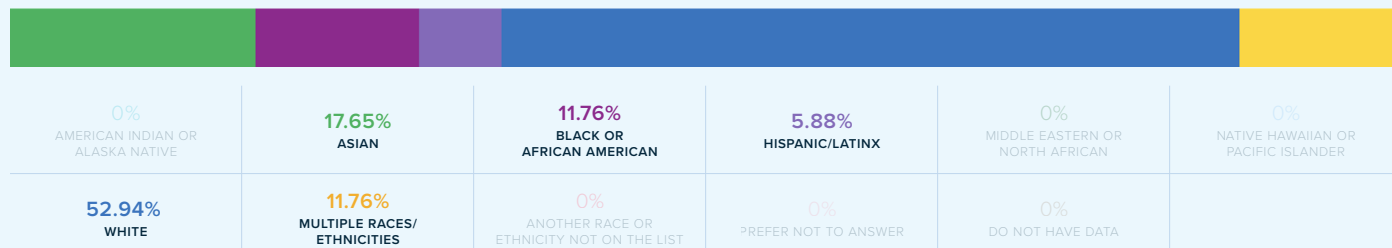
HEAD OF ORGANIZATION:



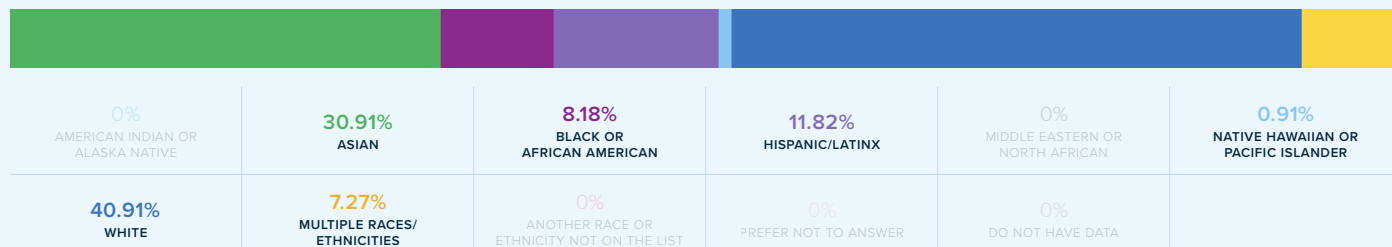
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Demographic Data Collection Practices

Do you collect demographic data on the staff of your grantees?

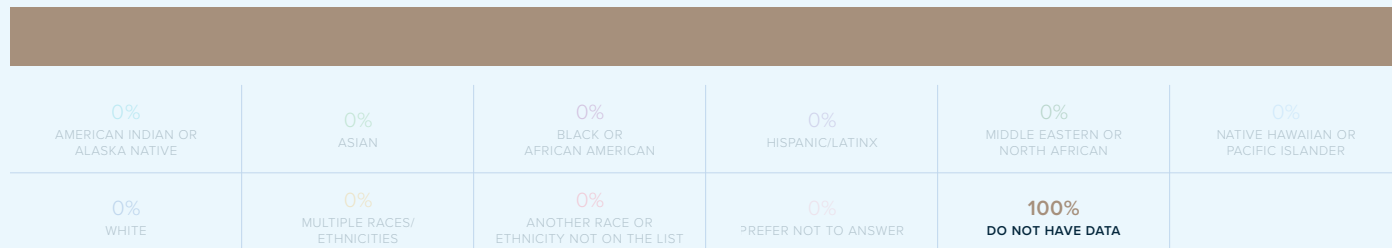
☒ YES ☐ NO

Walton Family Foundation

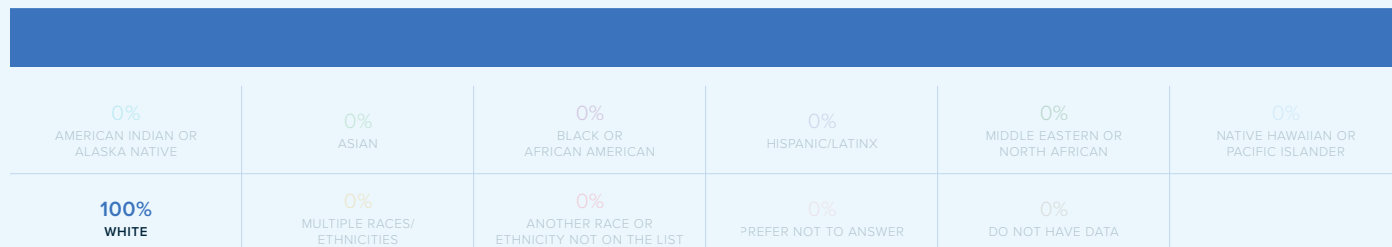
Diversity by Race/Ethnicity

AMERICAN INDIAN OR ALASKA NATIVE ASIAN BLACK OR AFRICAN AMERICAN HISPANIC/LATINX
 MIDDLE EASTERN OR NORTH AFRICAN NATIVE HAWAIIAN OR PACIFIC ISLANDER WHITE MULTIPLE RACES/ETHNICITIES
 ANOTHER RACE OR ETHNICITY NOT ON THE LIST PREFER NOT TO ANSWER DO NOT HAVE DATA

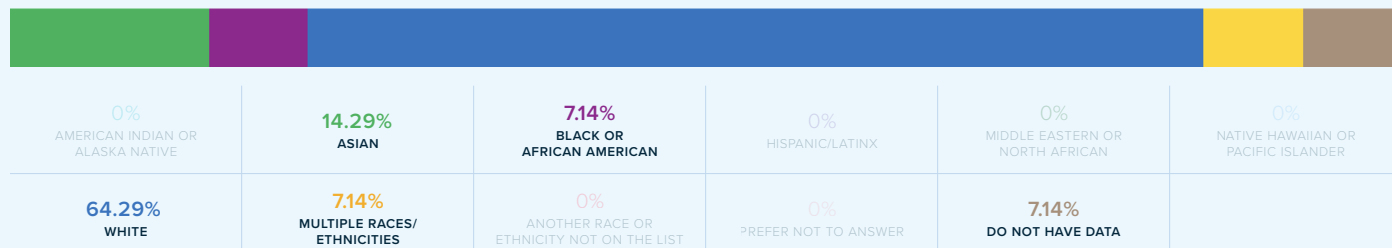
HEAD OF ORGANIZATION:



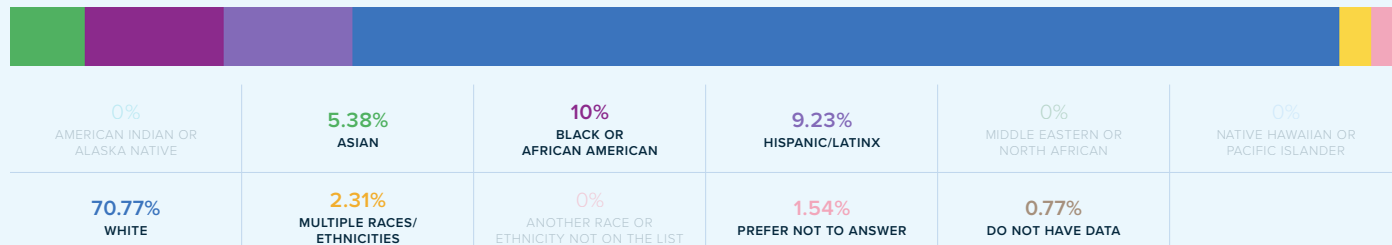
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Demographic Data Collection Practices

Do you collect demographic data on the staff of your grantees?

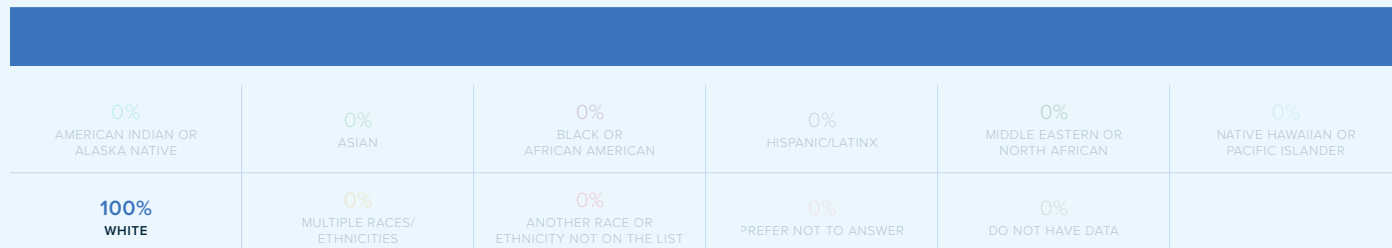
☒ YES ☐ NO

We are just completing our first grantee diversity survey. We worked with Frontline to administer it and will be digesting the data over the coming months.

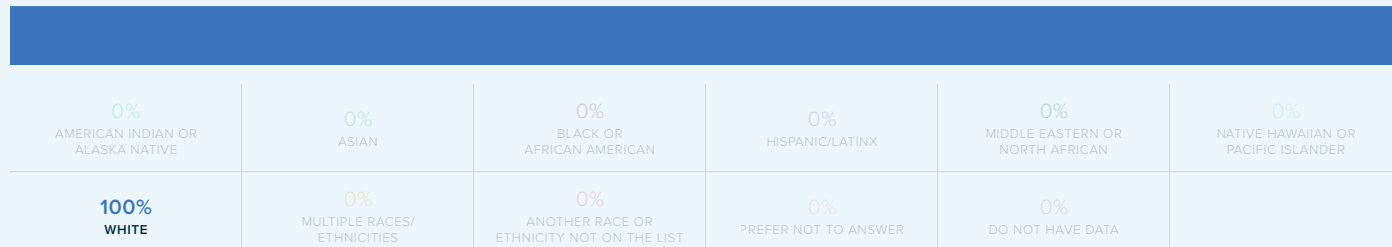
Diversity by Race/Ethnicity

■ AMERICAN INDIAN OR ALASKA NATIVE
 ■ ASIAN
 ■ BLACK OR AFRICAN AMERICAN
 ■ HISPANIC/LATINX
■ MIDDLE EASTERN OR NORTH AFRICAN
 ■ NATIVE HAWAIIAN OR PACIFIC ISLANDER
 ■ WHITE
 ■ MULTIPLE RACES/ETHNICITIES
■ ANOTHER RACE OR ETHNICITY NOT ON THE LIST
 ■ PREFER NOT TO ANSWER
 ■ DO NOT HAVE DATA

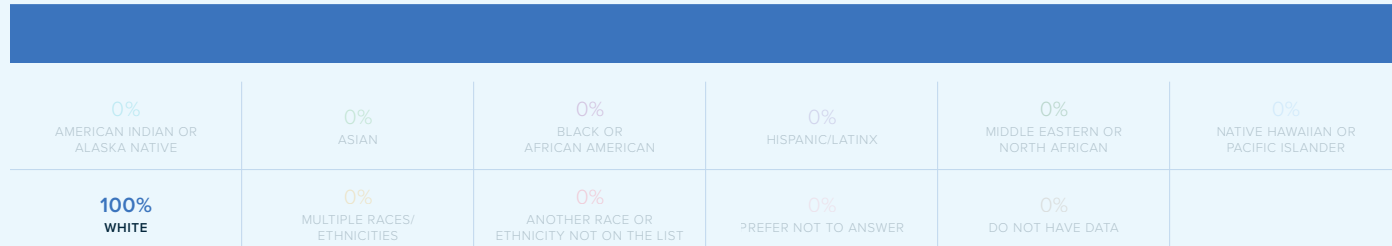
HEAD OF ORGANIZATION:



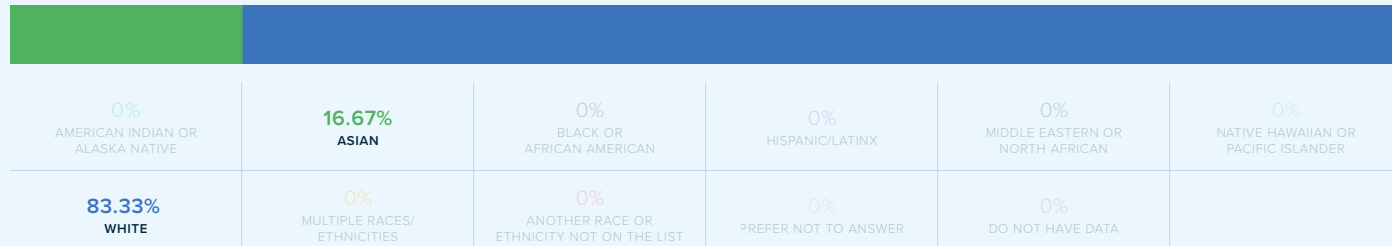
BOARD MEMBERS:



SENIOR STAFF:



FULL-TIME STAFF:



Demographic Data Collection Practices

Do you collect demographic data on the staff of your grantees?

☐ YES ☒ NO

Green 2.0 attempted to collect data on gender identity including gender non-conformity and gender by race and ethnicity. However, the gender data submitted by NGOs and foundations was incredibly inconsistent and could not be effectively analyzed. Despite being recommended in Green 2.0's Tracking Diversity Guide, many environmental organizations do not offer their staff members the option to select a gender-identifier outside of the gender binary, which represents a critical area for improvement. Additionally, many NGOs and foundations do not provide staff the ability to identify as Middle Eastern or North African. While the U.S. Census reports data collected on this group as White, Green 2.0's Tracking Diversity Guide recommends adding a Middle Eastern and North African category to racial and ethnic demographic surveys.

The data collected from participating NGOs demonstrates that staff of color are increasing slowly at all levels across time, with the average percentage of people of color growing to 34% for full-time staff, senior staff, and board members in 2022. There were significant increases of POC senior staff and board members between 2020 and 2021, but these did not continue into 2022. In 2022, the proportion of staff of color generally decreases as the role in the organization becomes more senior. 36% of full-time staff identify as people of color, 33.6% of senior staff, 35.2% of board members, and 31% of heads of organizations. The data collected from participating NGOs demonstrates that staff of color are increasing slowly at all levels across time, with the average percentage of people of color growing to 34% for full-time staff, senior staff, and board members in 2022. There were significant increases of POC senior staff and board members between 2020 and 2021, but these did not continue into 2022. In 2022, the proportion of staff of color generally decreases as the role in the organization becomes more senior. 36% of full-time staff identify as people of color, 33.6% of senior staff, 35.2% of board members, and 31% of heads of organizations.

“

The data collected from participating NGOs demonstrates that staff of color are increasing slowly at all levels across time, with the average percentage of people of color growing to 34% for full-time staff, senior staff, and board members in 2022.

This was the second year demographic data for heads of NGOs was collected. It was found that 31% of heads of organizations are people of color, with 69% being White. Although the percent of people of color rose from 25.4% to 31%, there was no statistically significant increase between years. Heads of NGOs are still overwhelmingly White, and further progress is needed before the leadership of the environmental movement can be considered nationally representative.

While addressing racial and ethnic demographic data, DEI practices must also be addressed. There are still active policies and practices at organizations that do not support inclusive cultures. As more organizations value transparent policies, there is an opportunity to reflect on areas for improvement. Participating NGOs

still have work to do to develop transparent pay scales, transparent promotion processes, mentoring programs for staff, and training managers in cultural competency.

“


Both foundations and NGOs show an imbalance in power structures, with the percentage of White people on staff concentrated in positions of power.

scenes on long-term solutions. Both foundations and NGOs show an imbalance in power structures, with the percentage of White people on staff concentrated in positions of power. These organizations must seriously consider how this imbalance affects their work and move to rectify the issue if they hope to maintain meaningful change moving forward. Additionally, there are entire racial and ethnic groups missing from representation throughout this analysis. Organizations must do more to ensure that they are hiring, supporting, and retaining staff from diverse racial and ethnic backgrounds.

Finally, after a year in which we focused on the funding decisions of environmental foundations rather than their internal demographics, we returned this year to collecting data on the racial and ethnic makeups of NGO staff, senior staffs, and boards.² Due to the break in data collection, we were unable to provide trends over time. However, in 2022, we found that staff of color comprise 43% of full-time staffs across foundations. The proportion of staff of color decreases in roles that are more senior and influential, such as senior staff (35.2%), heads of organizations (20%) and boards (24.3%), respectively.

In conclusion, the hiring and retention of staff of color at environmental NGO is positively trending over time; however, 2022 showed a slump in growth when compared to 2021. We hope the increase demonstrated in 2021 is not a reactionary moment and that NGOs and foundations are working behind the

² The decision to attempt a new focus in 2021 was driven by the generally low reporting rate by environmental foundations, and by the related belief that funding streams might provide better insight into DEI priorities and impact.

 The 2022 Transparency Report Card was analyzed by Dr. Chandler Puritty, Adjunct Professor at The University of California, San Diego. Dr. Puritty analyzed the data submitted by NGOs over the past six years using general linear mixed models using lme in the package nlme (Pinheiro et al, 2013). For between year comparisons, she used linear regressions using lm. All data were run in R version 3.2.3 (R Core Development Team 2016).

Dr. Puritty reviewed the data submitted by foundations. As this consisted of data from a single year, this portion of the analysis is a summary of the reported demographics.

Data for the Green 2.0 Transparency Report Cards is voluntarily submitted and self-reported by individual organizations. Organizations submit data to Green 2.0 directly and if there are any questions about data, they are provided the opportunity to correct or update that content. However, not all organizations corrected or updated their data when requested from Green 2.0. Green 2.0 is continually working with reporting organizations to improve the reporting process for greater accuracy and consistency.

Acknowledgements

Green 2.0 appreciates the hard work of all the individuals who made the 2022 NGO and Foundation Transparency Report Card possible. On the Green 2.0 staff, Andres Jimenez, Adriane Alicea, Shao Zhi Zhong, Andrew Beahrs, Juliana Ojeda, and Naomi Hill all made significant contributions, while fellows Alyssa Garza, Haeseo Choi, Shaila Vester-Skinner, Judene Josephs, Jamileth Picavia-Salazar, Jasmine Guevara, and SaAnkhessa Meskheniten offered valuable input and support.

We would also like to acknowledge Keecha Harris and Associates, and thank Leslie Knepp for all her efforts. Thanks to Riff City Strategies for their work on communications related to this report, and Jennifer Ingham of WordSpark Digital Consulting for their editing support.

A special thanks goes to Dr. Chandler Puritty for her compelling analysis of this year's data and for her commitment to creating change in the environmental movement.

Finally, this report would not be possible without all the organizations and foundations who participated in our survey. Your transparency is key to creating lasting change in the environmental movement, and we greatly appreciate your time, effort, and commitment to expanding diversity in the sector.