



2024 TRANSPARENCY REPORT

Turning Tides in the Sector



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INTRODUCTION

This year marks the eighth consecutive year Green 2.0 has presented data on demographic data of staff and equity practices at non-profit organizations (“NGOs”) and foundations in the environmental sector. Alarmingly, this year reports the first decline in staff of color at all levels of NGOs in the history of this report. While foundations saw marginal improvements, the glaring trend at NGOs reminds us that progress requires intentional and consistent effort to not just hire, but also retain, staff of color.

Equity is essential to building a successful environmental sector. It is not new information that people of color and other historically marginalized communities are disproportionately affected by environmental and climate issues. These communities offer unique and invaluable insight and innovation in tackling environmental issues. Failing to include, value, and keep these people at their workplaces will only hinder the sector’s progress. It is vital to reinvigorate commitments and take action to center equity throughout environmental work. The sector must also prioritize intersectionality and the inclusion of all people from historically marginalized backgrounds or the movement will continue to leave people behind.

Green 2.0’s Transparency Report acts as a valuable tool to drive change forward by holding organizations accountable. Collecting staff demographic data and adjusting surveying to align with best practices offer the first steps to demonstrating transparency. Understanding how staff demographics change over time also provides insight into the effectiveness of hiring and retention practices. Reviewing the equity and grantmaking practices in the report acts as a starting point for ideas about policies organizations can implement. Additionally, connecting with similarly aligned and structured peer organizations in the report can foster opportunities for learning and collaboration. Though this year’s report points to a disappointing step back, it provides key insight into areas for improvement. Only through active adjustments and a reinvigoration of the incorporation of intersectionality within the environmental movement can the sector drive progress again.

NOTES ON DEMOGRAPHIC CATEGORIES, TERMS, AND PROCESSES

Terms

- Head of organization is defined as a CEO, executive director, president, or another title a given organization uses to describe the individual or individuals directly responsible for leading organizational health and growth.
- Senior staff is defined as executive management at the highest level of leadership at the organization.
- Full-time staff are all individuals who are not the head of the organization or senior staff, but who work for the organization in a full-time capacity.
- All staff is defined as the head of organization, senior staff, and full-time staff combined.
- We use the terms woman and man in this report in a way that is inclusive of individuals who identify as transgender and cisgender. This year, we used new and improved best practices to survey gender identity.
- This report includes “queer” as an individual demographic category option for sexual orientation, so we use the term “LGBTQIA+” to refer to non-heterosexual people. We recognize LGBTQIA+ is an imperfect stand in for representing sexual orientation identity as it also includes gender identity.

Demographic Categories and Processes

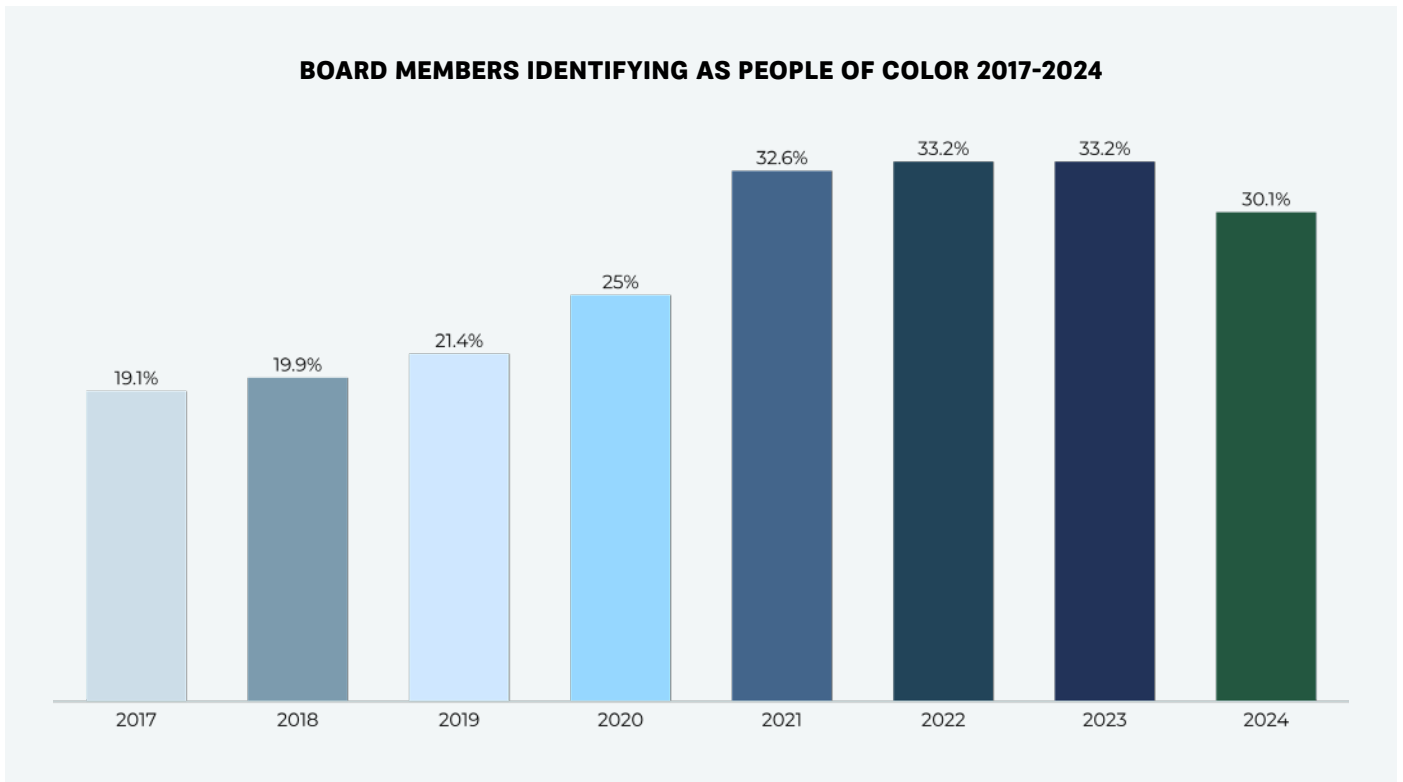
- In many locales, the mere act of reporting LGBTQIA+ identities can introduce risk on a social, career, psychological, or physical level, with staff navigating potential loss of community, medical care, and/or housing. Therefore, our data may not accurately represent LGBTQIA+ identities given the inherent risks that come with coming out in certain jurisdictions.
- Given the sensitive nature of gender identity, LGBTQIA+ identity, and disability status demographic categories, we are appreciative of staff participation. We reported this data as two categories—Board of Directors and aggregated as “All Staff”—on individual organization profiles to increase anonymity.
- In many organizations, staff reporting their disabilities can pose direct and significant personal and professional risks including loss of health insurance and advancement opportunities. This data may thus not be an accurate representation of the actual disability status of staff.
- It is critical for organizations to be inclusive of all communities in their reporting. As best practice, we recommend including the demographic category of Middle Eastern or North African as noted in Green 2.0’s Tracking Diversity Guide. Unfortunately, some organizations we survey still do not use this category, and it is a missed opportunity to accurately reflect this community.
- Green 2.0 also recommends including individual gender expansive identities and sexual orientations, rather than grouping them together within an LGBTQIA+ umbrella, as a best practice noted in Green 2.0’s Tracking Diversity Guide. Unfortunately, some organizations we survey do not collect data on these categories, and it is a missed opportunity to represent the distinctive identities and experiences within the LGBTQIA+ community.

NGO ANALYSIS

Dr. Chandler Puritty analyzed data and captured trends for racial and ethnic demographic data from 2017-2024 for boards, heads of organizations, senior staff, and full-time staff at NGOs. Dr. Puritty also analyzed data for gender identity, disability status, and sexual orientation. Finally, Dr. Puritty analyzed data on policies and practices of NGOs.

There had been a measurable increase in people of color on the boards, senior staff, and full-time staff of NGOs from 2017 to 2023 and for heads of organizations over the past three years from 2021 to 2023. However, this year's report indicates decreases in people of color on the boards, among heads of organizations, senior staff, and full-time staff at NGOs since last year. In some cases, these numbers closely resemble the 2020 Transparency Report data.

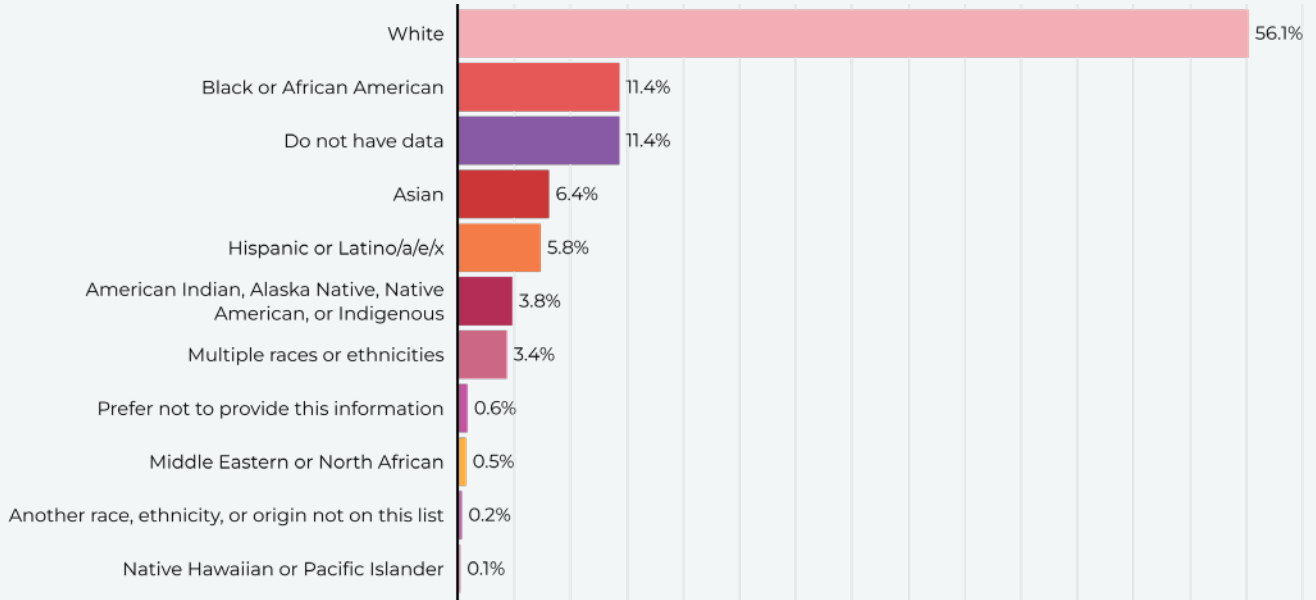
NGO BOARD MEMBERS



- The diversity of board members at NGOs increased steadily until 2022 when it stagnated through 2023. This year shows the first decrease in board members of color in the history of this report, which decreased 3% from 2023.

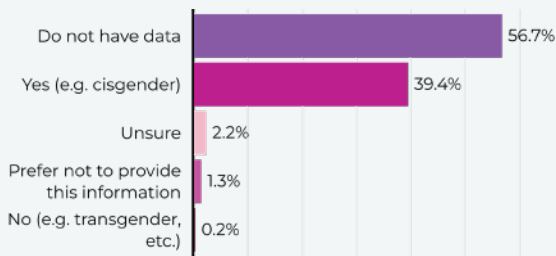
NGO ANALYSIS

RACIAL AND ETHNIC IDENTITY OF BOARD MEMBERS

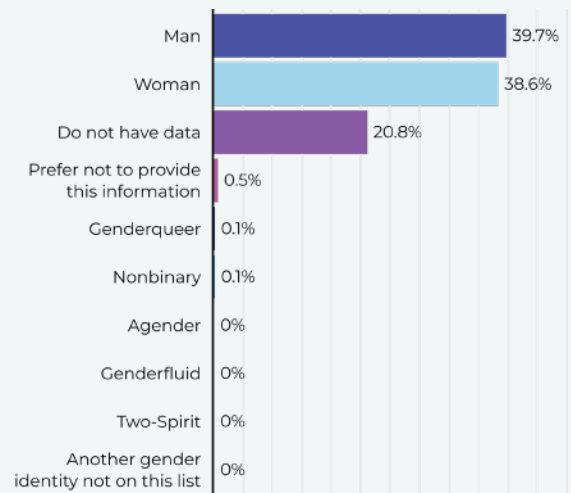


- There are marginal increases from 2023 for Asian and American Indian, Alaska Native, Native American or Indigenous board members.
- There is a marginal decrease in Black or African American board members, and a 2% decrease in Hispanic or Latino/a/e/x board members.

2024 DO BOARD MEMBERS IDENTIFY WITH THEIR GENDER ASSIGNED AT BIRTH?

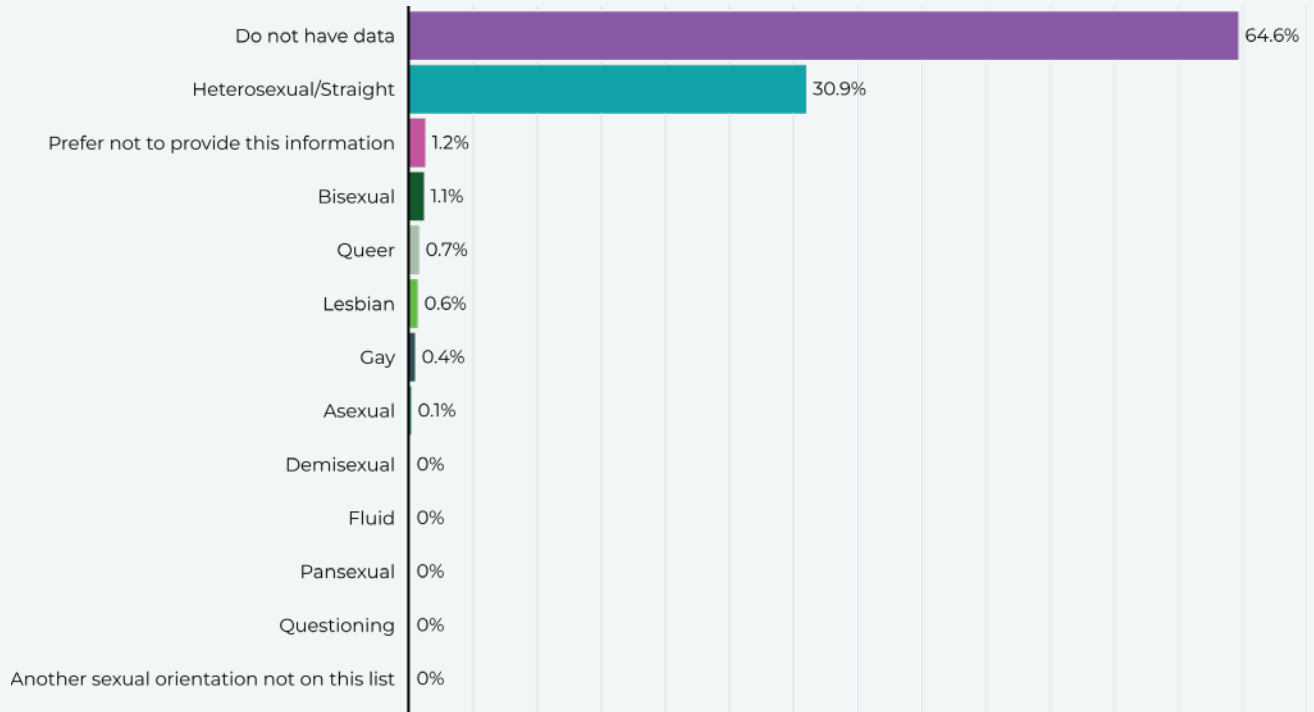


2024 GENDER IDENTITY OF BOARD MEMBERS

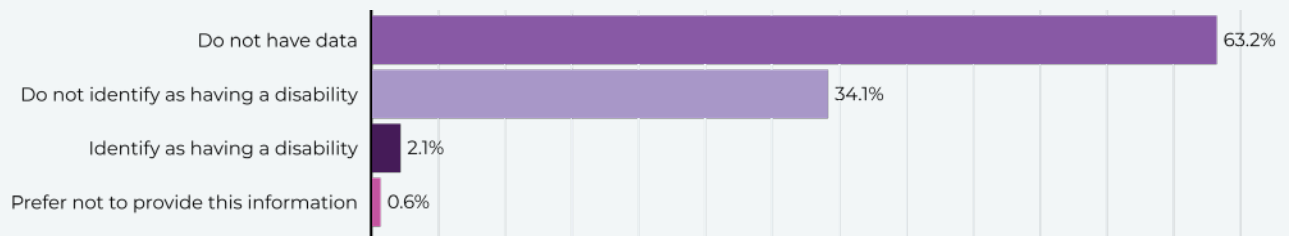


NGO ANALYSIS

2024 SEXUAL ORIENTATION OF BOARD MEMBERS

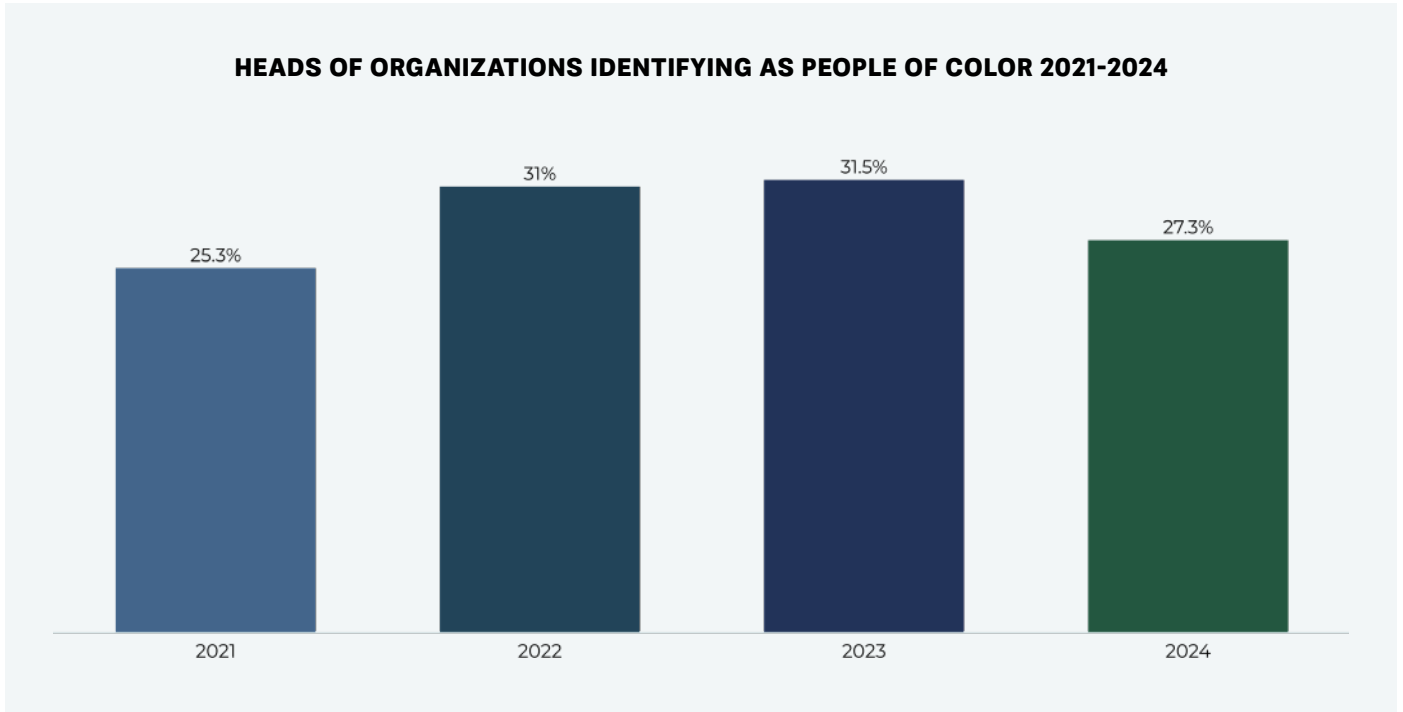


2024 DISABILITY STATUS OF BOARD MEMBERS

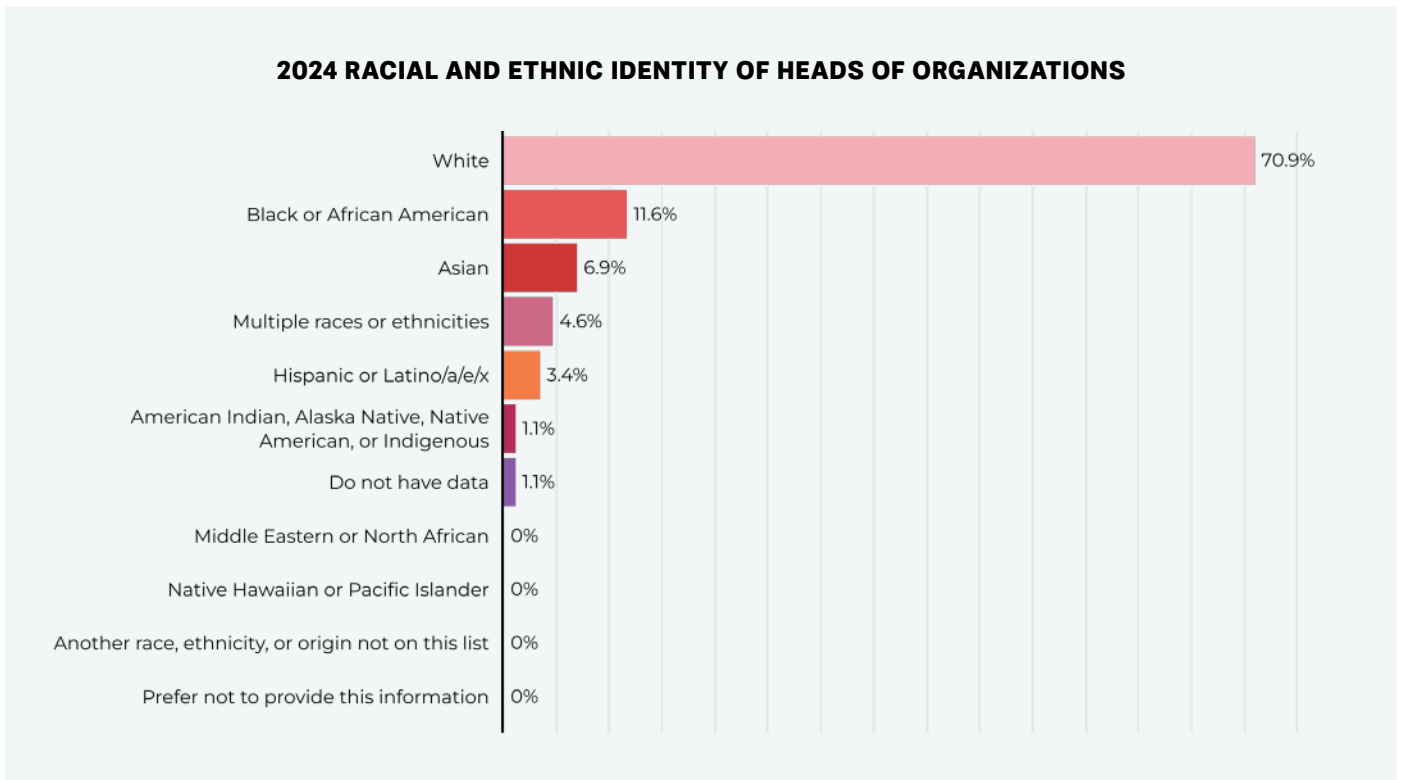


NGO ANALYSIS

NGO HEADS OF ORGANIZATIONS



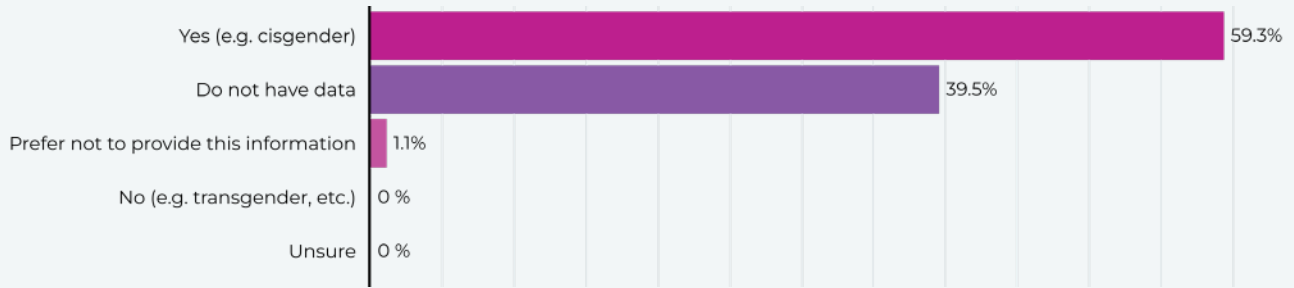
- While the percentage of POC heads of organizations increased 6% from 2021-2023, this year the percentage decreased by 4%.
- This year, heads of NGOs lost two thirds of the progress they made from 2021-2023.



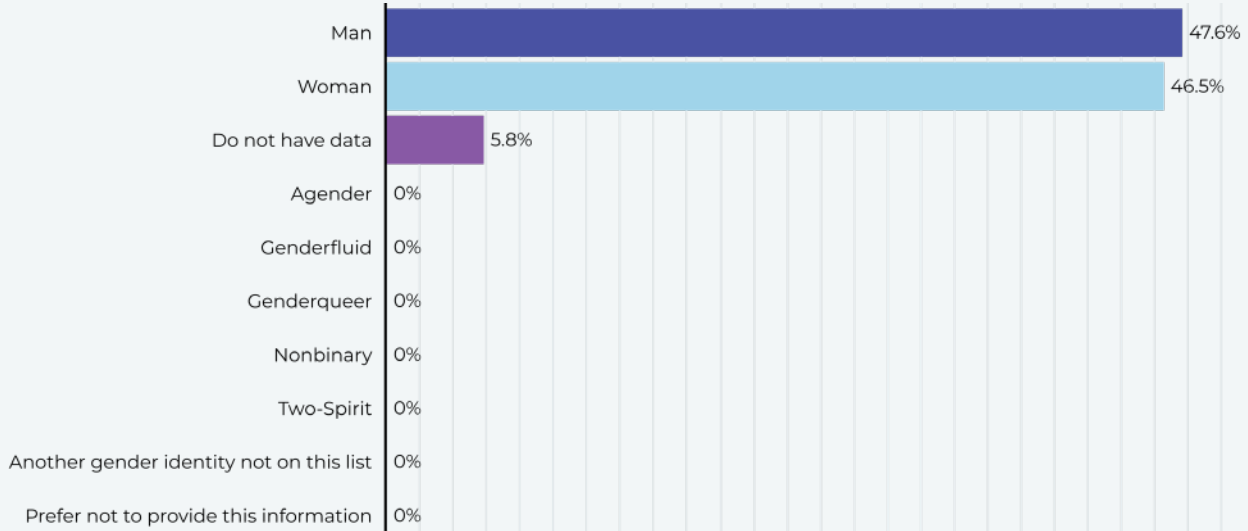
- Heads of organizations were predominately White and increased by nearly 3% from 2023.
- Black or African American heads of organizations increased by 2.5% from 2023.
- Asian heads of organizations decreased 3%, Hispanic or Latino/a/e/x decreased 2% and American Indian, Alaska Native, Native American, or Indigenous decreased 1% from 2023.

NGO ANALYSIS

2024 DO HEADS OF ORGANIZATIONS IDENTIFY WITH THEIR GENDER ASSIGNED AT BIRTH?



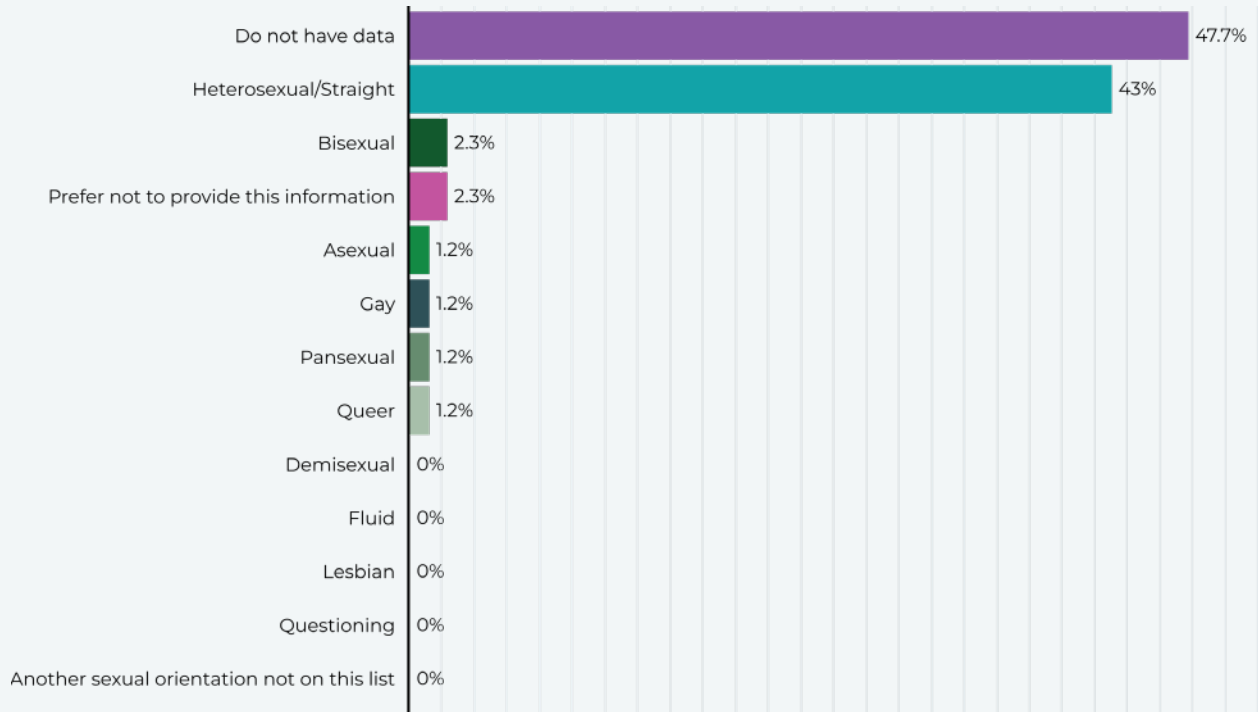
2024 GENDER IDENTITY OF HEADS OF ORGANIZATIONS



- There appears to be gender parity between men and women as there are only marginally more people who identify as men (47.7%) compared to women (46.5%). However, gender expansive identities are not represented as heads of organizations at all.

NGO ANALYSIS

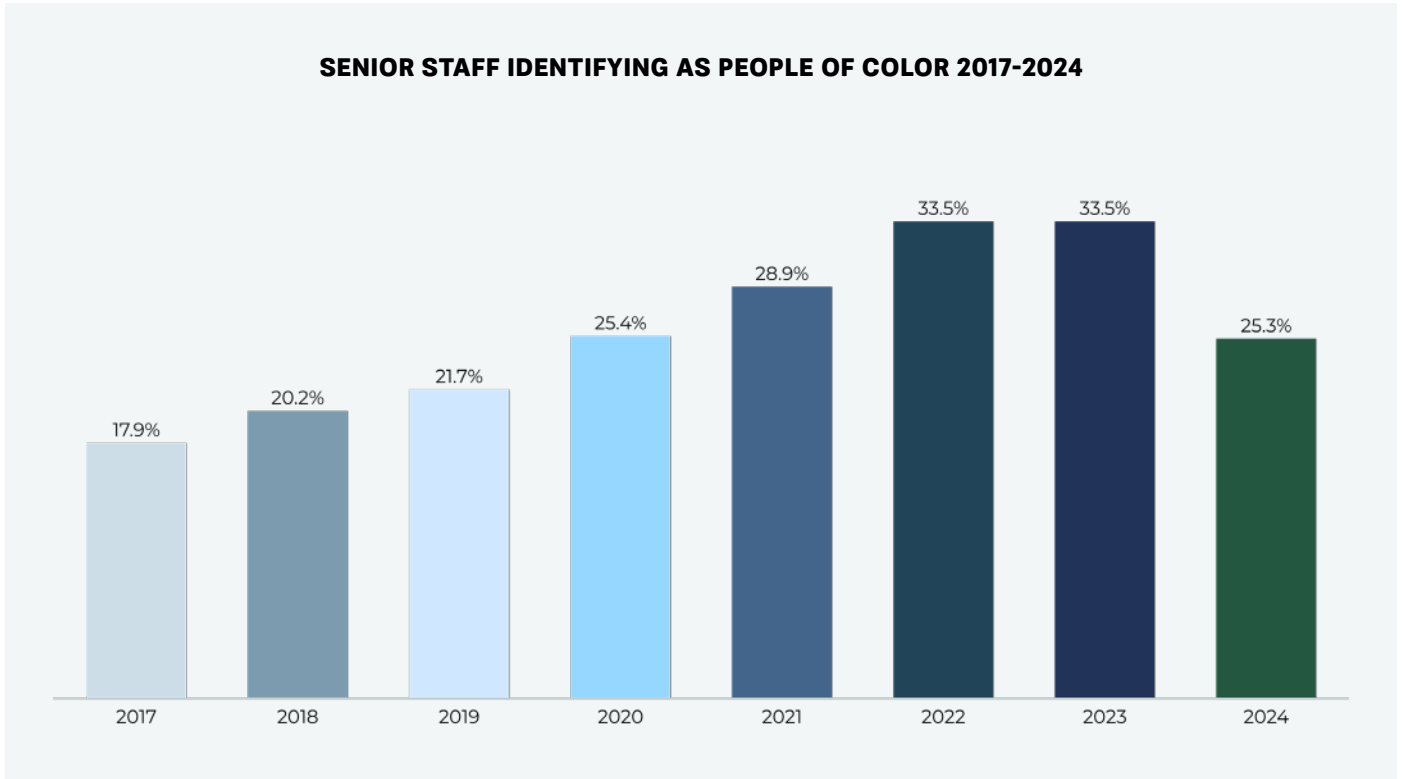
2024 SEXUAL ORIENTATION OF HEADS OF ORGANIZATIONS



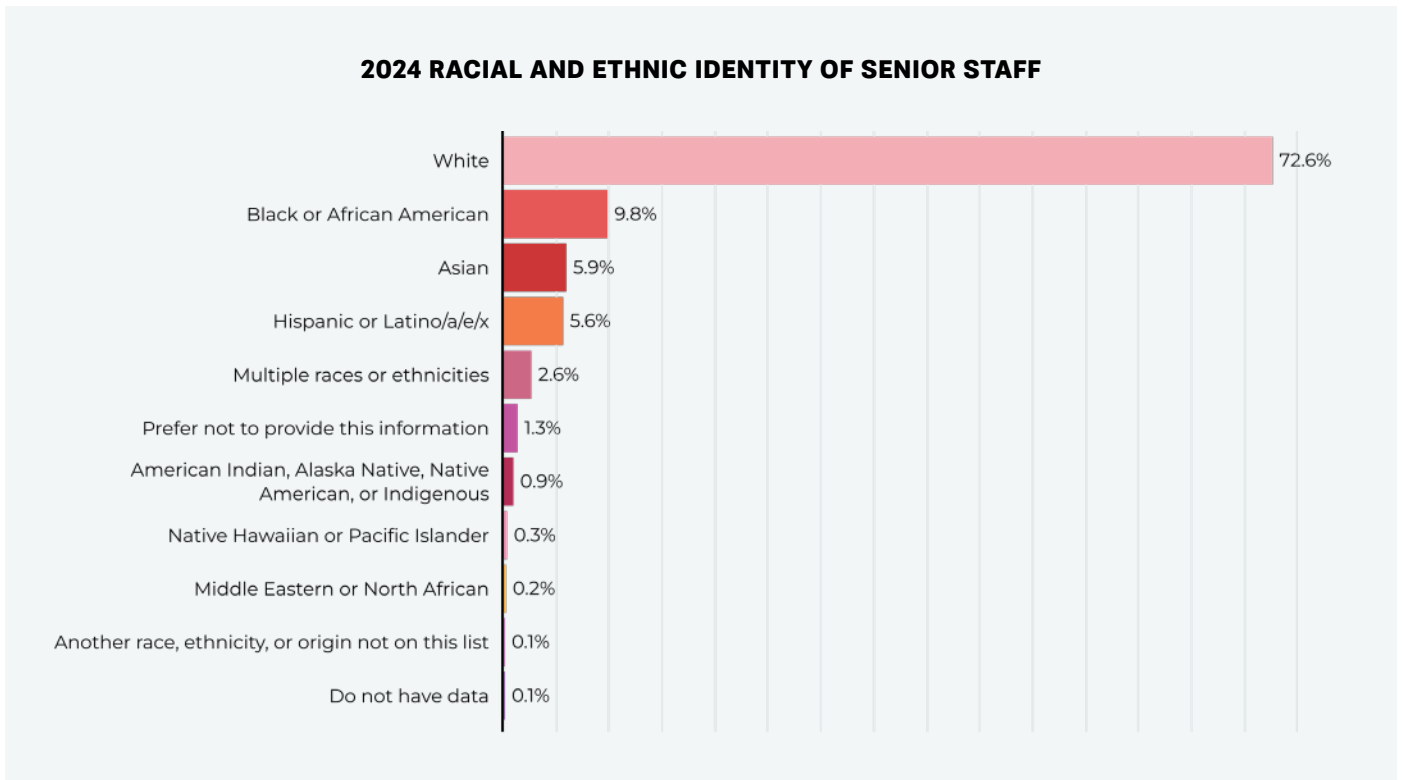
- Heads of organizations who reported their sexual orientation largely identify as heterosexual/straight, while 7% identify with LGBTQIA+ identities.

NGO ANALYSIS

NGO SENIOR STAFF



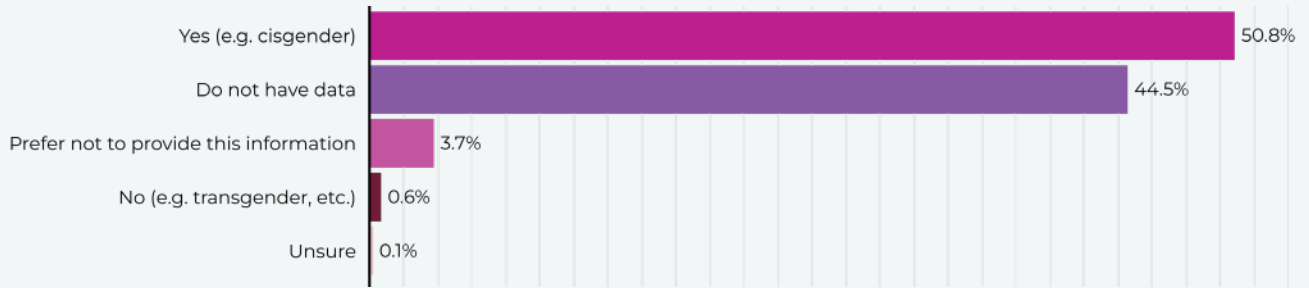
- After a steady upward trend since 2017, representation of senior staff of color decreased this year.



- Senior staff of NGOs remain overwhelmingly White while Black or African American, Hispanic or Latino/a/e/x, Middle Eastern or North African, Native Hawaiian or Pacific Islander and Asian senior staff have decreased slightly from 2023.

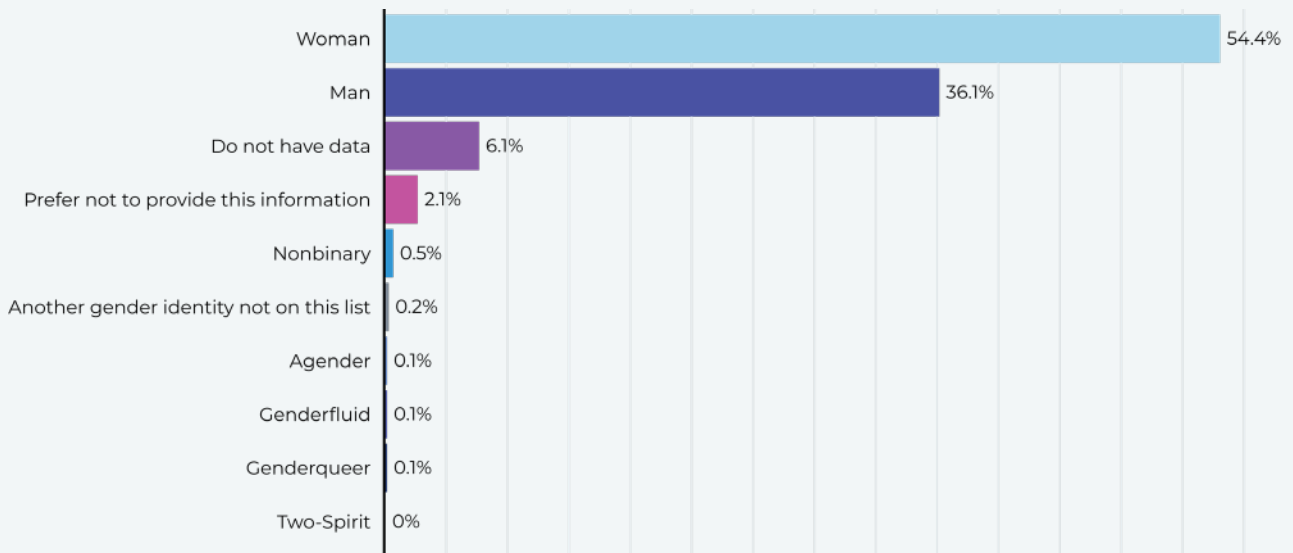
NGO ANALYSIS

2024 DO SENIOR STAFF IDENTIFY WITH THEIR GENDER ASSIGNED AT BIRTH?



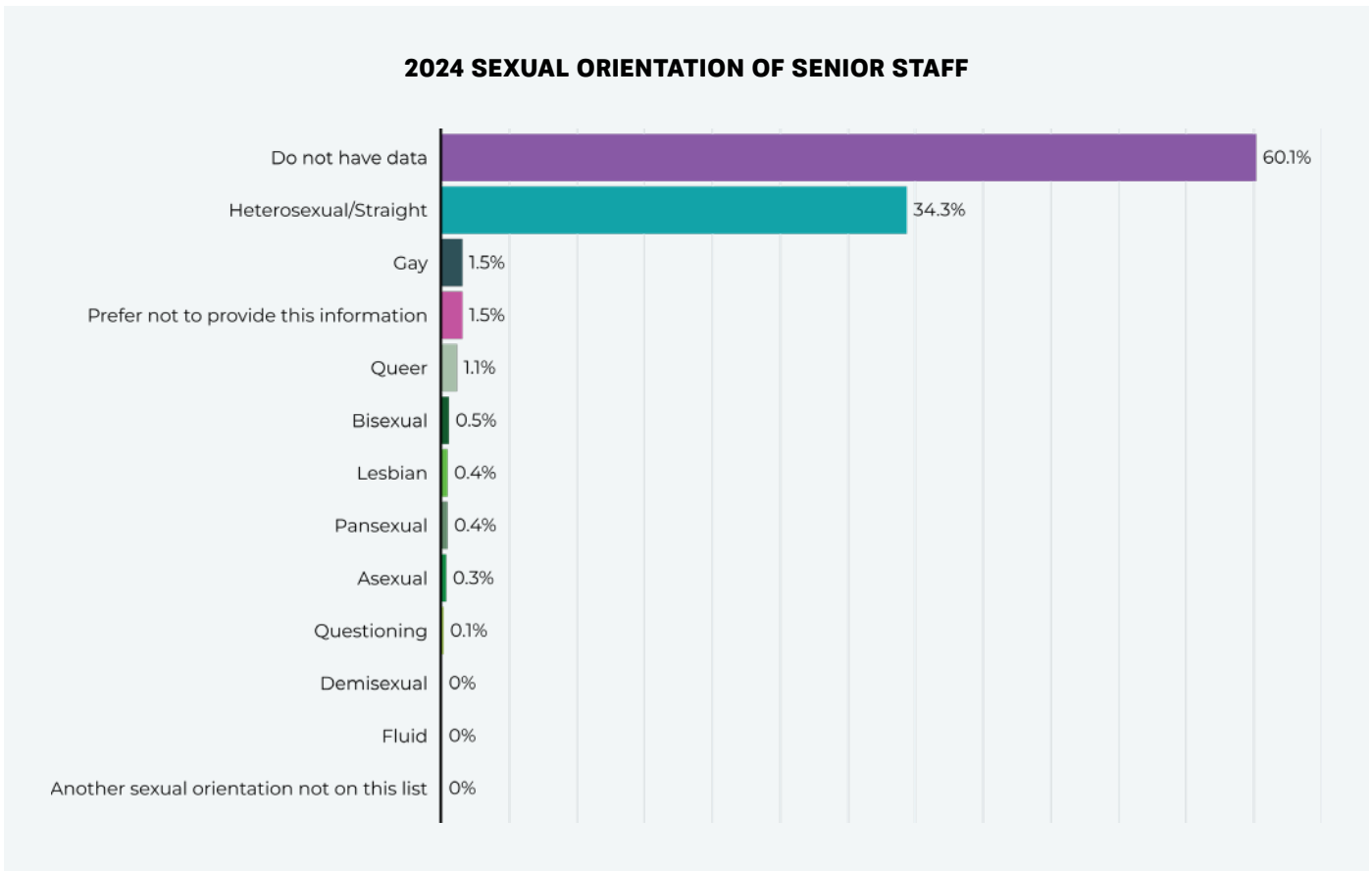
- Reporting senior staff of NGOs largely identify as cisgender. There are marginally more senior staff who identify as transgender relative to boards and heads of organizations.

2024 GENDER IDENTITY OF SENIOR STAFF



NGO ANALYSIS

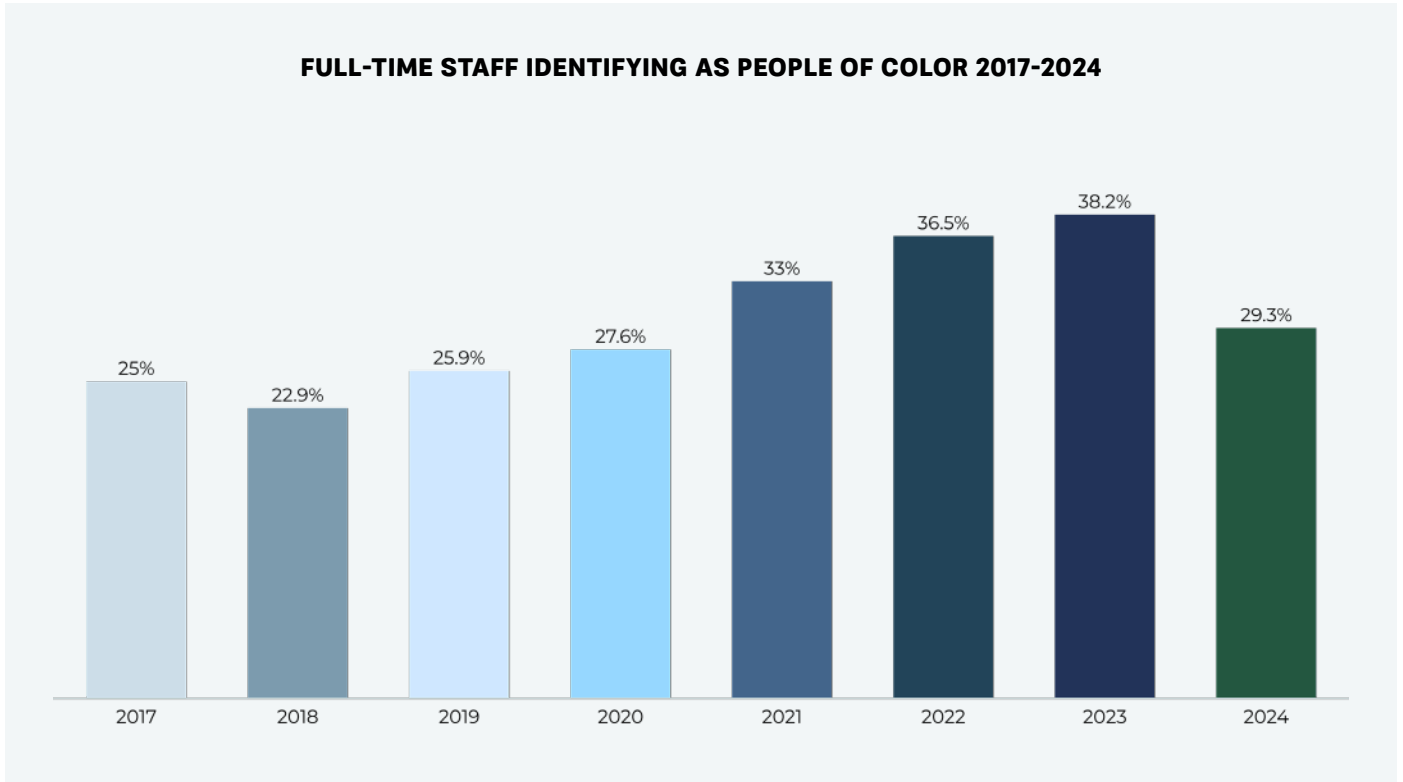
2024 SEXUAL ORIENTATION OF SENIOR STAFF



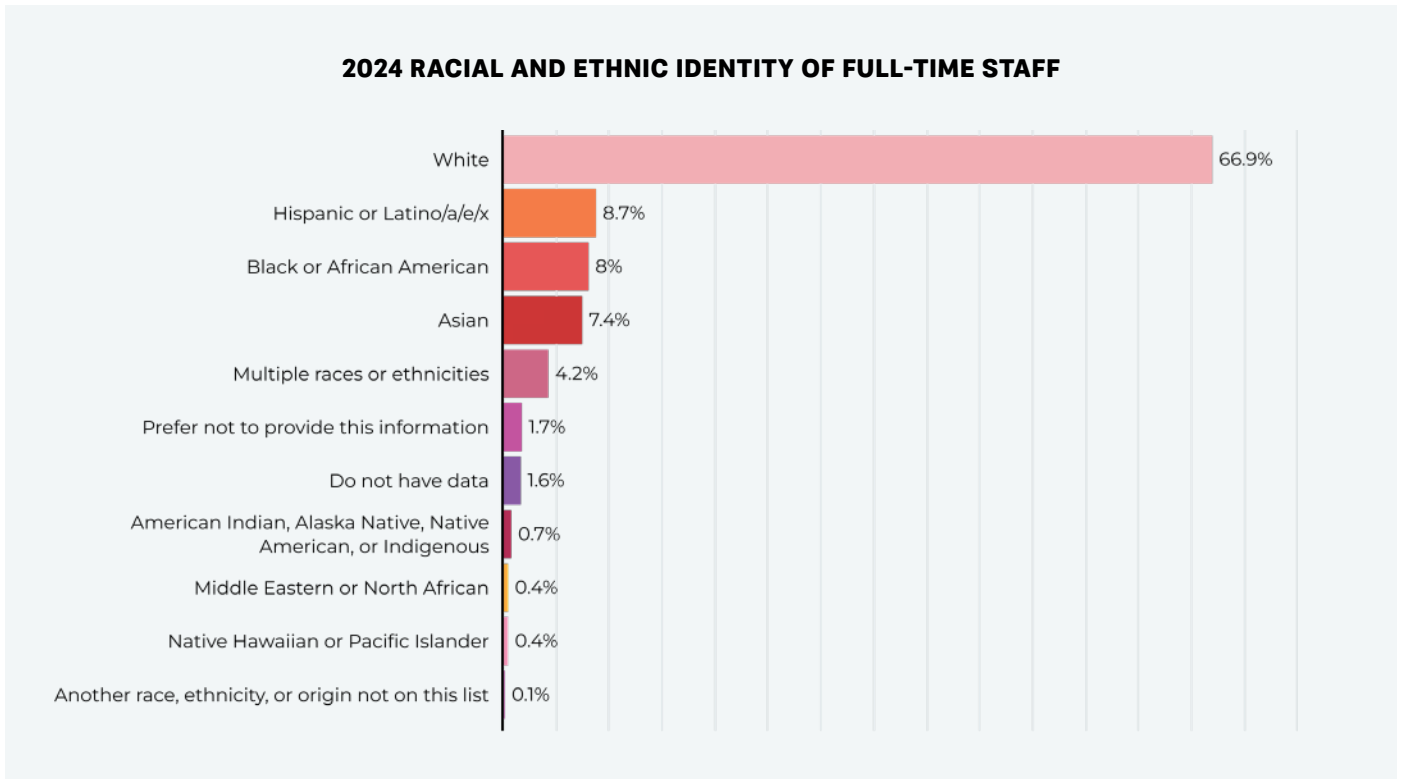
- The majority of senior staff identified as heterosexual/straight with all LGBTQIA+ identities combined comprising 4% of respondents.

NGO ANALYSIS

NGO FULL-TIME STAFF



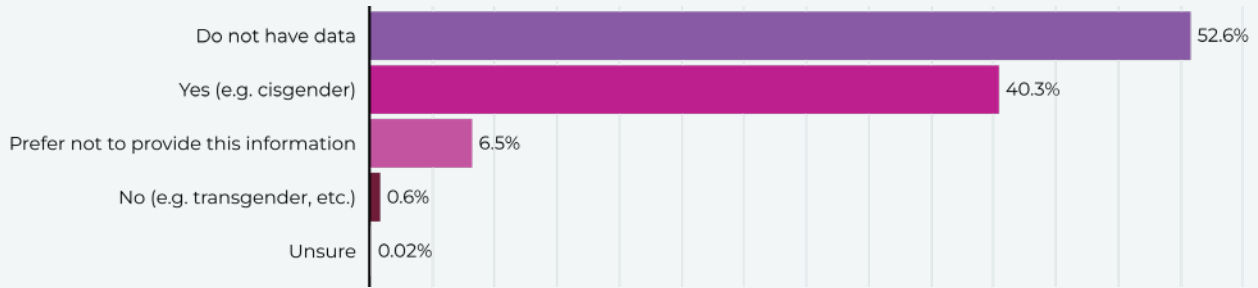
- The diversity of full-time staff at NGOs increased steadily from 2017-2023. However, this year shows the first decrease in full-time staff of color in the history of this report, as this number is down 9% from 2023. Like the diversity of board members, this year's percentage is also similar to the reported percentages in 2020 and 2021.



- Black or African American, Hispanic or Latino/a/e/x, and American Indian, Alaska Native, Native American, or Indigenous staff decreased from 2023.

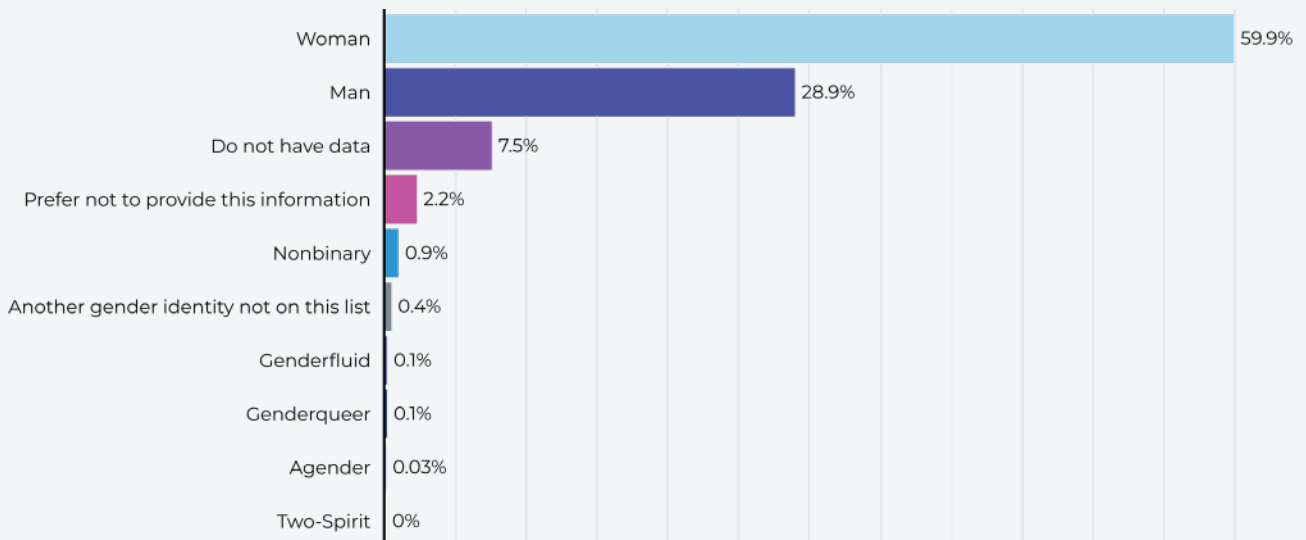
NGO ANALYSIS

2024 DO FULL-TIME STAFF IDENTIFY WITH THEIR GENDER ASSIGNED AT BIRTH?



- Full-time staff at NGOs predominately identify as cisgender. There are marginally more full-time staff who identify as transgender relative to boards and heads of organizations.

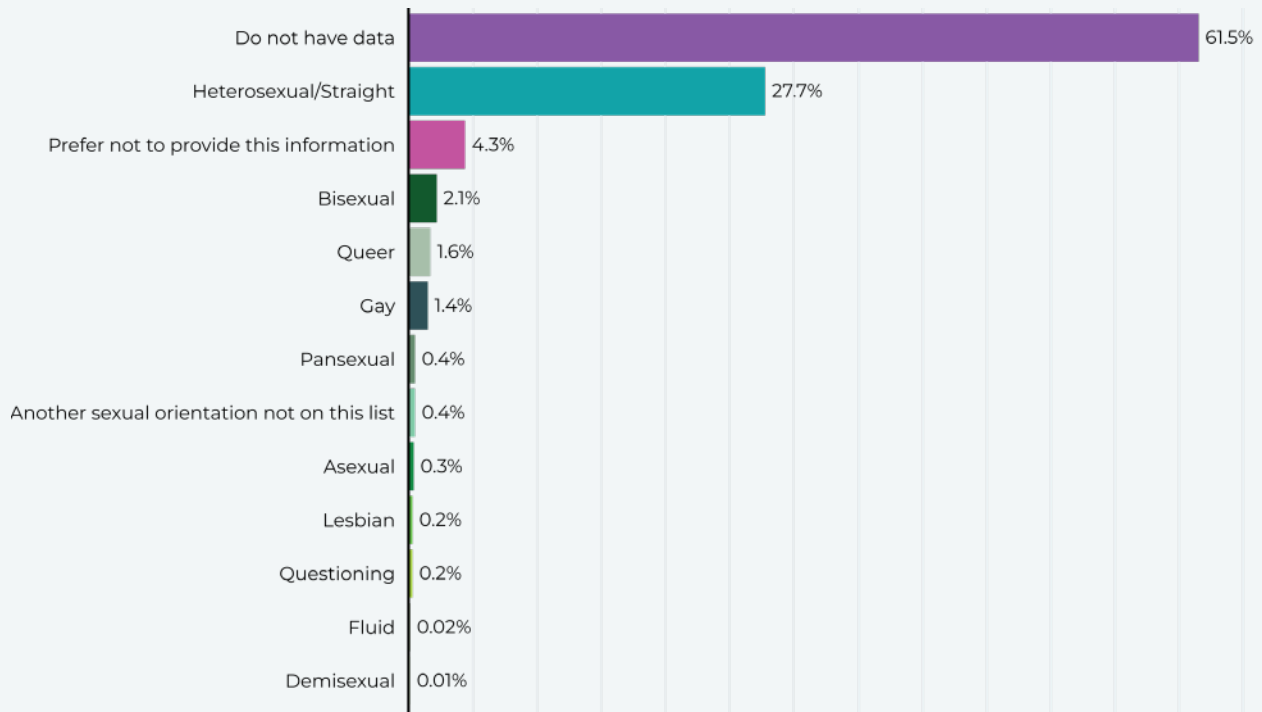
2024 GENDER IDENTITY OF FULL-TIME STAFF



- The majority of full-time staff at NGOs identify as women (59.9%). Men make up less than 30% of full-time staff at NGOs, and people with gender expansive identities comprise less than 2% of full-time staff.

NGO ANALYSIS

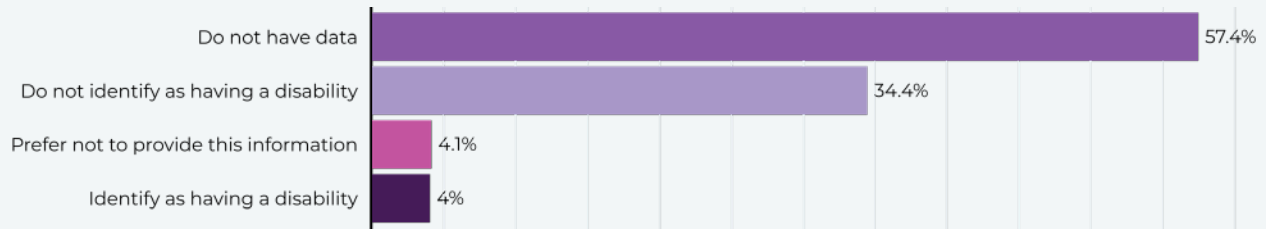
2024 SEXUAL ORIENTATION OF FULL-TIME STAFF



- The majority of respondents identified as heterosexual/straight (27.7%) with all LGBTQIA+ identities combined to represent 6.5% of full-time staff.

NGO ALL STAFF

DISABILITY STATUS OF ALL STAFF



NGO ANALYSIS

NGO POLICIES AND PRACTICES

Green 2.0 surveyed NGOs about their equity and inclusion policies and practices. Assessing the presence of these policies can offer additional insight into understanding staff demographic data, as these policies and practices represent steps to creating inclusive workplaces, increasing staff retention, and offering protections for people of color, the LGBTQIA+ community, and people with disabilities within their workplace and the larger environmental sector.



NGO POLICIES AND PRACTICES (CONTINUED)

Like last year, participating NGOs were most likely to have the following DEIJ practices and policies:

- Committing financial resources and paid staff time to their DEIJ efforts.
- Externally listing salaries in job descriptions for potential job applicants.
- Evaluating staff recruitment and hiring processes and implementing best practices to address bias.
- Having a process for addressing racial discrimination, harassment, and microaggressions.

This year, over 90% of NGOs also have a performance evaluation process for staff that is conducted across the organization and have provided staff the opportunity to provide feedback on DEIJ initiatives. Both percentages increased from 2023's report. Participating NGOs were again least likely to include DEIJ metrics in performance reviews for executive and senior leadership and to train managers on how to provide culturally appropriate feedback to staff. Although having formal mentoring programs for staff is still an area of growth, the percentage of NGOs that offer this have nearly doubled since 2023. However, the opposite occurred for the percentage of NGOs that have funded employee resource or affinity groups, as this number decreased 20% from 2023.

PAID PARENTAL LEAVE

Paid parental leave for caregivers and parents (birthing, non-birthing, and adoptive) is a cornerstone when it comes to staff retention. Participating NGOs reported that they provide **ten weeks** of paid parental leave on average, an increase of two weeks from 2023. The range of time for paid parental leave was from **zero to 35 weeks**. Paid parental leave is essential to creating a supportive working environment for caregivers and parents so we consider zero weeks of leave or leave taken from PTO unacceptable. We are optimistic about this overall trend towards extended time to support people with children.

NON-PARTICIPATING NGOS

American Conservation Coalition

American Forests

Center for Environmental Health

Center for Race, Poverty, & the Environment

Clean Water Action

Climate Jobs National Resource Center

Climate Justice Alliance

Deep South Center for Environmental Justice

Dream Corps

Earthwatch

Environment America

Green America

Indigenous Environmental Network

Keep America Beautiful

The Ocean Foundation

Partnership for Southern Equity

SAFSF

World Resources Institute (WRI)

PARTICIPATING NGOS

350.org	Energy Allies**	Nuestra Tierra Conservation Project
Acterra: Action for a Healthy Planet*	Environmental Defense Fund	Ocean Conservancy
Alaska Wilderness League	Environmental Working Group	Oceana
American Council for an Energy-Efficient Economy*	Friends of the Earth	Our Climate
American Rivers	Genesee Land Trust, Inc.*	The Pew Charitable Trusts
Appalachian Voices	Good Energy Collective*	Population Connection
Azul	GreenLatinos	Rails-to-Trails Conservancy
BlueGreen Alliance	Greenpeace USA	Rainforest Action Network
Center for American Progress	League of Conservation Voters	Resources Legacy Fund
Center for Biological Diversity	Michigan League of Conservation Voters*	Rising Sun Center for Opportunity
Center for International Environmental Law	MN350	River Network
Chesapeake Bay Foundation	Montana Watershed Coordination Council (MWCC)*	Rock Creek Conservancy
Chesapeake Climate Action Network	National Audubon Society	Root Capital
Chesapeake Conservancy*	National Environmental Education Foundation	Sierra Club
Citizens' Climate Education	National Fish and Wildlife Foundation	Sierra Club Foundation
Climate Collaborative	National Marine Sanctuary Foundation	Society of Outdoor Recreation Professionals*
Climate Reality Project	National Park Foundation	Sonoma Land Trust*
COMPASS Science Communication*	National Parks Conservation Association	Sunrise Movement
The Conservation Fund	National Recreation and Park Association	Surfrider Foundation
Conservation International	National Wildlife Federation	The Trust for Public Land
Conservation Law Foundation*	Natural Resource Defense Council (NRDC)	Union of Concerned Scientists
Conservation Nation	Natural Resources Foundation of Wisconsin*	US Climate Action Network (USCAN)
Defenders of Wildlife	The Nature Conservancy	Washington Conservation Action*
Earth Guardians	New England Aquarium*	WildEarth Guardians
Earth Island Institute		The Wilderness Society
EarthEcho International		Wildlife Conservation Network*
Earthjustice		Wisconsin Conservation Voters*
Ecology Center*		The World Wildlife Fund

* This NGO opted-in to the report

** Energy Allies opted-in to the report and is now a part of Solar United Neighbors

PARTICIPATING NGOS

PARTICIPATING NGO'S ORGANIZATION SIZE

NGOS WITH 1-10 STAFF MEMBERS:

- Climate Collaborative
- Conservation Nation
- Earth Guardians
- EarthEcho International
- Energy Allies*
- Genesee Land Trust, Inc.
- Good Energy Collective
- MN350
- Montana Watershed Coordination Council (MWCC)
- Nuestra Tierra Conservation Project
- Our Climate
- Rock Creek Conservancy
- Sierra Club Foundation
- Society of Outdoor Recreation Professionals
- US Climate Action Network (USCAN)

NGOS WITH 11-30 STAFF MEMBERS:

- Acterra: Action for a Healthy Planet
- Alaska Wilderness League
- Azul
- Chesapeake Climate Action Network
- Citizens' Climate Education
- COMPASS Science Communication
- Earth Island Institute
- Ecology Center
- GreenLatinos
- National Environmental Education Foundation
- Natural Resources Foundation of Wisconsin
- River Network
- WildEarth Guardians
- Wisconsin Conservation Voters

NGOS WITH 31-50 STAFF MEMBERS:

- Appalachian Voices
- Center for International Environmental Law
- Chesapeake Conservancy
- Michigan League of Conservation Voters
- Population Connection
- Rails-to-Trails Conservancy
- Rainforest Action Network
- Rising Sun Center for Opportunity
- Sonoma Land Trust
- Sunrise Movement
- Washington Conservation Action
- Wildlife Conservation Network

NGOS WITH 51-75 STAFF MEMBERS:

- BlueGreen Alliance
- Environmental Working Group
- Root Capital
- Surfrider Foundation

NGOS WITH 76-100 STAFF MEMBERS:

- American Council for an Energy-Efficient Economy
- American Rivers
- Climate Reality Project
- Friends of the Earth
- National Marine Sanctuary Foundation
- National Recreation and Park Association

NGOS WITH 101-150 STAFF MEMBERS:

- 350.org
- Conservation Law Foundation
- Defenders of Wildlife
- Greenpeace USA
- National Park Foundation
- Oceana
- Resources Legacy Fund

* Energy Allies is now a part of Solar United Neighbors

PARTICIPATING NGOS

PARTICIPATING NGO'S ORGANIZATION SIZE (CONTINUED)

NGOS WITH 151-200 STAFF MEMBERS:

- Center for Biological Diversity
- National Fish and Wildlife Foundation
- The Wilderness Society
- The Conservation Fund
- National Parks Conservation Association
- League of Conservation Voters
- Ocean Conservancy

NGOS WITH 201-300 STAFF MEMBERS:

- Center for American Progress
- New England Aquarium
- Chesapeake Bay Foundation
- Union of Concerned Scientists

NGOS WITH 301-500 STAFF MEMBERS:

- Conservation International
- National Wildlife Federation
- The Trust for Public Land

NGOS WITH 501-775 STAFF MEMBERS:

- Earthjustice
- Natural Resource Defense Council (NRDC)
- The World Wildlife Fund
- National Audubon Society

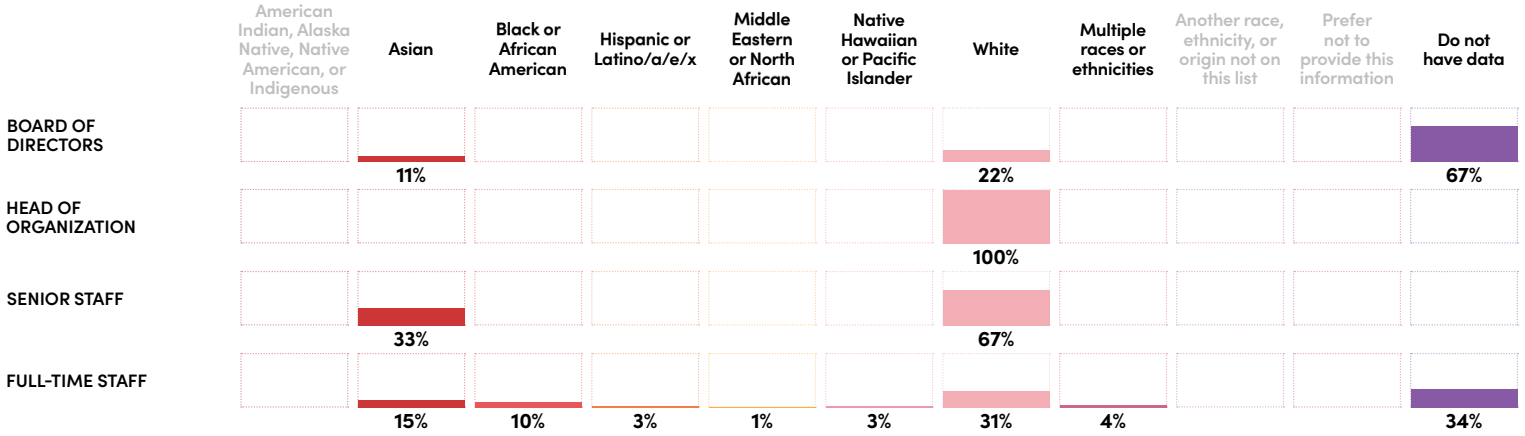
NGOS WITH 776-1000 STAFF MEMBERS:

- Environmental Defense Fund
- The Pew Charitable Trusts
- Sierra Club

NGOS WITH 3000 OR MORE STAFF MEMBERS:

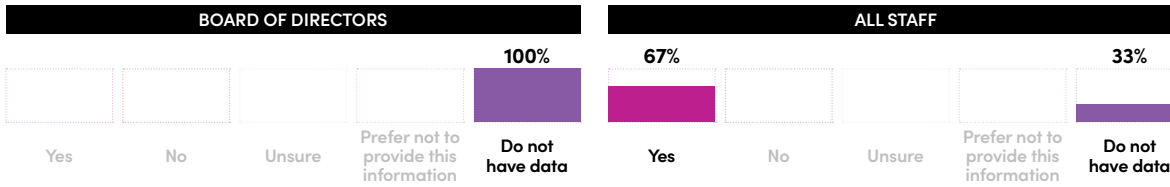
- The Nature Conservancy

RACE AND ETHNICITY

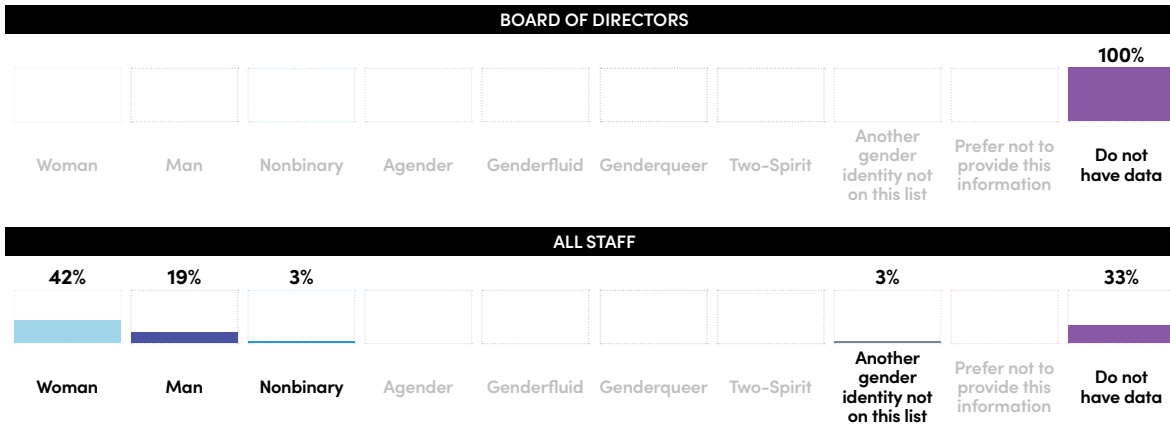


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



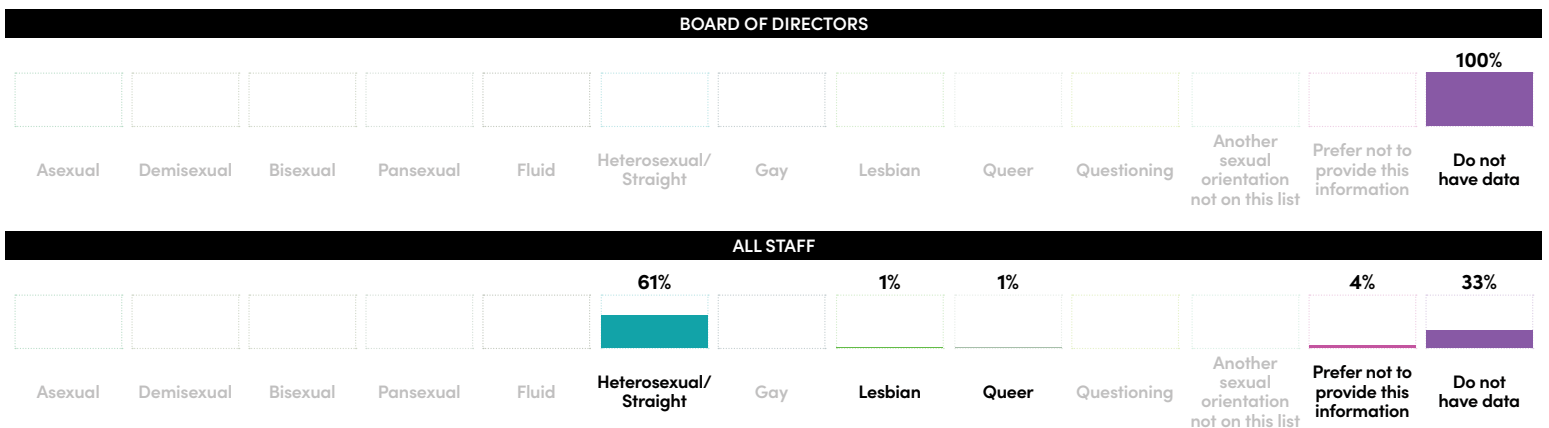
What gender do you identify with?



DISABILITY STATUS



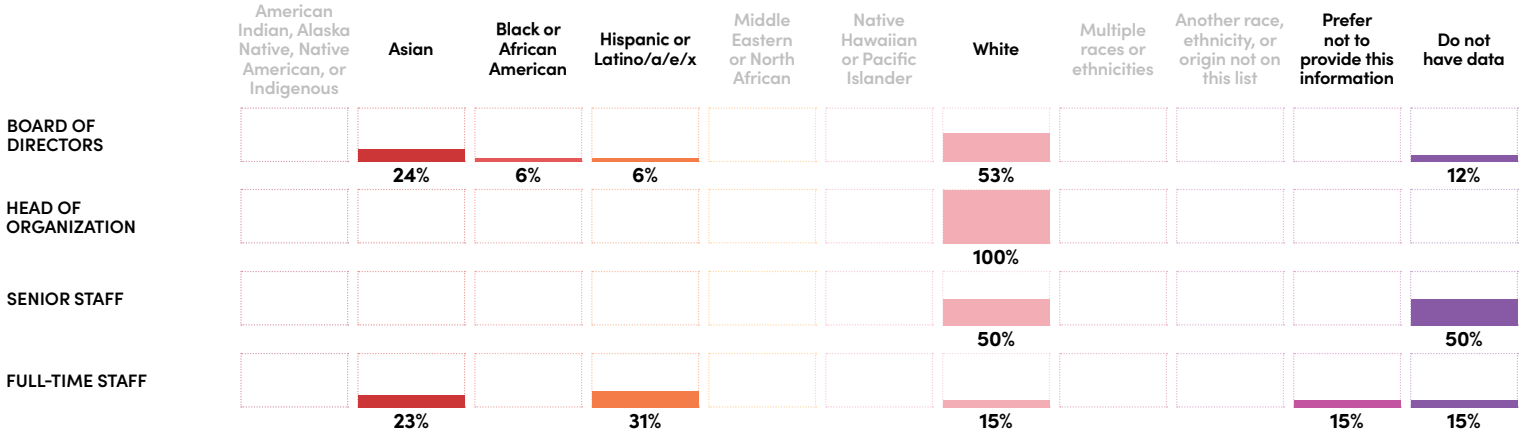
SEXUAL ORIENTATION



DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

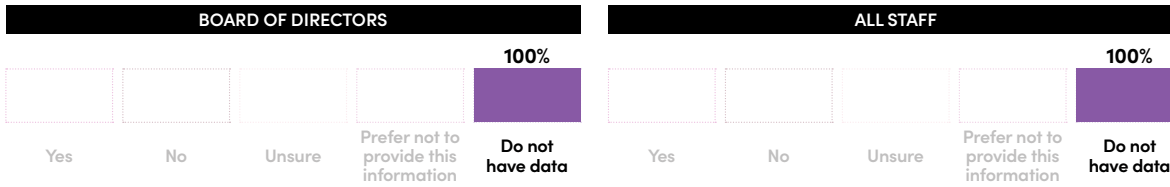
Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors? 350 has internal lateral movement, an opportunity to apply for a higher position.	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization? It is done annually.	YES NO
Do you have DEIJ goals written into your strategic plan? 350.org has developed its separate global strategic framework.	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts? It is combined with our professional development fund.	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions? There is a procedure and process we follow if there are official issues brought about by staff member which is managed by our HR team.	YES NO
Does your organization pay all interns who work with you?	YES NO
How many weeks of paid parental leave does your organization provide employees?	18
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias? 350.org continuously does so.	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES NO
Do you have funded employee resource groups or affinity groups? Each department and/or team prepares and submits their budget requirements per fiscal year.	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback? We hold twice a year morale survey across the organisation.	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete? The unconscious bias training was conducted for our Executive Team, managers and rest of staff members.	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES NO
Do you have formal mentoring programs for staff? It is in the development stage.	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? Through our performance evaluation system and regular check-ins with direct report and managers.	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives? This section is integrated in our morale survey and culture project work/activities.	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts? Our culture project team analyses and make key recommendations to our ET based on the feedback received from staff members, i.e. DEI data reporting.	YES NO

RACE AND ETHNICITY

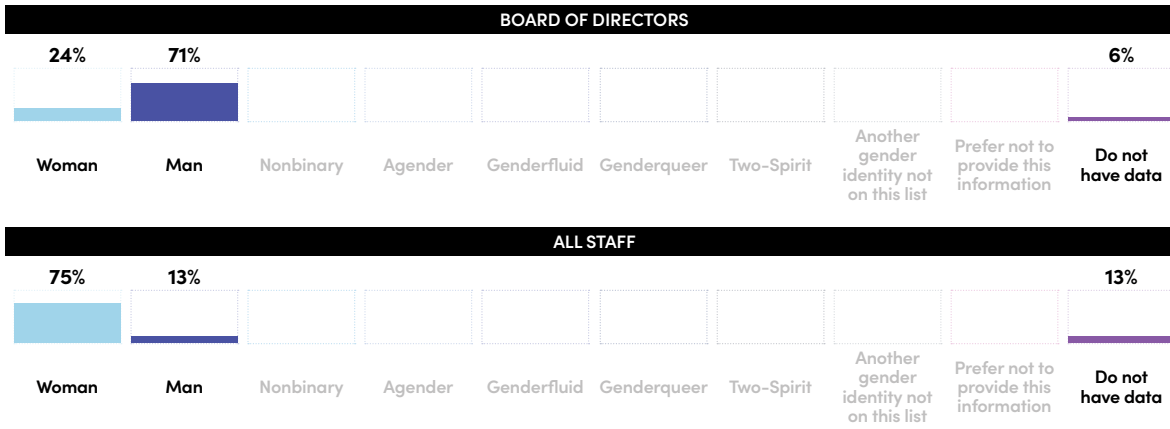


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



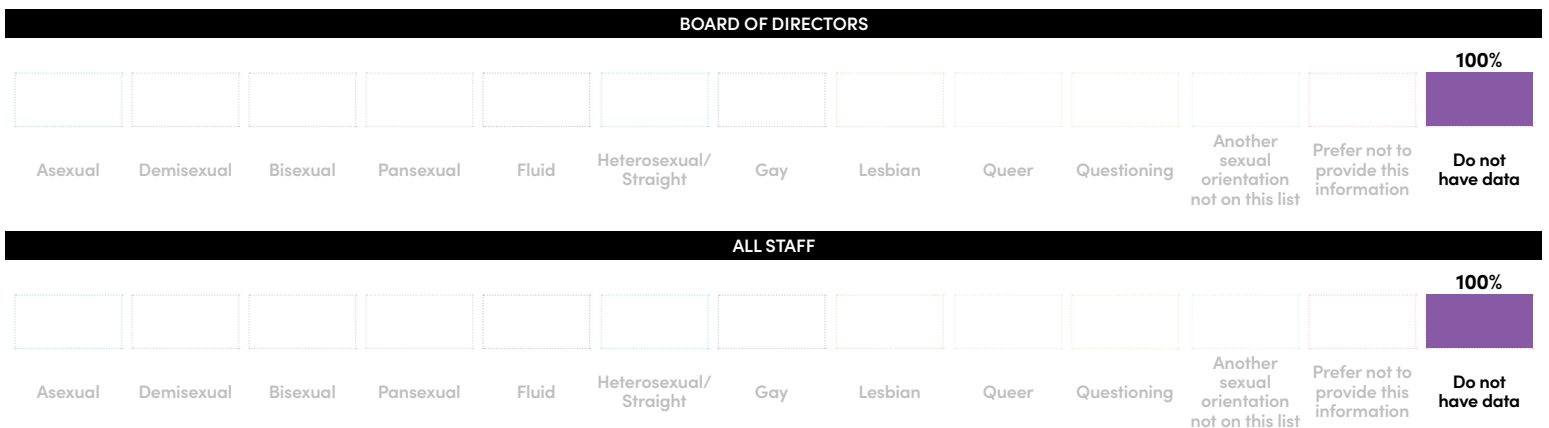
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

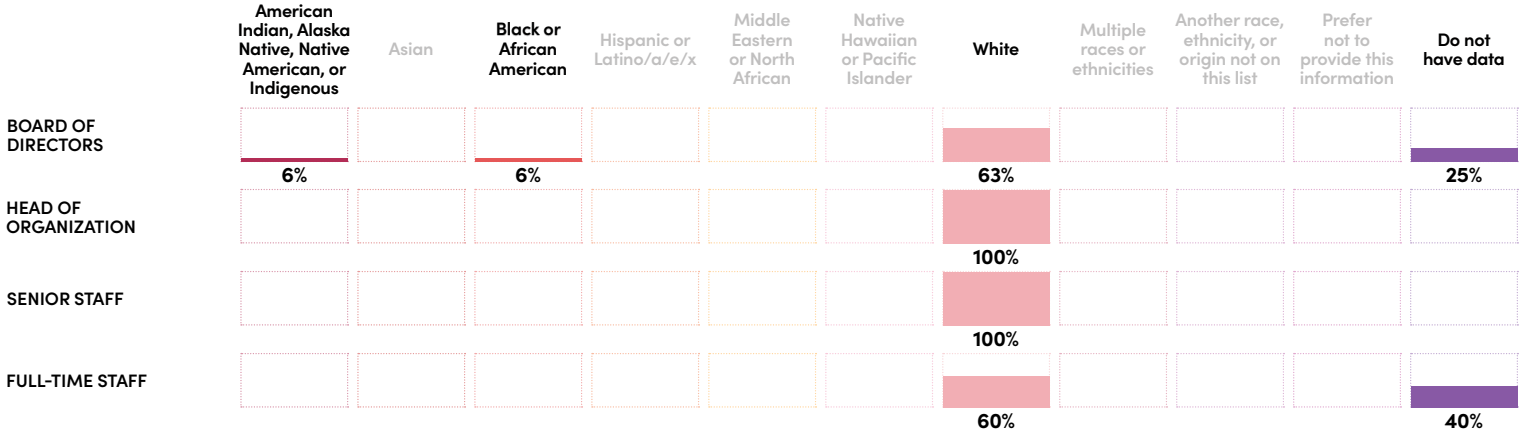


DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view? We provide a pay scale for all levels of positions with their range, but do not share what each staff member is making.	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you? We do have some unpaid volunteers who volunteer for longer periods of time	YES	NO
How many weeks of paid parental leave does your organization provide employees? Employees can use PTO and sick time for this.	0	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

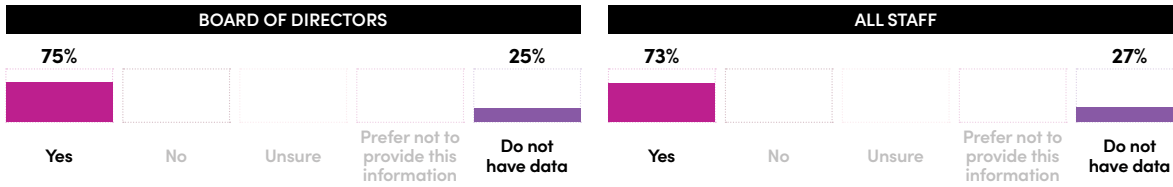
ALASKA WILDERNESS LEAGUE

RACE AND ETHNICITY

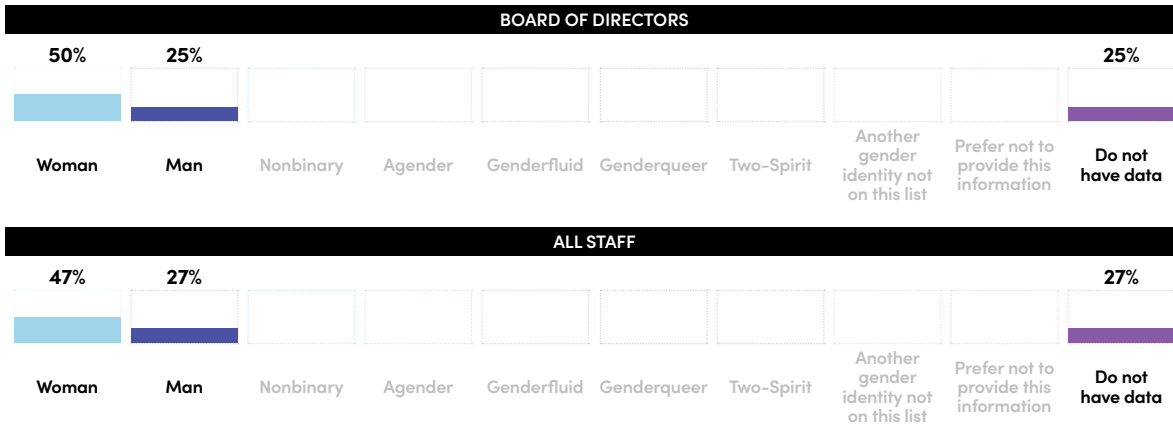


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



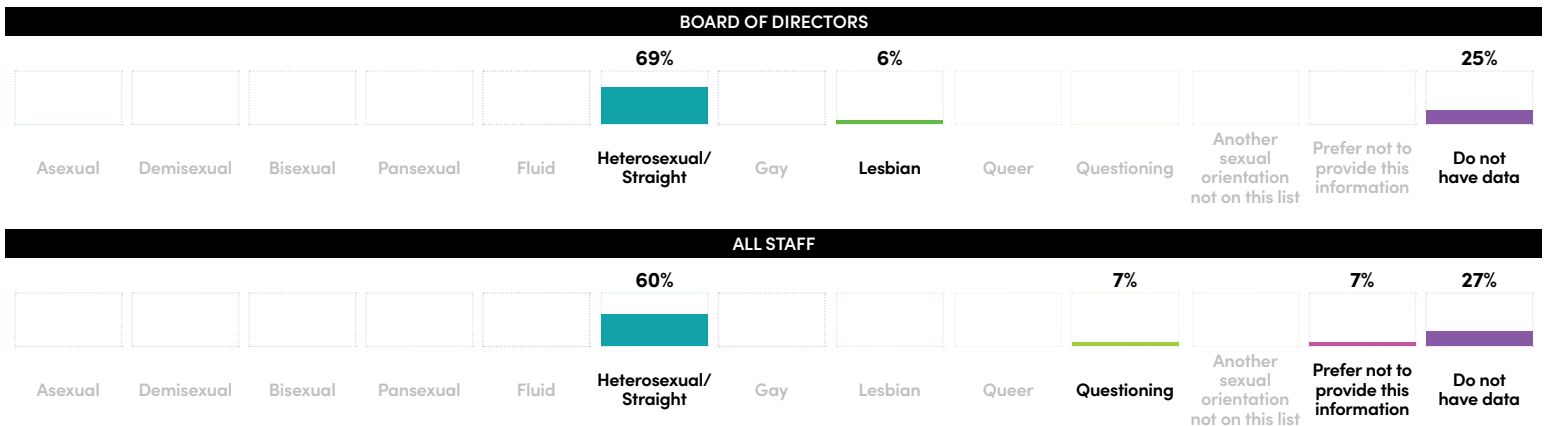
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

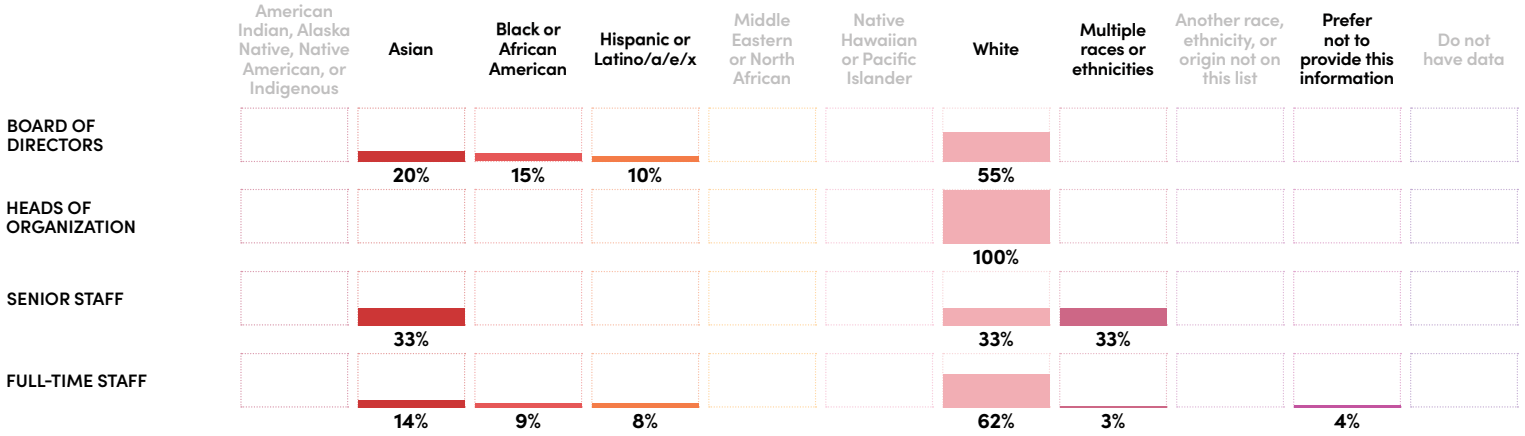


ALASKA WILDERNESS LEAGUE

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

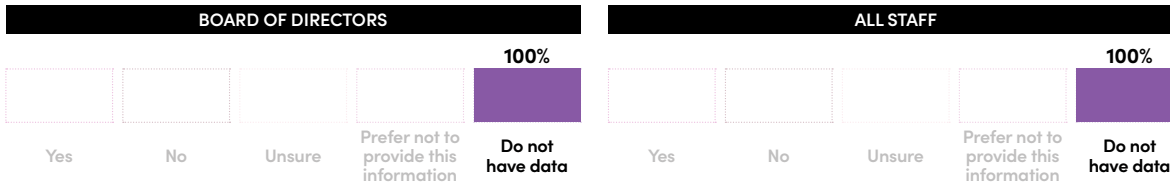
Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view? Given our small size and lack of position duplication.	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants? When we post new positions we do include a salary range.	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors? Due to small size and lack of position duplication.	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization? We have a standardized annual self and manager review template and individual goals and do 360 Reviews.	YES	NO
Do you have DEIJ goals written into your strategic plan? Staff and Board identify JEDI as an organizational priority in all the League's work.	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts? Our JEDI work is always a part of our most recent board approved budget.	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions? While our staff has access to external HR staff for such discussions, we have no designated process.	YES	NO
Does your organization pay all interns who work with you? Historically we have had paid internships and more recently we partner with colleges and universities through their internship placement programs.	YES	NO
How many weeks of paid parental leave does your organization provide employees? You are allowed 3 months but we pay 8 weeks.		8
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias? We have set diversity quotas in our hiring pool, and where we look for candidates. We work with consultants to ensure our processes eliminate bias.	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias? We are presently in the process for doing this, recently finalizing a Board Charter and now drafting a Board JEDI Plan.	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms? We do check our job posts and advertising for gender biased language, this has not been comprehensively done throughout our communications yet.	YES	NO
Do you have funded employee resource groups or affinity groups? We have a staff JEDI book club that meets monthly and semi-monthly all staff discussion during staff call on designated topics.	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback? We have a consistent annual survey that started in 2024.	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? All staff have had implicit bias training together in 2023. It is part of new staff onboarding package.	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? Through our 360 Review process.	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives? Through our JEDI Manager, and JEDI staff team.	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts? Through our JEDI Manager, and JEDI staff team.	YES	NO

RACE AND ETHNICITY

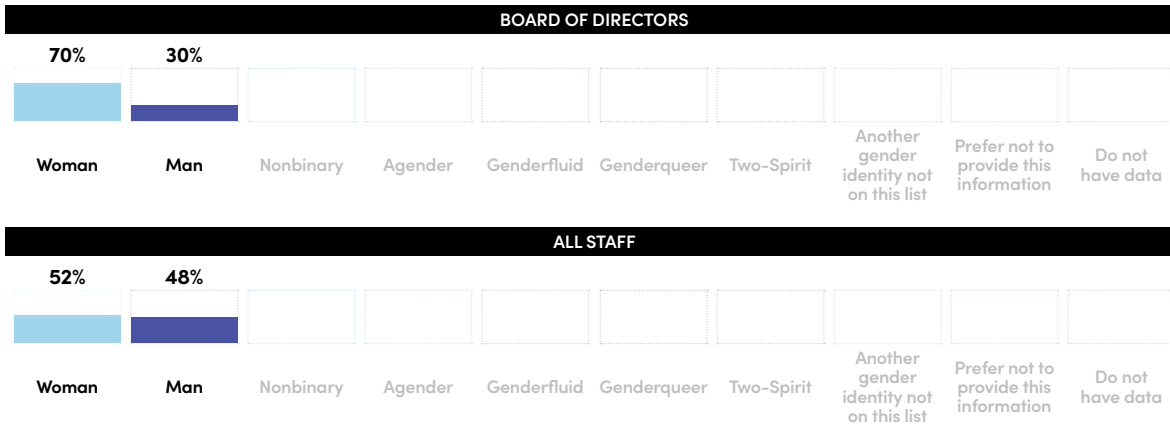


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



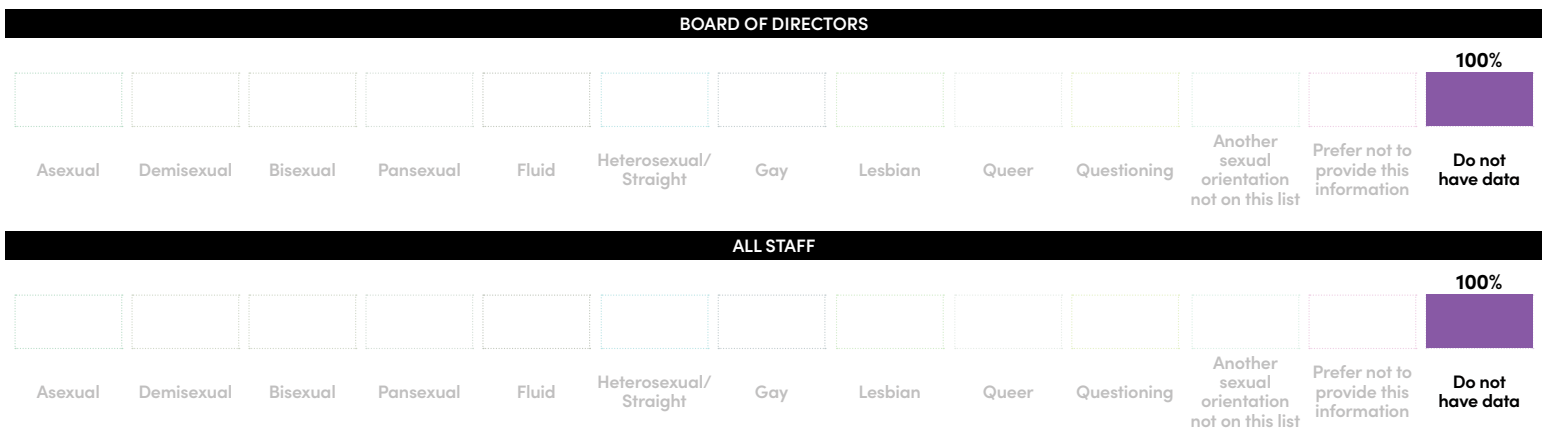
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

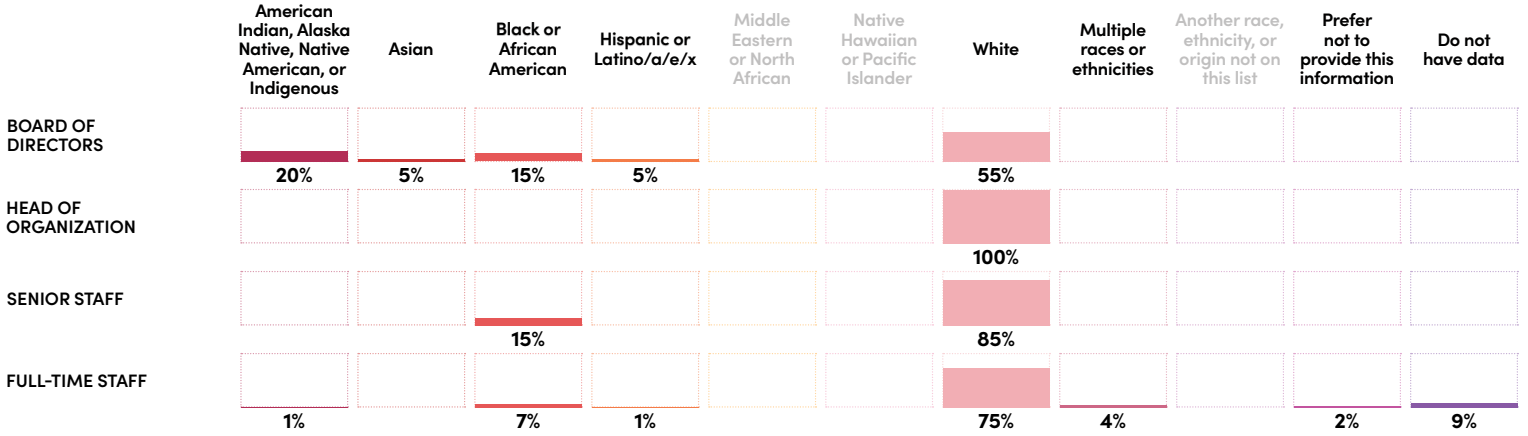


DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	6	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

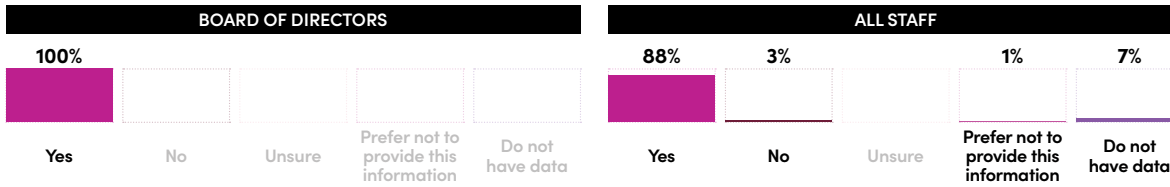
AMERICAN RIVERS

RACE AND ETHNICITY

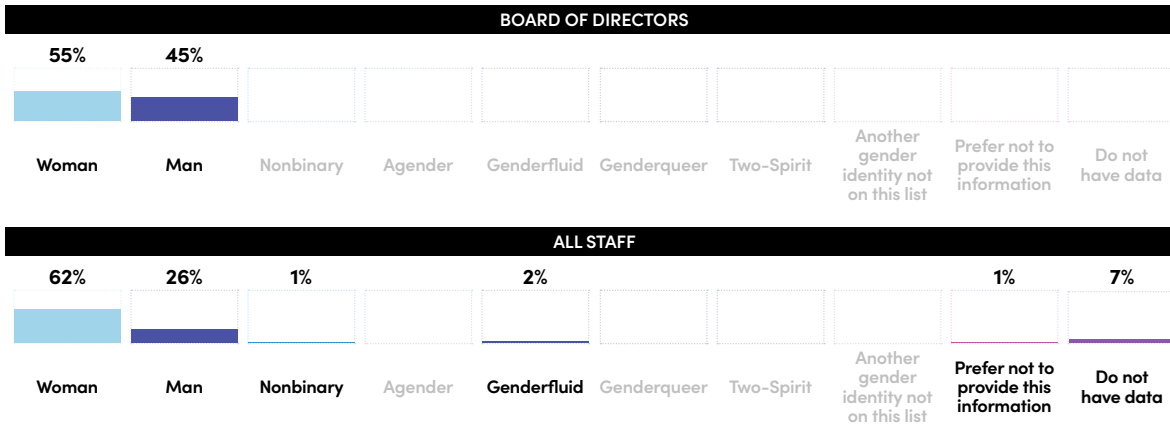


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



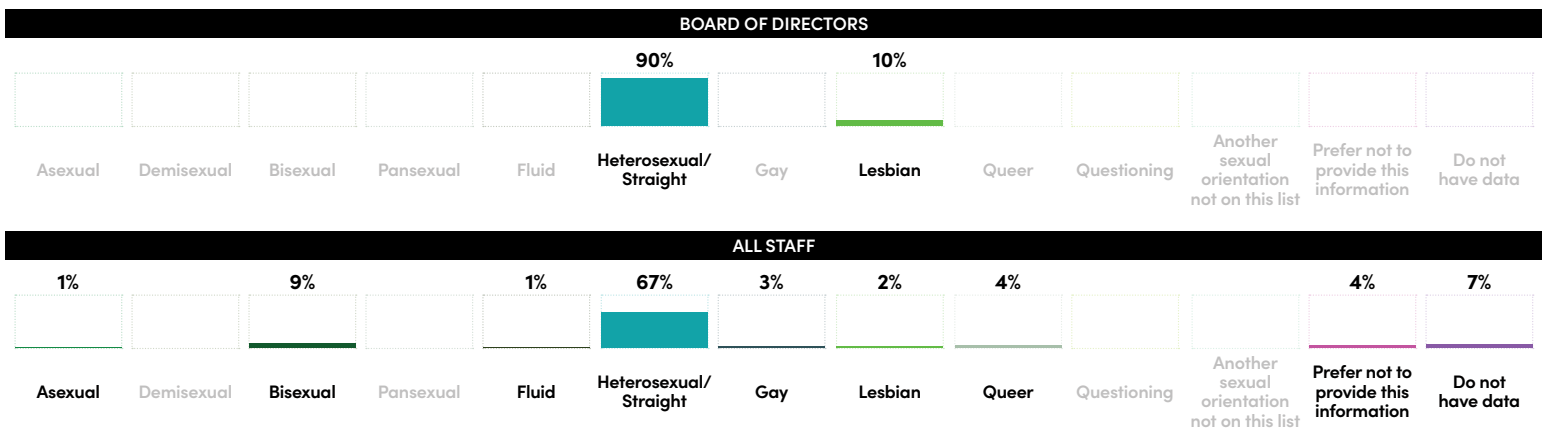
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



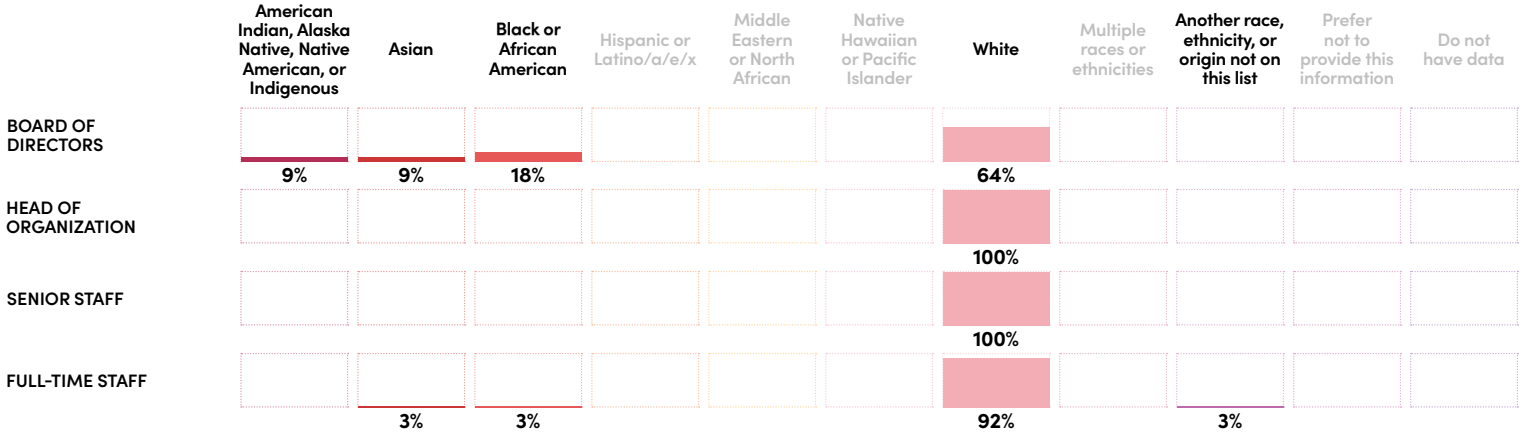
AMERICAN RIVERS

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view? We publish a fiscal year performance and salary document that includes classification salary ranges, band system, and merit/bonus payment guidelines.	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan? Our DEIJ goals and metrics are infused throughout our strategic plan.	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you? Although we do not have a paid intern program, we prioritize hosting fellows and interns from externally funded programs.	YES	NO
How many weeks of paid parental leave does your organization provide employees?		6
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias? In 2024, we reviewed and revised the recruitment, hiring, and retention processes with DEIJ at the center.	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

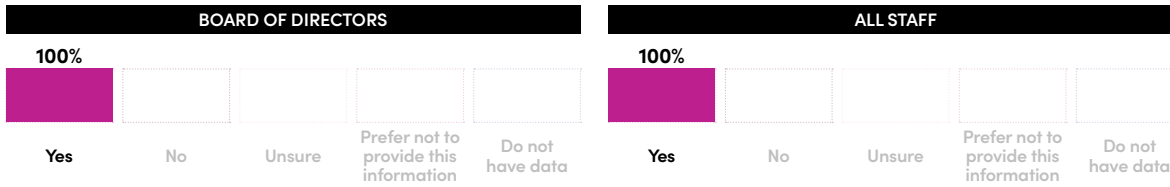
APPALACHIAN VOICES

RACE AND ETHNICITY

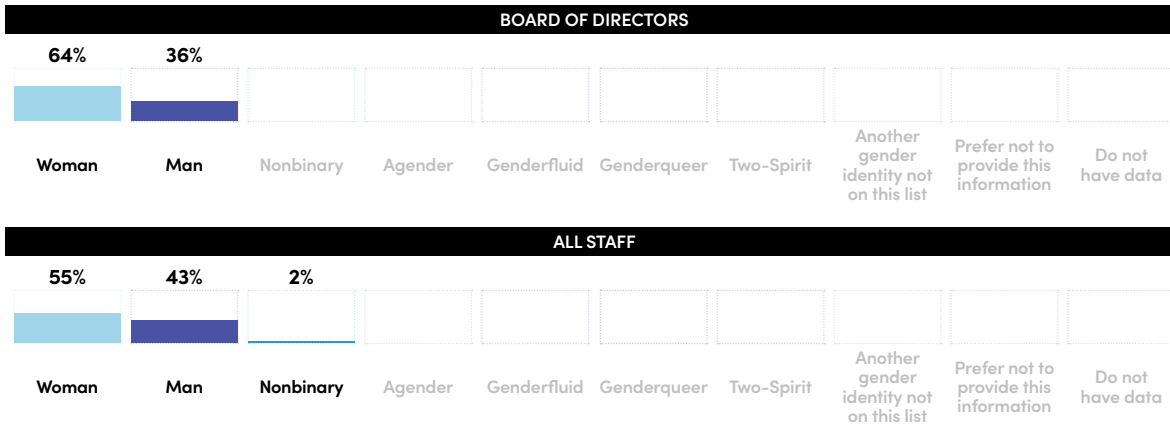


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



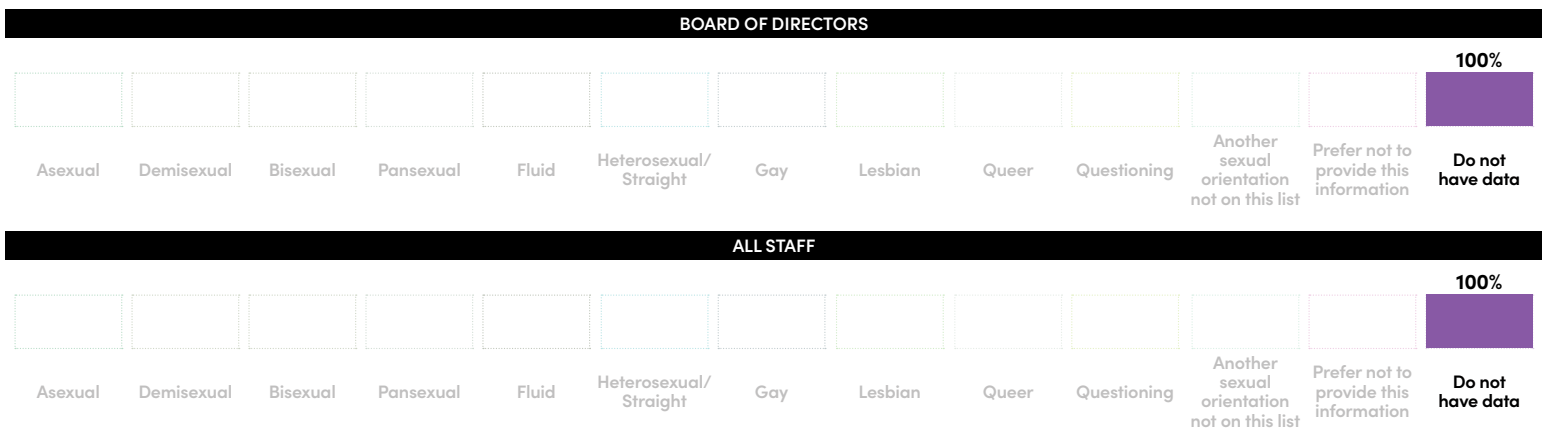
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

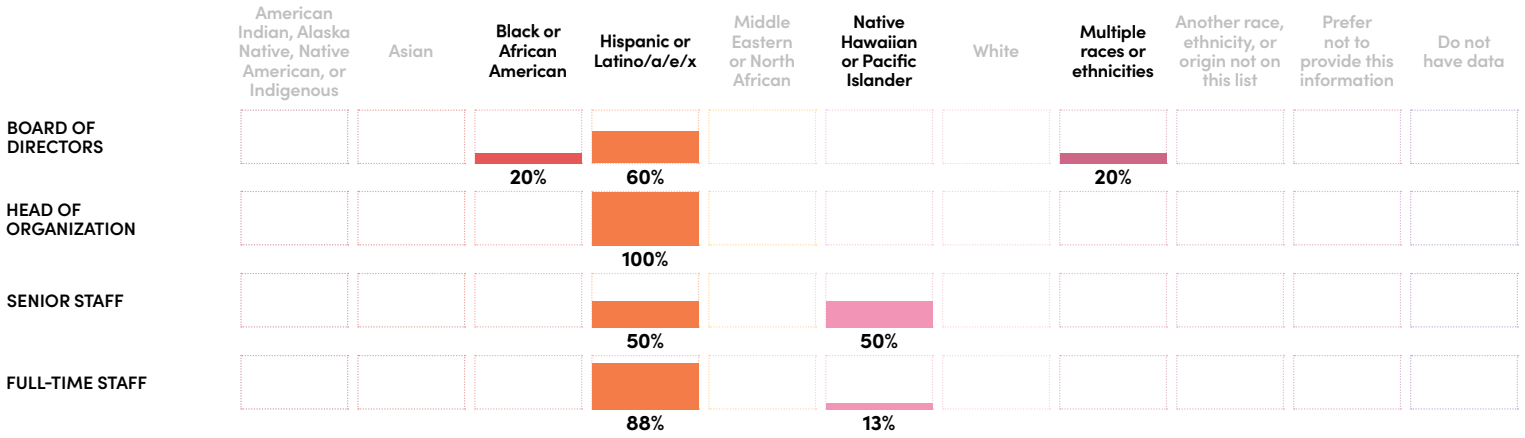


APPALACHIAN VOICES

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

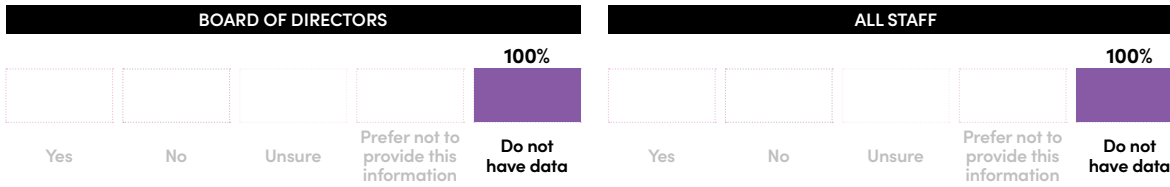
Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	12	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

RACE AND ETHNICITY

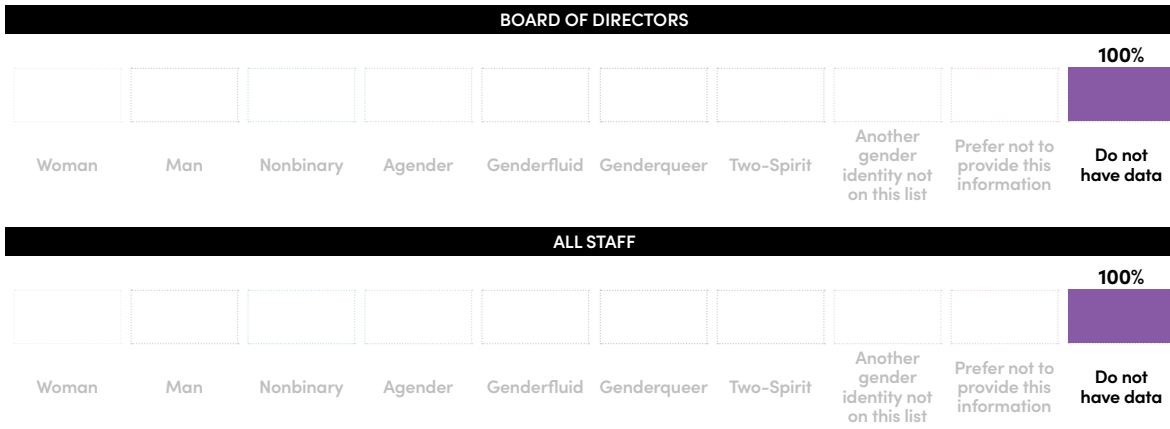


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



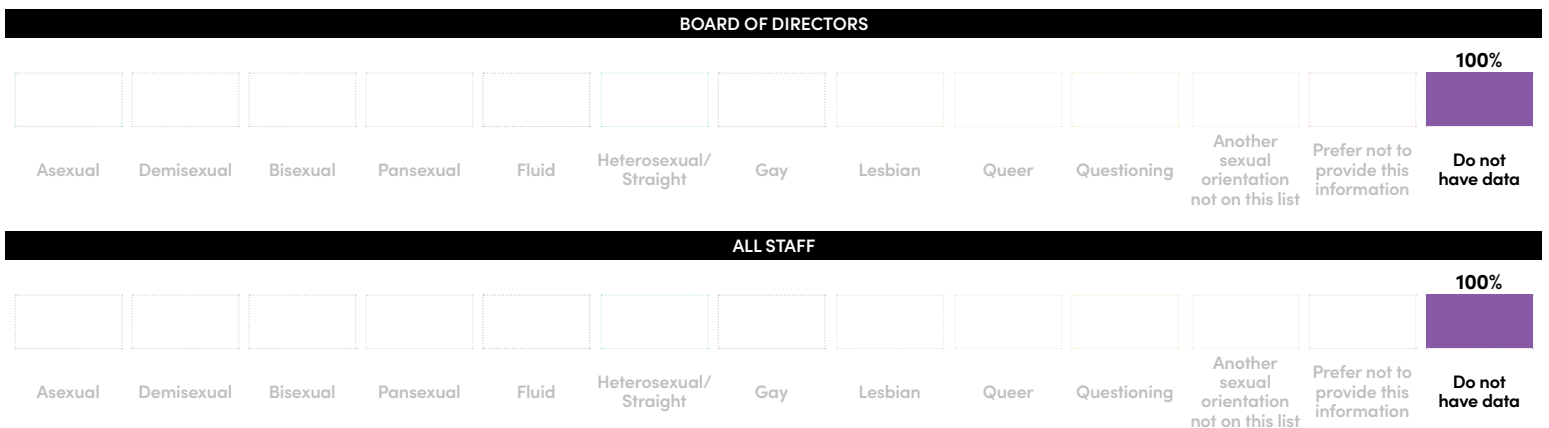
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

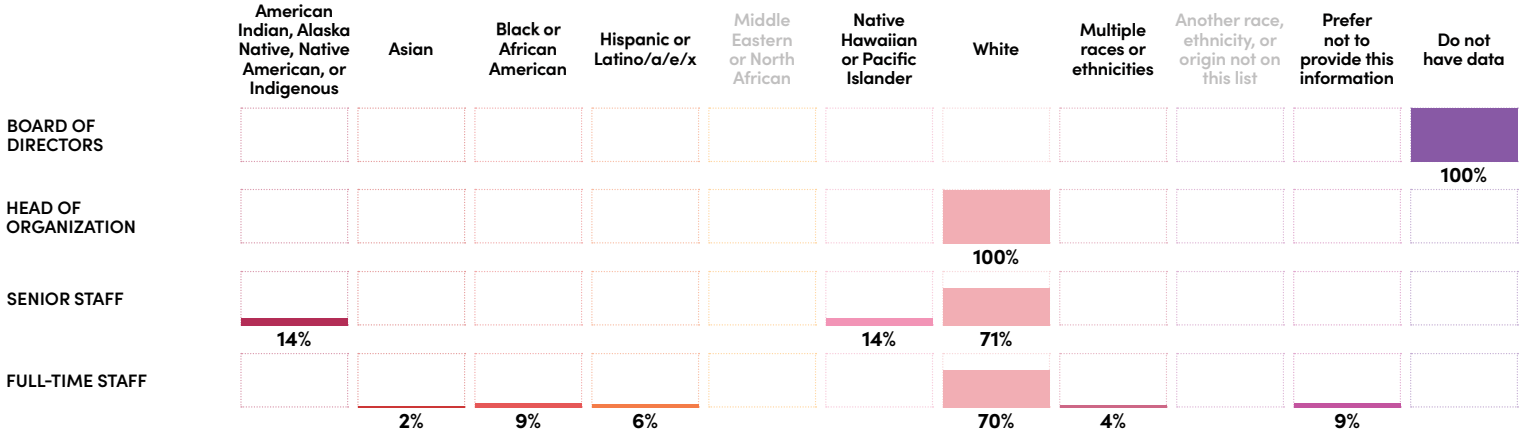


DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees? Due to the diverse portfolio of Multiplier projects and scale of potential financial impacts, Multiplier is not poised to offer a paid parental leave.	0	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

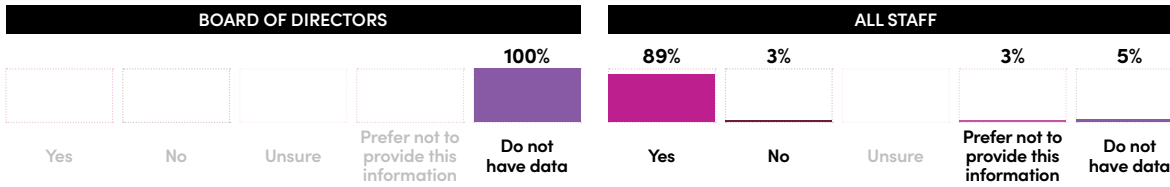
BLUEGREEN ALLIANCE

RACE AND ETHNICITY

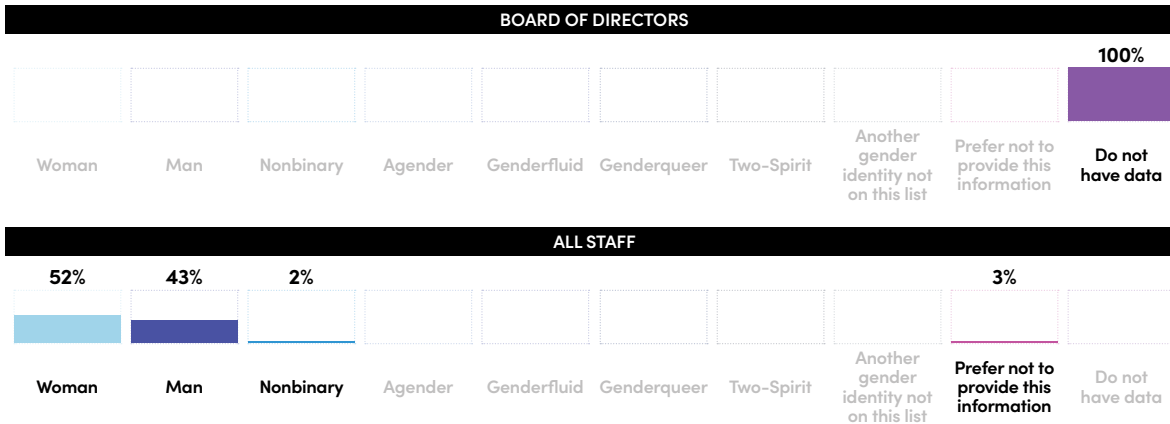


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



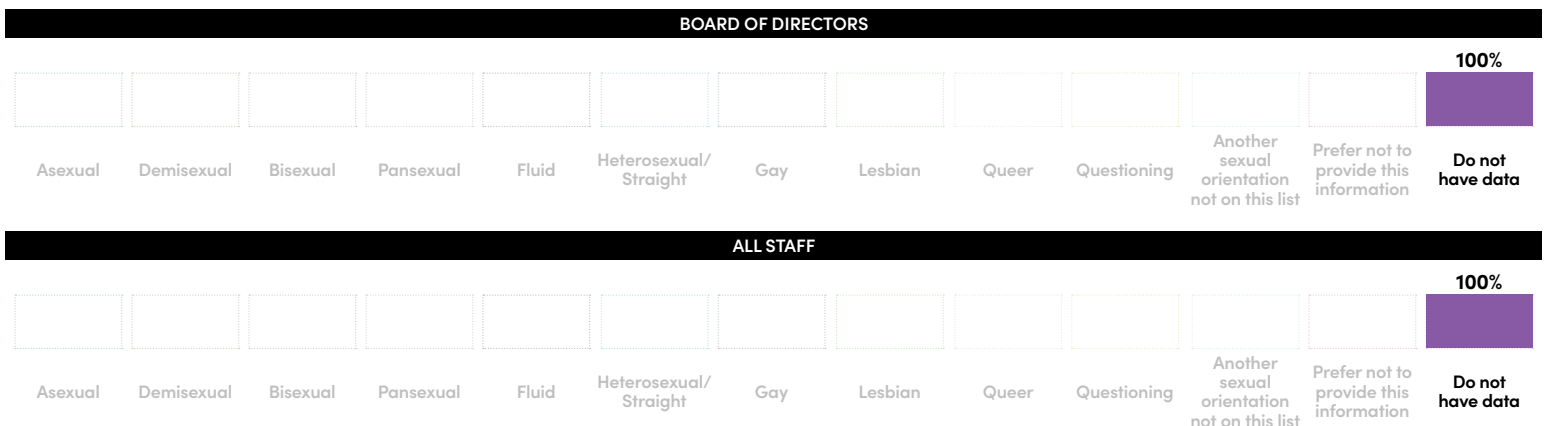
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



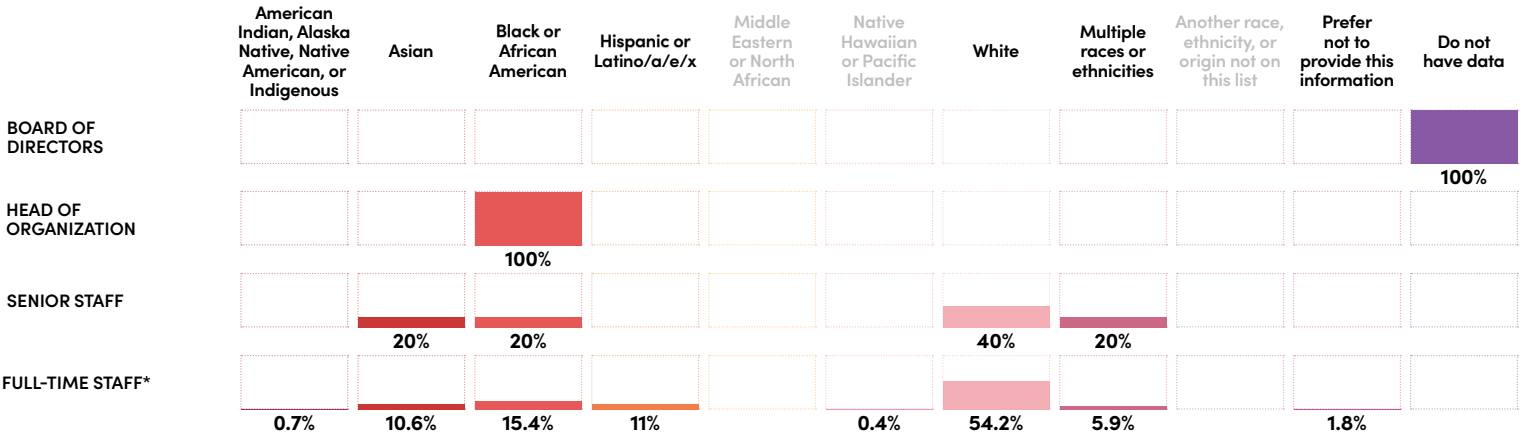
BLUEGREEN ALLIANCE

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	12	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

CENTER FOR AMERICAN PROGRESS

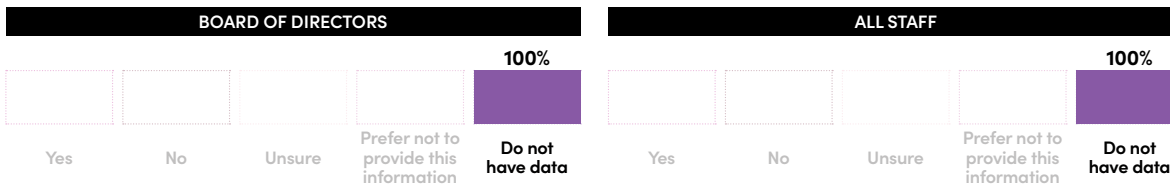
RACE AND ETHNICITY



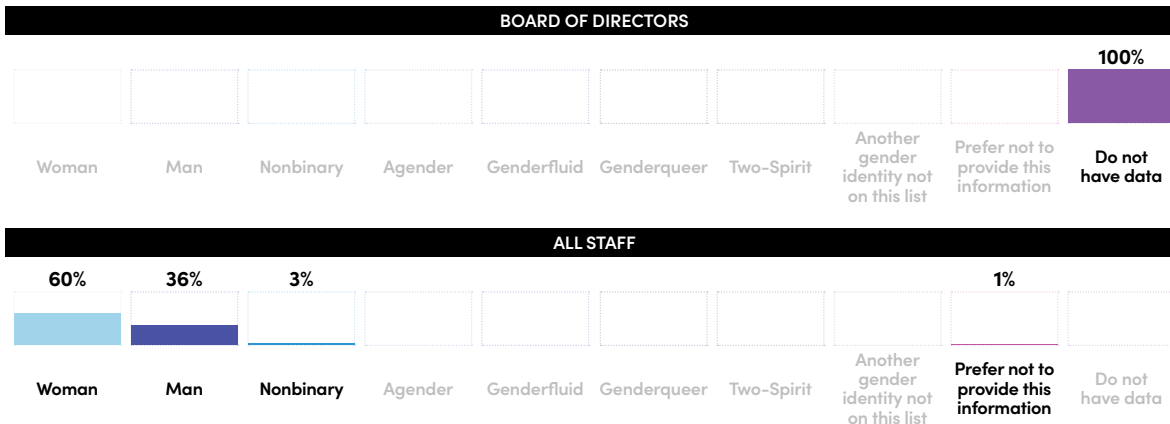
*These are decimals rather than whole numbers to accurately represent staff demographics that are <0.5% at this organization.

GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



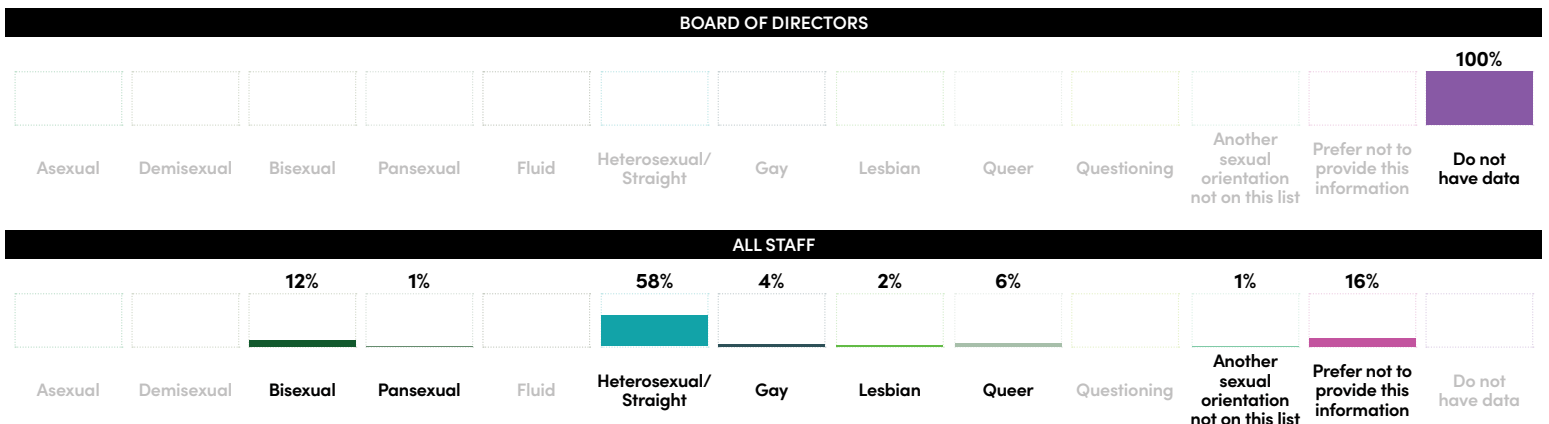
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



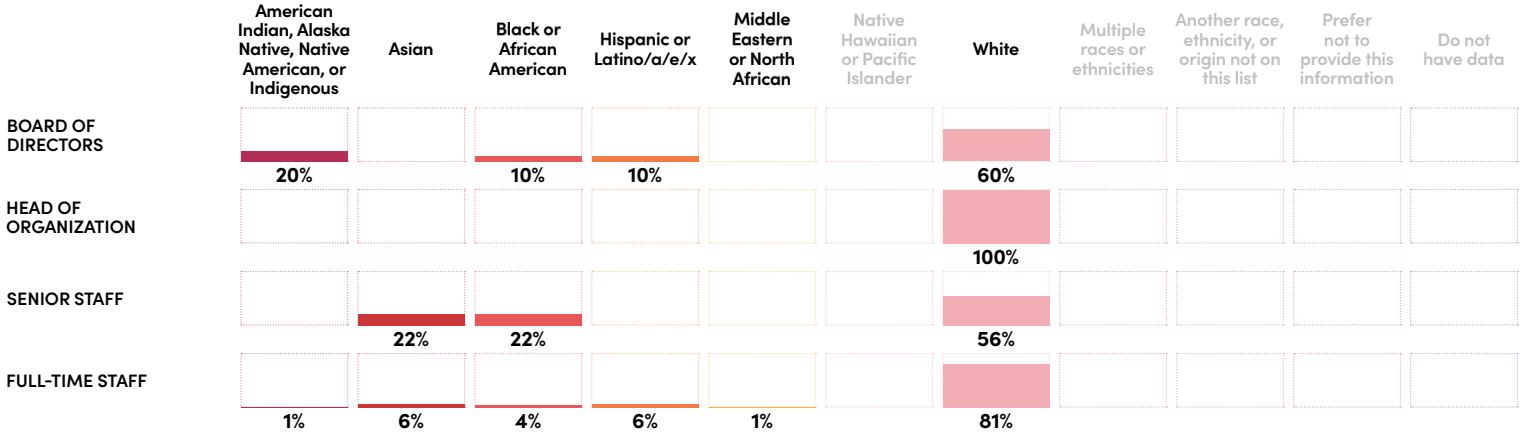
CENTER FOR AMERICAN PROGRESS

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES NO
Do you have DEIJ goals written into your strategic plan?	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES NO
Does your organization pay all interns who work with you?	YES NO
How many weeks of paid parental leave does your organization provide employees? We give an additional 4 weeks paid parental leave, if needed.	12
Are DEIJ metrics included in performance reviews for executive and senior leadership? Reviews are qualitative & don't involve metrics. We separately collect DEI metrics that are shared with Executive & Senior leaders to inform recommendations.	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias? We evaluate our governance processes regularly.	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias? Mission-aligned board members address bias & inclusivity. We continuously evaluate governance processes to maximize mission support.	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES NO
Do you have funded employee resource groups or affinity groups?	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES NO
Do you have formal mentoring programs for staff?	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? Staff can provide upward feedback during mid-year check in as well as in the annual review process.	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

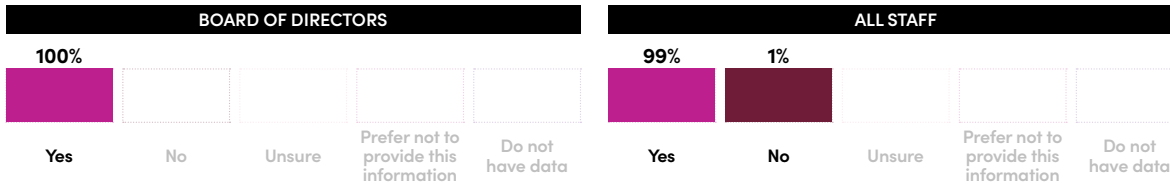
CENTER FOR BIOLOGICAL DIVERSITY

RACE AND ETHNICITY

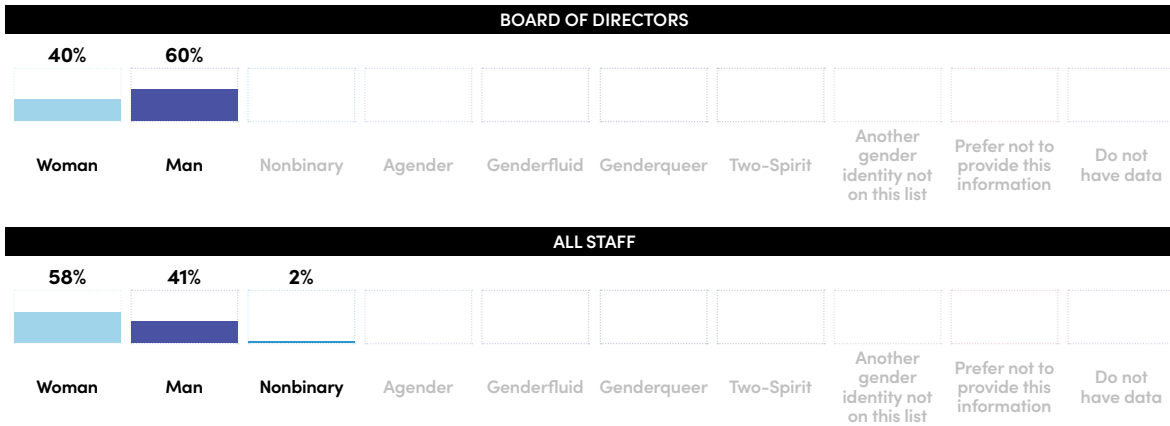


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



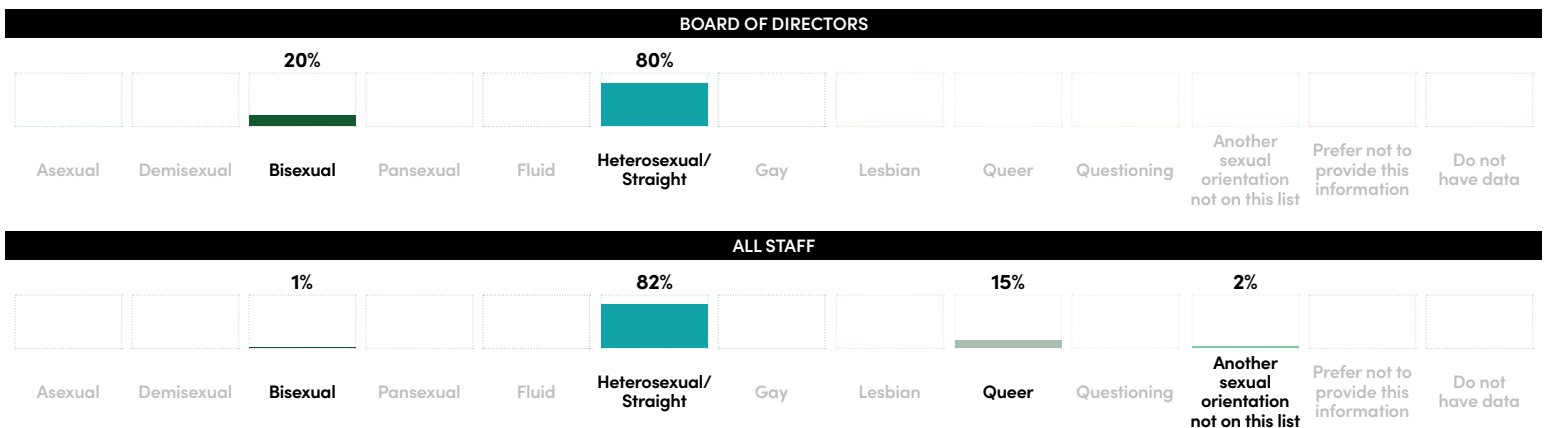
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



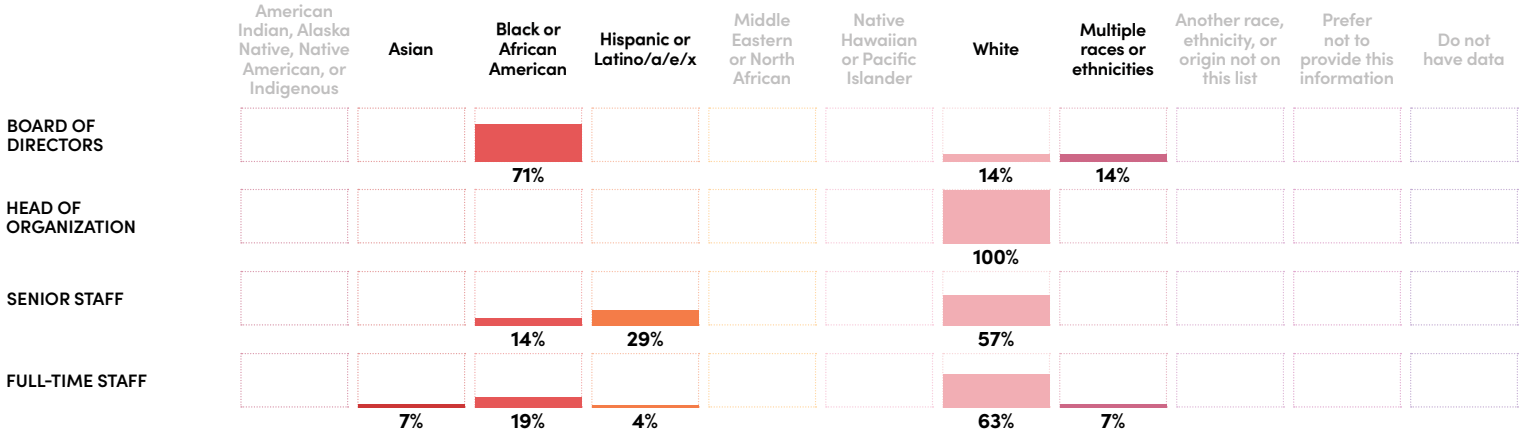
CENTER FOR BIOLOGICAL DIVERSITY

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	12	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

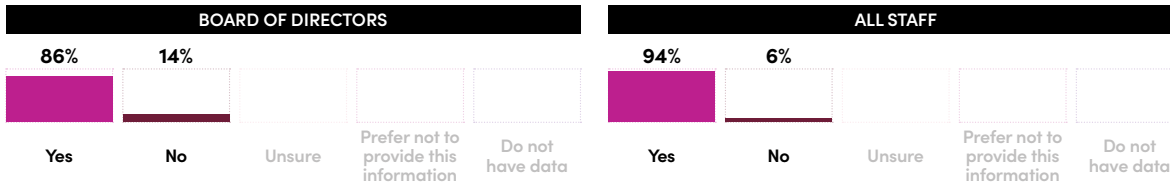
CENTER FOR INTERNATIONAL ENVIRONMENTAL LAW

RACE AND ETHNICITY

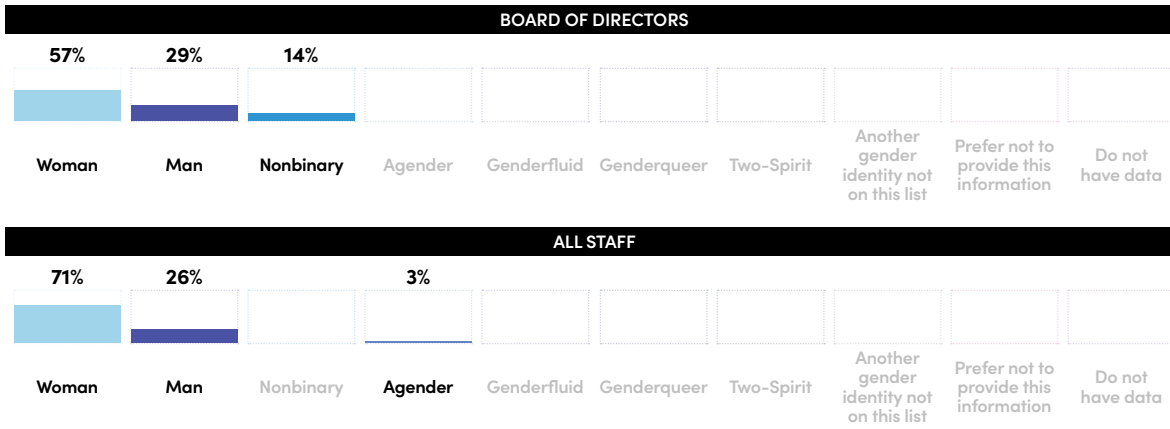


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



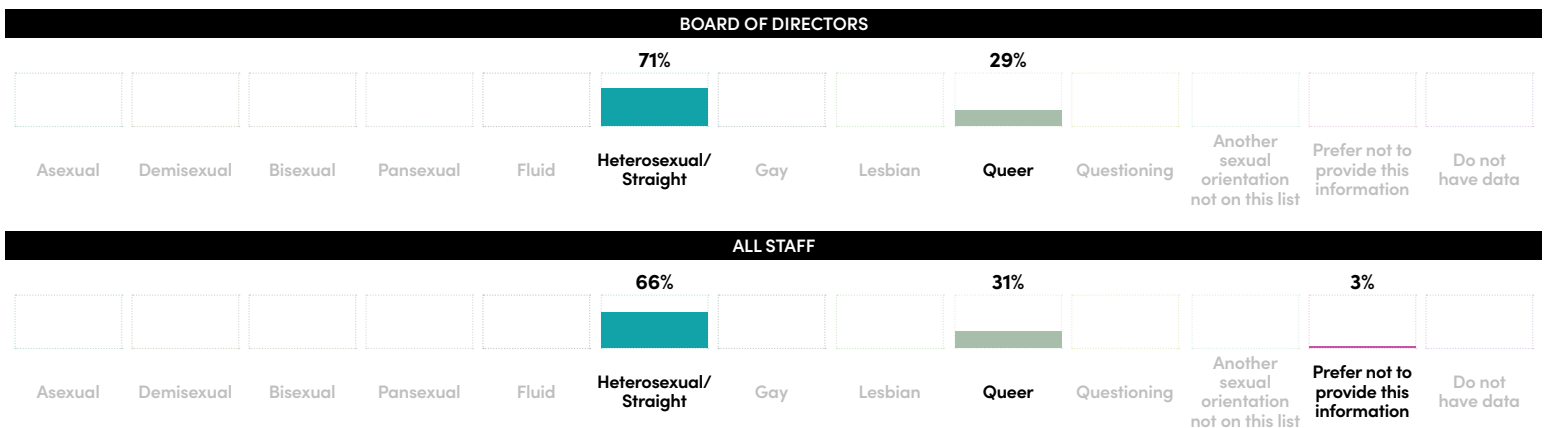
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



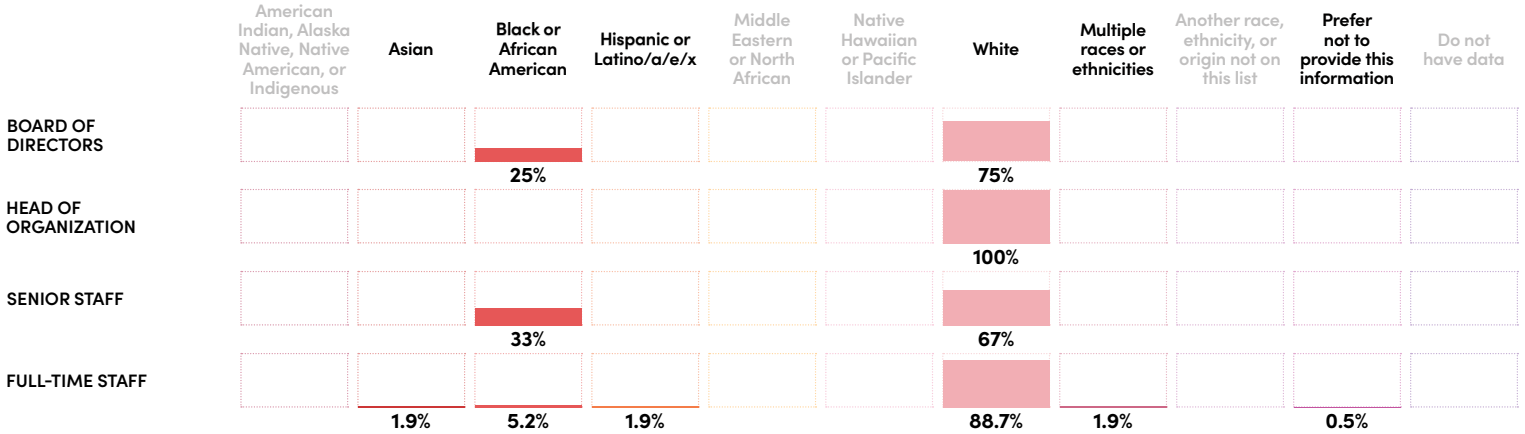
CENTER FOR INTERNATIONAL ENVIRONMENTAL LAW

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view? We are finalizing these, which should be released in May 2024.	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?		18
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups? We are just starting affinity groups and they do not yet have a dedicated budget (though they can make a request for funds)	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

CHESAPEAKE BAY FOUNDATION

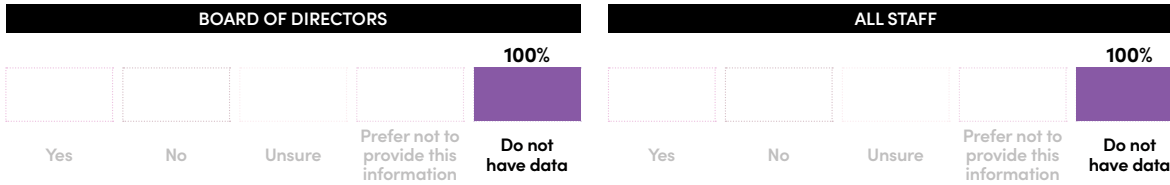
RACE AND ETHNICITY



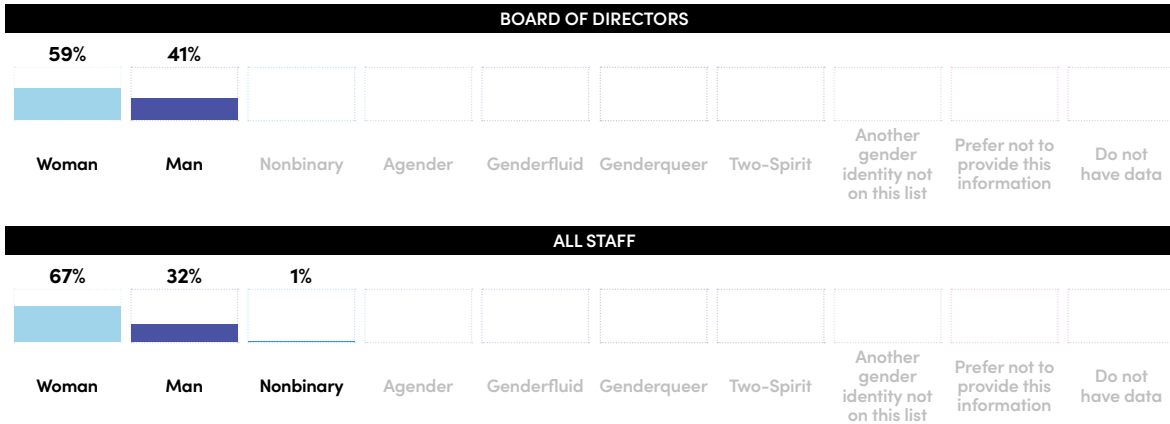
*These are decimals rather than whole numbers to accurately represent staff demographics that are <0.5% at this organization.

GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



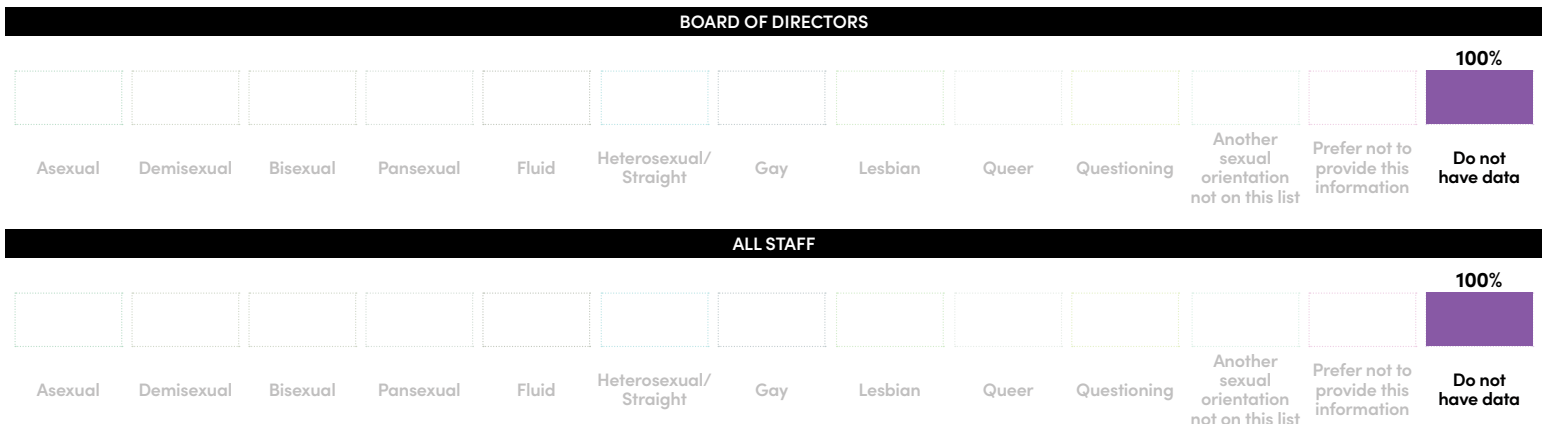
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



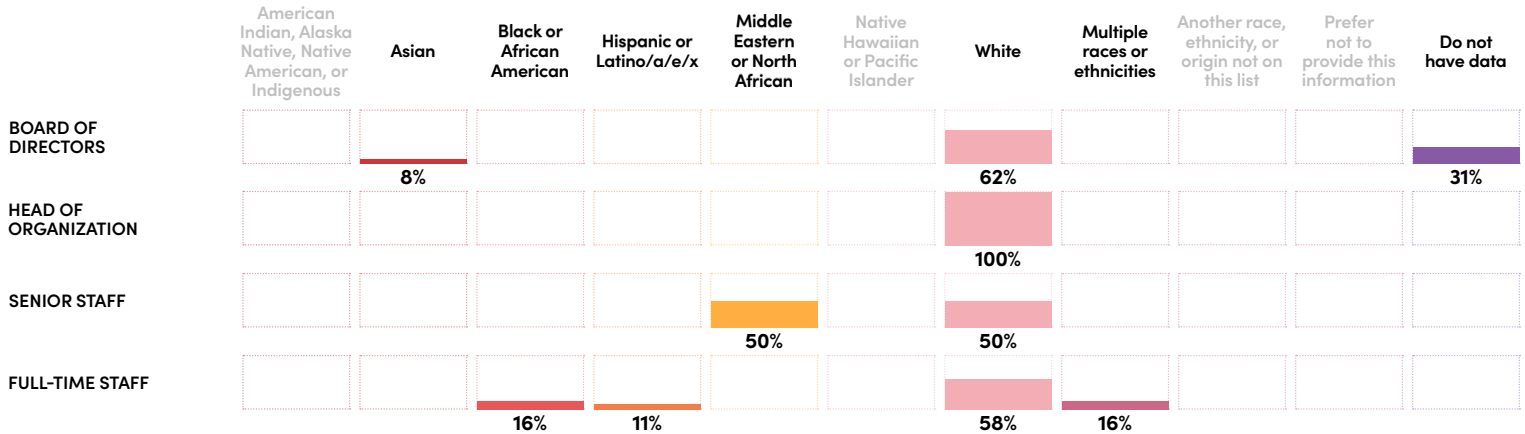
CHESAPEAKE BAY FOUNDATION

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES NO
Do you have DEIJ goals written into your strategic plan?	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES NO
Does your organization pay all interns who work with you? 3 categories of interns: Paid through CBF, Unpaid but receive college credits towards it, and Externships paid with outside funding (i.e. grants).	YES NO
How many weeks of paid parental leave does your organization provide employees? 2 weeks is Bonding leave for paternity or adoption; 8 weeks maternity leave for a natural birth; 10 weeks maternity leave for a c-section. Bonding is included in the 8 & 10 weeks.	2, 8, OR 10
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias? Nominating & Governance Committee of the Board has made a concerted effort over the last many years to be more inclusive in considering potential trustees.	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms? There is a plan to evaluate internal and external language that is a part of an ongoing DEIJ audit for the organization.	YES NO
Do you have funded employee resource groups or affinity groups?	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete? DEI-focused educational content will be available for staff in the near future. We are working with a consultant that will provide learning opps.	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES NO
Do you have formal mentoring programs for staff?	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

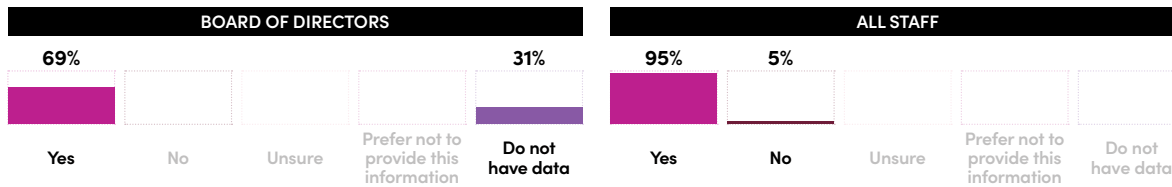
CHESAPEAKE CLIMATE ACTION NETWORK

RACE AND ETHNICITY

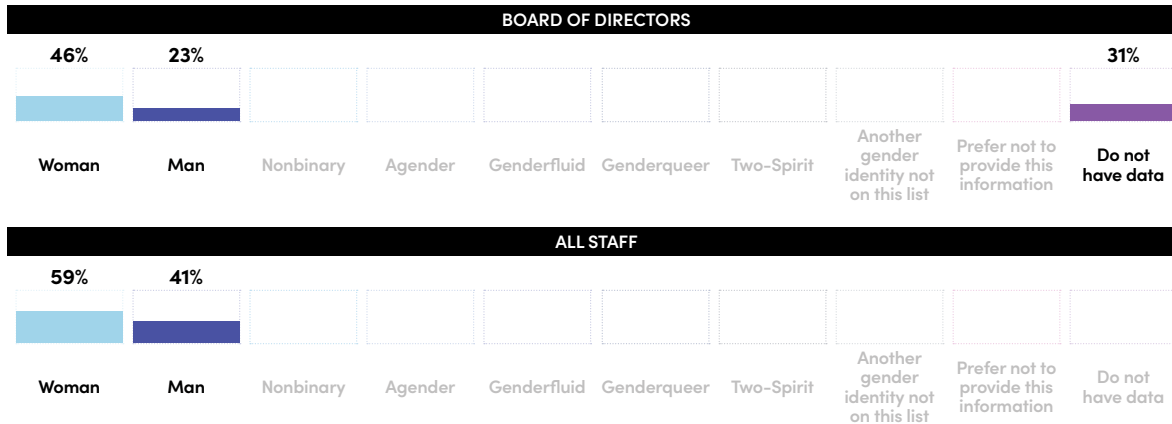


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



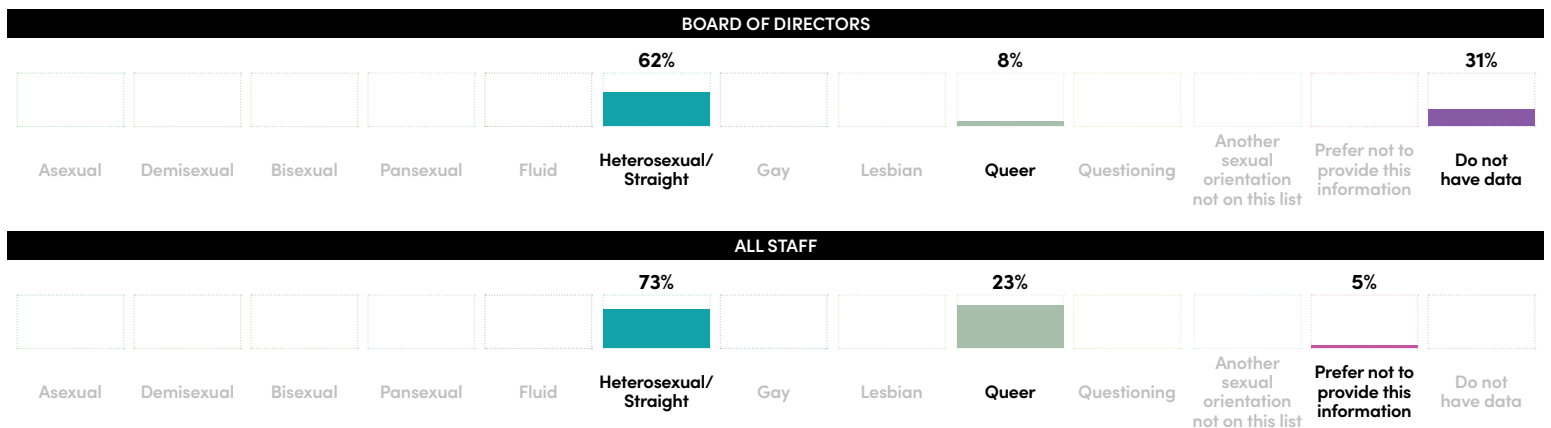
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

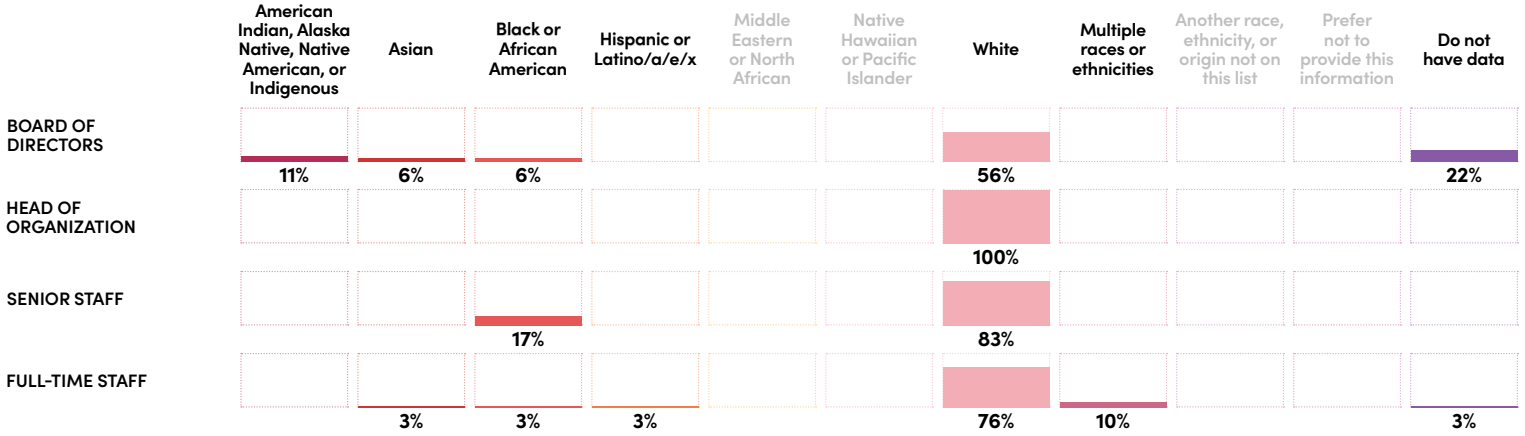


CHESAPEAKE CLIMATE ACTION NETWORK

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

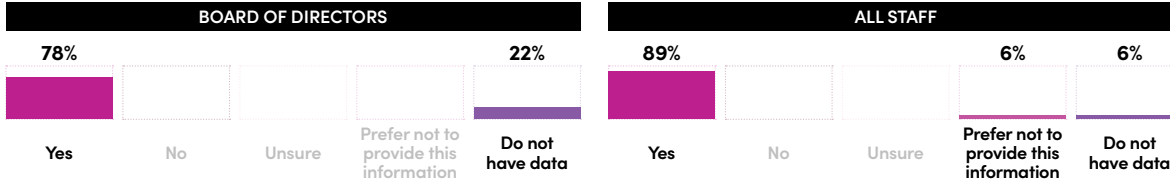
Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	12	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

RACE AND ETHNICITY

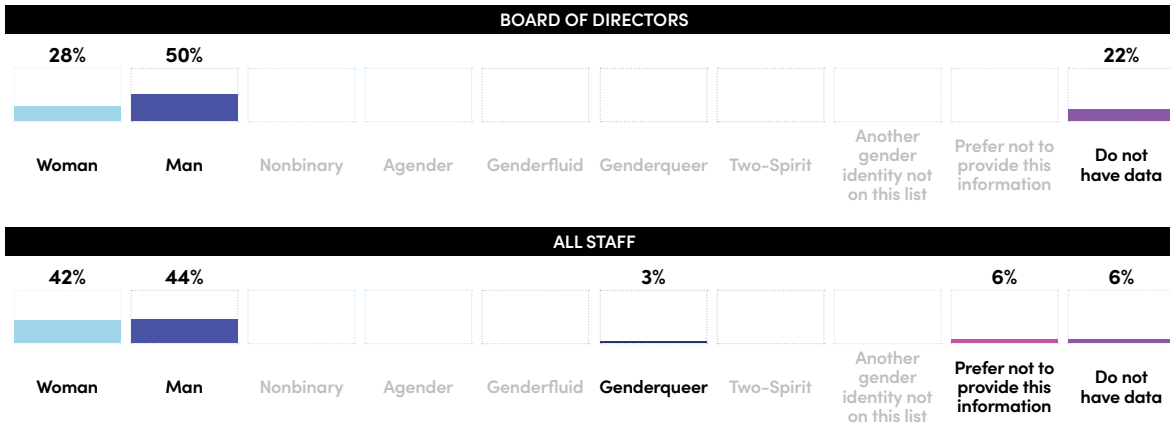


GENDER IDENTITY

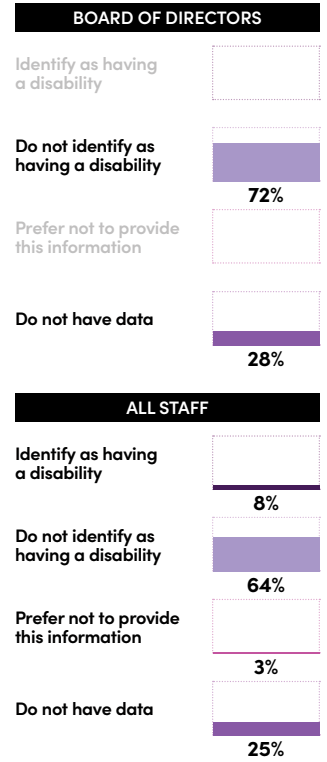
Do you identify with the gender assigned to you at birth?



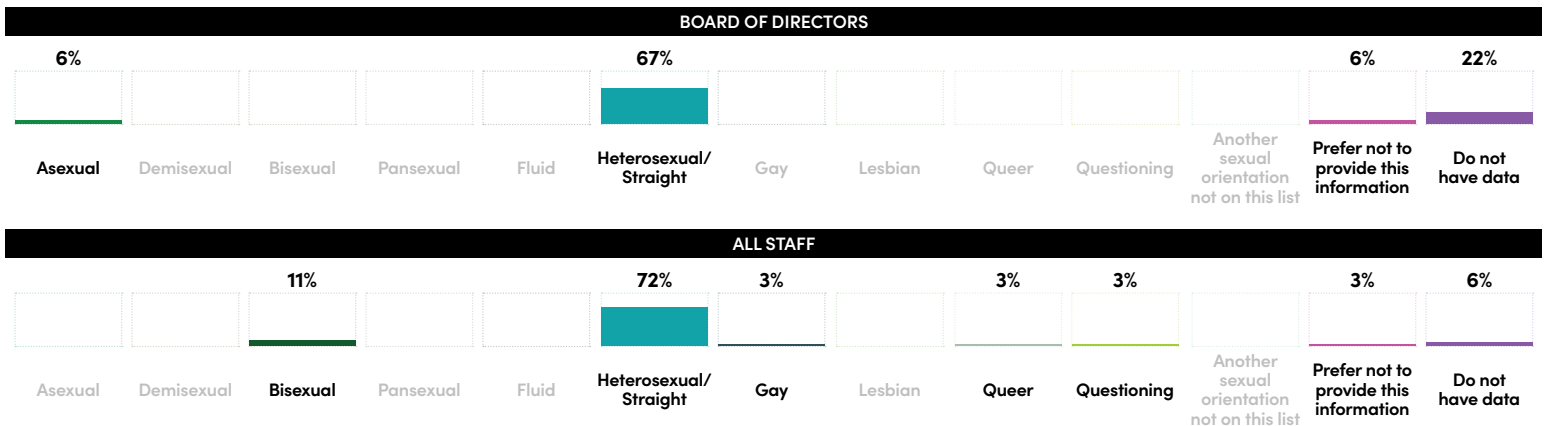
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

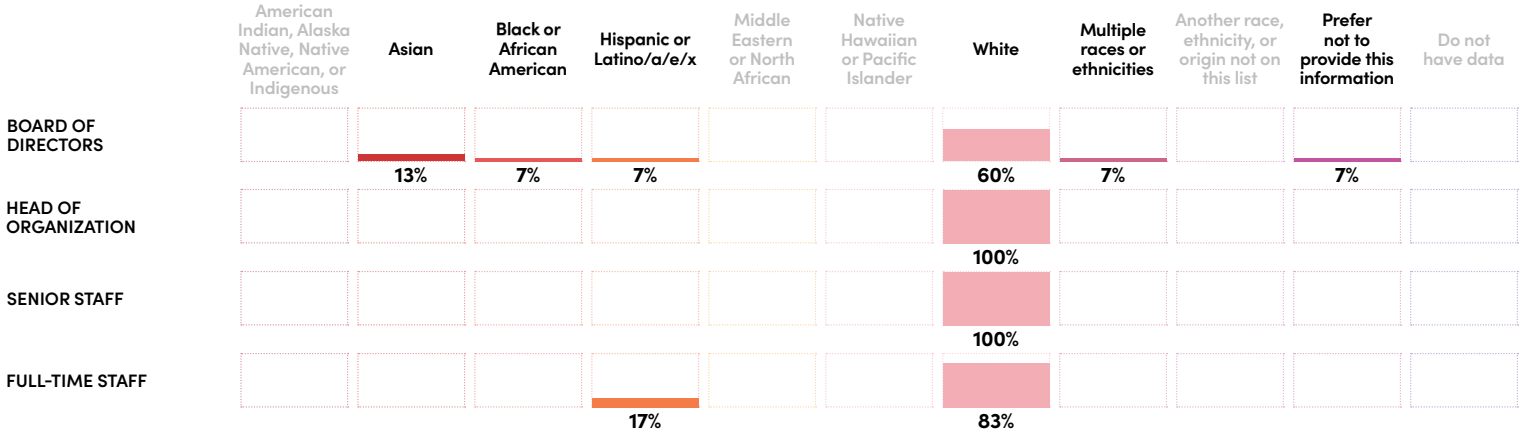


DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES NO
Do you have DEIJ goals written into your strategic plan?	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES NO
Does your organization pay all interns who work with you? When we are unable to provide pay for an internship we make every effort to offer academic credit.	YES NO
How many weeks of paid parental leave does your organization provide employees? Accrued sick and family leave and vacation leave, no dedicated parental leave	0
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants? We offer accommodations when requested. We plan to be more proactive in this area in the near future.	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES NO
Do you have funded employee resource groups or affinity groups?	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete? We are working to implement this in 2024.	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES NO
Do you have formal mentoring programs for staff? Some staff have informal mentor relationships.	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

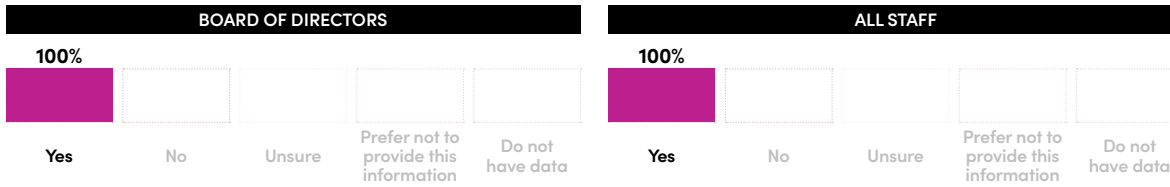
CITIZENS' CLIMATE EDUCATION

RACE AND ETHNICITY

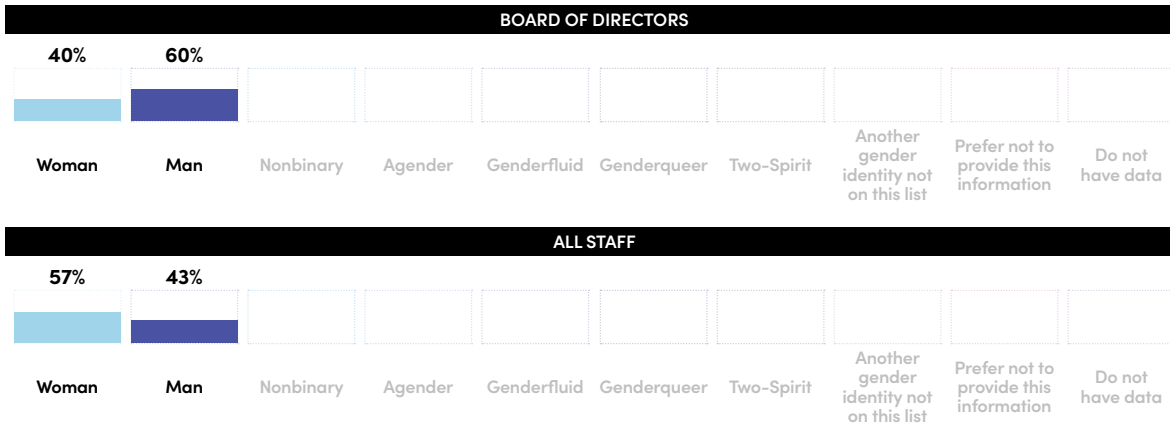


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



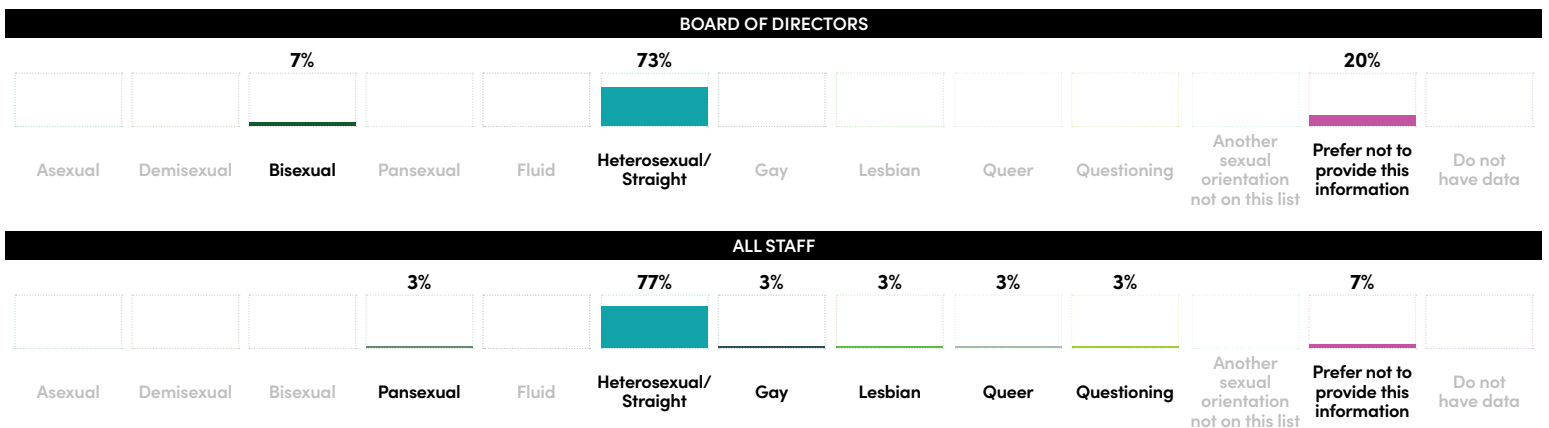
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



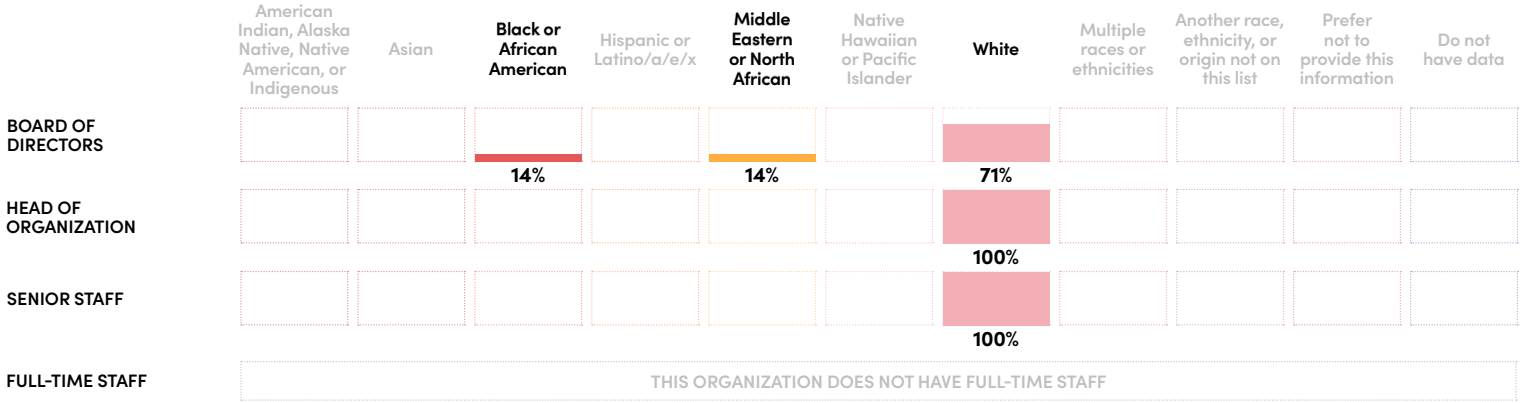
CITIZENS' CLIMATE EDUCATION

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors? We have a taskforce that has been created to address this.	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan? It is also written into our job descriptions.	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you? We have a paid fellowship program.	YES	NO
How many weeks of paid parental leave does your organization provide employees?		12
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

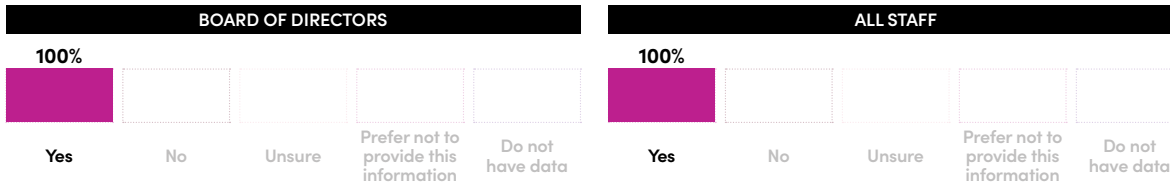
CLIMATE COLLABORATIVE

RACE AND ETHNICITY

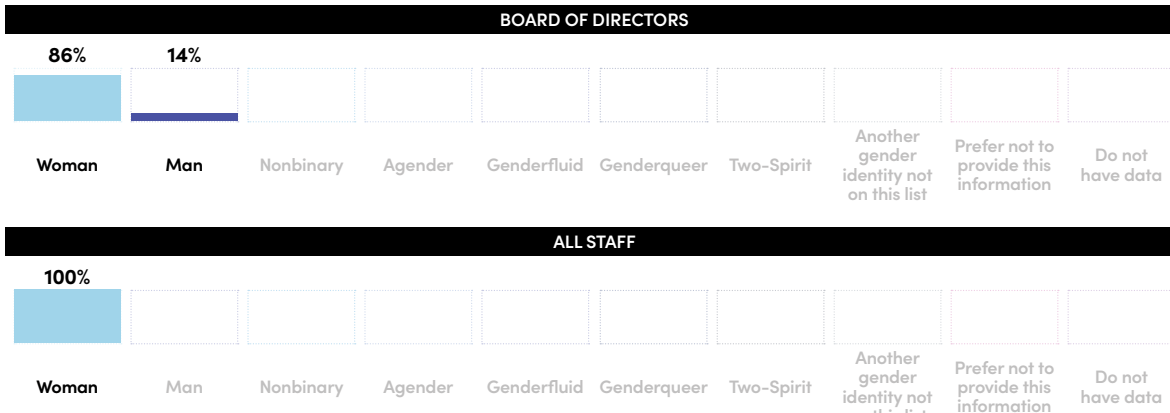


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



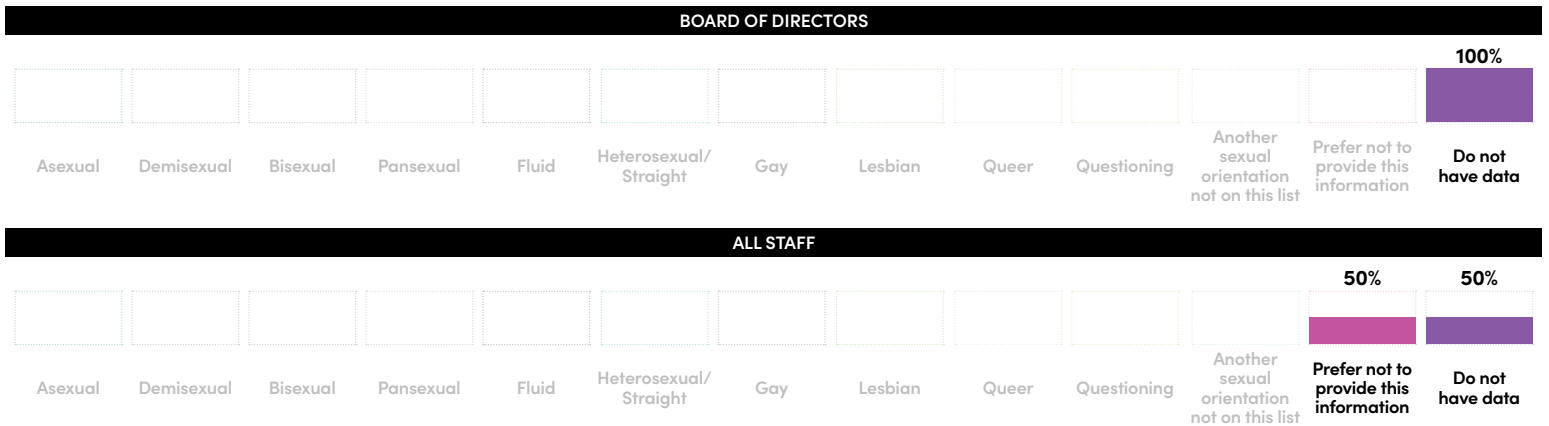
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



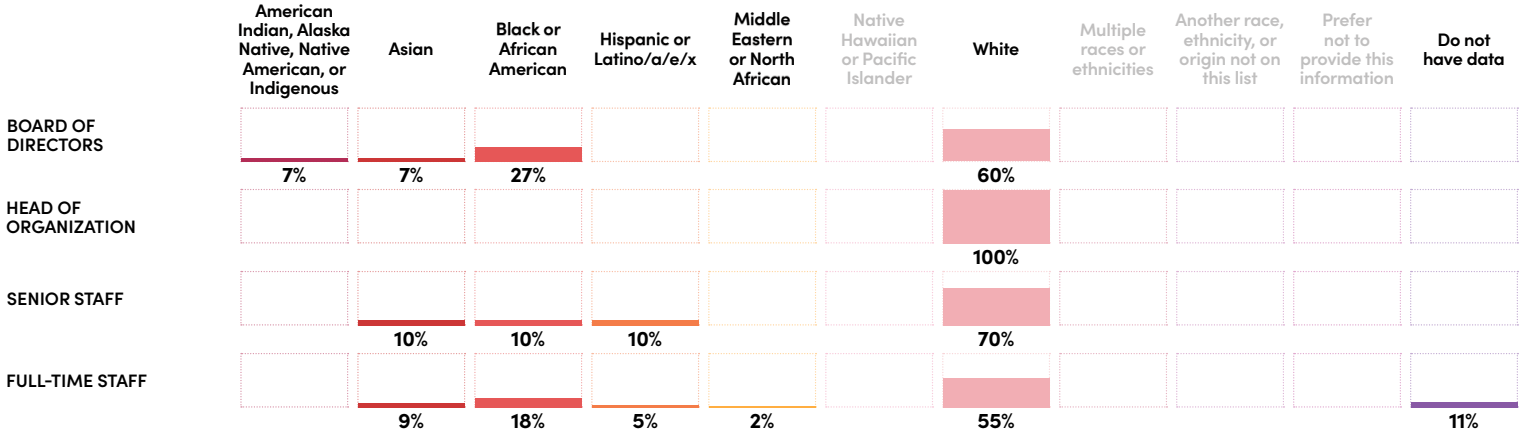
CLIMATE COLLABORATIVE

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees? 12 weeks of paid parental leave plus 4 additional weeks of accrued vacation or sick time.		12
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

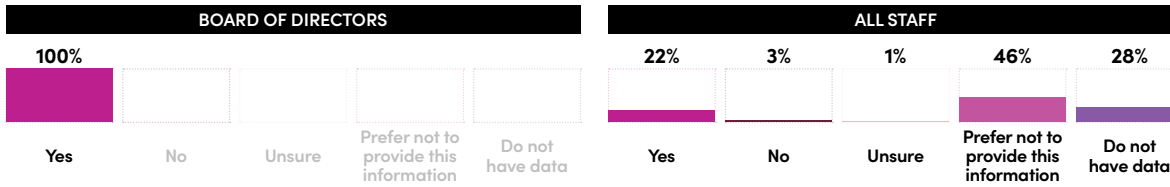
CLIMATE REALITY PROJECT

RACE AND ETHNICITY

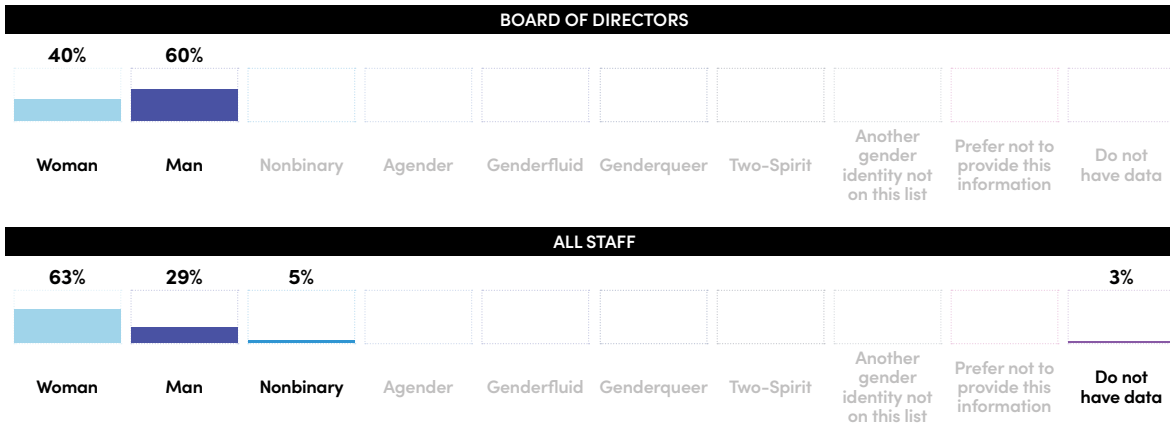


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



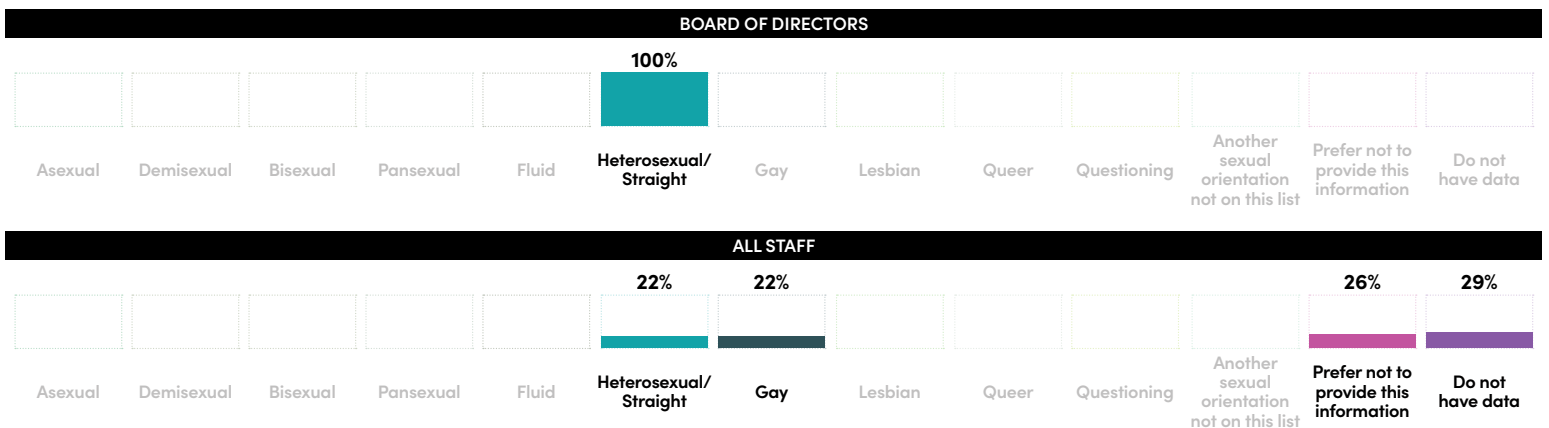
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

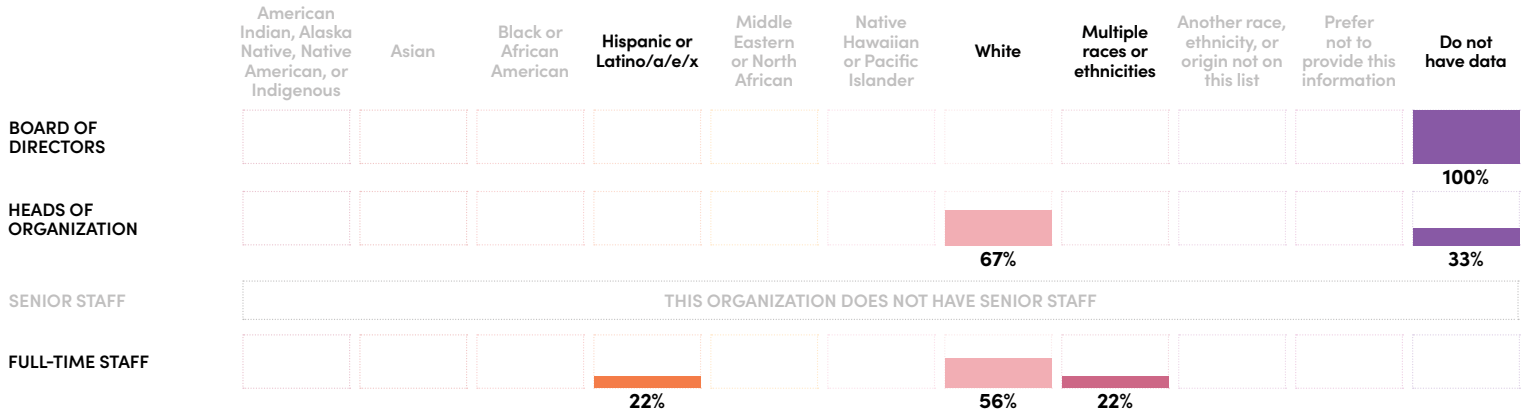


CLIMATE REALITY PROJECT

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

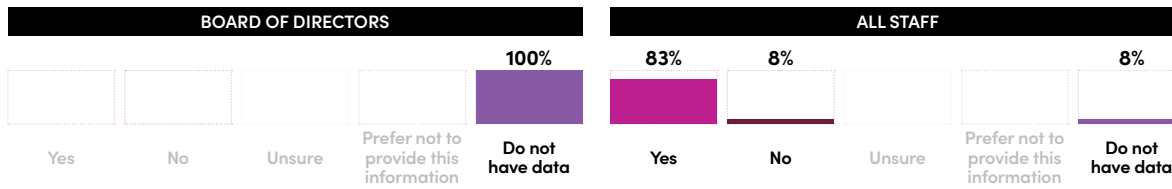
Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?		12
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

RACE AND ETHNICITY

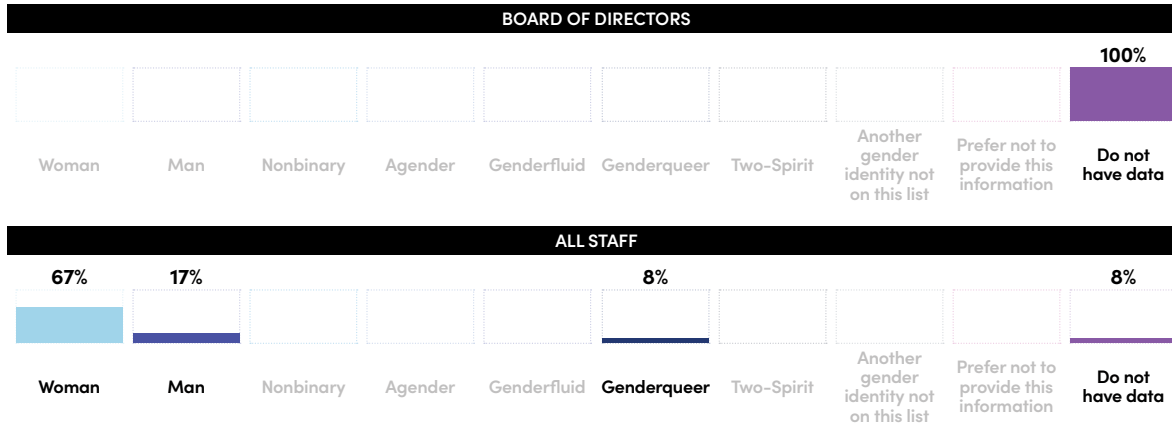


GENDER IDENTITY

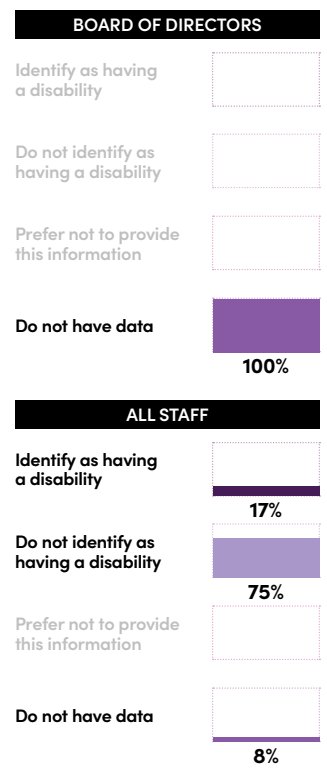
Do you identify with the gender assigned to you at birth?



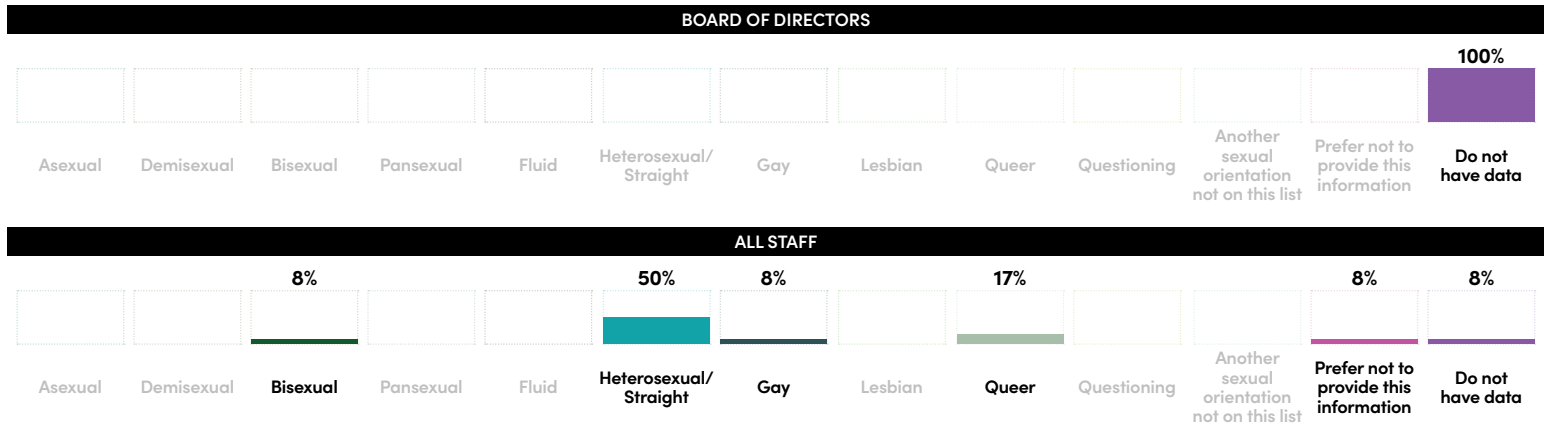
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

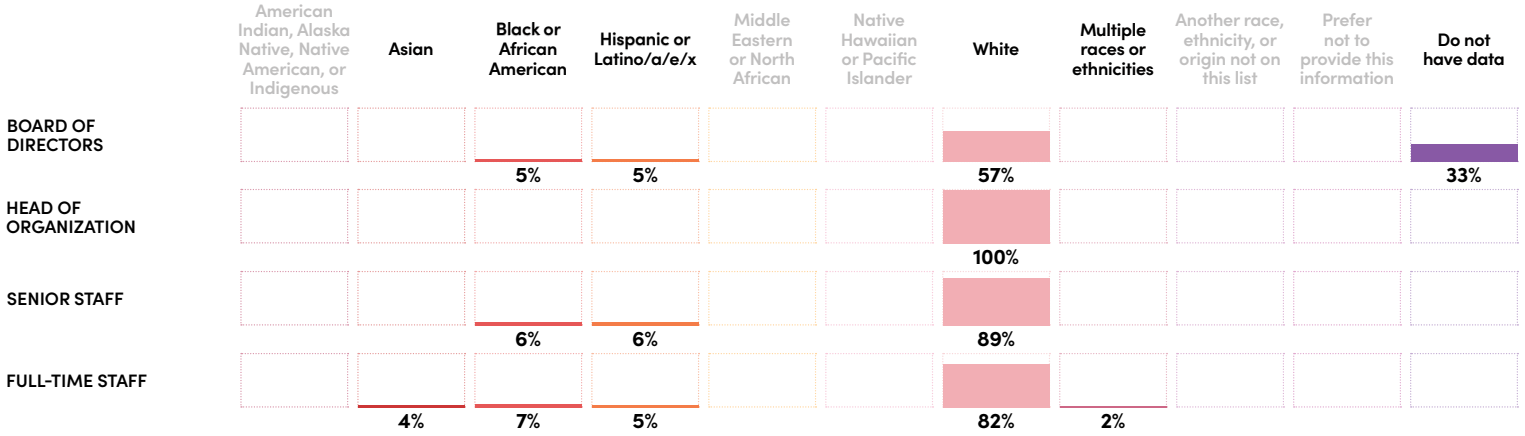


DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES NO
Do you have DEIJ goals written into your strategic plan?	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES NO
Does your organization pay all interns who work with you? We don't have interns.	YES NO
How many weeks of paid parental leave does your organization provide employees?	UP TO 8 WEEKS
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES NO
Do you have funded employee resource groups or affinity groups?	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES NO
Do you have formal mentoring programs for staff?	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

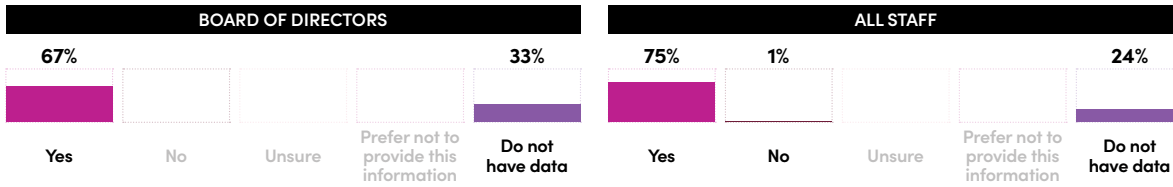
THE CONSERVATION FUND

RACE AND ETHNICITY

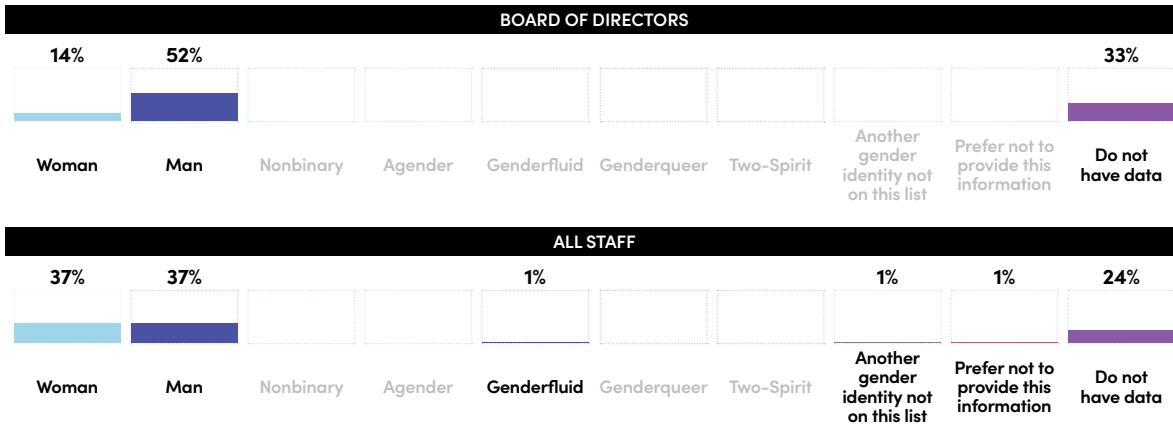


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



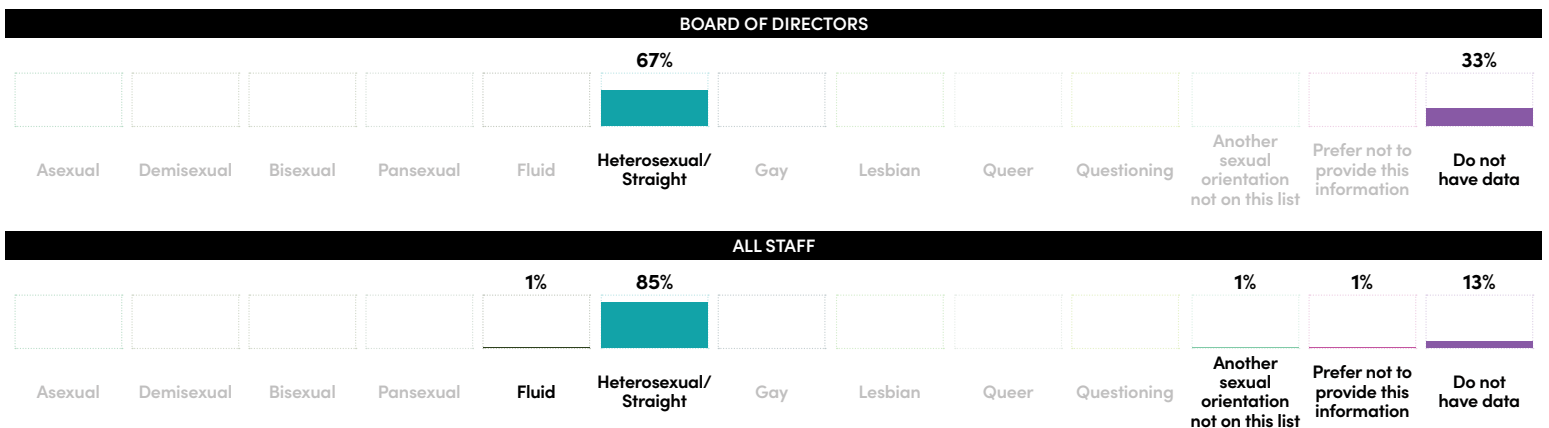
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



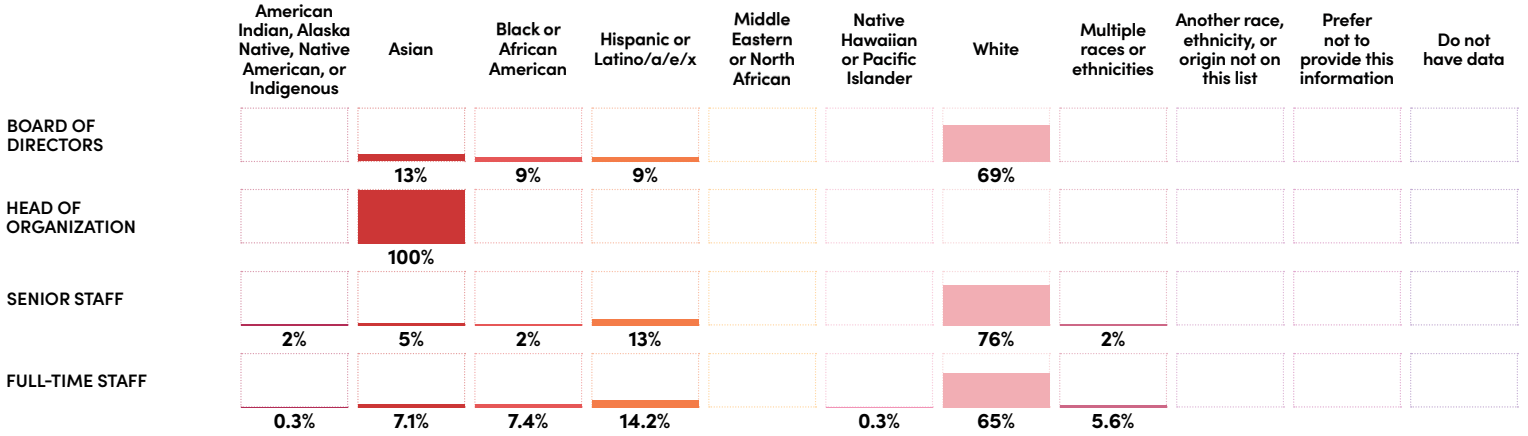
THE CONSERVATION FUND

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view? We are currently working on creating a standardized, transparent salary pay scale.	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors? We are working on the creation and documentation of this process.	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES NO
Do you have DEIJ goals written into your strategic plan?	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions? We have a Whistleblower hotline hosted by an external vendor, an anti-harassment policy and internal harassment reporting structure.	YES NO
Does your organization pay all interns who work with you? We host multiple Charles Jordan Memorial Internships each year to implement Mr. Jordan's vision for a diverse & inclusive conservation movement.	YES NO
How many weeks of paid parental leave does your organization provide employees?	6
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias? Hiring managers complete live unconscious bias training. Job descriptions are reviewed to remove bias and unnecessary barriers.	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES NO
Do you have funded employee resource groups or affinity groups? We finalized our Employee Resource Group (ERG) Policy in Q1 of 2024. ERGs are now being formed.	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES NO
Do you have formal mentoring programs for staff?	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives? Our Equity, Diversity and Inclusion Committee produces a Monthly EDI Newsletter, which includes an invitation to All Staff to contact the Committee.	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts? Starting in 2024, we added Employee Engagement questions to our annual Demographic Survey so that we can analyze engagement by demographic category.	YES NO

CONSERVATION INTERNATIONAL

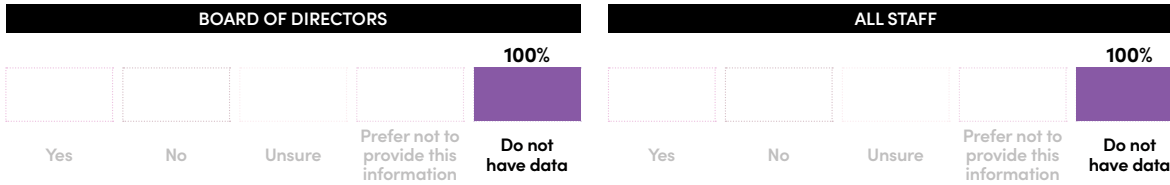
RACE AND ETHNICITY



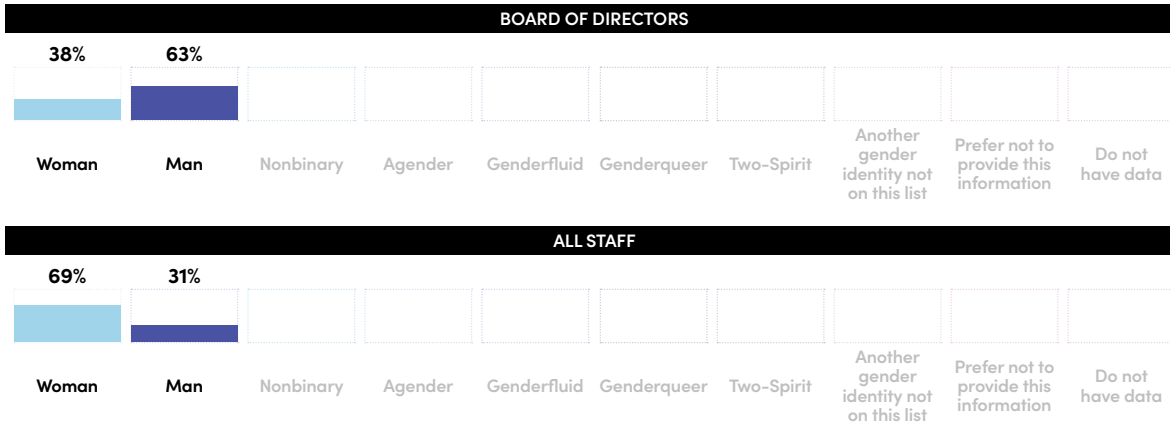
*These are decimals rather than whole numbers to accurately represent staff demographics that are <0.5% at this organization.

GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



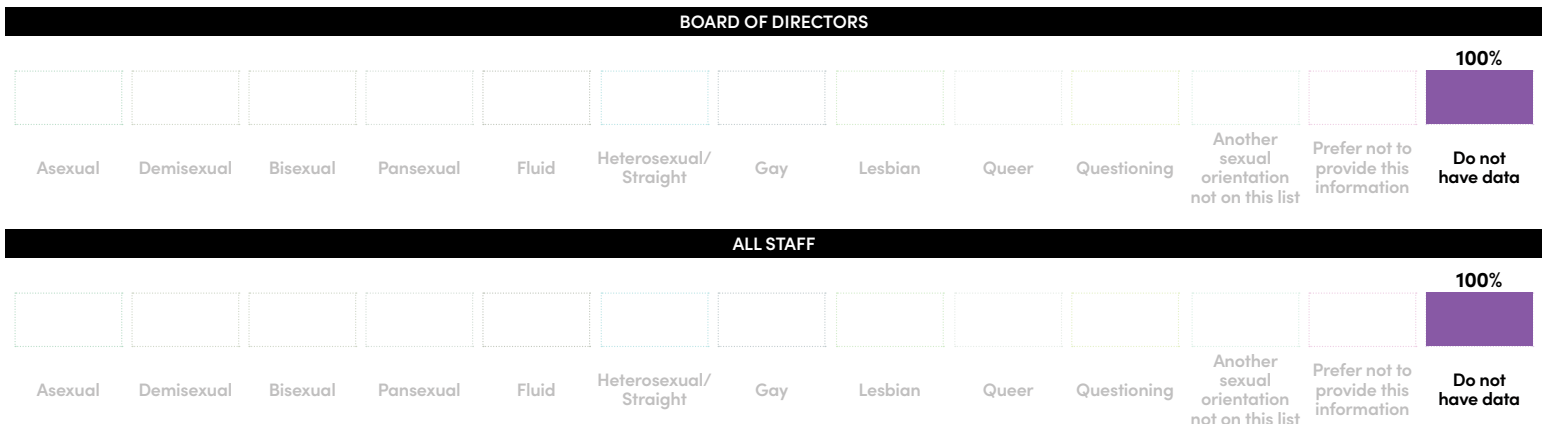
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

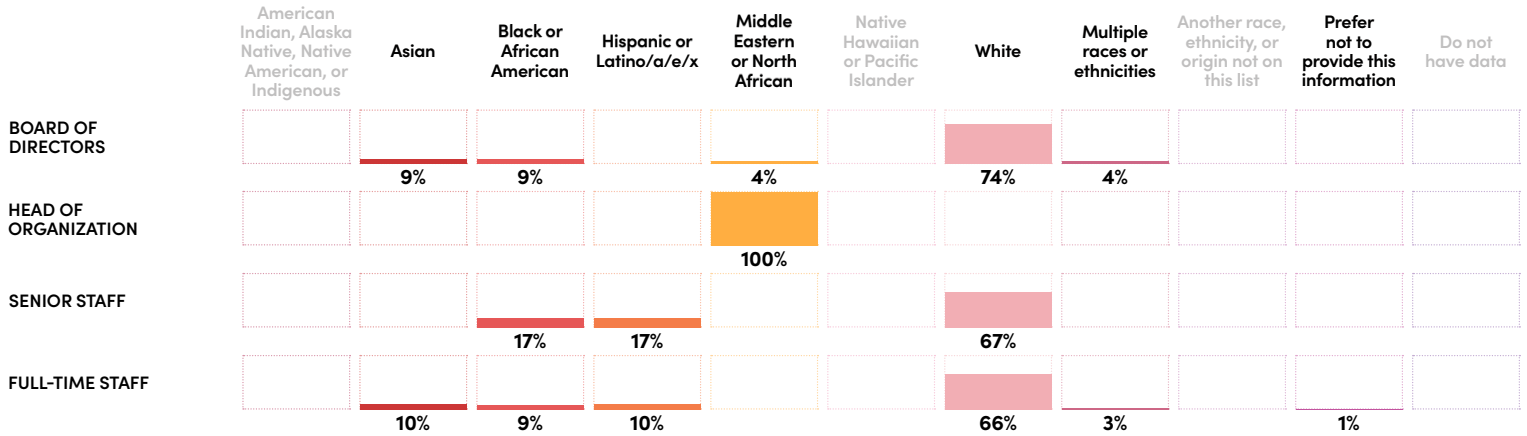


CONSERVATION INTERNATIONAL

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

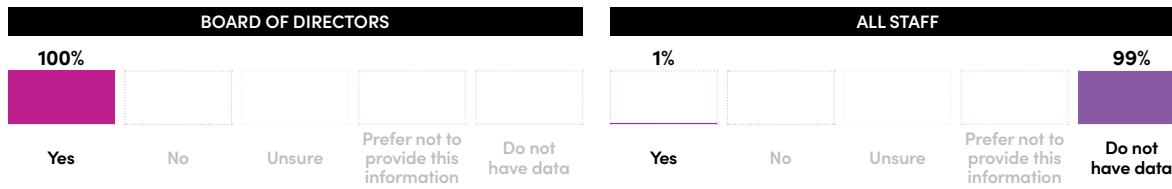
Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view? Conservation International posts all salary pay scales for all position levels in all our countries on the CI Navigator intranet.	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants? We comply with state laws for listing salary ranges in job postings in those applicable states.	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors? CI has a bi-annual promotion process with instructions and online forms available online, and we hold information sessions for all staff	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization? Conservation International has a performance evaluation process for all staff that ties both fiscal year goals and CI values-based competencies	YES NO
Do you have DEIJ goals written into your strategic plan? All employees at Conservation International have an assigned DEI goal, that is part of the performance evaluation process, as well as Key Performance Indicators.	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts? CI has a Vice President, GEDI, and a Fellow, DEI, as well as a DEI Behavioral Insights lab that is funded by the Fellowship program.	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions? There's a confidential and anonymous Ethics Point hotline available to all staff globally, in addition to Respectful Workplace Advisors, and HR	YES NO
Does your organization pay all interns who work with you?	YES NO
How many weeks of paid parental leave does your organization provide employees? Birth parents have short-term disability (usually 6-8 weeks). In addition, employees have paid parental leave for 8 weeks for birth or adoption.	8
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants? For job applicants the online form and website can accommodate any vision-impairment needs.	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms? All CI policies have been updated, or are in the process of being updated, to use gender neutral language.	YES NO
Do you have funded employee resource groups or affinity groups?	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback? CI completed a DEI Survey, an organizational health survey, as well as other check-point surveys with all our staff globally.	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES NO
Do you have formal mentoring programs for staff? CI has a Mentor Program for all global employees interested in being a mentor or having a mentor, or both.	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? CI's annual performance evaluation cycle includes 360 feedback on all supervisors. Surveys are used to receive feedback on Senior Leadership.	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives? CI ran a DEI survey in 2022 and will re-run it in 2024 to obtain feedback on DEIJ initiatives that were put in place in response to the 2022 Survey.	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

RACE AND ETHNICITY

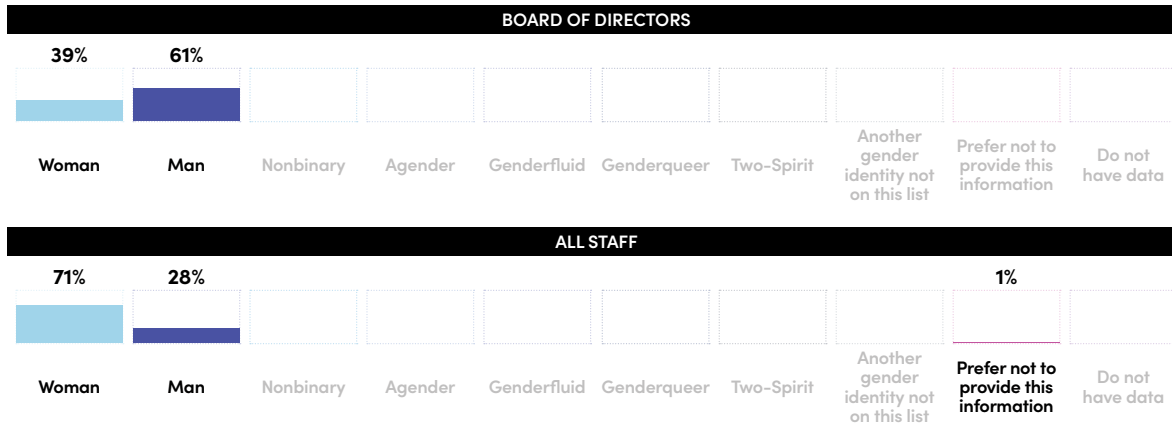


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



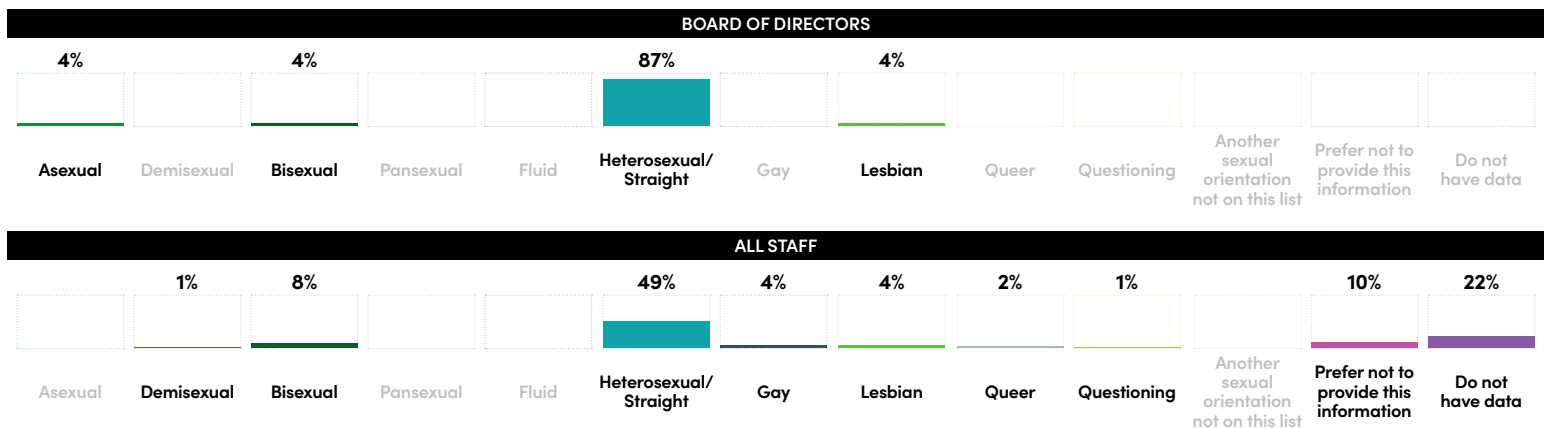
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

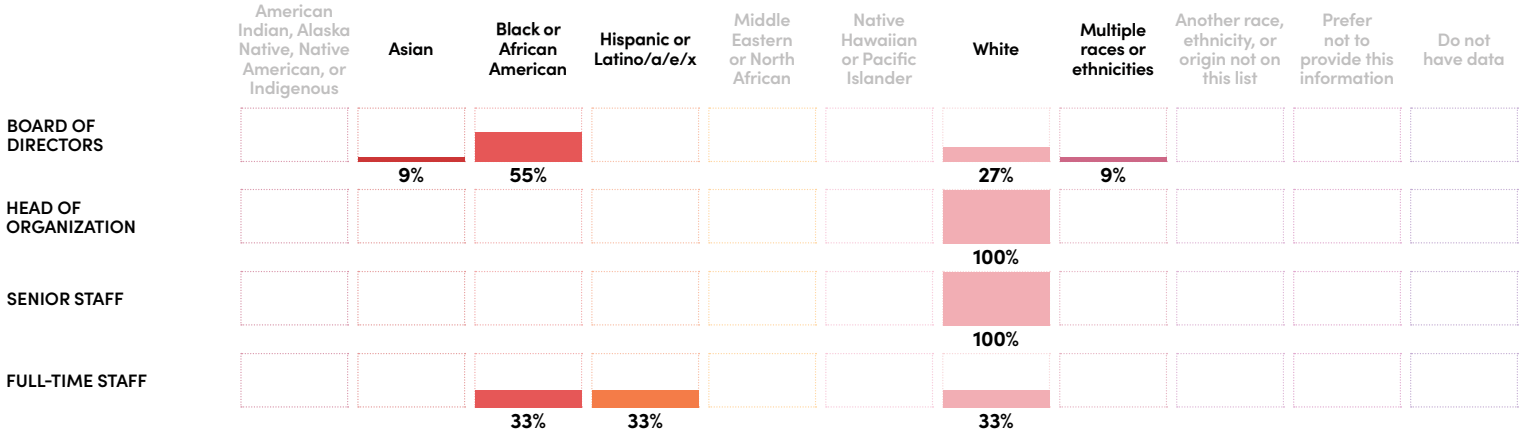


DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES NO
Do you have DEIJ goals written into your strategic plan?	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES NO
Does your organization pay all interns who work with you? We pay all of interns or their institution funds the internship or they get school credit.	YES NO
How many weeks of paid parental leave does your organization provide employees?	12
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms? This an ongoing conversation we are having with our teams across the board.	YES NO
Do you have funded employee resource groups or affinity groups?	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

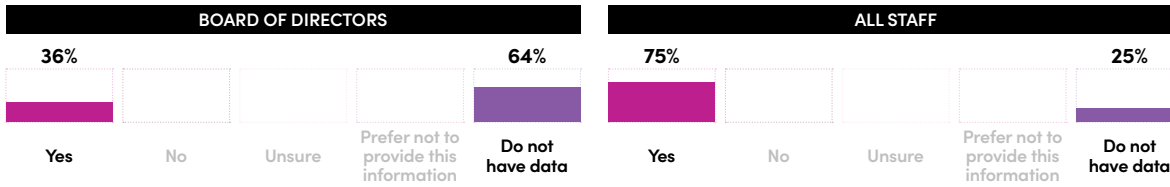
CONSERVATION NATION

RACE AND ETHNICITY

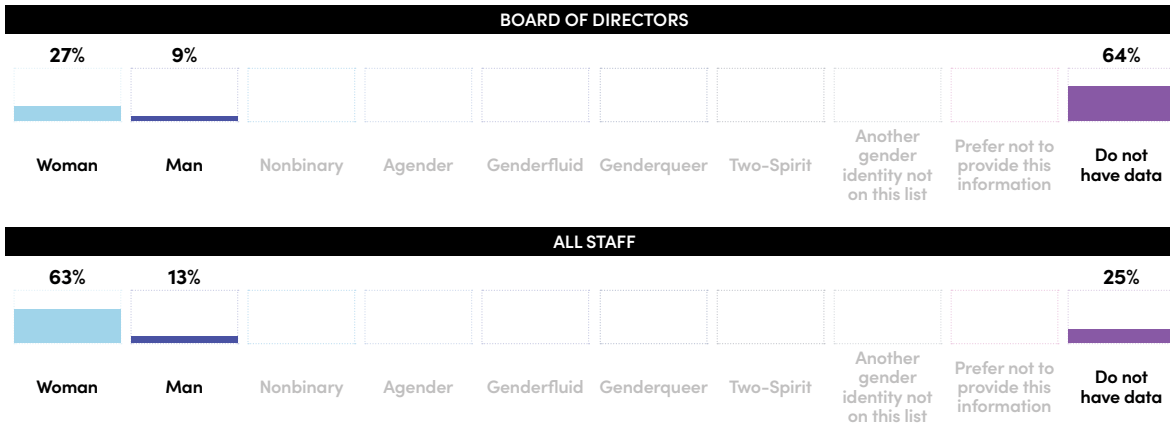


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



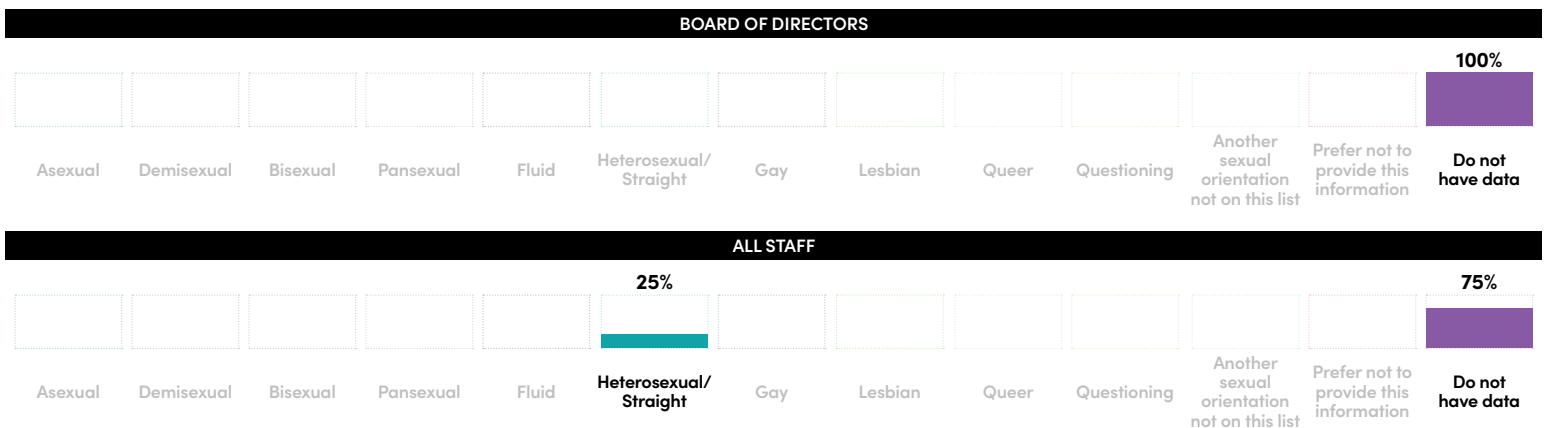
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



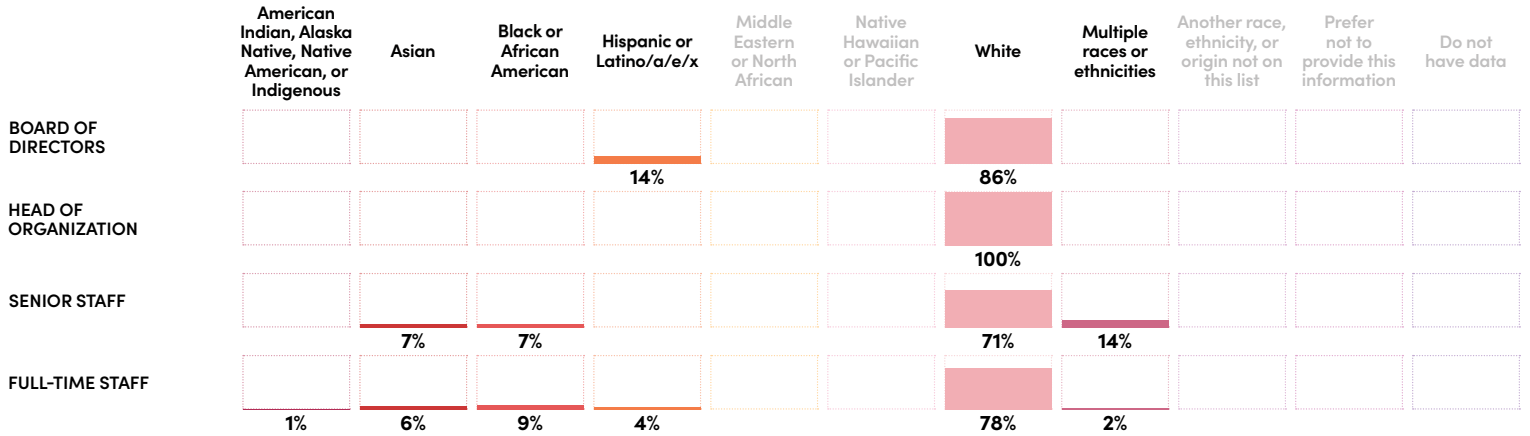
CONSERVATION NATION

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES NO
Do you have DEIJ goals written into your strategic plan?	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts? DEIJ is core to our organization's mission.	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES NO
Does your organization pay all interns who work with you? Removing the free internship barrier is a pillar of our organization's mission.	YES NO
How many weeks of paid parental leave does your organization provide employees? We provide unlimited PTO.	UNLIMITED
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES NO
Do you have funded employee resource groups or affinity groups?	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff? Not yet, but I love this idea. Will look for best practices on this now.	YES NO
Do you have formal mentoring programs for staff?	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

DEFENDERS OF WILDLIFE

RACE AND ETHNICITY

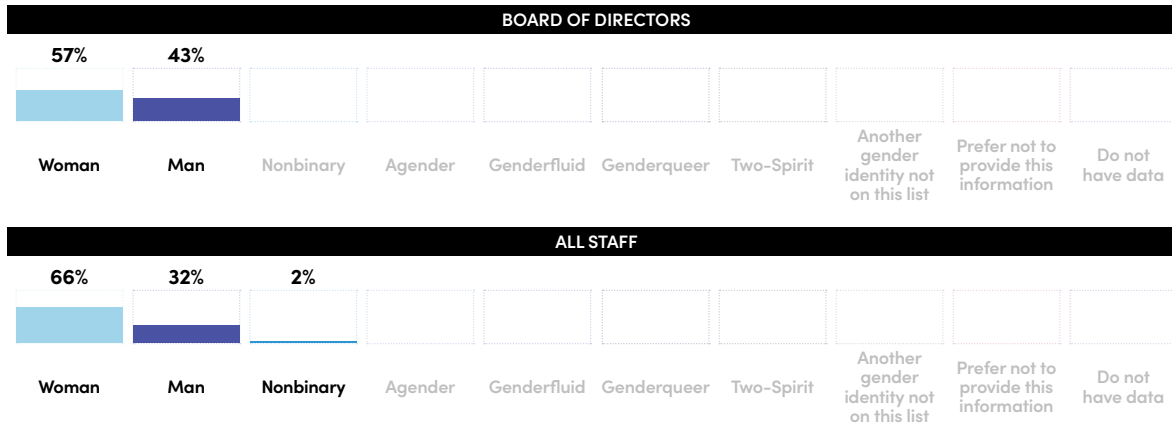


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



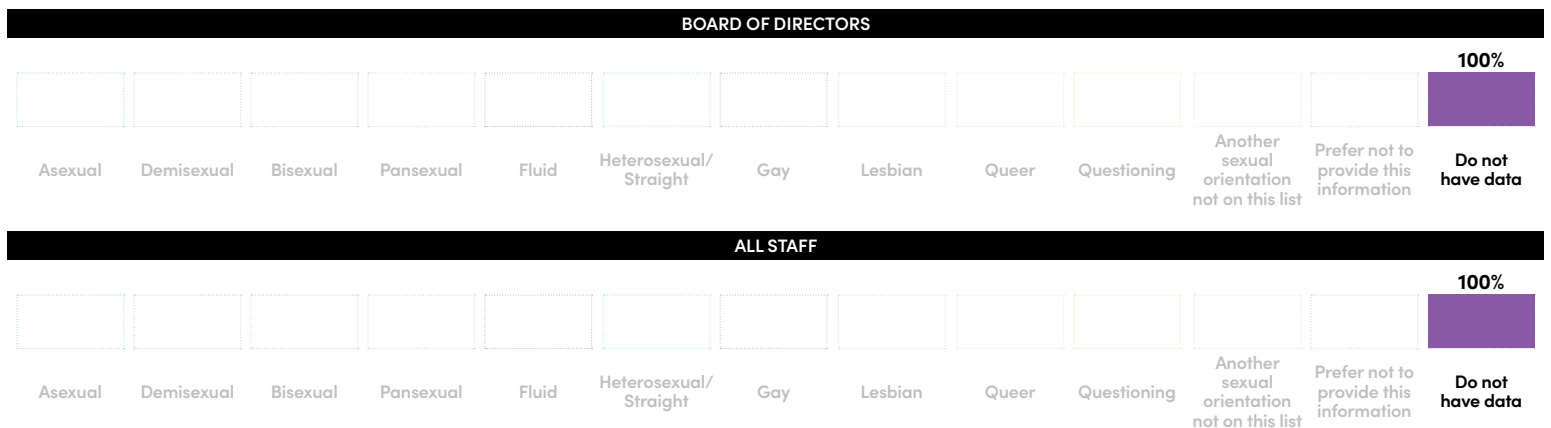
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



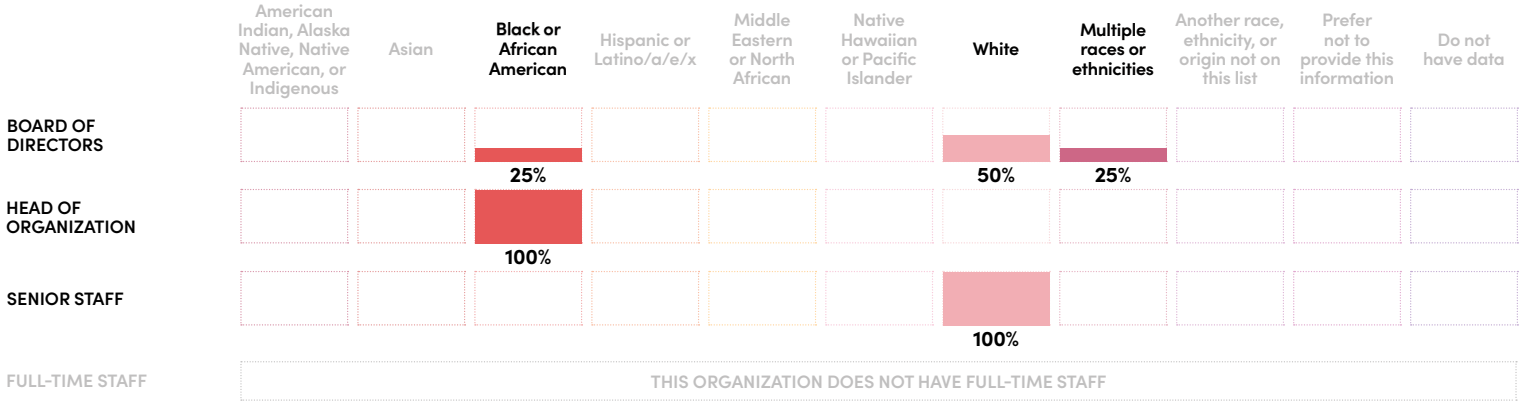
DEFENDERS OF WILDLIFE

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	6	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

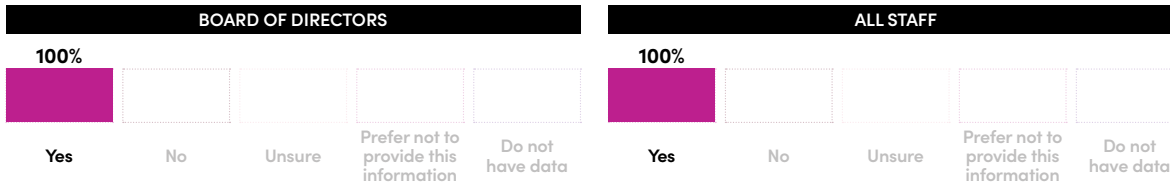
EARTH GUARDIANS

RACE AND ETHNICITY

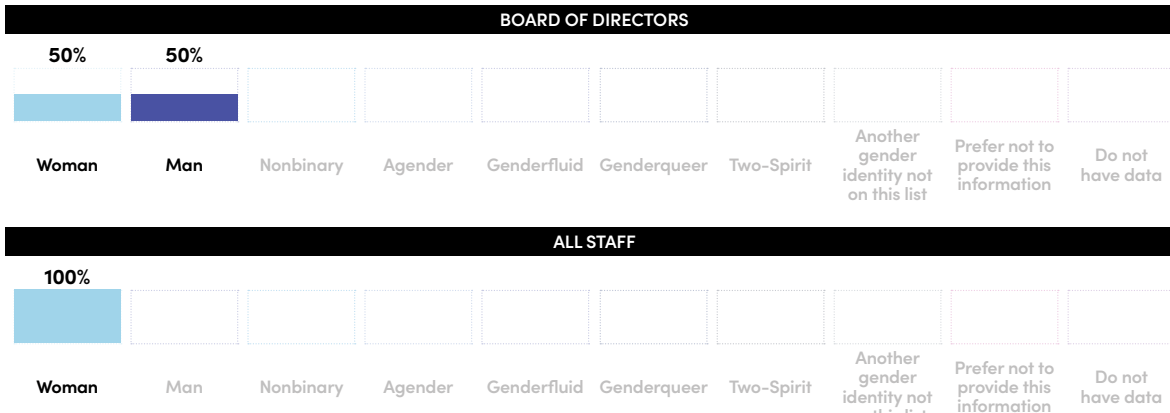


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



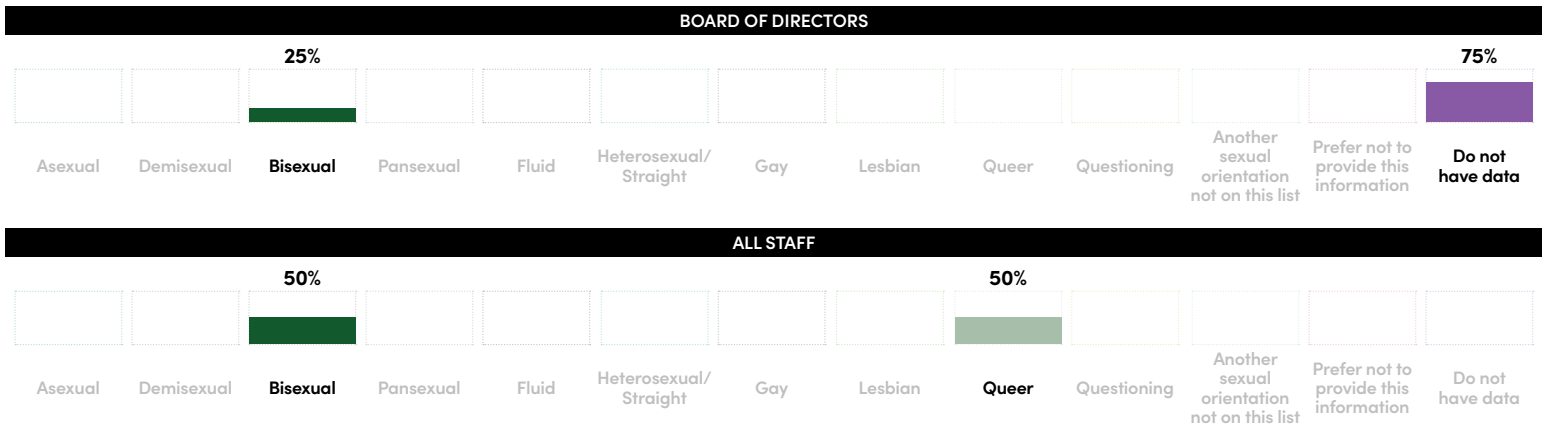
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



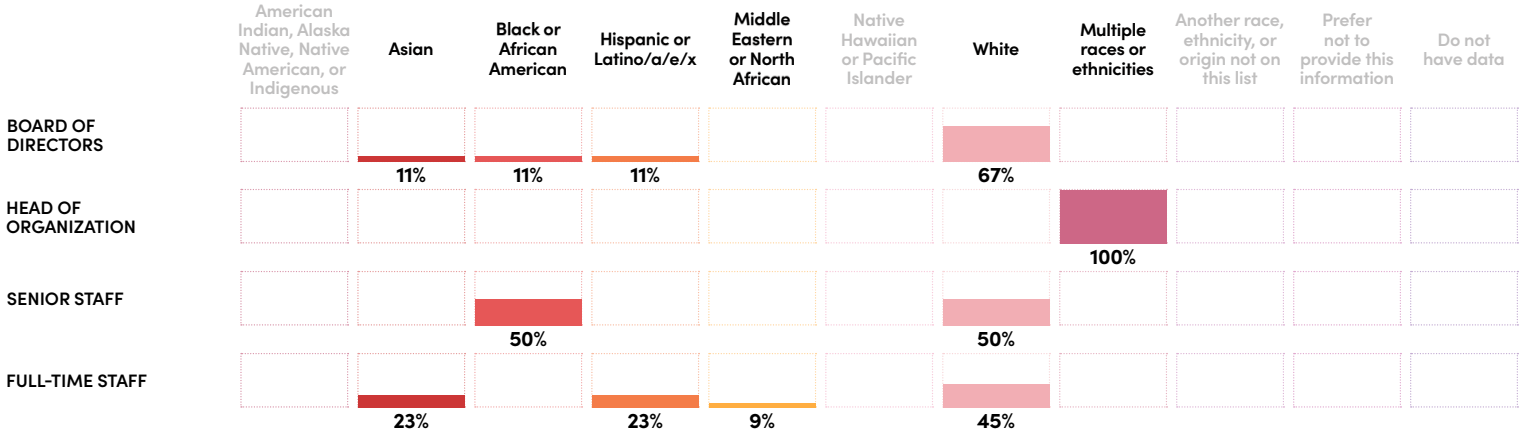
EARTH GUARDIANS

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you? As a nonprofit "interns" are usually volunteers. Our goal is to always move our volunteers to paid positions/leadership roles.	YES	NO
How many weeks of paid parental leave does your organization provide employees?	NO RESPONSE	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias? Our board is unpaid so it can be hard to get a large pool of applicants to ensure there is more diversity.	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

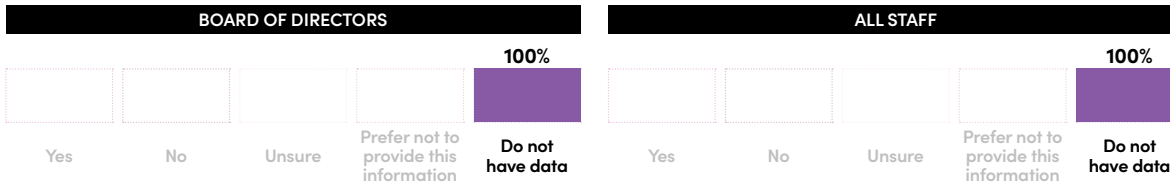
EARTH ISLAND INSTITUTE

RACE AND ETHNICITY

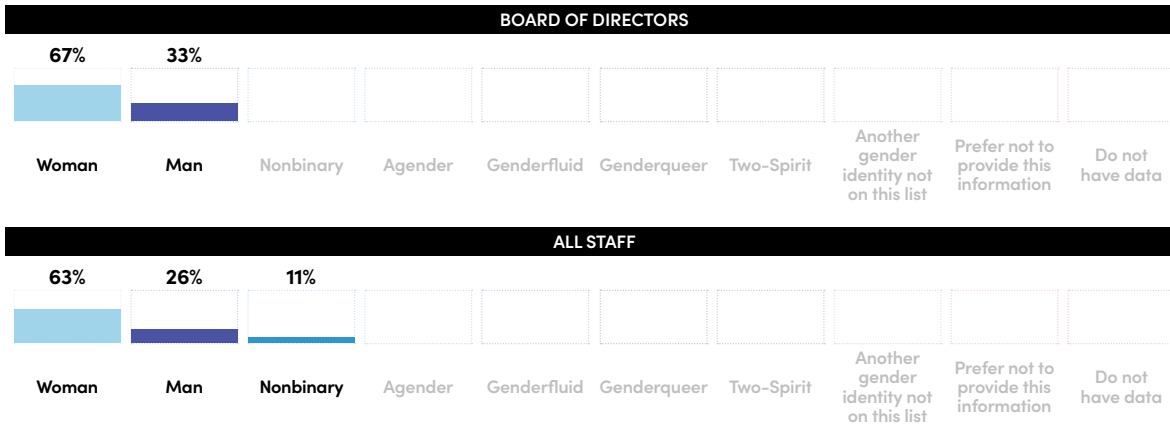


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



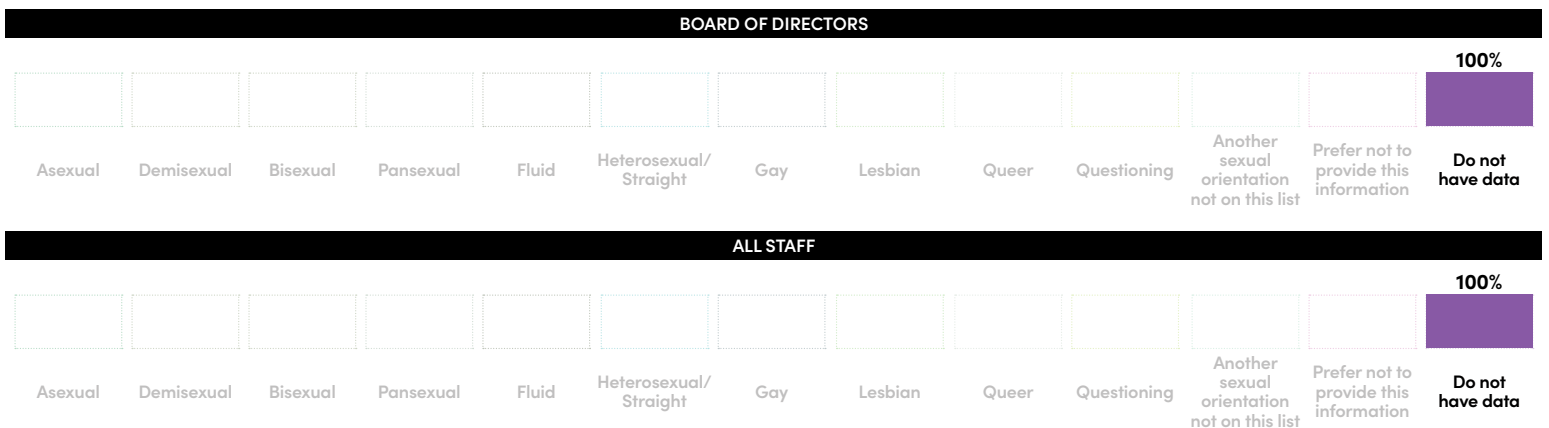
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



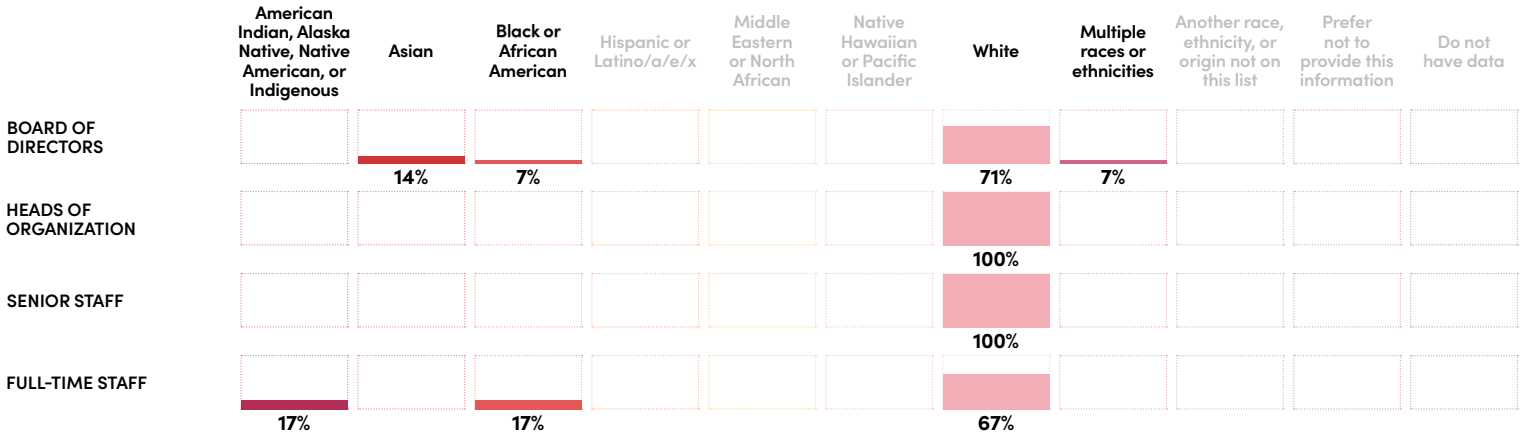
EARTH ISLAND INSTITUTE

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees? We offer the amount of time CA provides for disability or paid family leave. If employee is not in CA we use CA as the example.	0	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

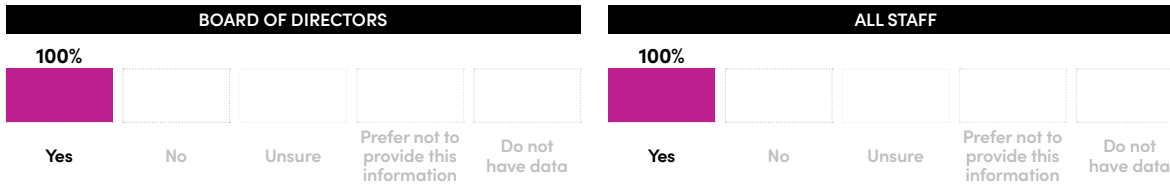
EARTHECHO INTERNATIONAL

RACE AND ETHNICITY

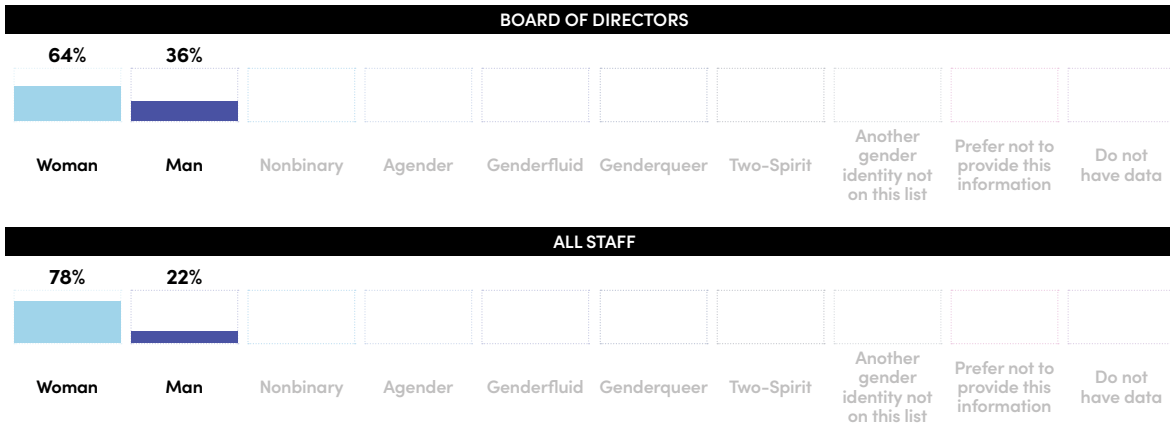


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



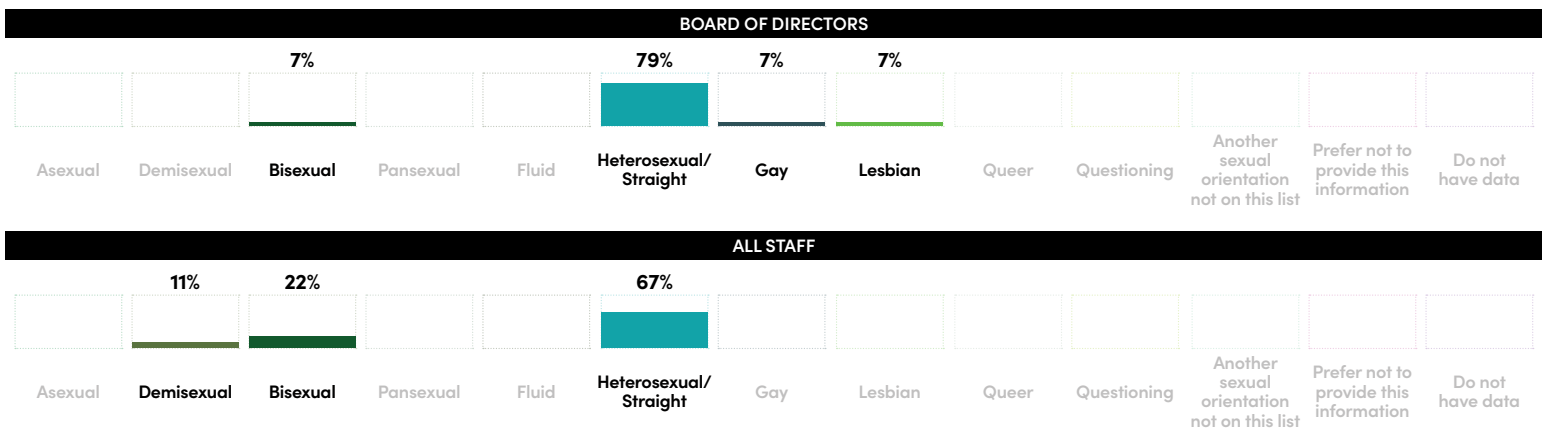
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



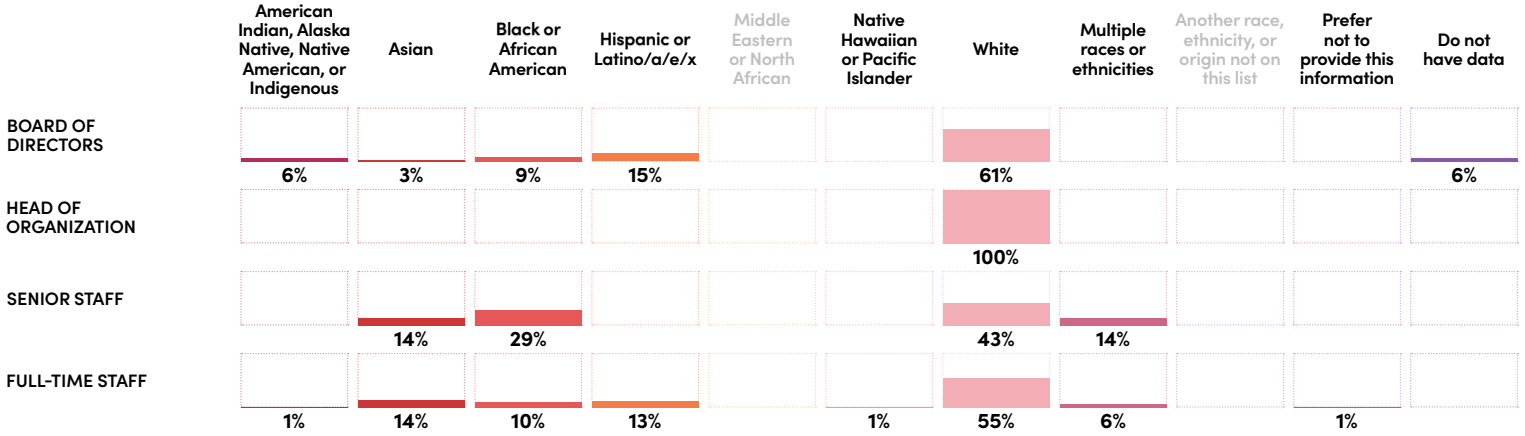
EARTHECHO INTERNATIONAL

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view? While we include salary ranges on job descriptions, we do not currently provide a public list of salaries, other than what is available on the 990.	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors? As a small organization this is something we have dealt with to date on a case by case basis.	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES NO
Do you have DEIJ goals written into your strategic plan? We do have DEIJ goals that we are in the process of formalizing but we do not have a published strategic plan.	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts? EarthEcho has a volunteer DEIJ working group, but has paid for outside consultants to assist in these efforts.	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES NO
Does your organization pay all interns who work with you? We do not currently offer internships.	YES NO
How many weeks of paid parental leave does your organization provide employees? EarthEcho pays 40% of regular salary for the 6-8 weeks covered by short-term disability, making up the difference between disability and full-time pay.	6 TO 8
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES NO
Do you have funded employee resource groups or affinity groups?	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES NO
Do you have formal mentoring programs for staff?	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

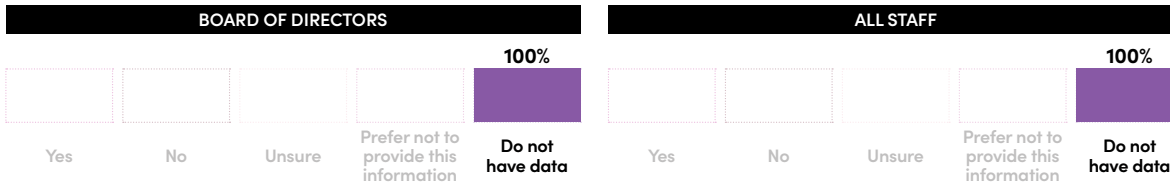
EARTHJUSTICE

RACE AND ETHNICITY

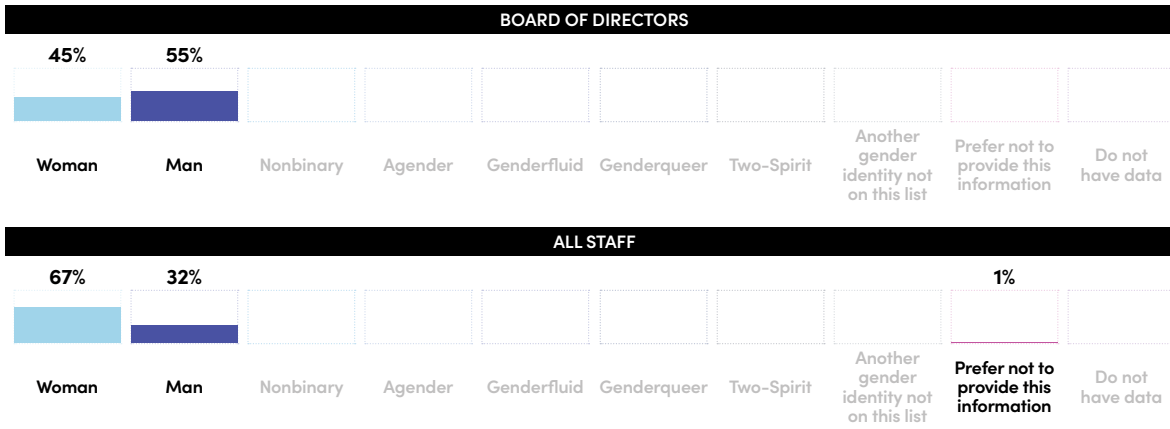


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



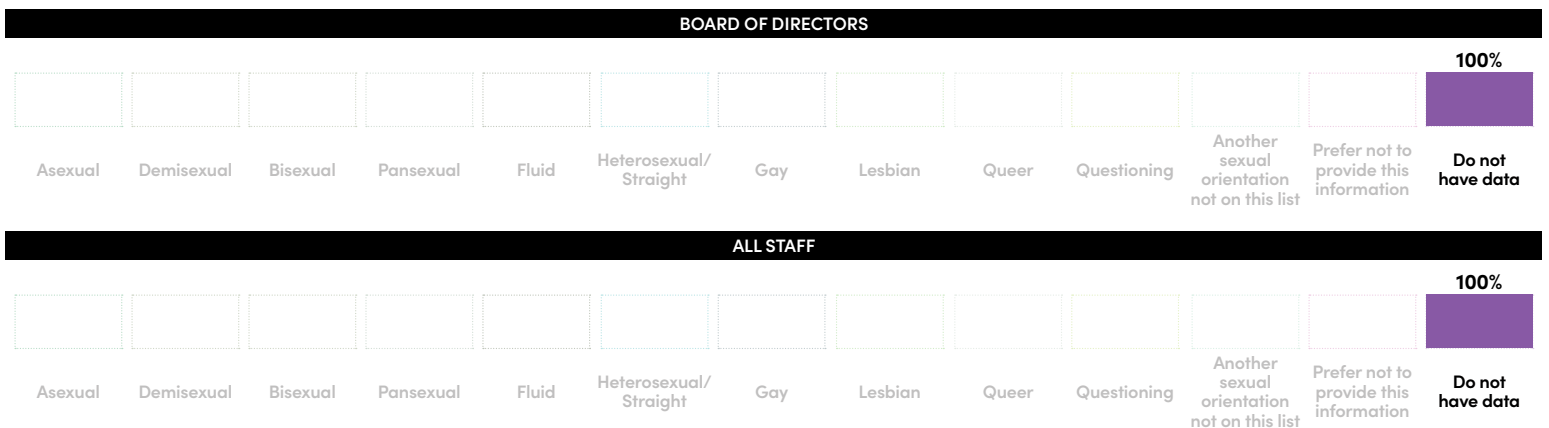
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

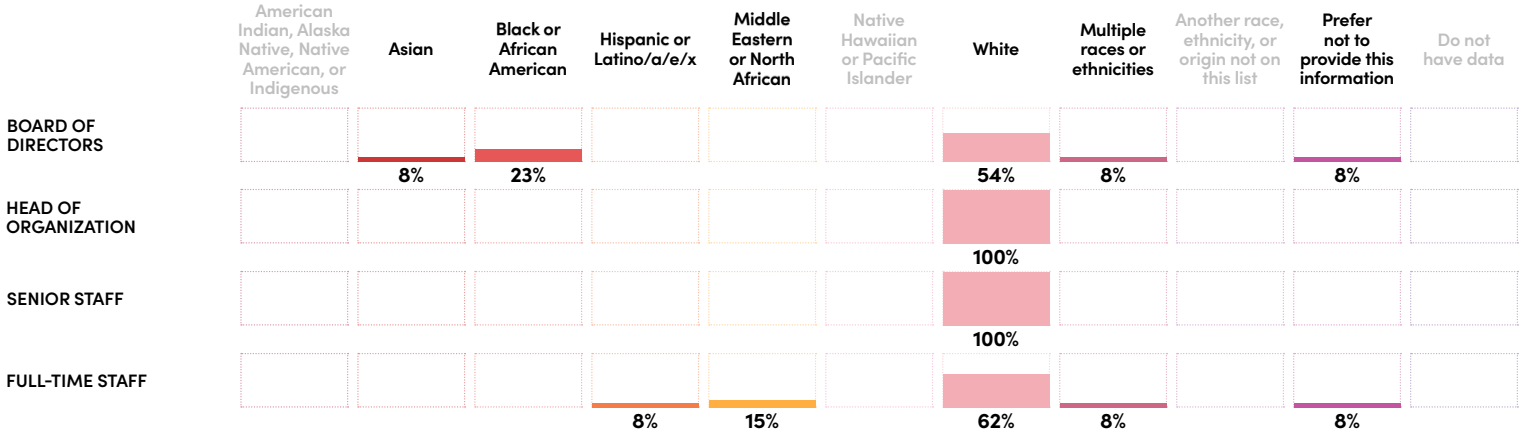


EARTHJUSTICE

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

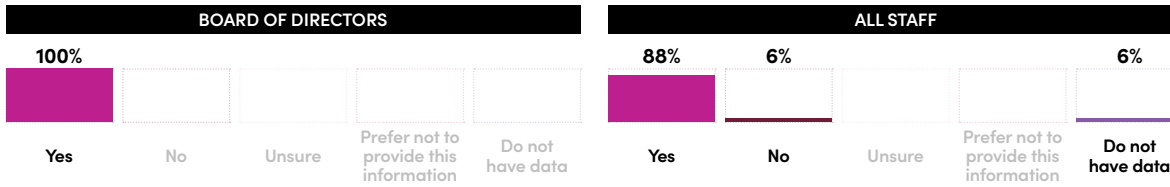
Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view? All staff can see the pay grade and salary range for their individual role and salary ranges are included in all job postings.	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you? Some students receive academic credit or fulfill a graduation requirement in lieu of pay.	YES	NO
How many weeks of paid parental leave does your organization provide employees? We offer 100% paid family leave for new parents.		16
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

RACE AND ETHNICITY

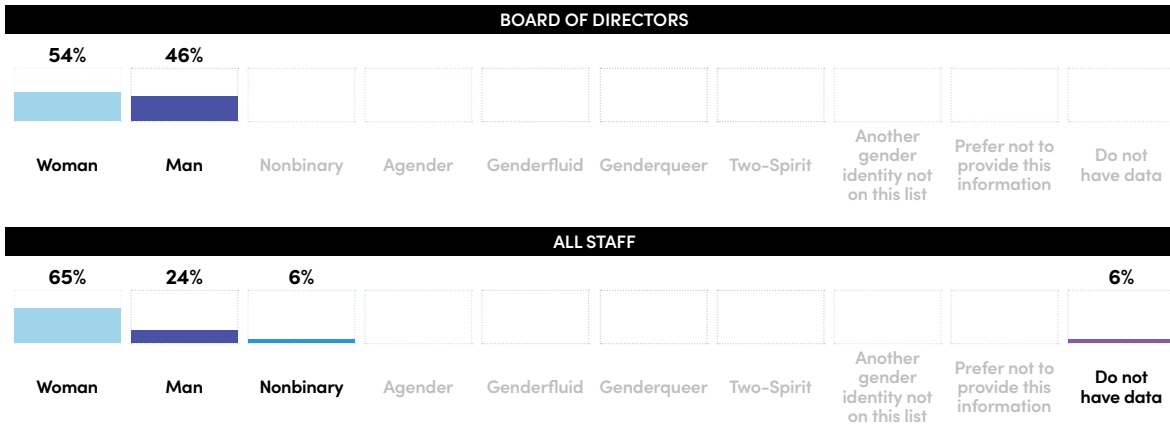


GENDER IDENTITY

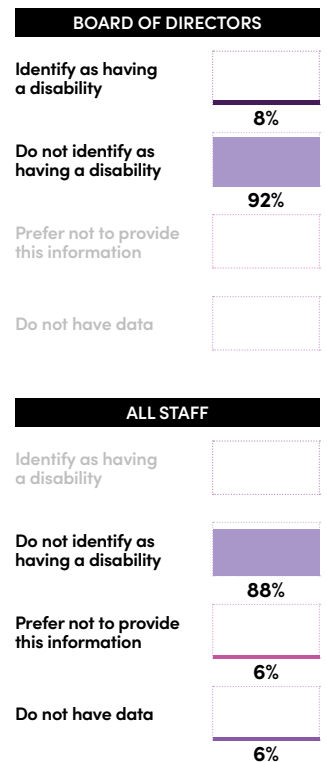
Do you identify with the gender assigned to you at birth?



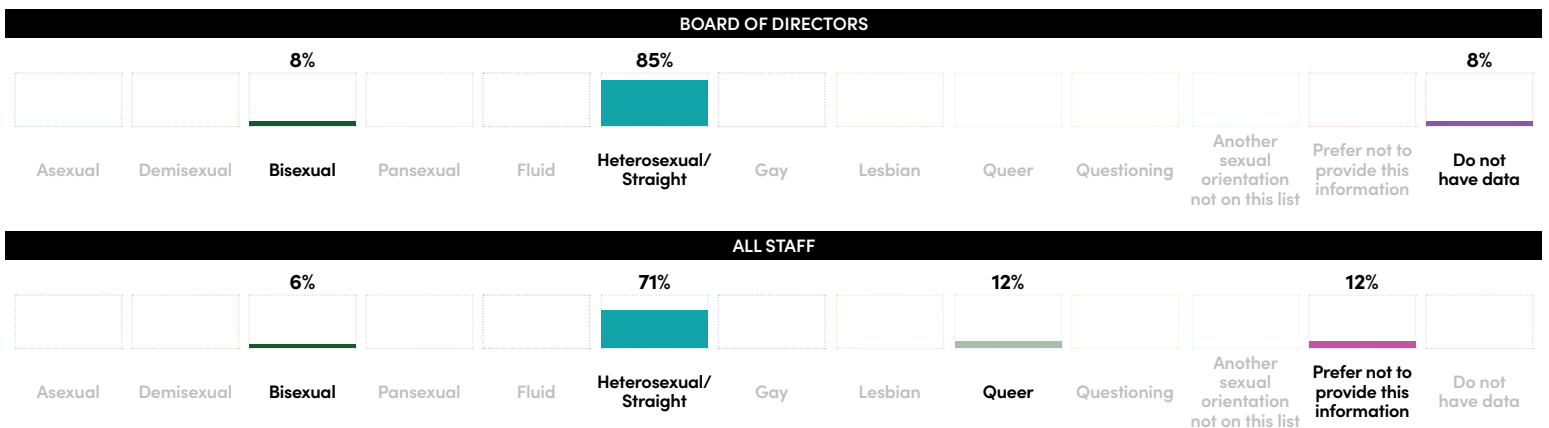
What gender do you identify with?



DISABILITY STATUS



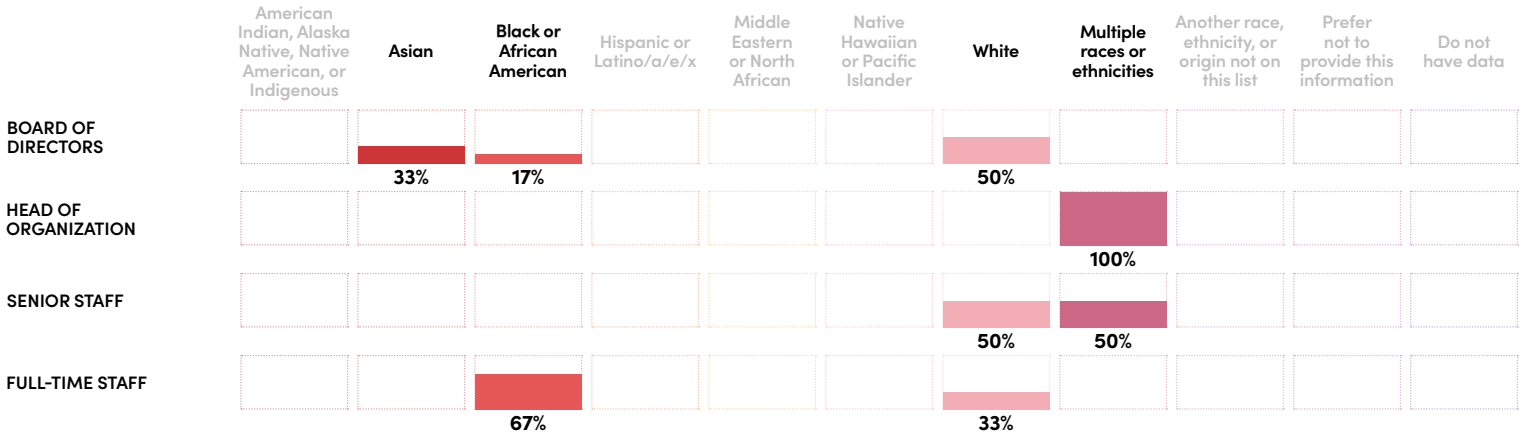
SEXUAL ORIENTATION



DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

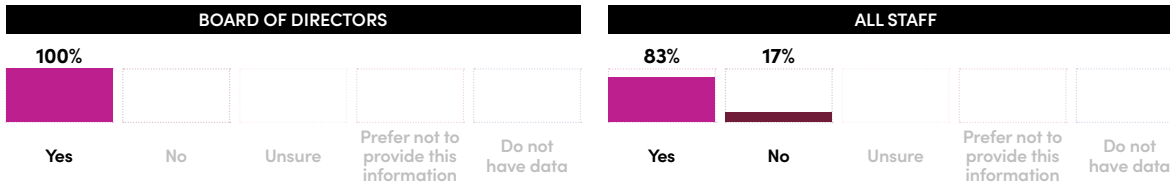
Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?		12
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

RACE AND ETHNICITY

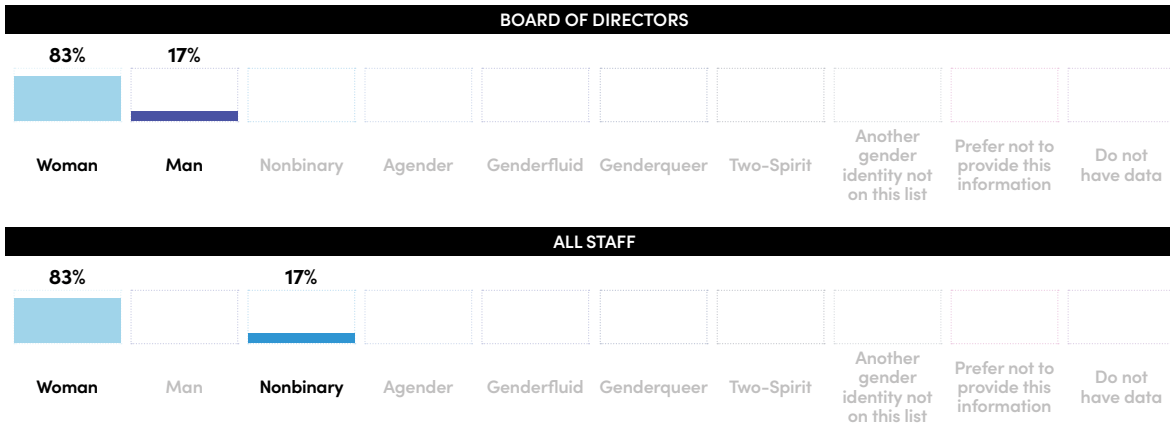


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



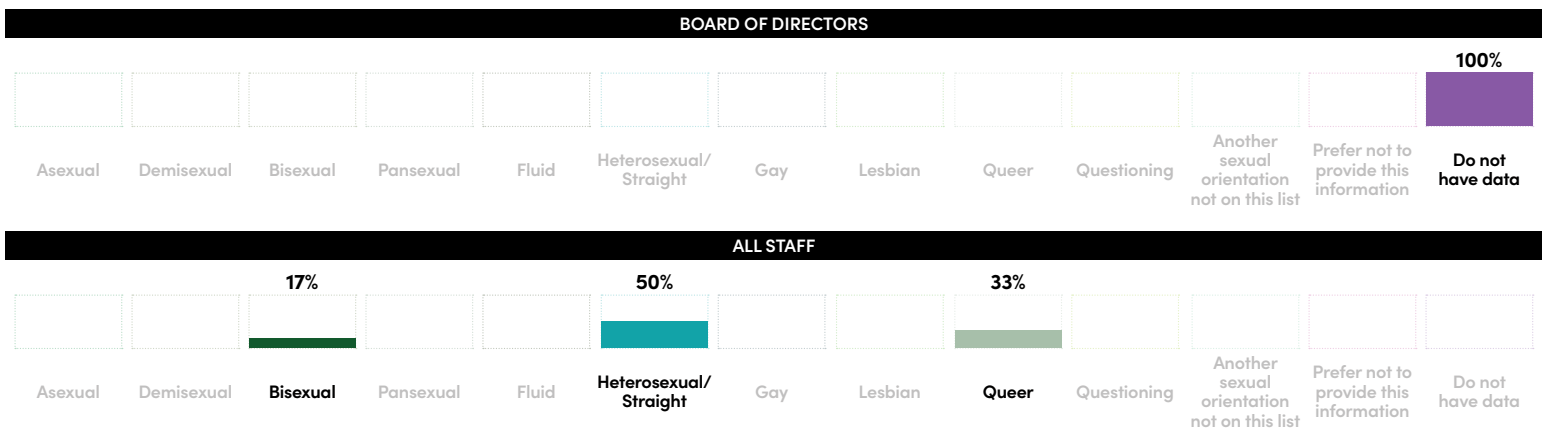
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



* Energy Allies is now a part of Solar United Neighbors

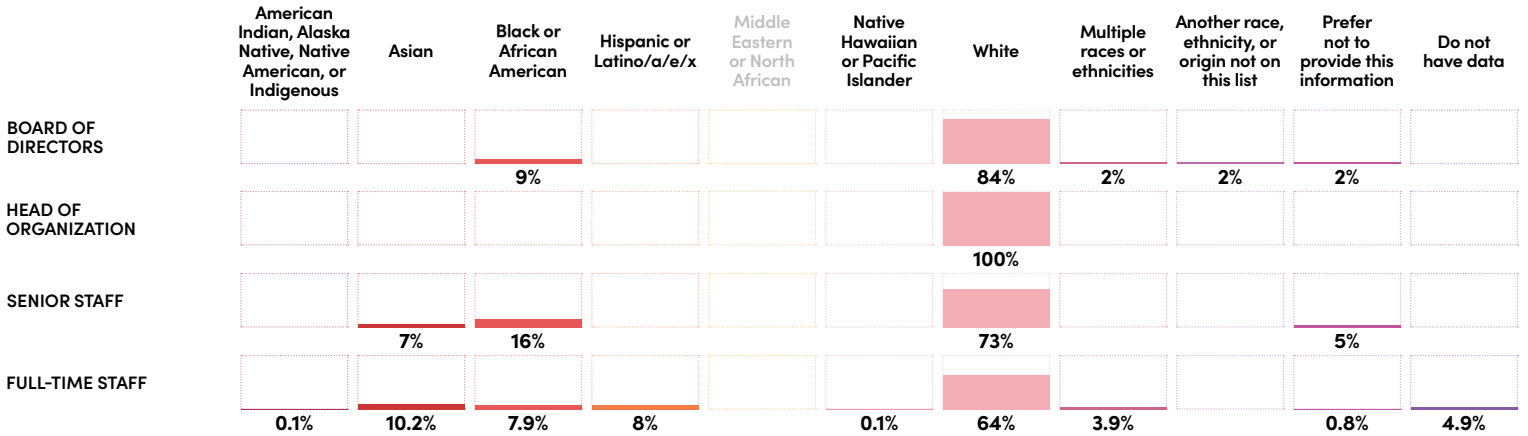
DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan? We have some, but are working on creating a DEIJ plan this year.	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions? No HR staff so it's informal.	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	16	
Are DEIJ metrics included in performance reviews for executive and senior leadership? This is a goal but not yet implemented.	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms? We try to do this as we go but I dont know if we've done it systematically.	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? Also in our plan but not yet implemented. We do provide resources on this during onboarding.	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts? Again not yet but part of the plan we're building.	YES	NO

* Energy Allies is now a part of Solar United Neighbors

ENVIRONMENTAL DEFENSE FUND

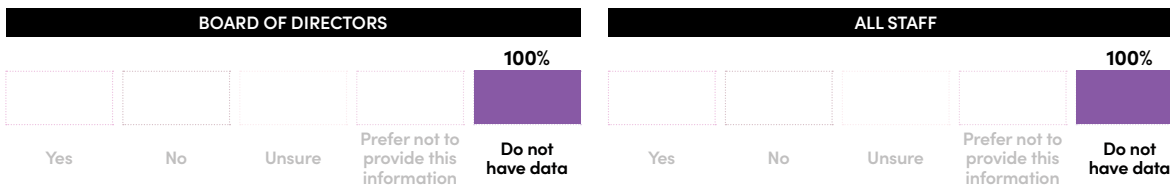
RACE AND ETHNICITY



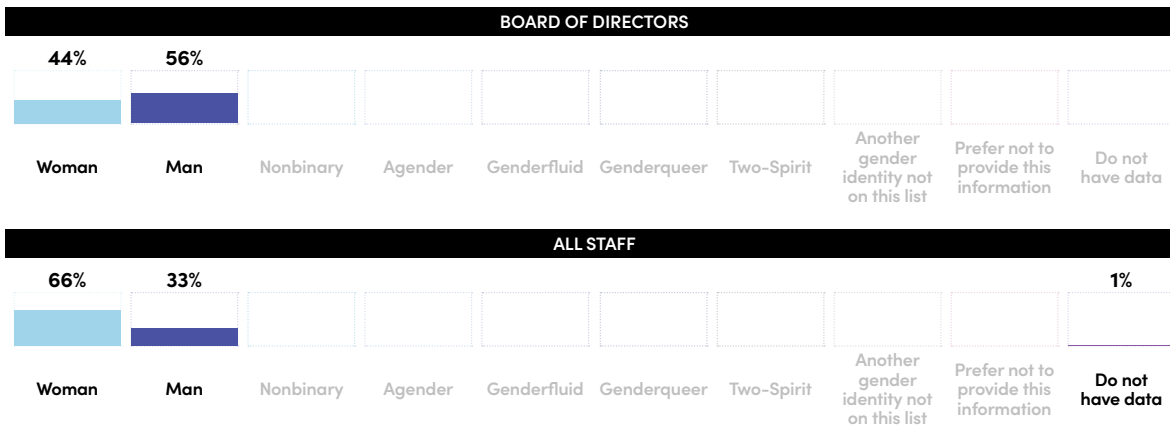
*These are decimals rather than whole numbers to accurately represent staff demographics that are <0.5% at this organization.

GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



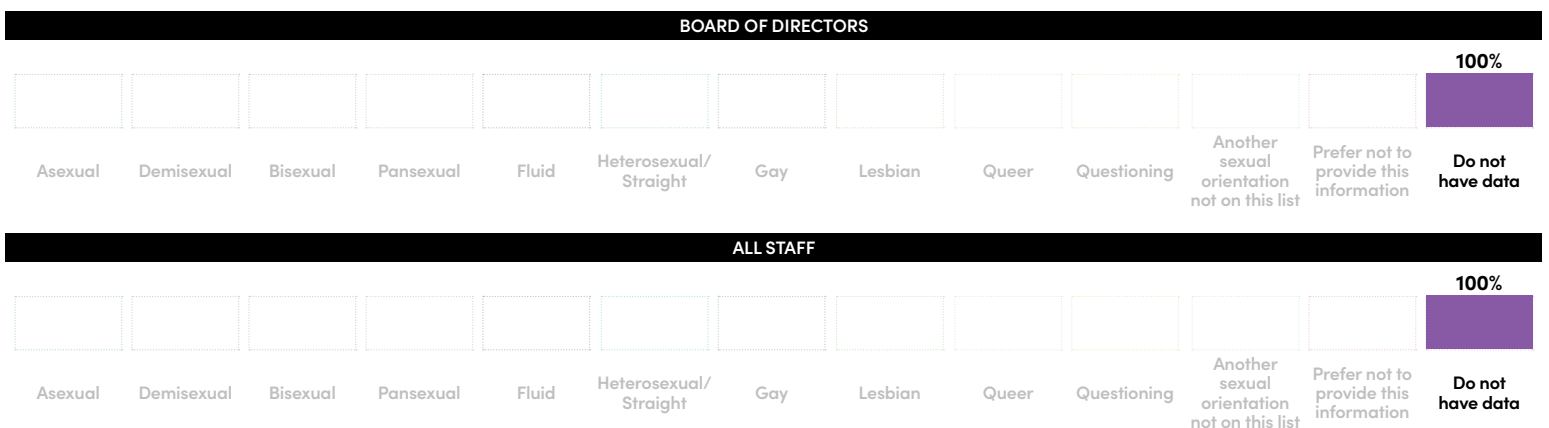
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



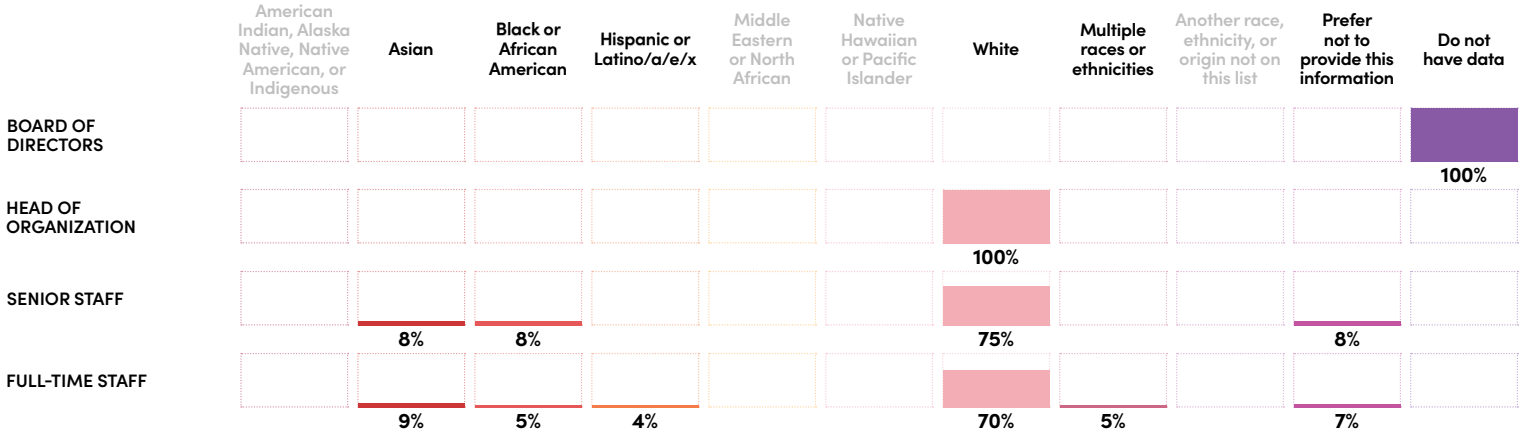
ENVIRONMENTAL DEFENSE FUND

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors? While we do have guidelines, we continue to discuss creating a promotion process for staff and what it might look like, making sure it's in compliance and aligned with our strategic goals.	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	12	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

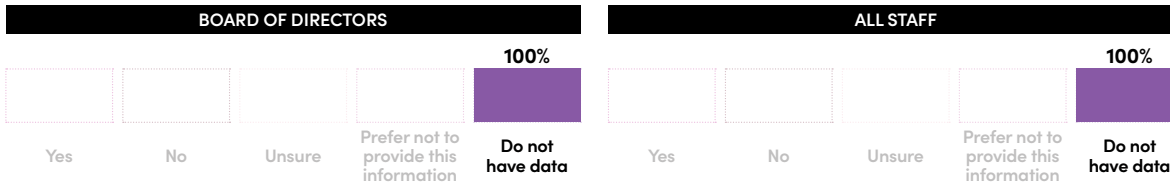
ENVIRONMENTAL WORKING GROUP

RACE AND ETHNICITY

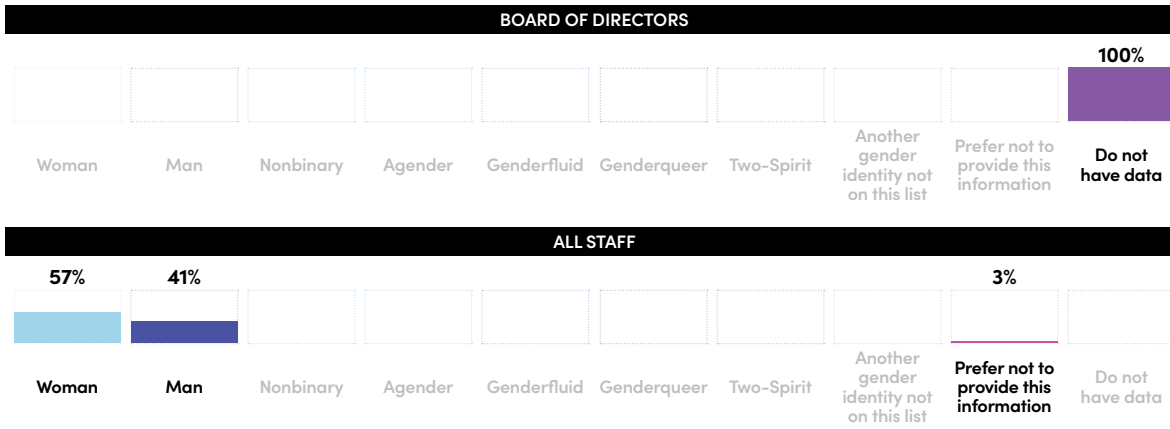


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



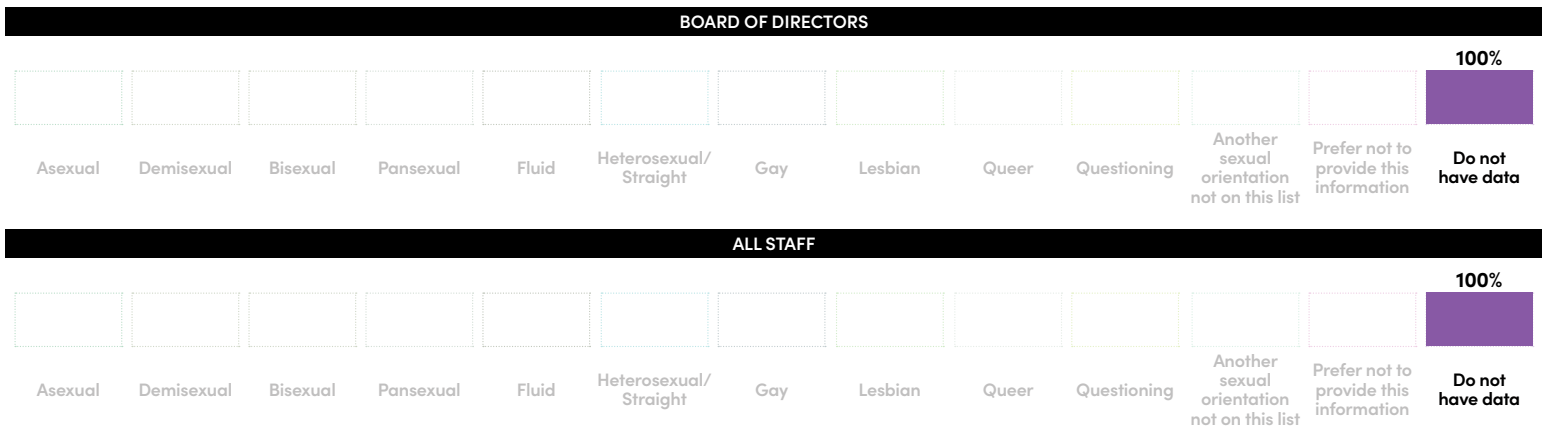
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



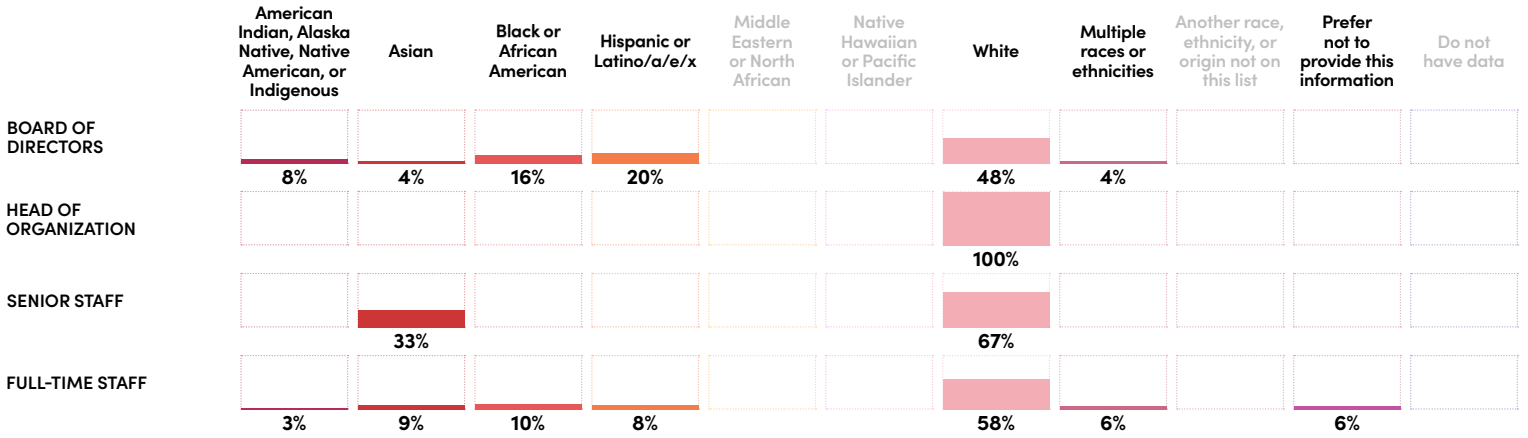
ENVIRONMENTAL WORKING GROUP

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan? We currently don't have a formal strategic plan. However, our values include that "Science must be inclusive of and relevant to those most affected".	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	12	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups? We are too small.	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff? We are too small.	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? To be implemented in 2025.	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

FRIENDS OF THE EARTH

RACE AND ETHNICITY

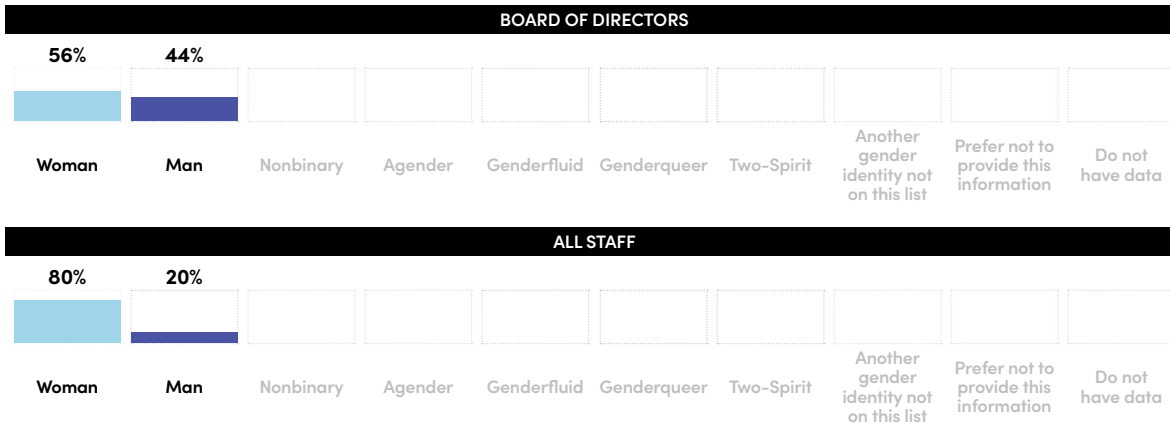


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



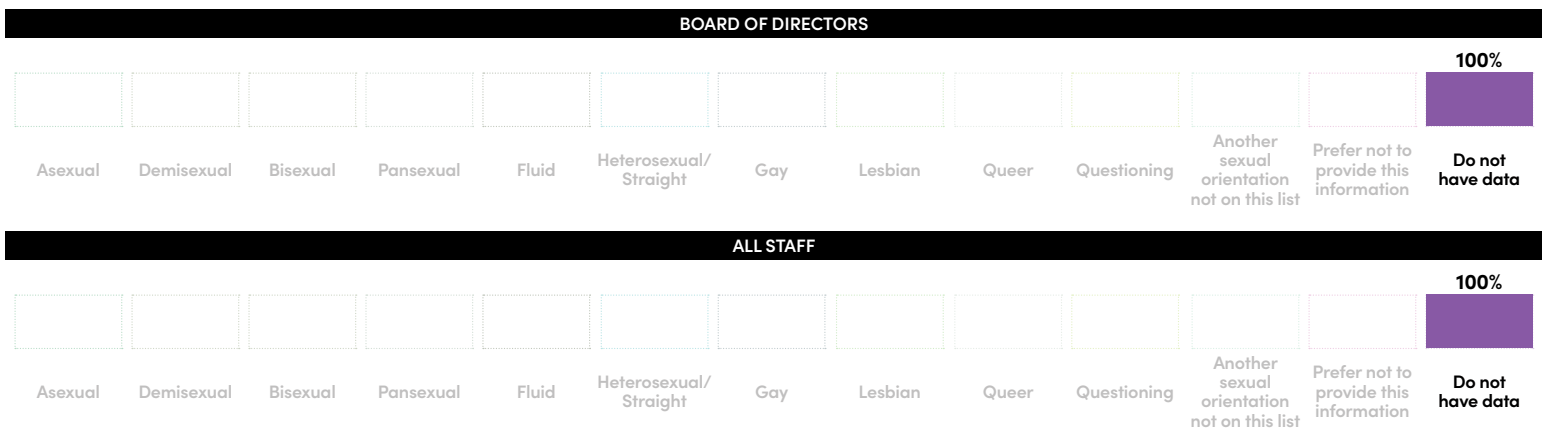
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

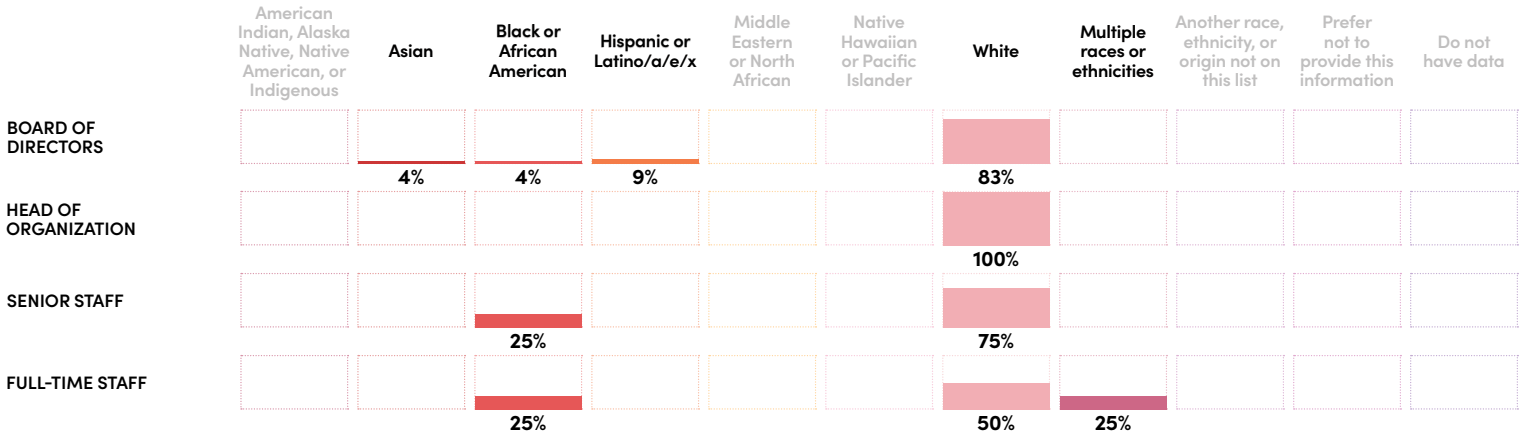


FRIENDS OF THE EARTH

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

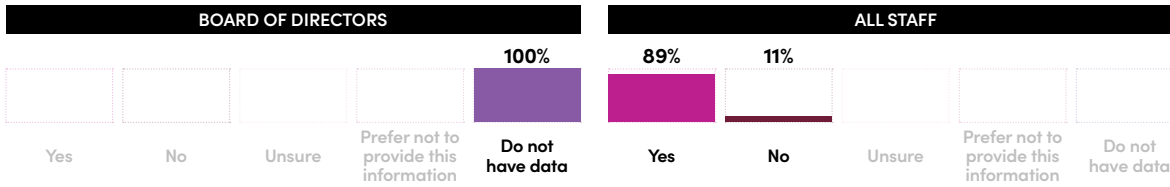
Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization? Performance assessments are conducted two times per year.	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you? We also support university co-op programs that give students who volunteer credit or stipends for their work.	YES	NO
How many weeks of paid parental leave does your organization provide employees?	16	
Are DEIJ metrics included in performance reviews for executive and senior leadership? The CEO and COO have DEIJ metrics, however, not all senior leadership has metrics.	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants? They are provided upon request.	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? We will be implementing a learning and development plan at the start of the fiscal year available to staff that will include bias training.	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

RACE AND ETHNICITY

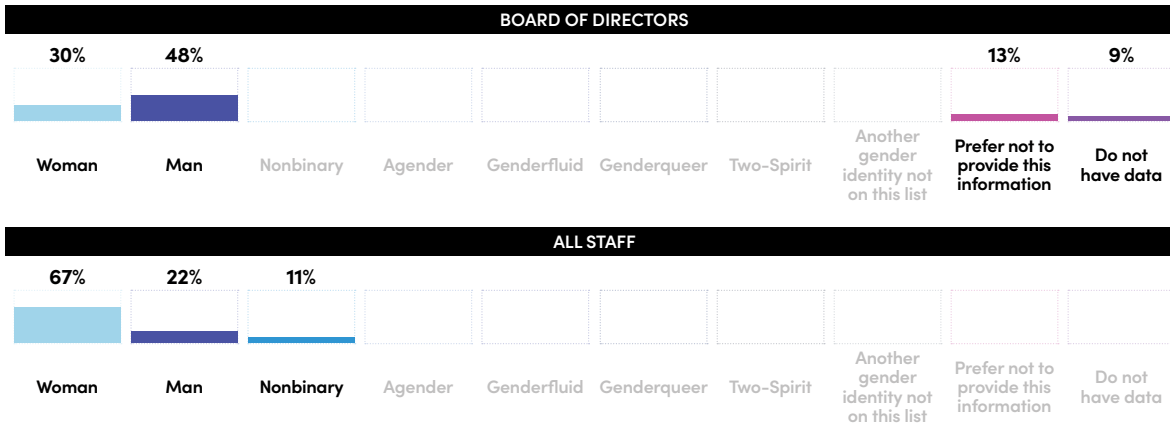


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



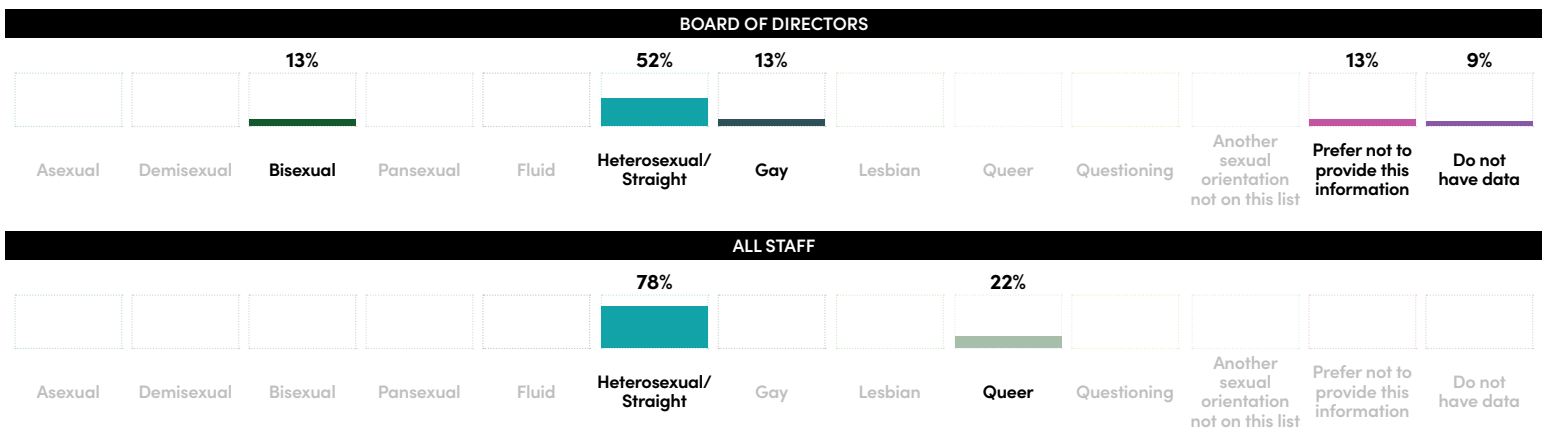
What gender do you identify with?



DISABILITY STATUS



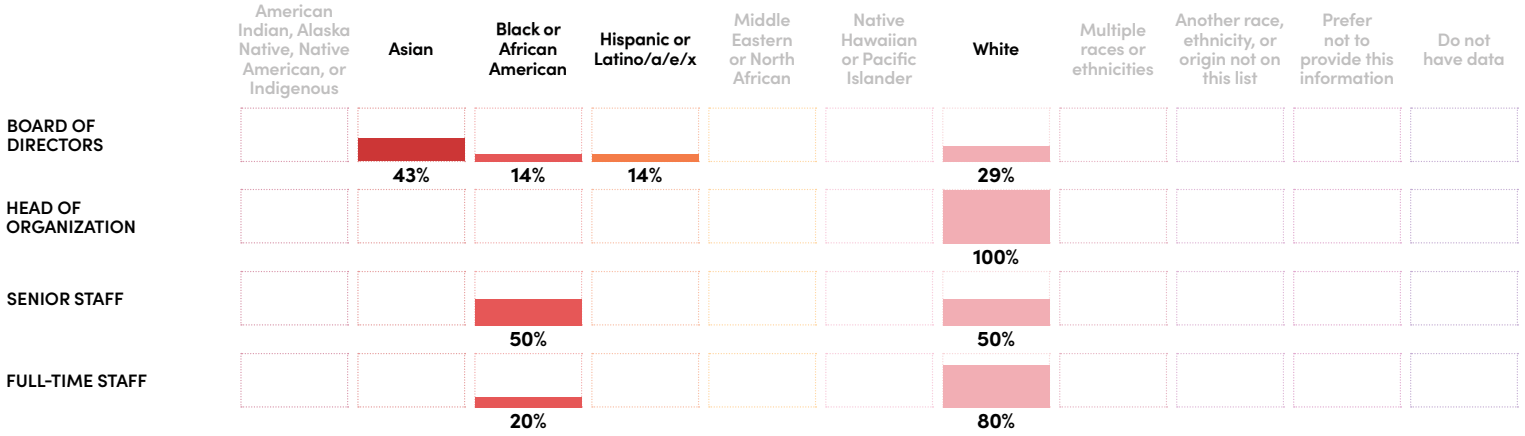
SEXUAL ORIENTATION



DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

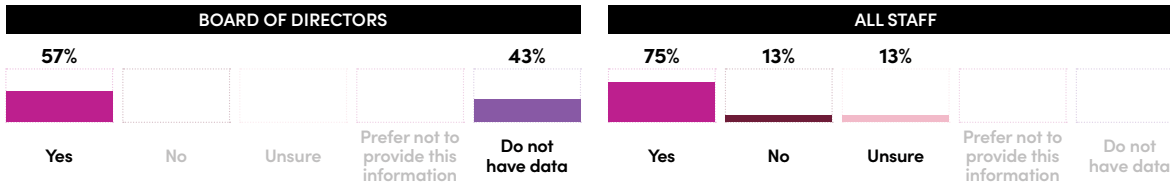
Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees? Pay is at 67% of salary.		12
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants? Accommodations are noted in the handbook which is read by all staff. Accommodations provided upon request so individuals can identify their own needs.	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms? This is an in-process project.	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? All staff are required to take Accessibility Training to understand accessibility bias. 10 hr training for leadership; 3 hr training for other staff.	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? In the process of planning for 360 degree feedback for the next review cycle.	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

RACE AND ETHNICITY

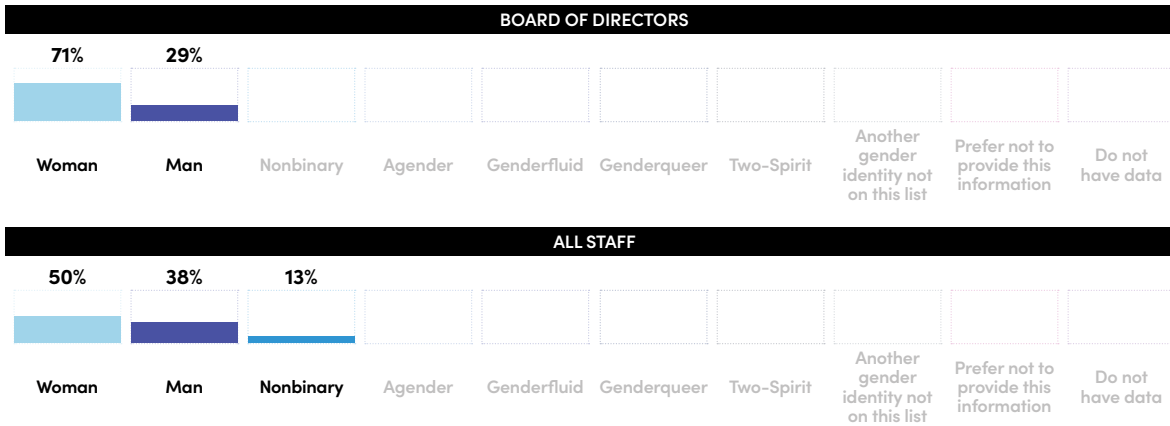


GENDER IDENTITY

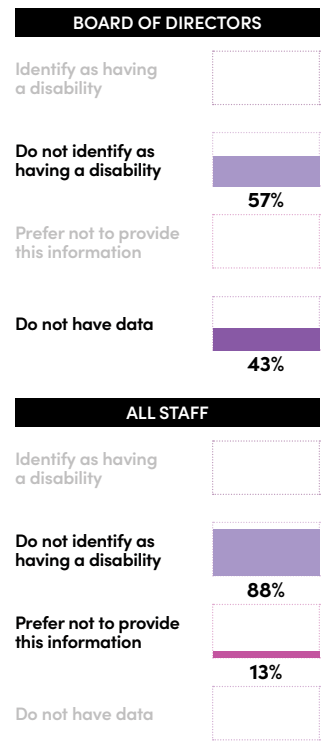
Do you identify with the gender assigned to you at birth?



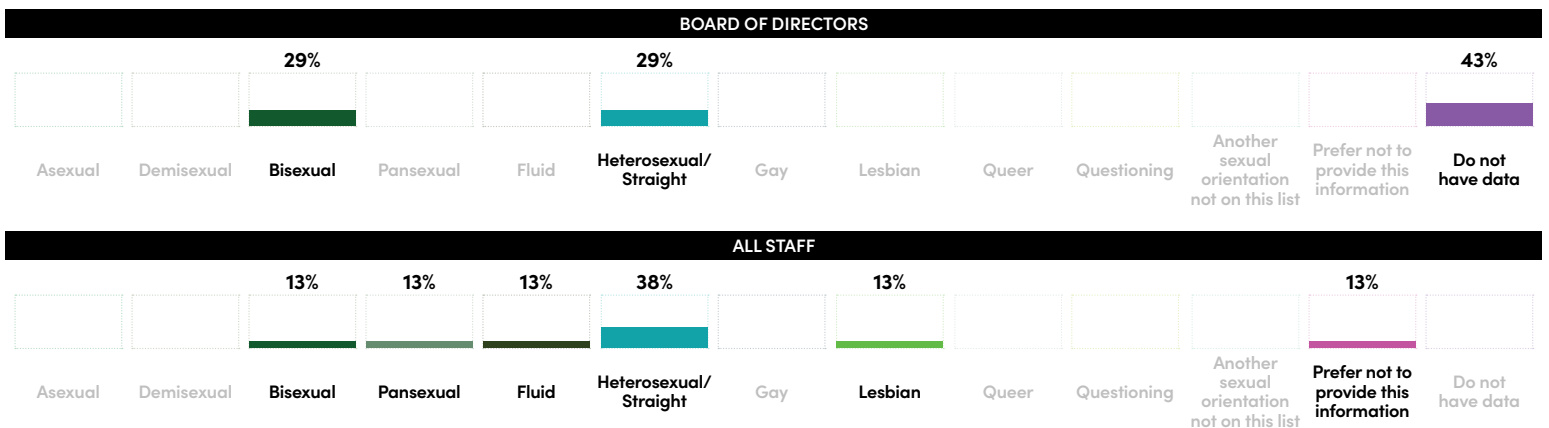
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

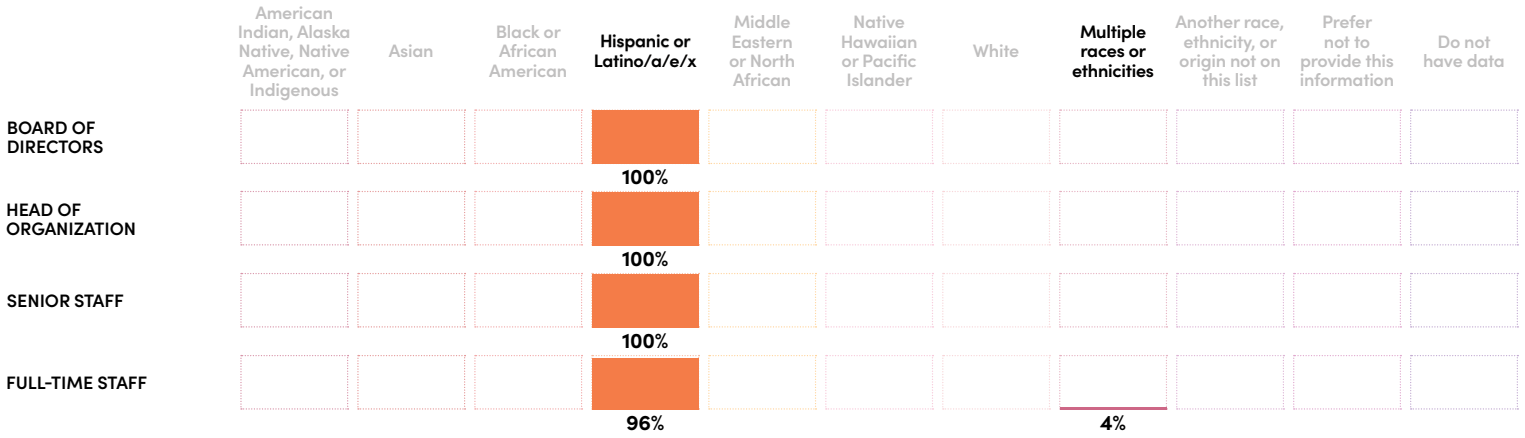


DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES NO
Do you have DEIJ goals written into your strategic plan?	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES NO
Does your organization pay all interns who work with you?	YES NO
How many weeks of paid parental leave does your organization provide employees? We encourage 12 weeks, but we're flexible.	12
Are DEIJ metrics included in performance reviews for executive and senior leadership? But we're working to include it in future reviews.	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES NO
Do you have funded employee resource groups or affinity groups?	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback? Yes, starting this year we will be implementing them.	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES NO
Do you have formal mentoring programs for staff?	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

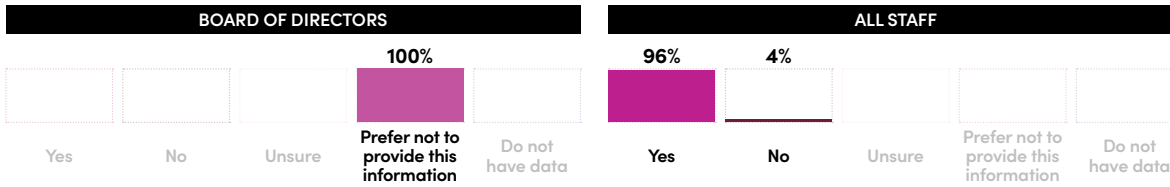
GREENLATINOS

RACE AND ETHNICITY

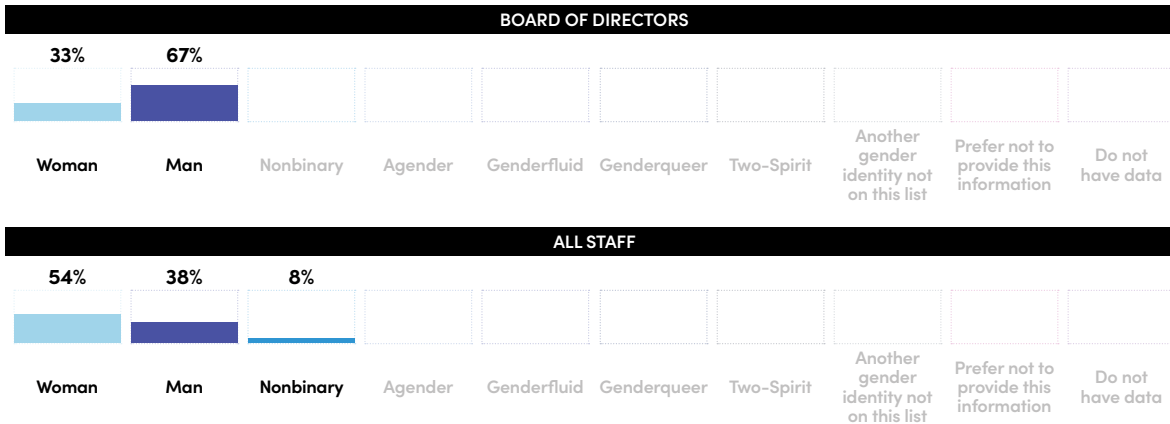


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



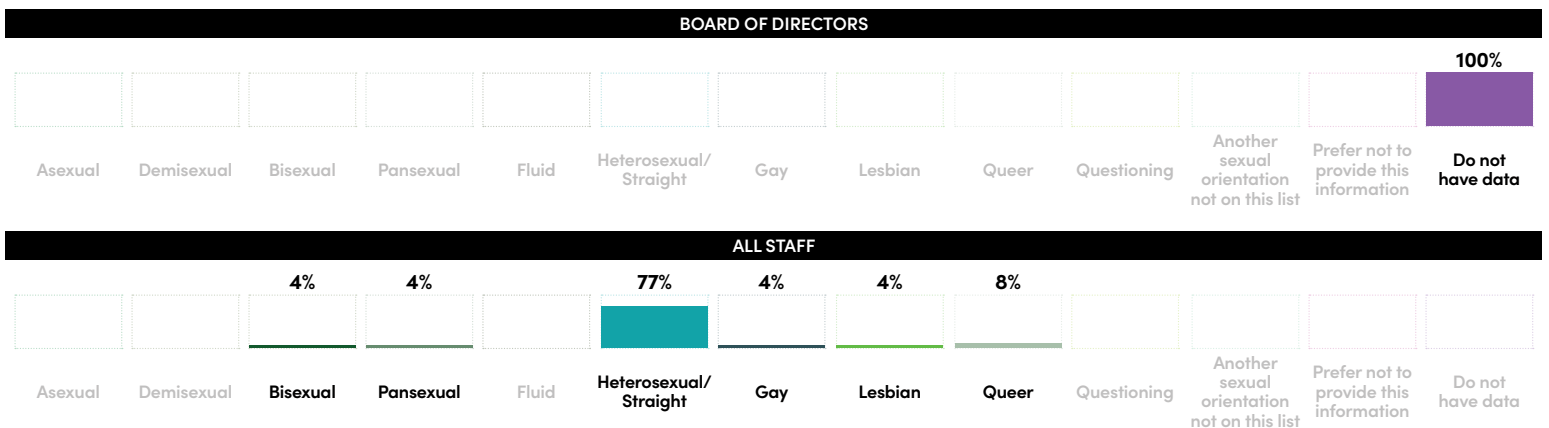
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



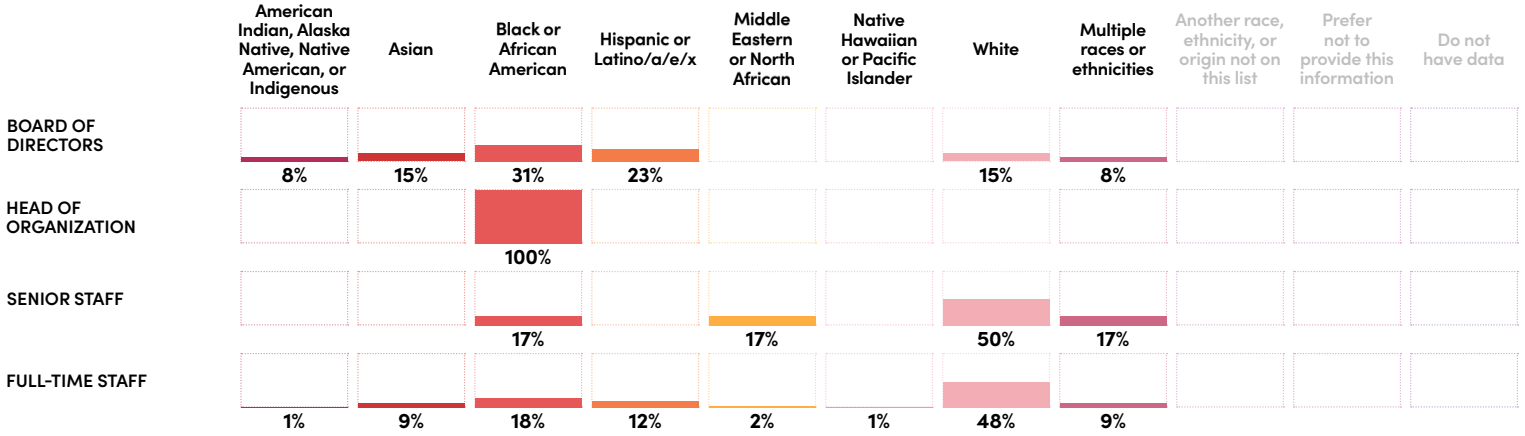
GREENLATINOS

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view? GreenLatinos is working on creating a salary schedule that is available to employees.	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors? At the moment, we do not have capacity for promotions.	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees? Normally 4 weeks but will visit on a case by case basis for additional time if necessary.	4	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

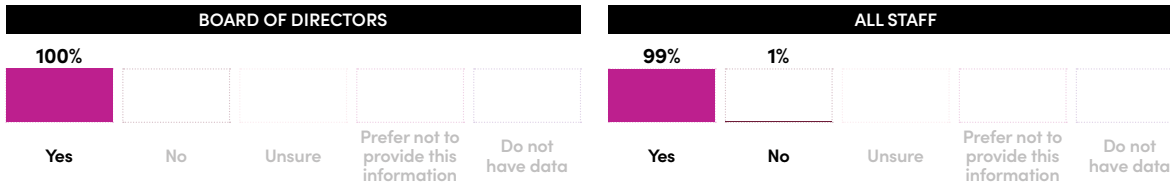
GREENPEACE USA

RACE AND ETHNICITY

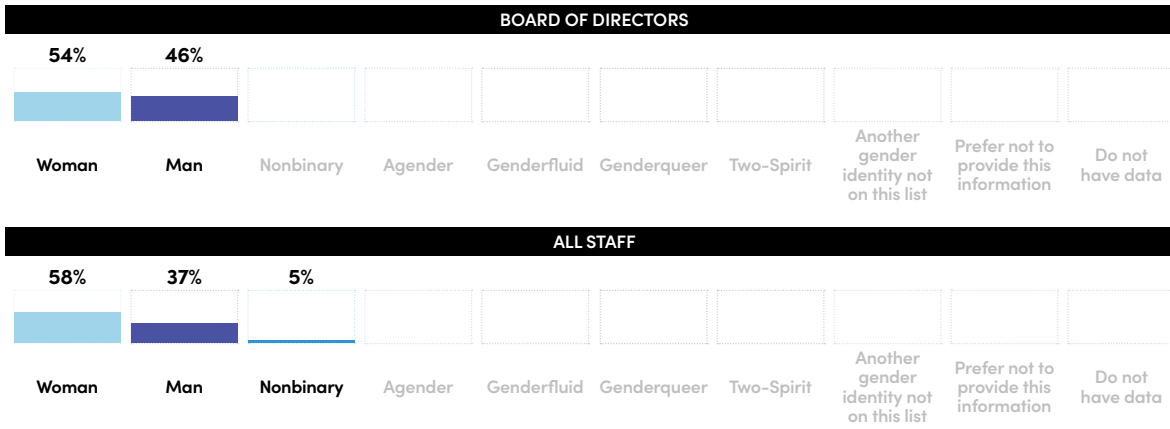


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



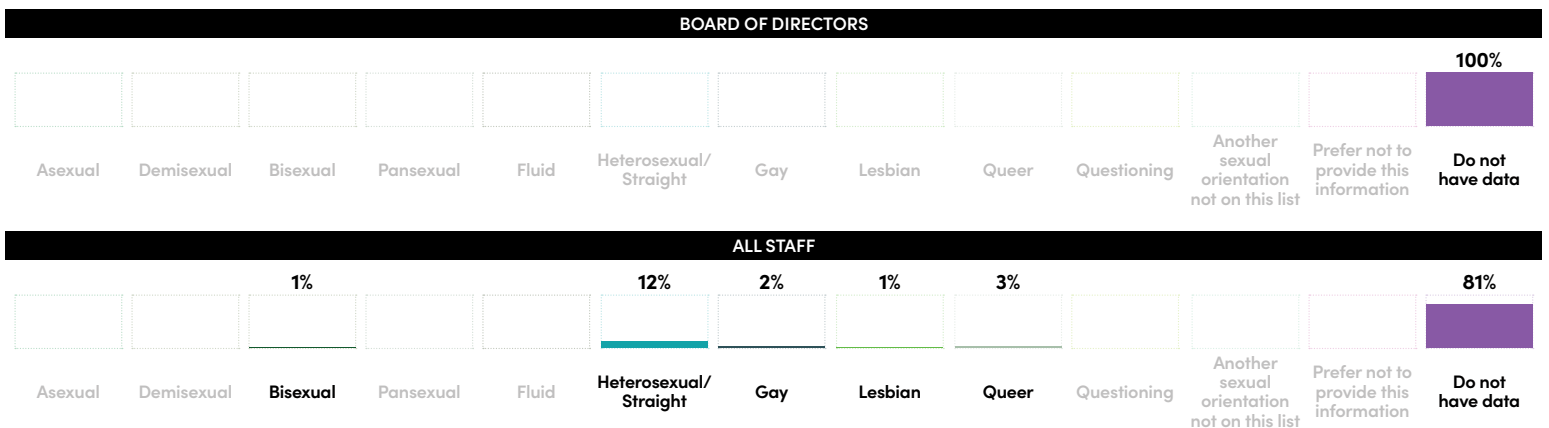
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



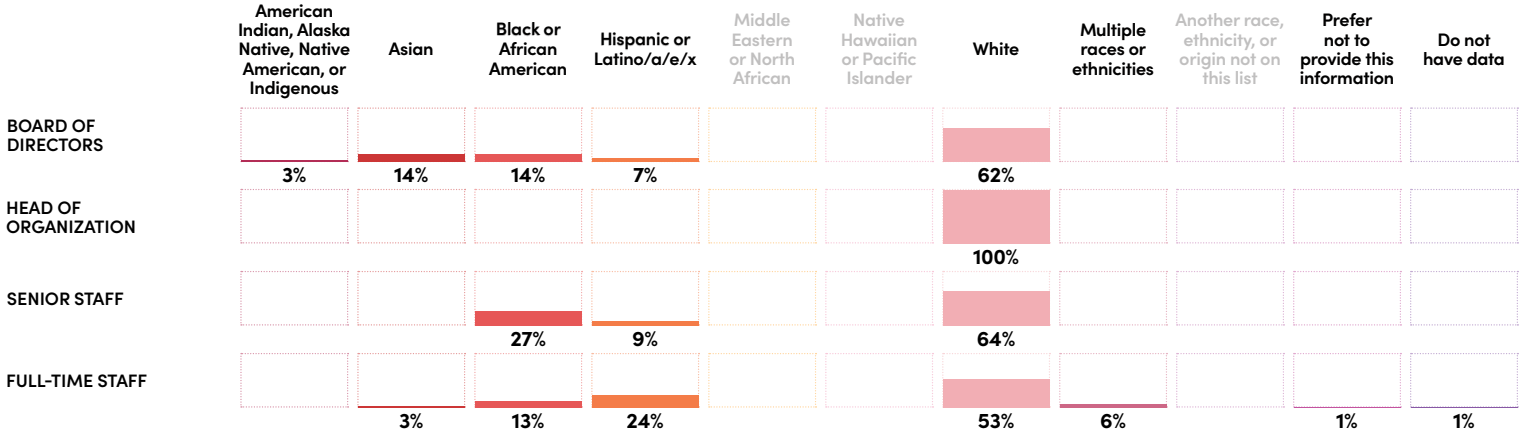
GREENPEACE USA

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors? There is a framework and we are continually working to add more clarity and structure to the process.	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES NO
Do you have DEIJ goals written into your strategic plan?	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES NO
Does your organization pay all interns who work with you? Interns are paid through partnerships with community or university programs.	YES NO
How many weeks of paid parental leave does your organization provide employees?	20
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES NO
Do you have funded employee resource groups or affinity groups? Funding for development was set aside for evaluation and development in the 2024 budget.	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES NO
Do you have formal mentoring programs for staff?	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

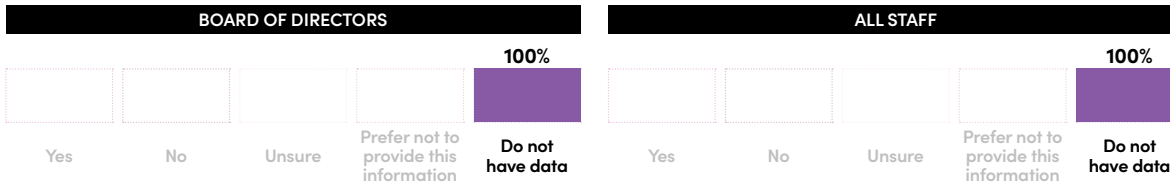
LEAGUE OF CONSERVATION VOTERS

RACE AND ETHNICITY

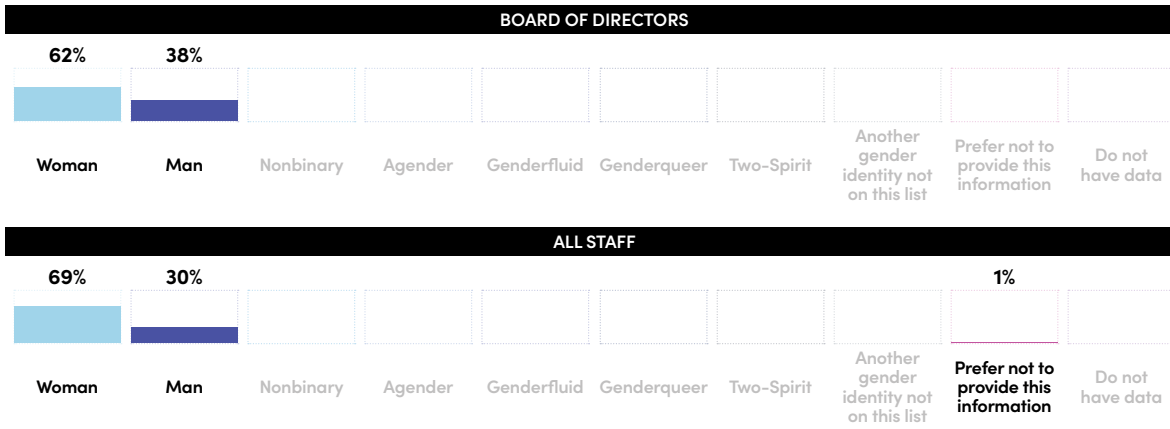


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



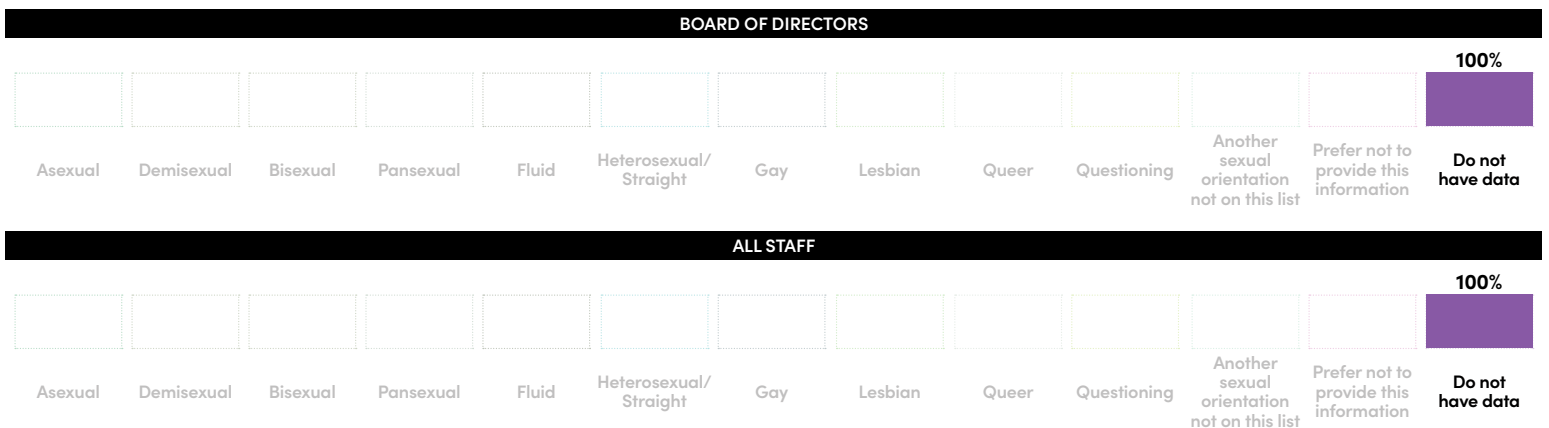
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

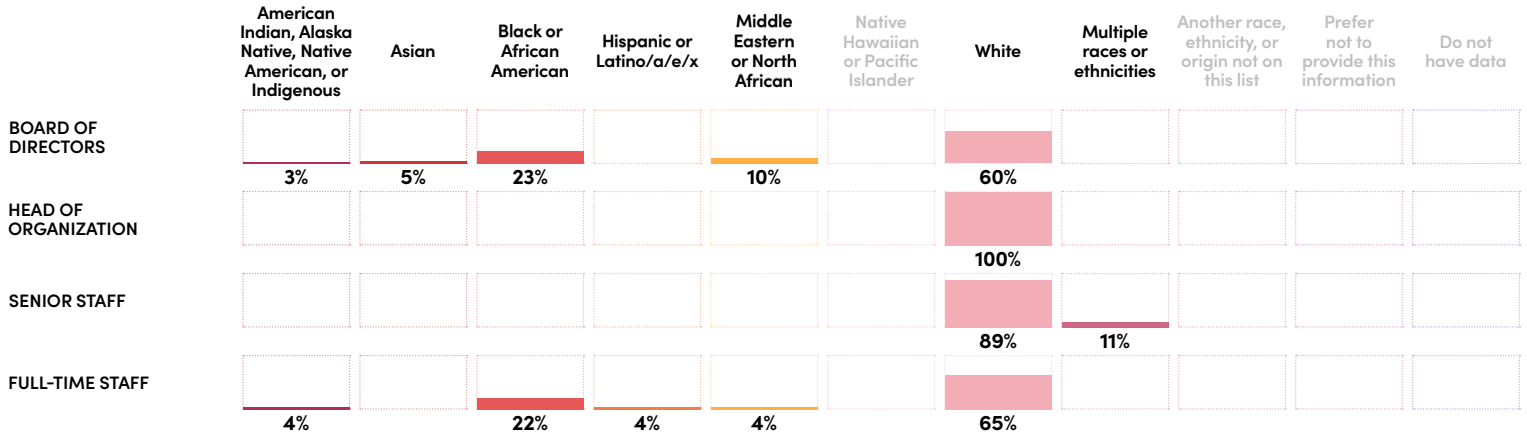


LEAGUE OF CONSERVATION VOTERS

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

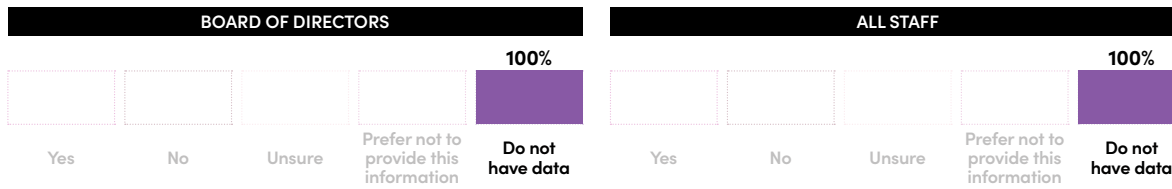
Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	20	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms? While we have been using gender inclusive language over the last 3 years, we have not eliminated gendered terms throughout all historical materials.	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? We have workshops on specific forms of bias such as anti-blackness and antisemitism, in order to shed light on specific stereotypes.	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff? We've had workshops for managers on Anti-Oppression Communication & Facilitation that includes a focus on feedback to communicate across difference.	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

RACE AND ETHNICITY

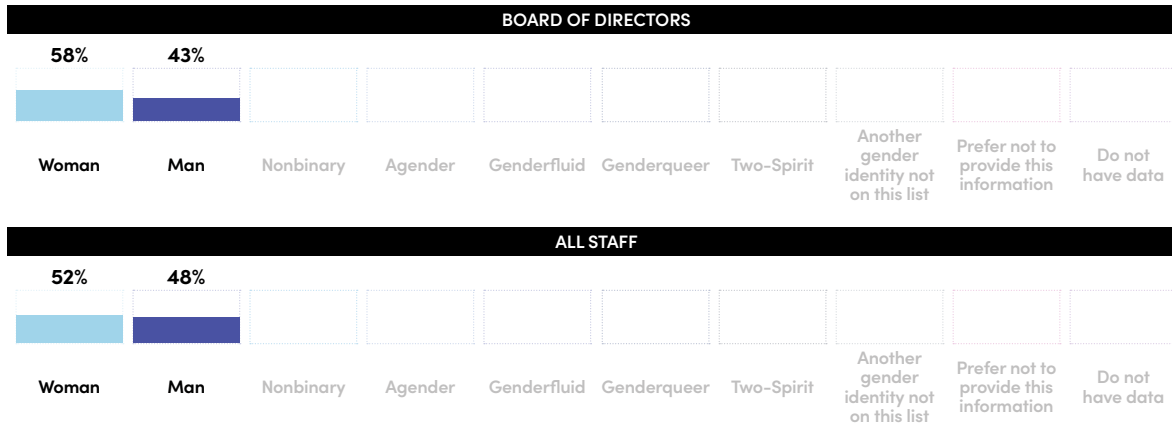


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



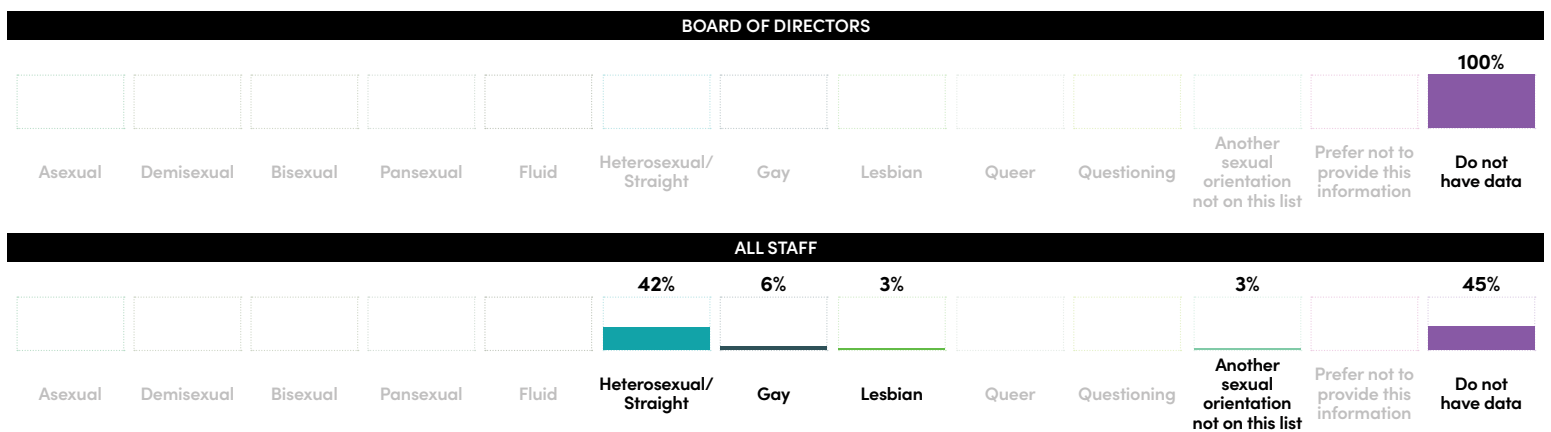
What gender do you identify with?



DISABILITY STATUS



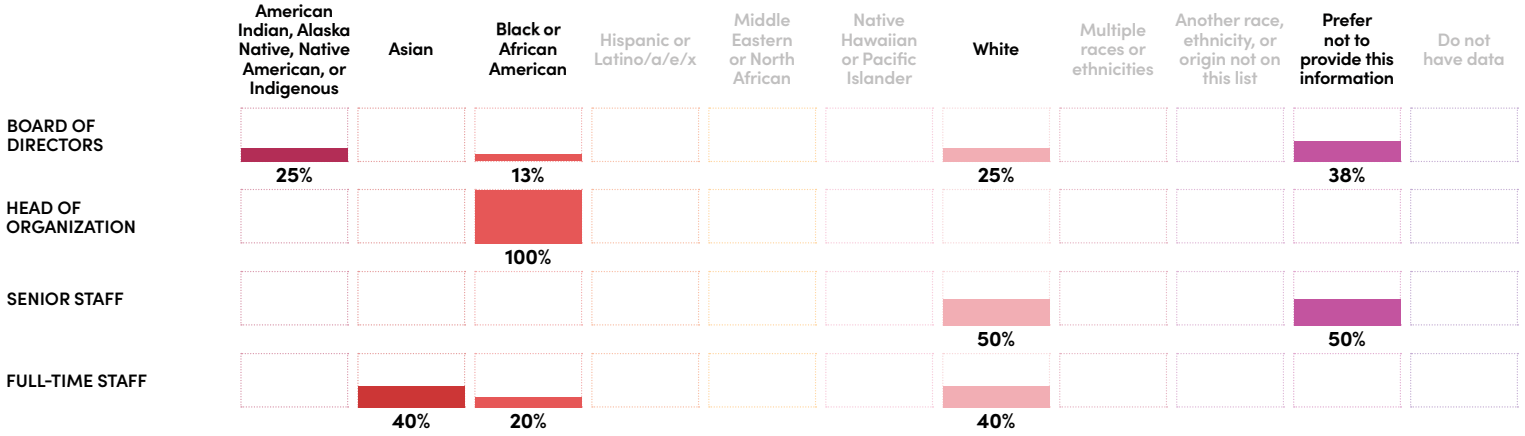
SEXUAL ORIENTATION



DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

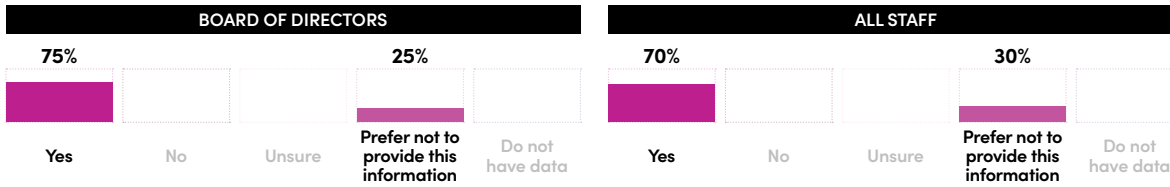
Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES NO
Do you have DEIJ goals written into your strategic plan?	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES NO
Does your organization pay all interns who work with you?	YES NO
How many weeks of paid parental leave does your organization provide employees?	14
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES NO
Do you have funded employee resource groups or affinity groups?	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES NO
Do you have formal mentoring programs for staff?	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

RACE AND ETHNICITY

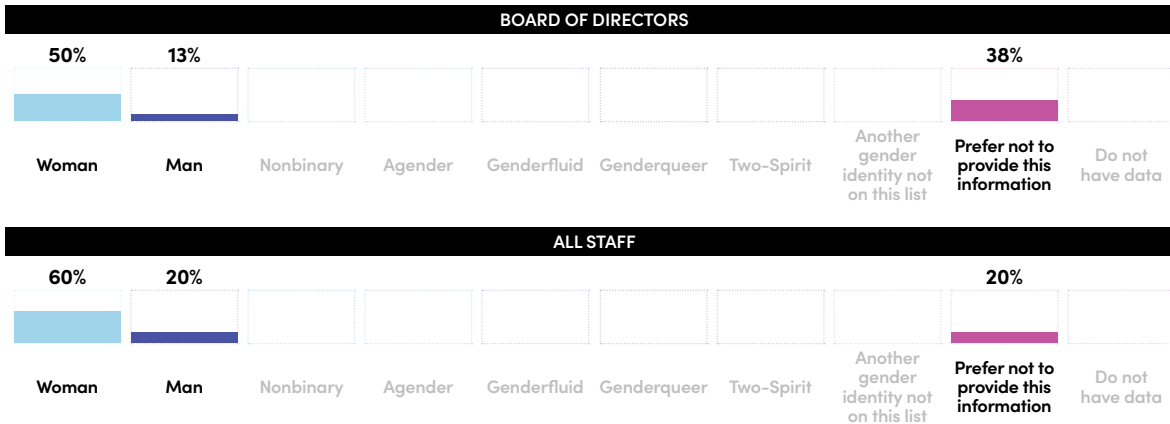


GENDER IDENTITY

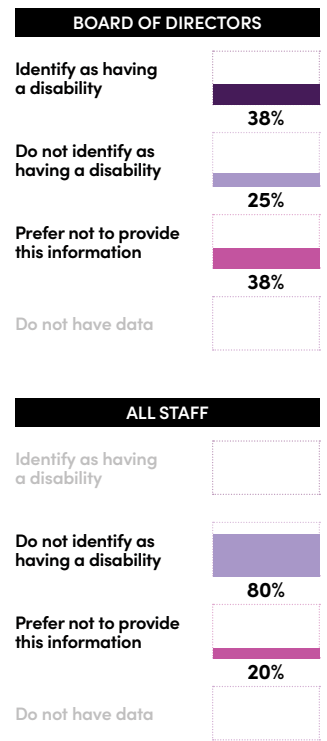
Do you identify with the gender assigned to you at birth?



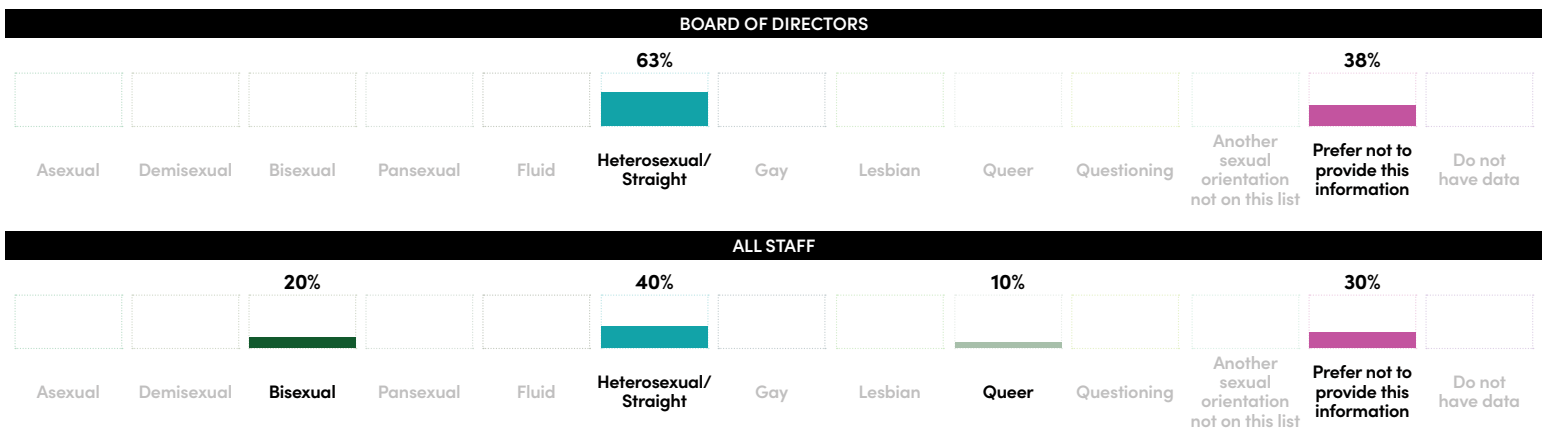
What gender do you identify with?



DISABILITY STATUS



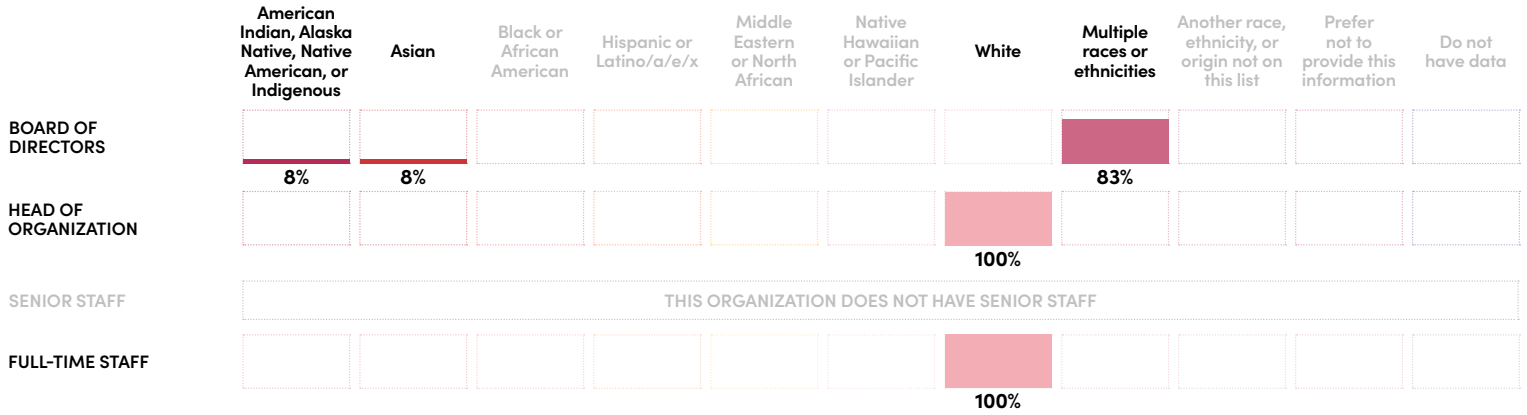
SEXUAL ORIENTATION



DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors? We are a very small organization.	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	0	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

RACE AND ETHNICITY

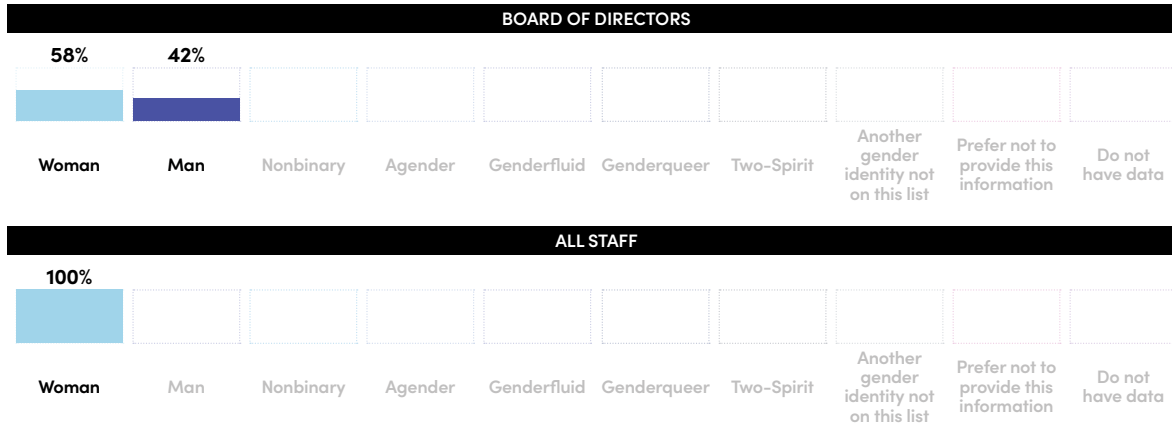


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



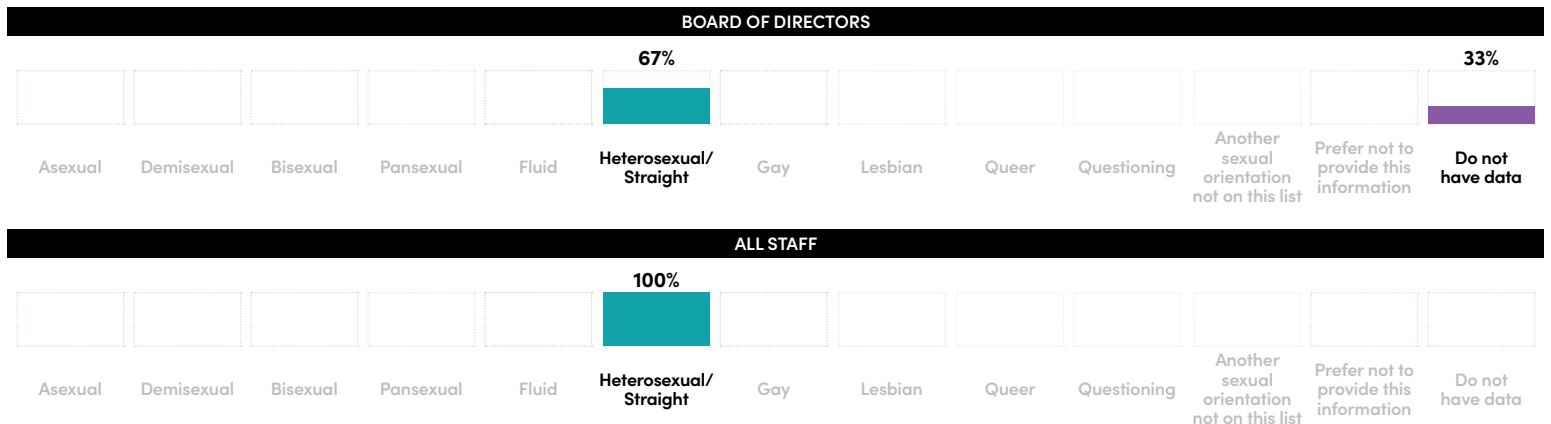
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

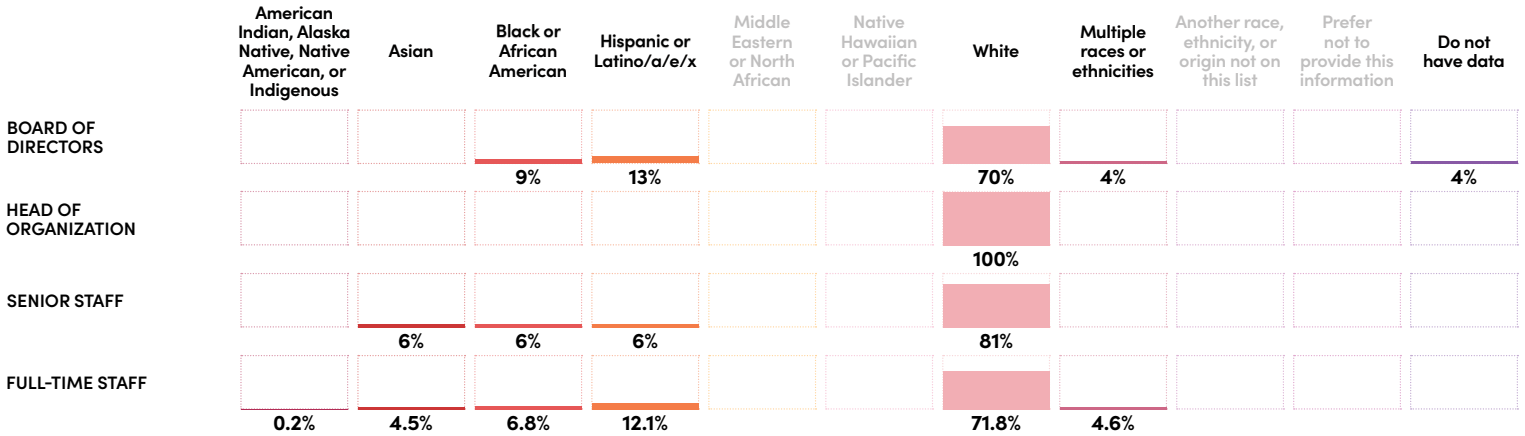


DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES NO
Do you have DEIJ goals written into your strategic plan?	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES NO
Does your organization pay all interns who work with you?	YES NO
How many weeks of paid parental leave does your organization provide employees?	0
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES NO
Do you have funded employee resource groups or affinity groups?	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES NO
Do you have formal mentoring programs for staff?	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

NATIONAL AUDUBON SOCIETY

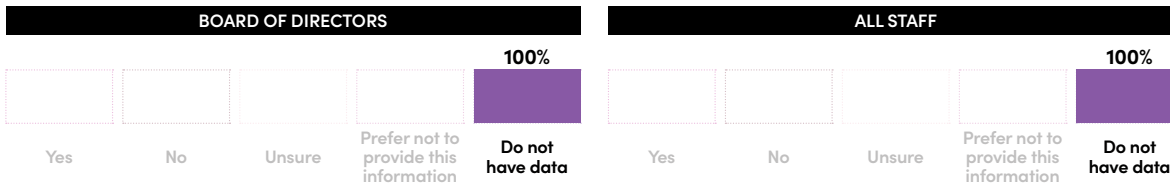
RACE AND ETHNICITY



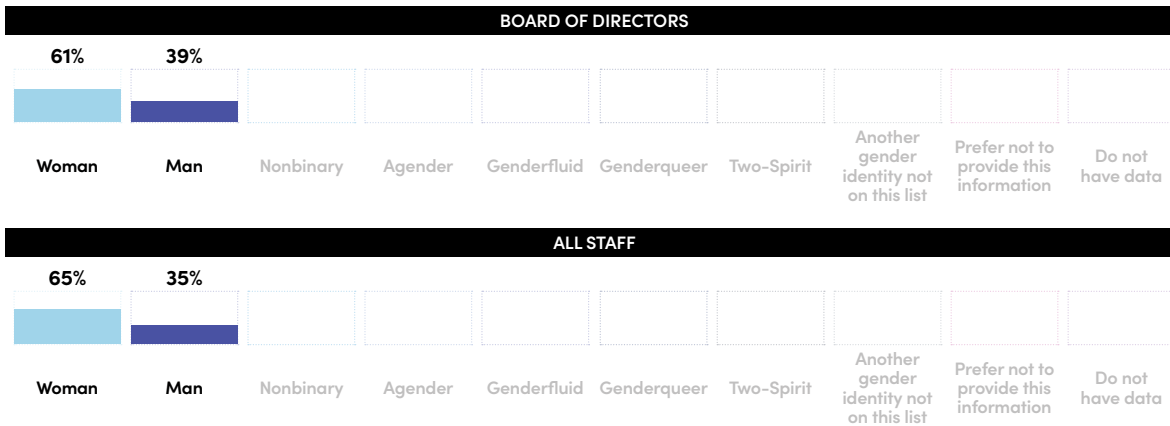
*These are decimals rather than whole numbers to accurately represent staff demographics that are <0.5% at this organization.

GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



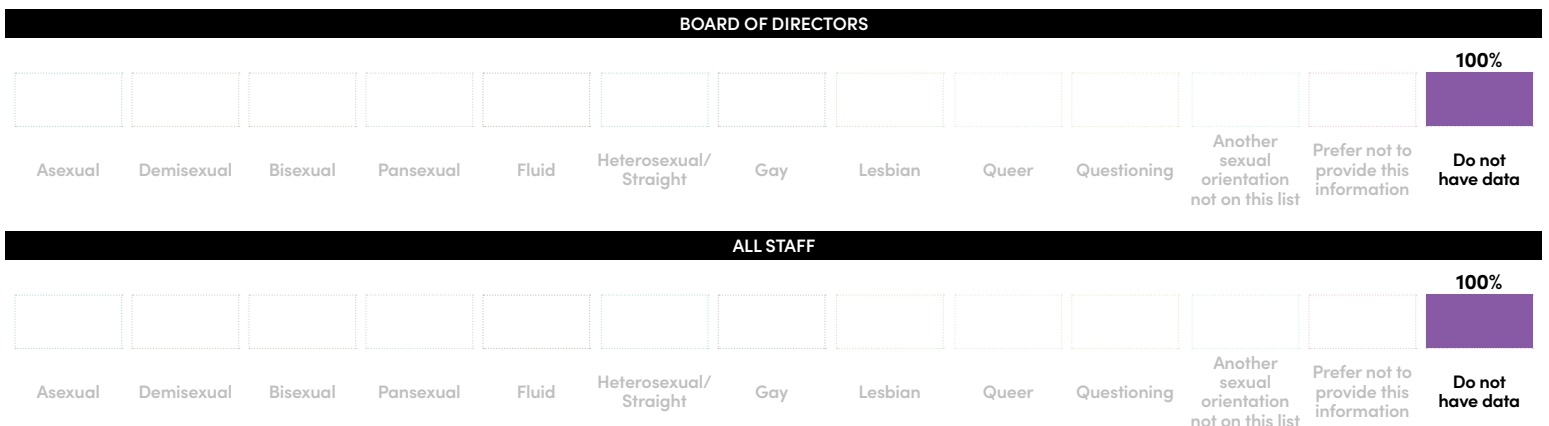
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



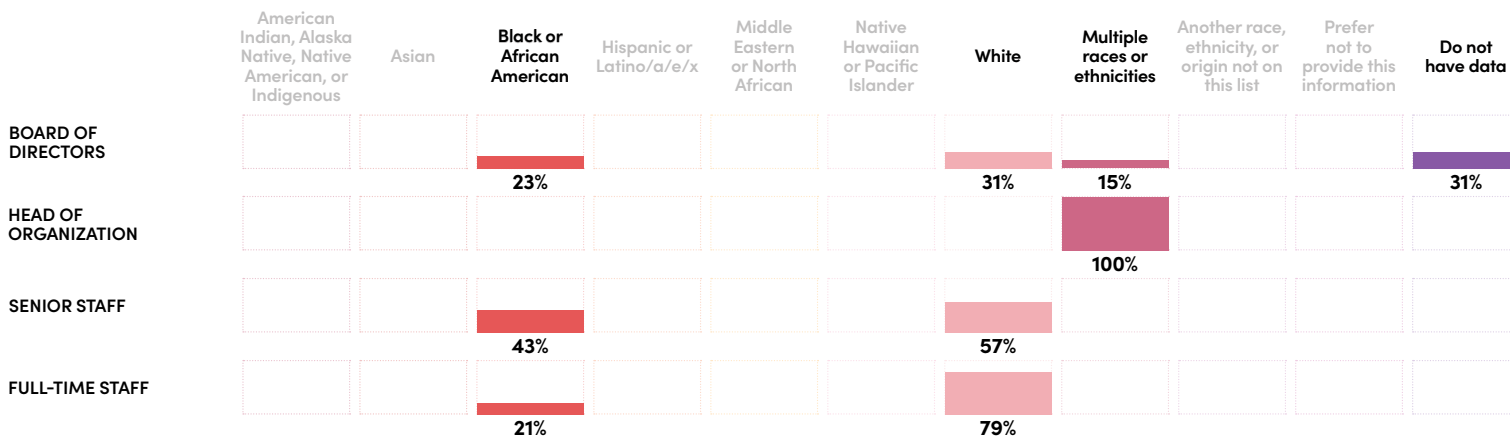
NATIONAL AUDUBON SOCIETY

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization? We conduct annual performance reviews and provide training to managers and staff.	YES NO
Do you have DEIJ goals written into your strategic plan? We have goals for organizational access, internal promotions, discrimination inquiries, experience, educational participation and supplier diversity.	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts? We pay all of our Affinity Groups an annual stipend, we have also committed \$25 million for overall EDIB efforts.	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions? We have a discrimination and harassment free workplace policy that explains the process.	YES NO
Does your organization pay all interns who work with you? Where we partner with external organizations to support interns, they are paid by the partner.	YES NO
How many weeks of paid parental leave does your organization provide employees?	6
Are DEIJ metrics included in performance reviews for executive and senior leadership? We are currently assessing our performance management process and will include EDIB goals for both Executive Team and the Senior level staff.	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants? We provide accommodations when we are made aware of the need.	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms? People and Culture has worked to identify and address in their processes.	YES NO
Do you have funded employee resource groups or affinity groups? Affinity groups are funded at the \$5k level each fiscal year.	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback? We have conducted engagement surveys in the past and plan to do another in the coming year.	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete? There are trainings available to staff but they are not required at this time.	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff? Elements have been built into Performance Management Process and management training classes. We have specific e-learning courses available to all staff.	YES NO
Do you have formal mentoring programs for staff? We are launching a coaching partnership with people managers this year.	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? This opportunity is in the planning phase for future Performance Management Process cycles.	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives? Last year the Audubon community provided feedback on a \$25mil investment to EDIB, which determined FY24 expenditures.	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts? A data dashboard is being designed to understand where we are as an organization in order to prioritize our EDIB efforts across our footprint.	YES NO

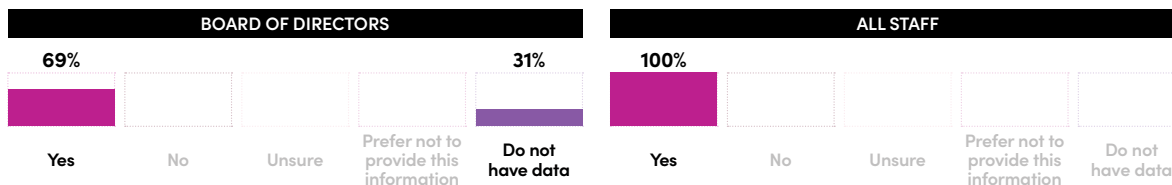
NATIONAL ENVIRONMENTAL EDUCATION FOUNDATION (NEEF)

RACE AND ETHNICITY

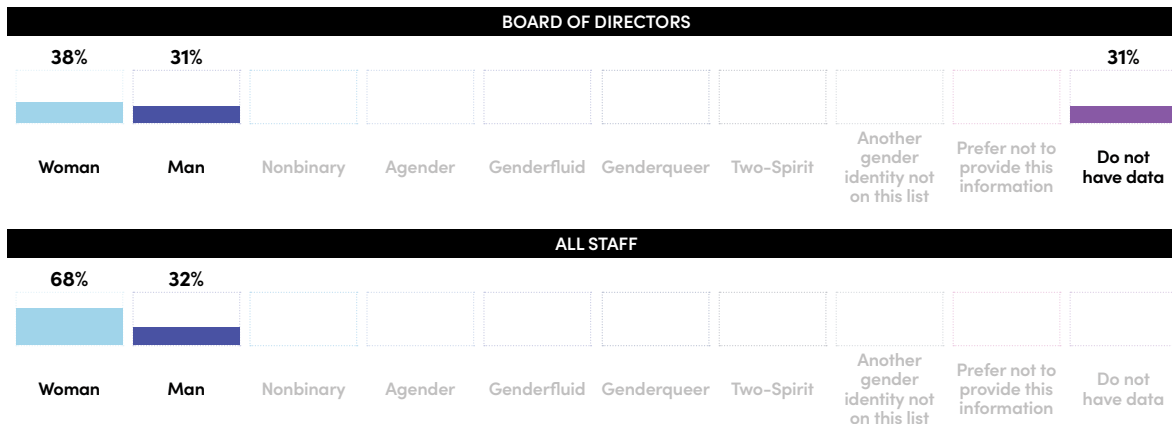


GENDER IDENTITY

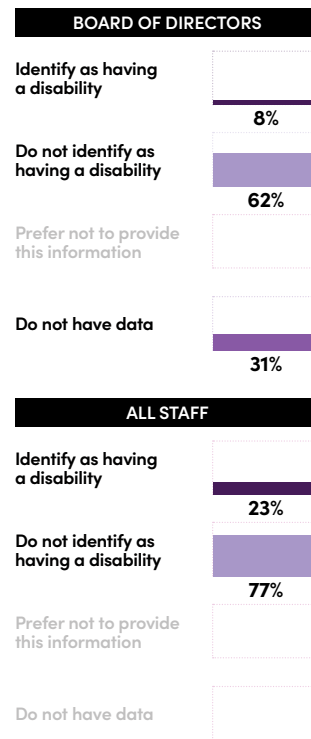
Do you identify with the gender assigned to you at birth?



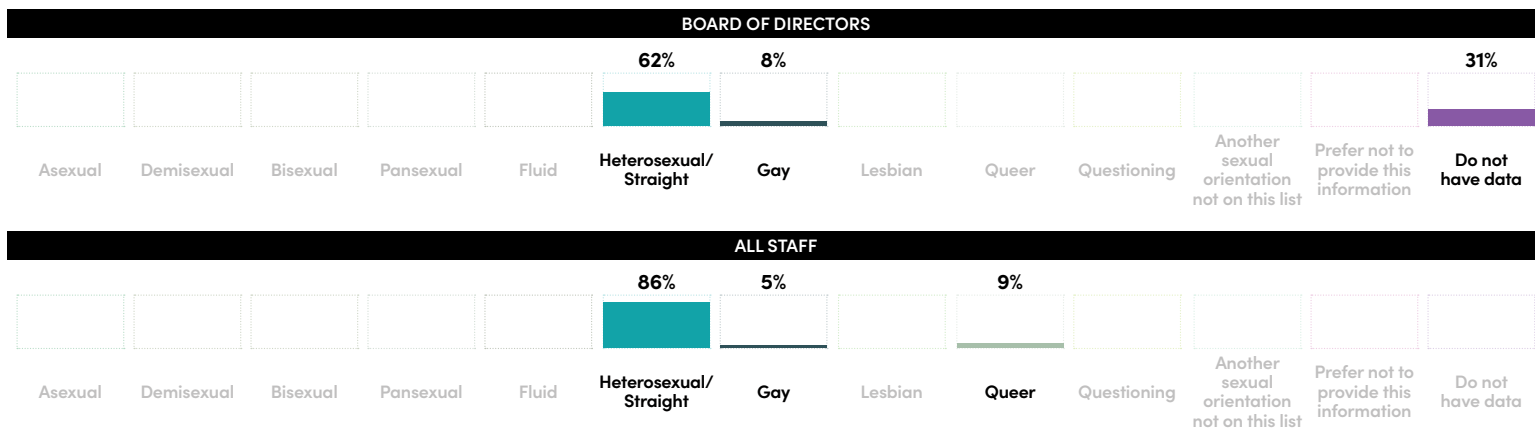
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



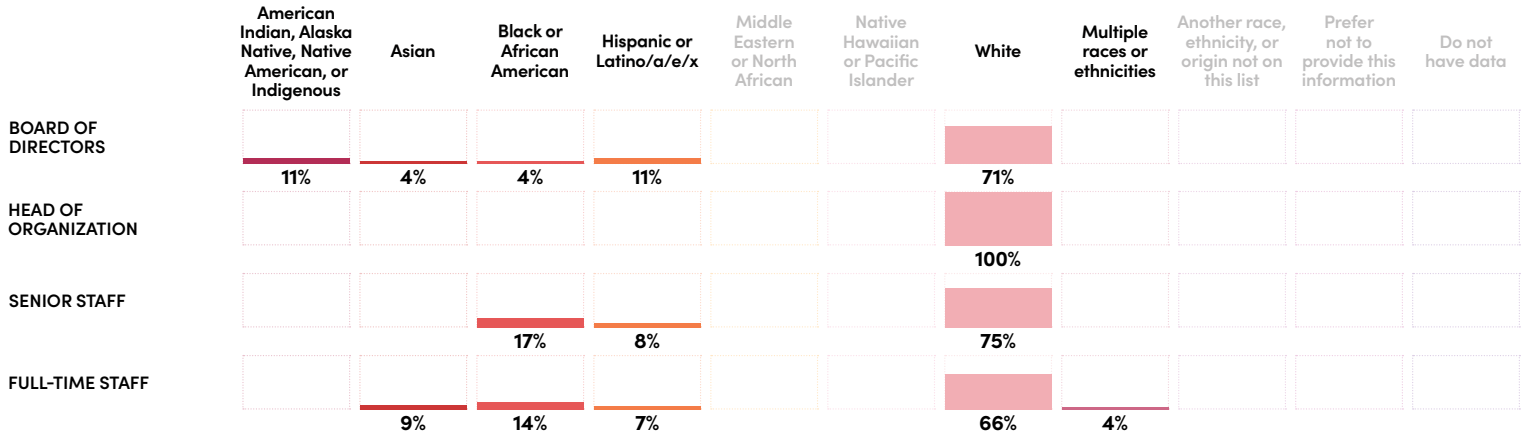
NATIONAL ENVIRONMENTAL EDUCATION FOUNDATION (NEEF)

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	4	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? We have bias trainings online and live. While all staff have completed at least one, it is not a requirement.	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? Anonymous surveys allow for feedback but it isn't supervisor specific.	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

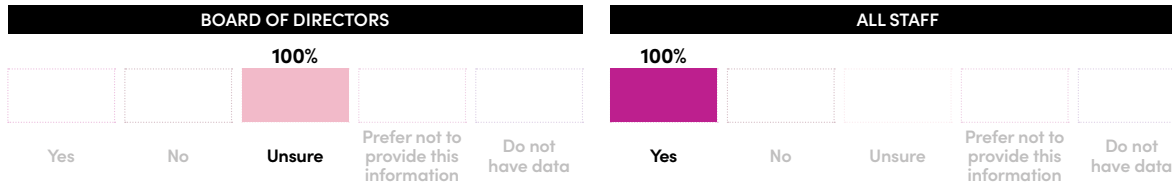
NATIONAL FISH AND WILDLIFE FOUNDATION

RACE AND ETHNICITY

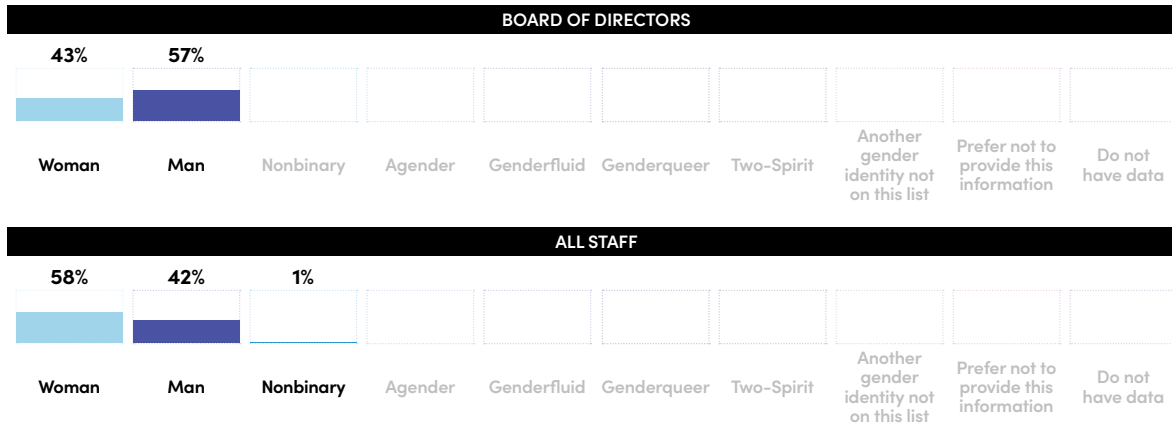


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



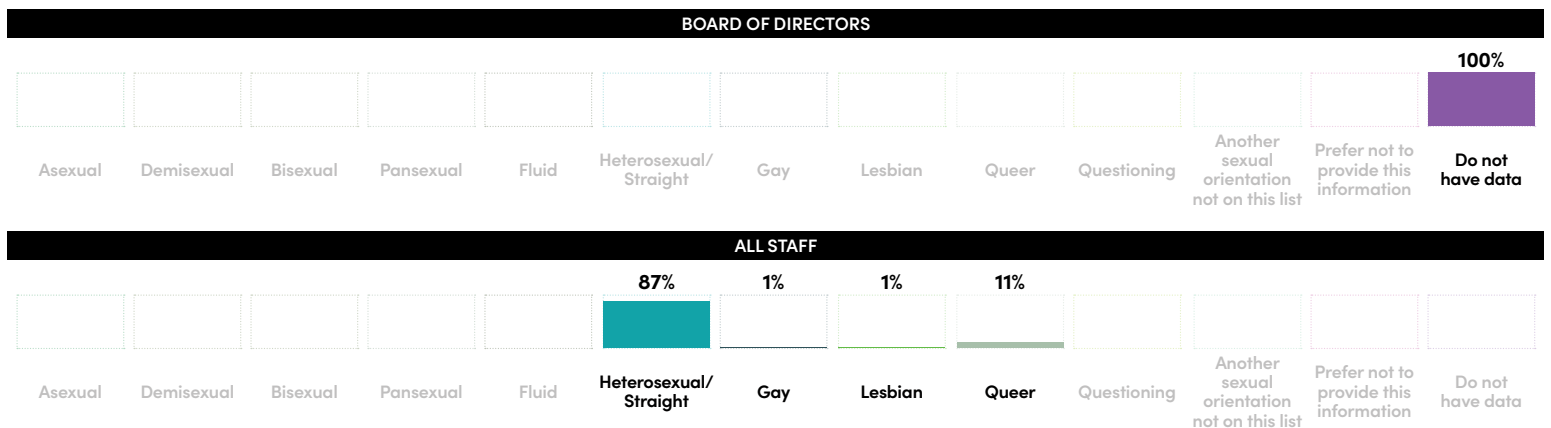
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



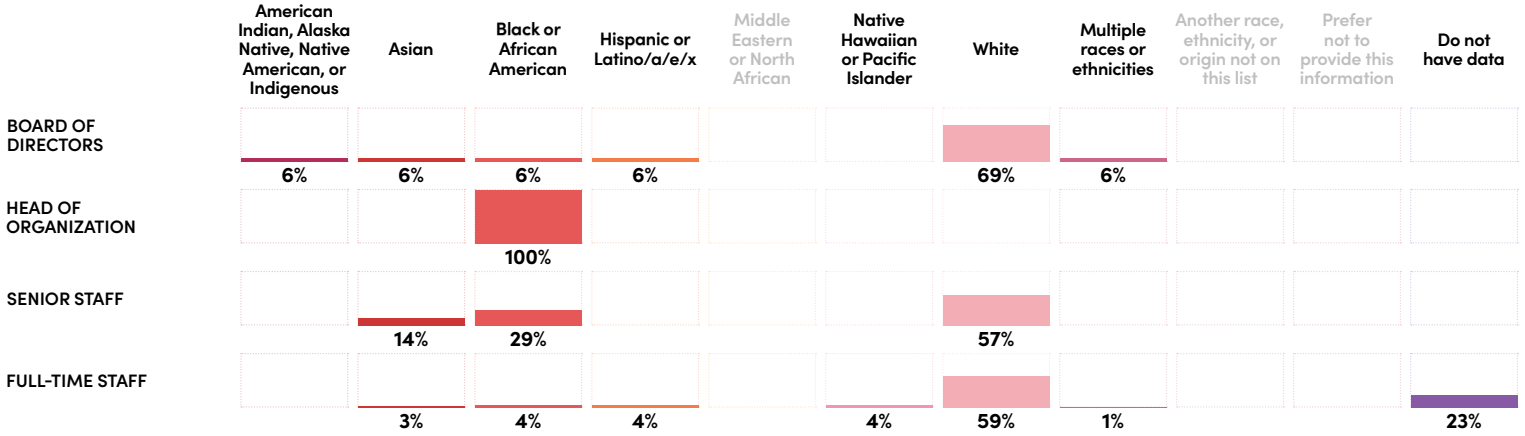
NATIONAL FISH AND WILDLIFE FOUNDATION

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view? The Foundation has a pay scale, but is not available for staff to view.	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants? The Foundation lists wage information for the Grants Administrator position.	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	4	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias? Board Members are appointed by the Department of Interior.	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

NATIONAL MARINE SANCTUARY FOUNDATION

RACE AND ETHNICITY

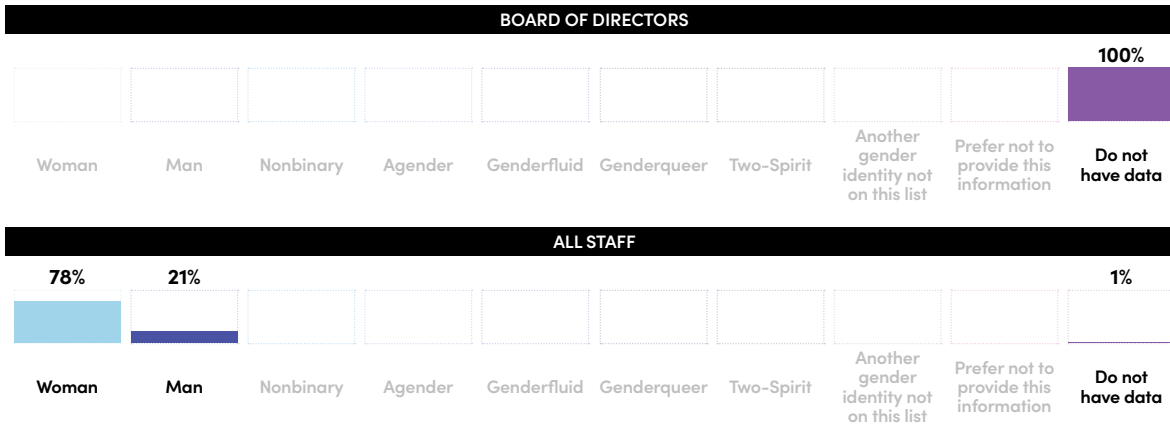


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



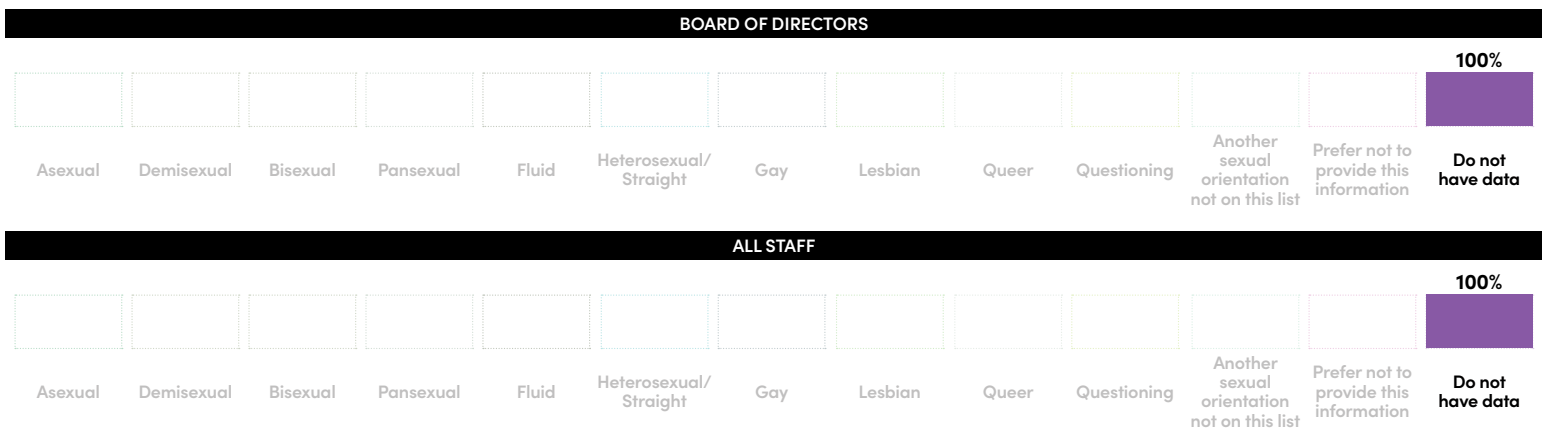
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



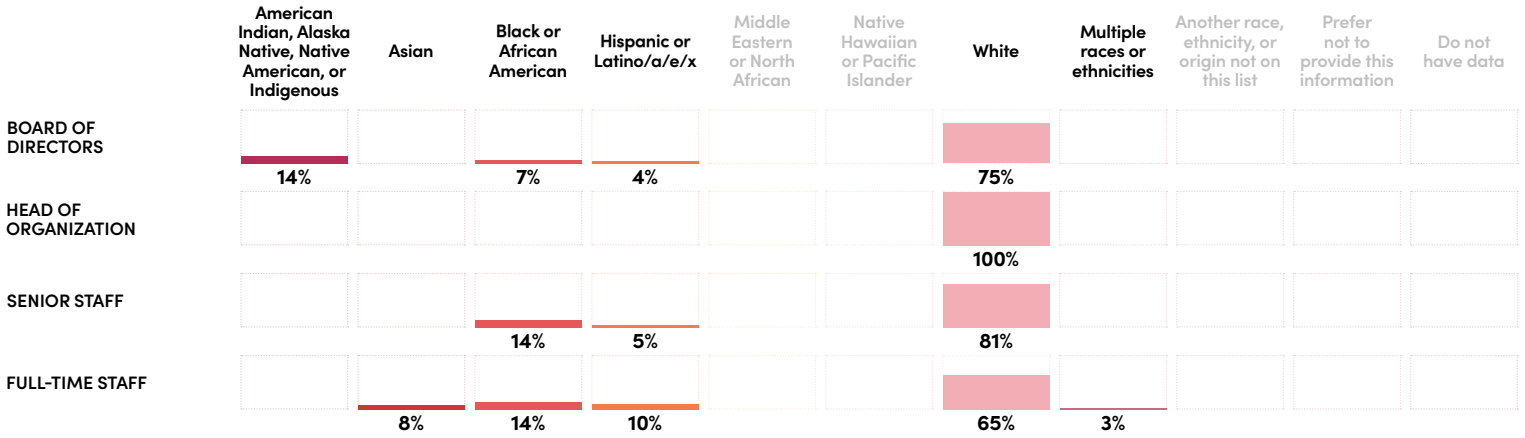
NATIONAL MARINE SANCTUARY FOUNDATION

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees? Short term disability offered.	0	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

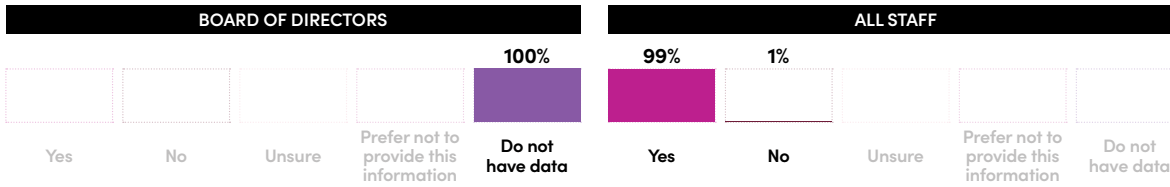
NATIONAL PARK FOUNDATION

RACE AND ETHNICITY

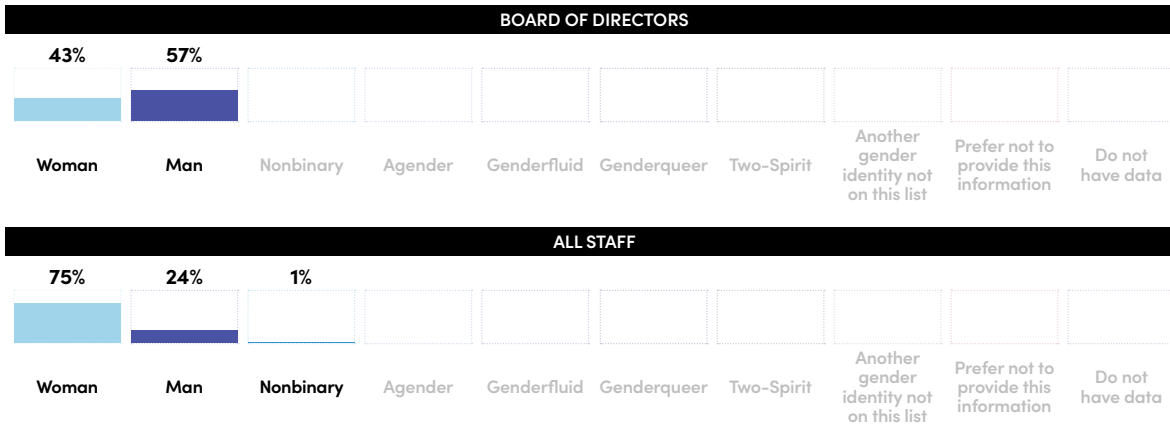


GENDER IDENTITY

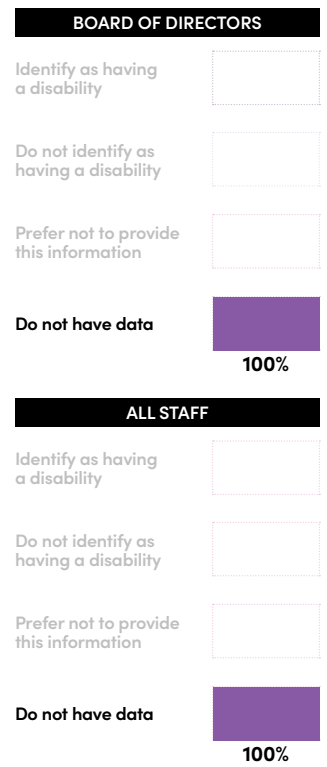
Do you identify with the gender assigned to you at birth?



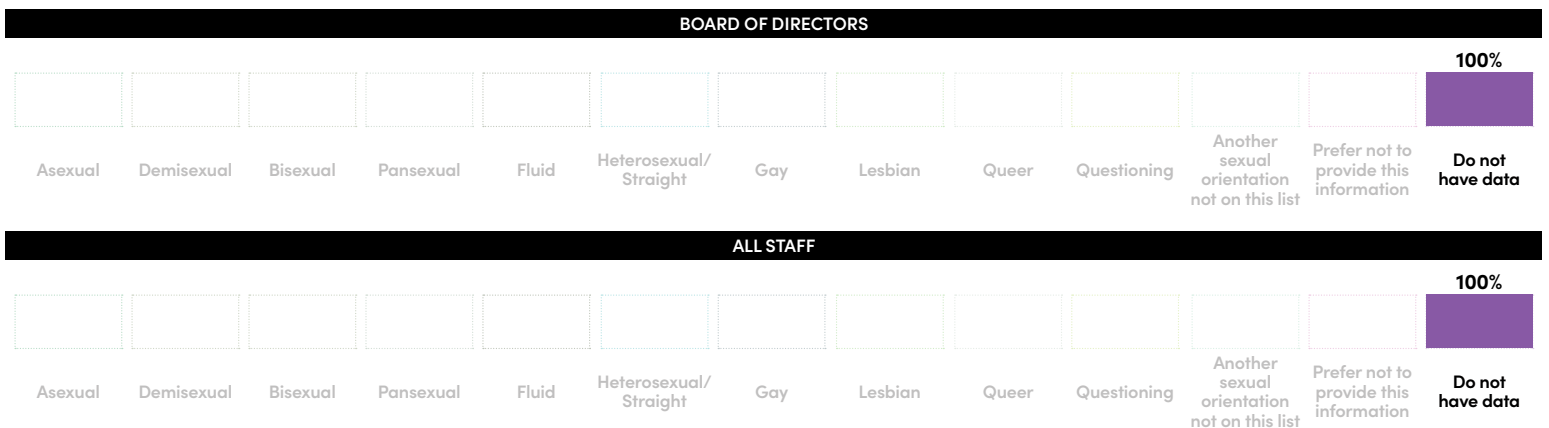
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



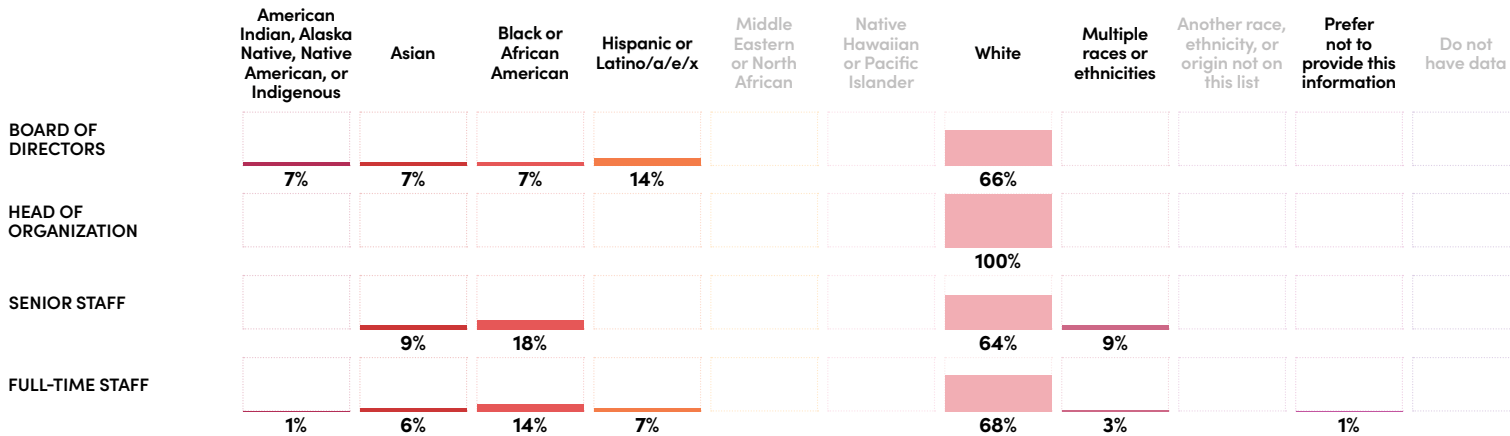
NATIONAL PARK FOUNDATION

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	6	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

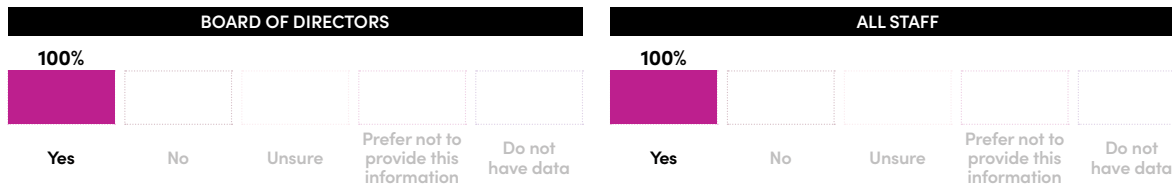
NATIONAL PARKS CONSERVATION ASSOCIATION

RACE AND ETHNICITY

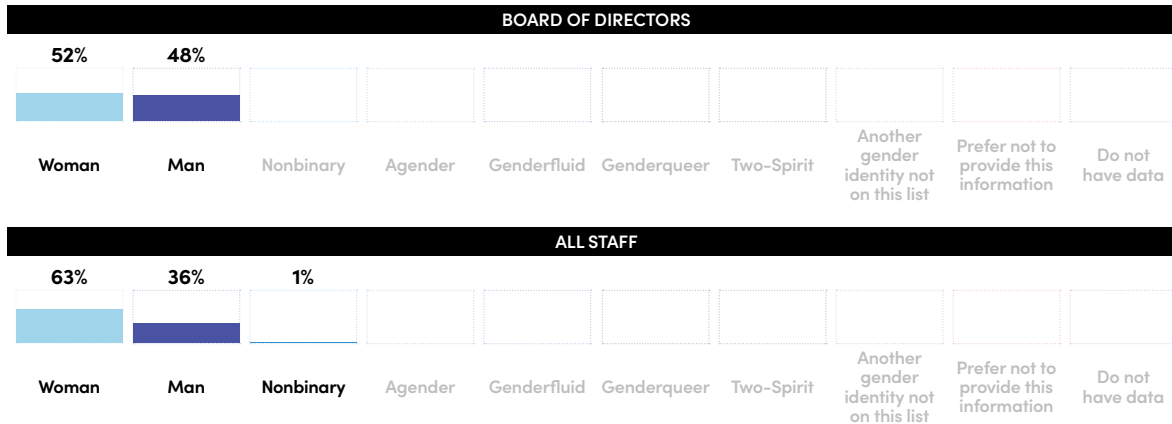


GENDER IDENTITY

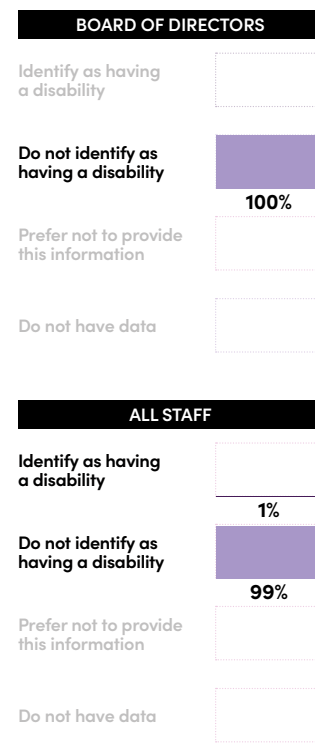
Do you identify with the gender assigned to you at birth?



What gender do you identify with?

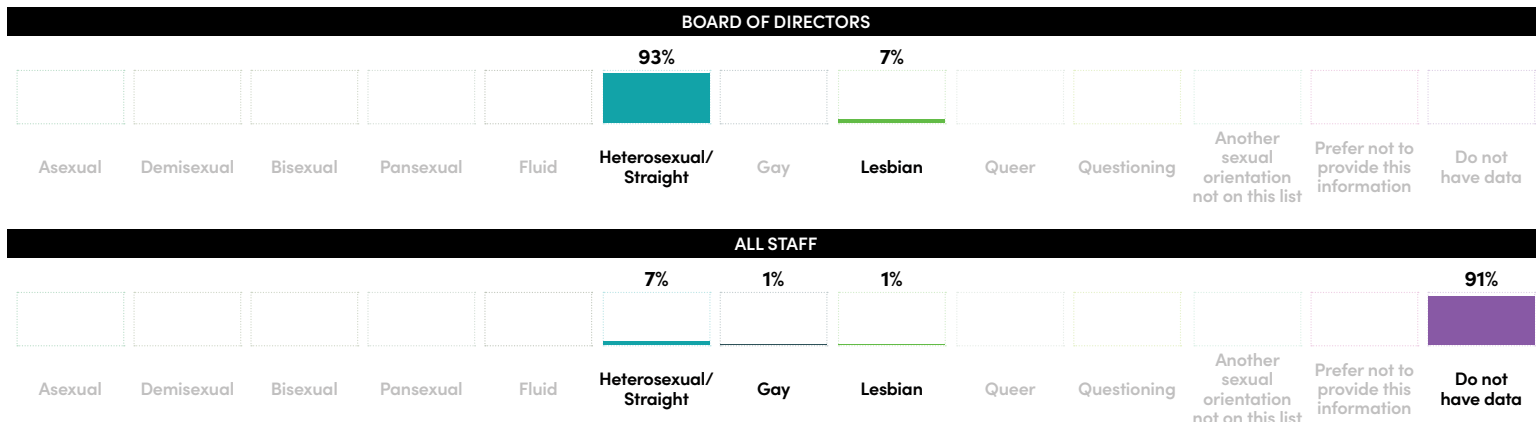


DISABILITY STATUS



SEXUAL ORIENTATION

*Please note this organization's sexual orientation data was corrected after the deadline for submission, as a result it wasn't included in the overall analysis of the report.



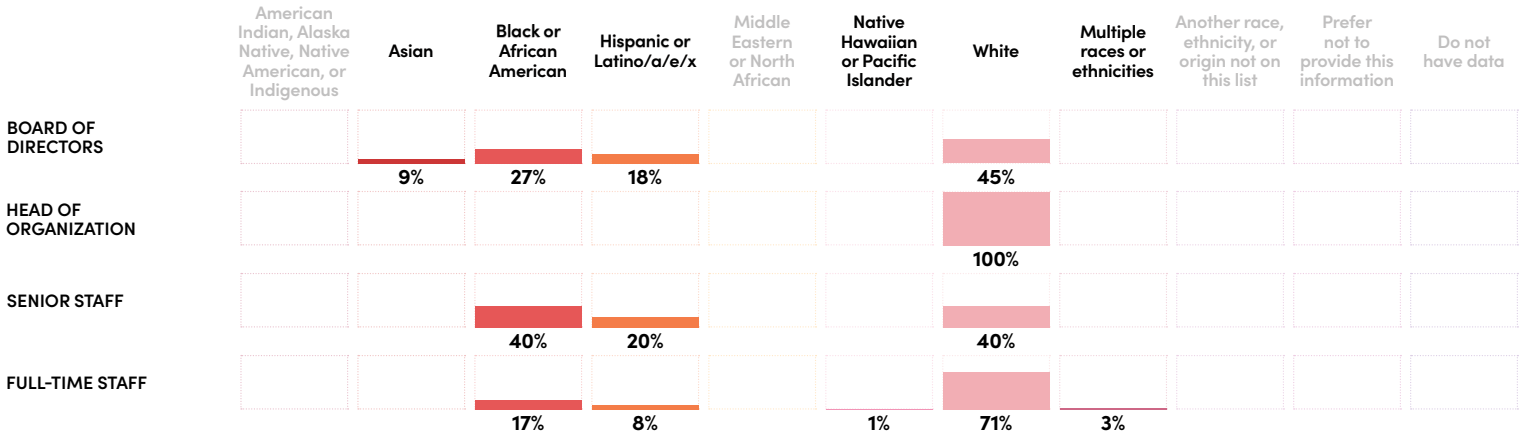
NATIONAL PARKS CONSERVATION ASSOCIATION

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan? We refer to them as JEDI (Justice, Equity, Diversity and Inclusion).	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you? Some interns opt for school credits but pay is always the first option.	YES	NO
How many weeks of paid parental leave does your organization provide employees?	6	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants? Depending on the accommodations requested. All requests are taken into consideration and discussed with full disclosure.	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff? We have a "Buddy Program" where new hires are teamed up with an employee outside of the new hires' department.	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

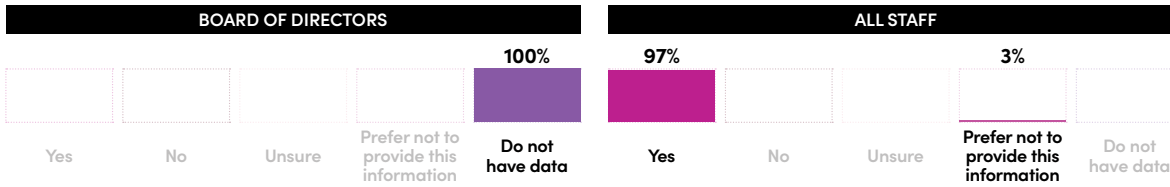
NATIONAL RECREATION AND PARK ASSOCIATION

RACE AND ETHNICITY

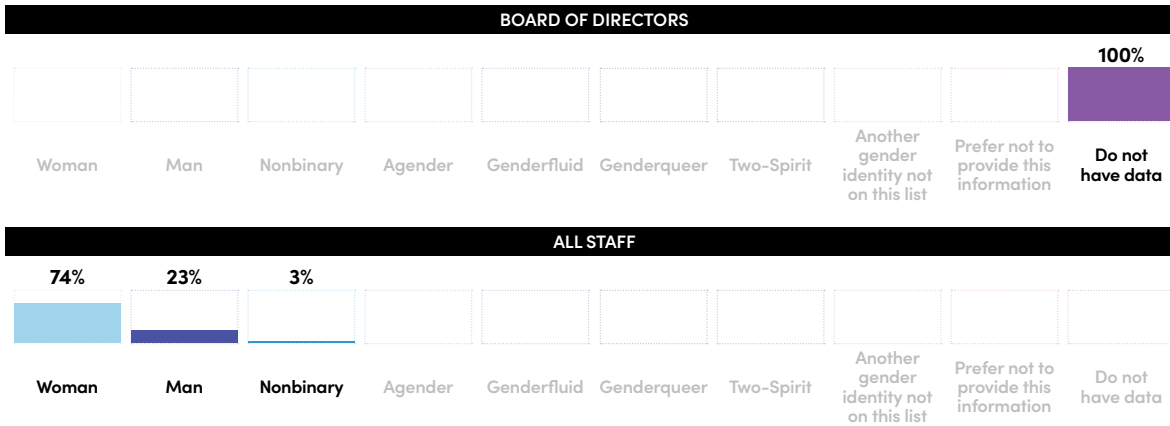


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



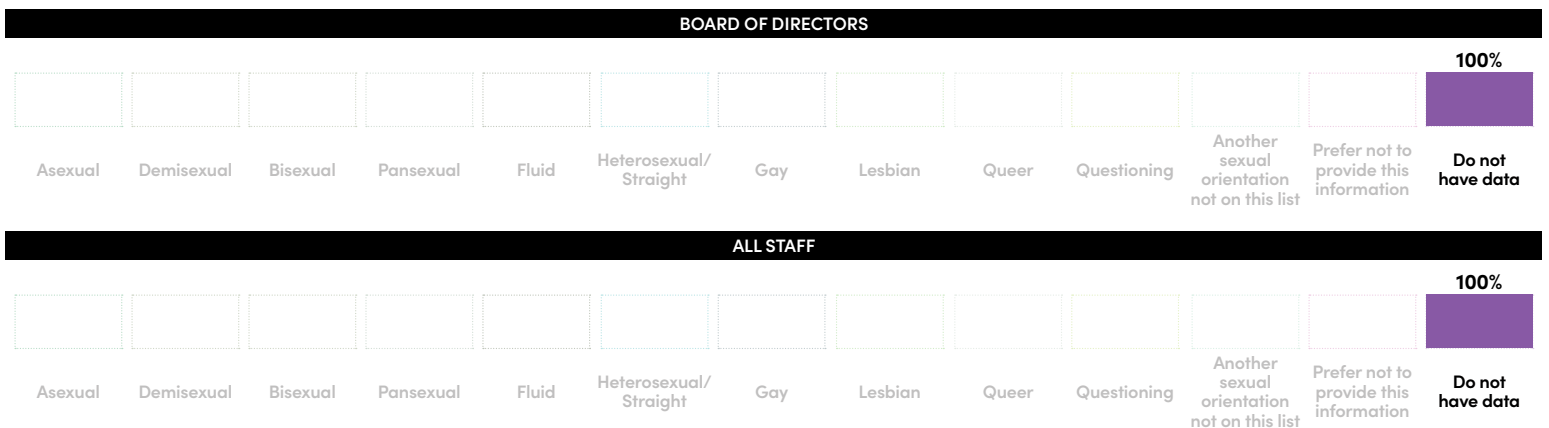
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



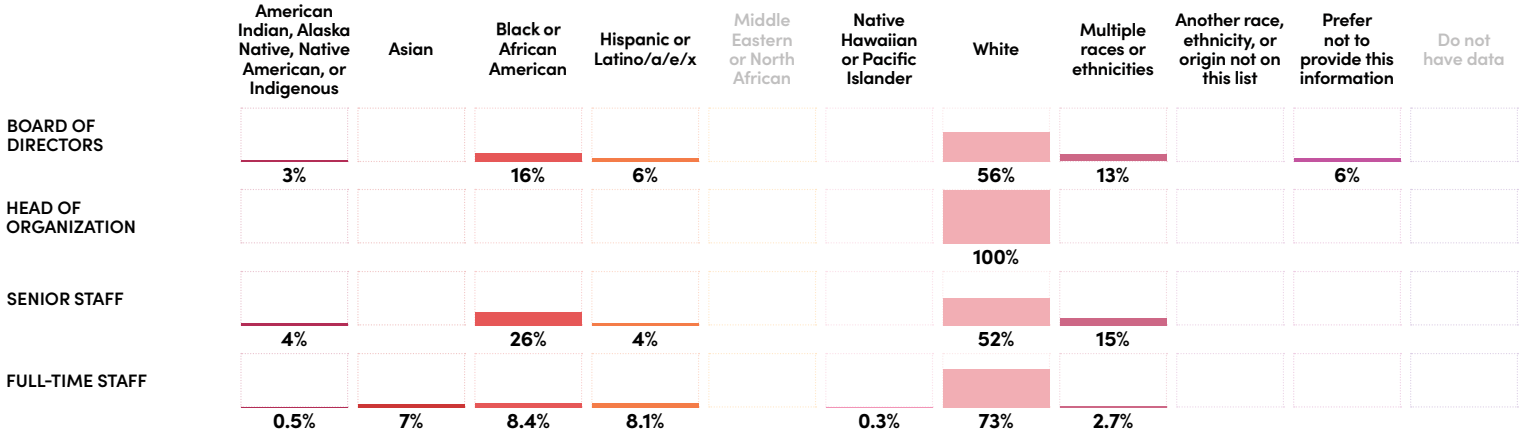
NATIONAL RECREATION AND PARK ASSOCIATION

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?		12
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

NATIONAL WILDLIFE FEDERATION

RACE AND ETHNICITY



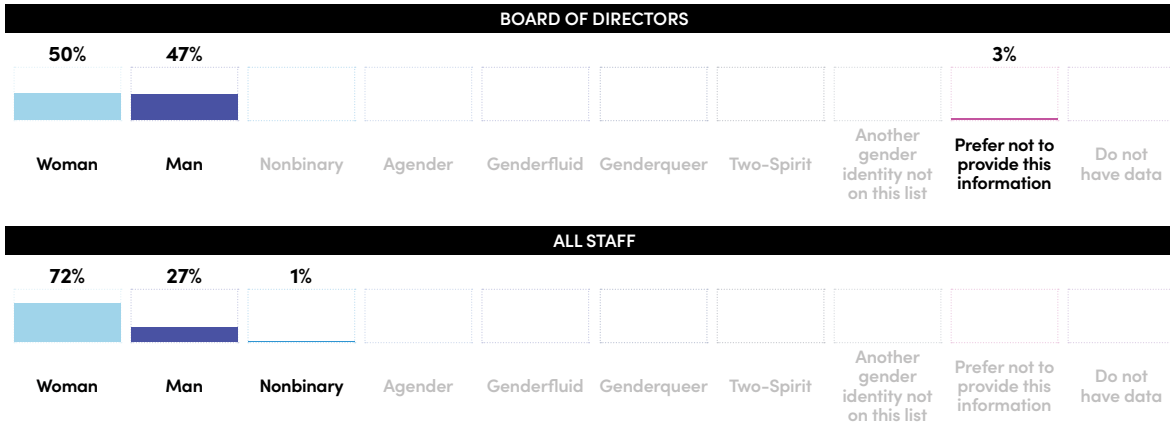
*These are decimals rather than whole numbers to accurately represent staff demographics that are <0.5% at this organization.

GENDER IDENTITY

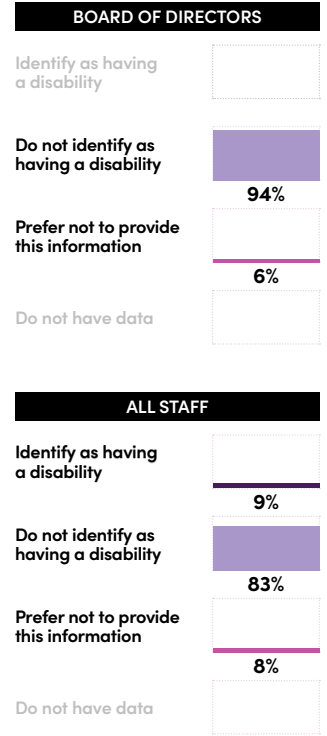
Do you identify with the gender assigned to you at birth?



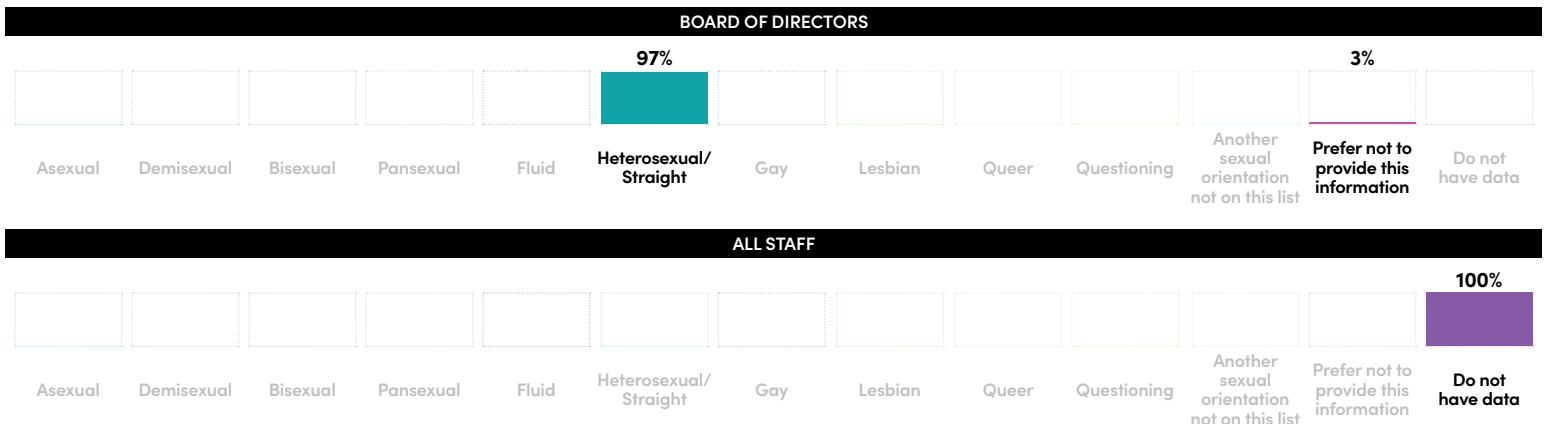
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



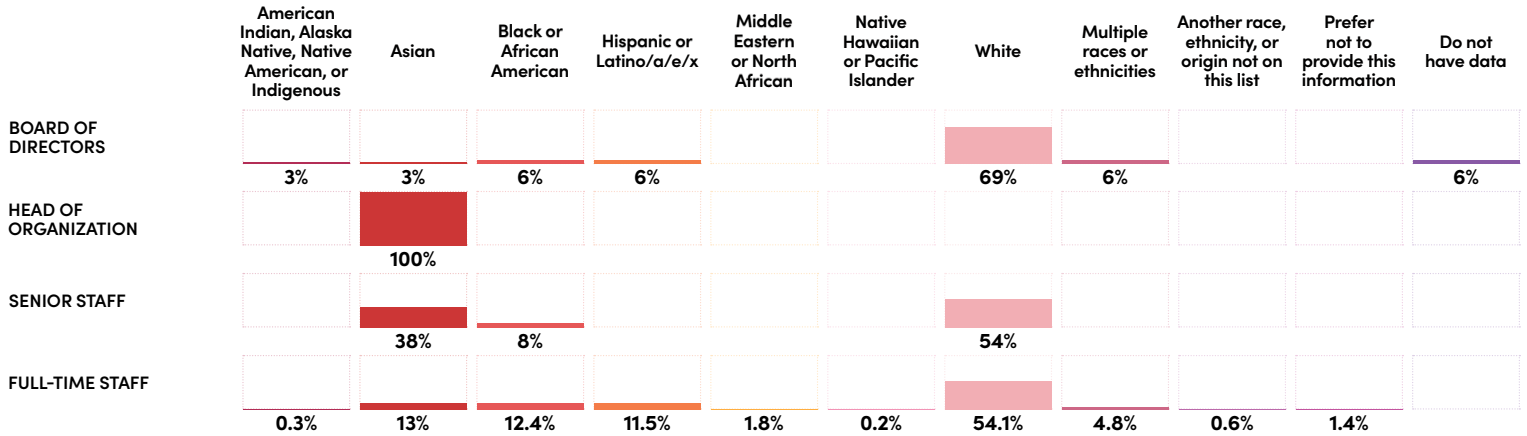
NATIONAL WILDLIFE FEDERATION

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization? We are bringing back performance evaluations in Summer 2024 after a 3-year pause.	YES NO
Do you have DEIJ goals written into your strategic plan?	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions? We have a code of conduct as well as resources (like ombuds) to navigate these issues.	YES NO
Does your organization pay all interns who work with you? We do not recruit for unpaid internships. We only offer unpaid internships if it is required by the intern's school program.	YES NO
How many weeks of paid parental leave does your organization provide employees?	16
Are DEIJ metrics included in performance reviews for executive and senior leadership? All staff are evaluated on the same metrics which include DEIJ metrics, and people managers are evaluated on additional DEIJ metrics.	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES NO
Do you have funded employee resource groups or affinity groups?	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete? This was a practice previously that we will return to, and we have voluntary anti-racism training.	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff? Staff skill building and training around equity and justice values are somethings we hope to begin in the next year.	YES NO
Do you have formal mentoring programs for staff? We are launching a pilot mentorship program in May, and we plan to turn the pilot into a formal program in the near future.	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? This will be part of formal employee evaluations starting this summer 2024.	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives? Staff provide feedback following staff trainings, in exit interviews, and can provide feedback ad-hoc to the HR and DEIJ teams.	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts? We use the feedback to make changes, but are not currently tracking metrics.	YES NO

NATURAL RESOURCE DEFENSE COUNCIL (NRDC)

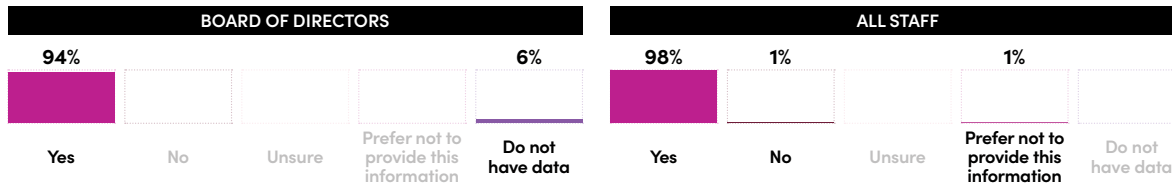
RACE AND ETHNICITY



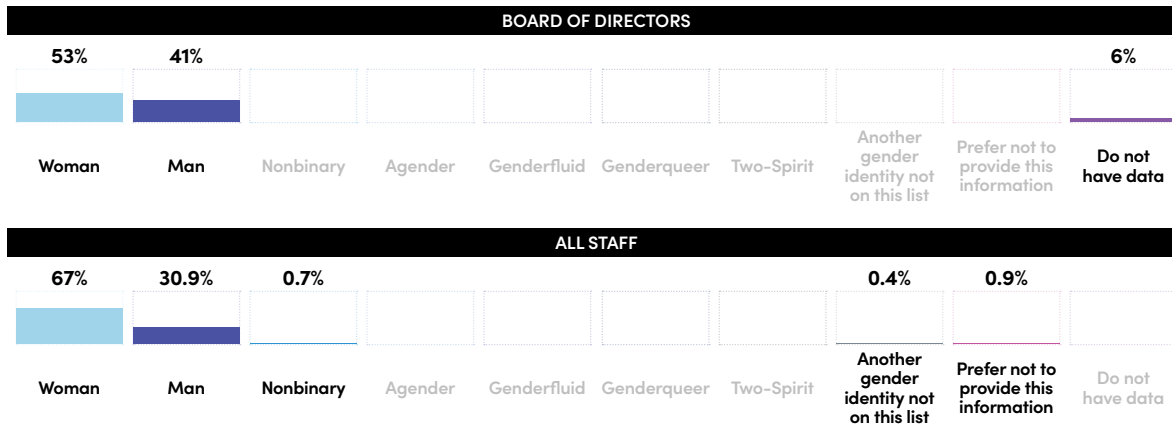
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GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



What gender do you identify with?

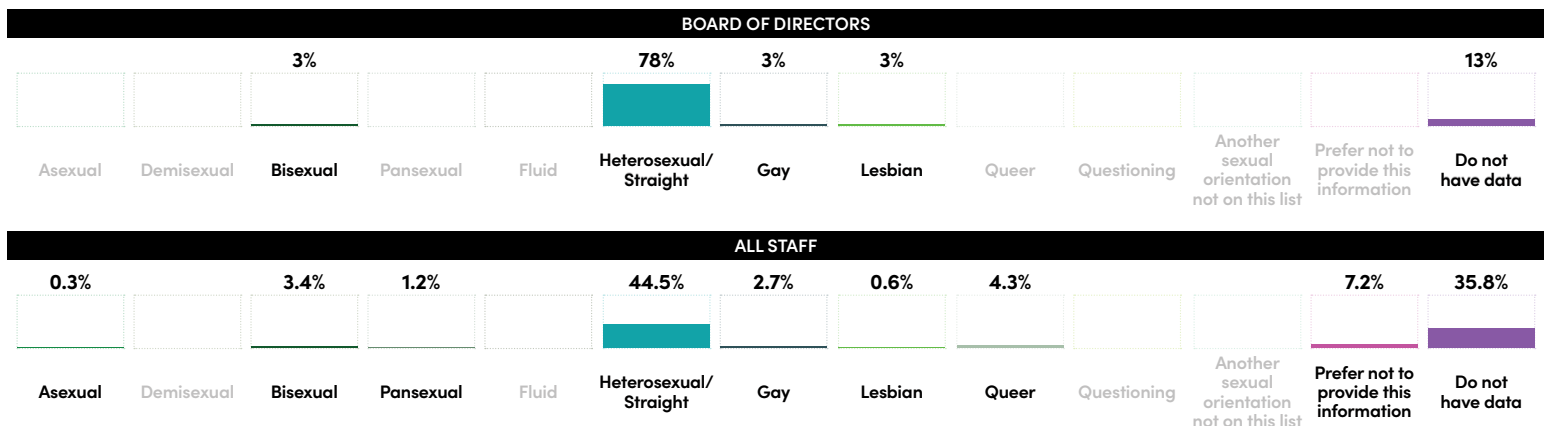


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DISABILITY STATUS



SEXUAL ORIENTATION



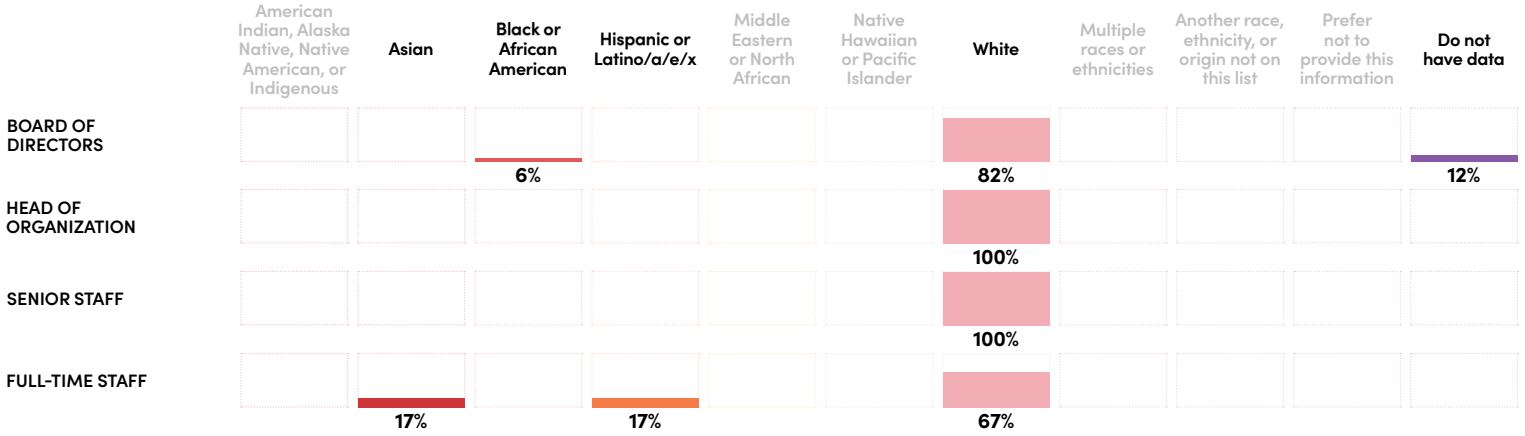
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NATURAL RESOURCE DEFENSE COUNCIL (NRDC)

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

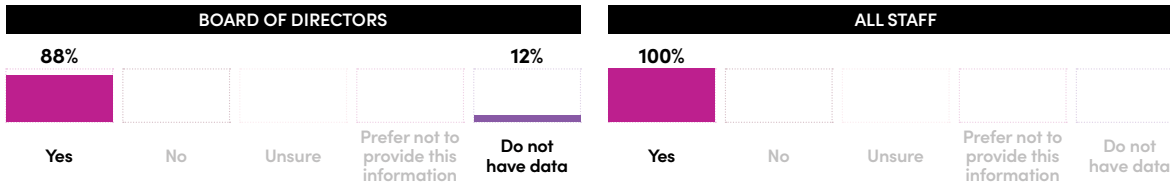
Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES NO
Do you have DEIJ goals written into your strategic plan? They will be included next year. This year, we are redefining our values, which will help us with an aligned DEI strategy and approach.	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES NO
Does your organization pay all interns who work with you? We have unpaid interns in addition to paid interns.	YES NO
How many weeks of paid parental leave does your organization provide employees? NRDC Family Medical Leave offers up to 26 weeks of job protection. NRDC pays up to 18 weeks and the employee can use PTO for remaining time.	UP TO 18
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES NO
Do you have funded employee resource groups or affinity groups?	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete? People managers are required to complete an unconscious bias training.	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES NO
Do you have formal mentoring programs for staff?	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

RACE AND ETHNICITY

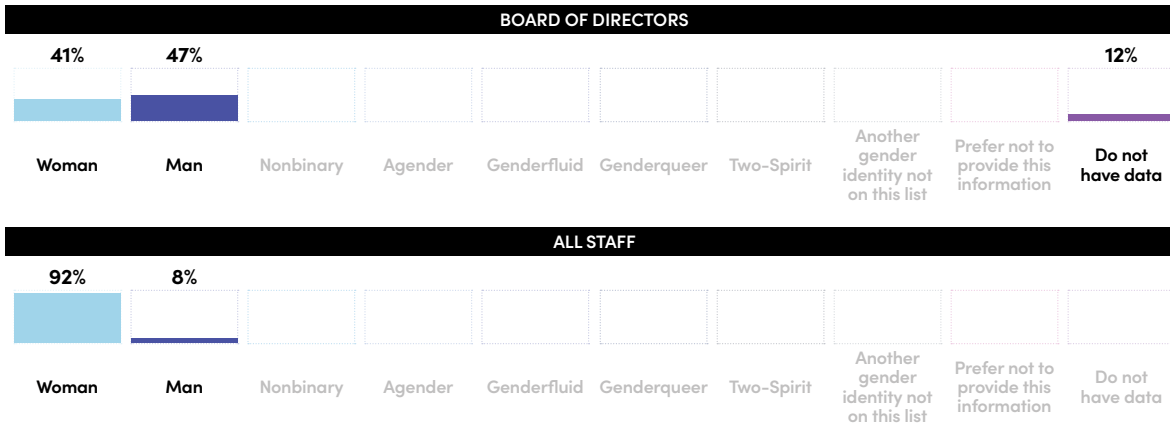


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



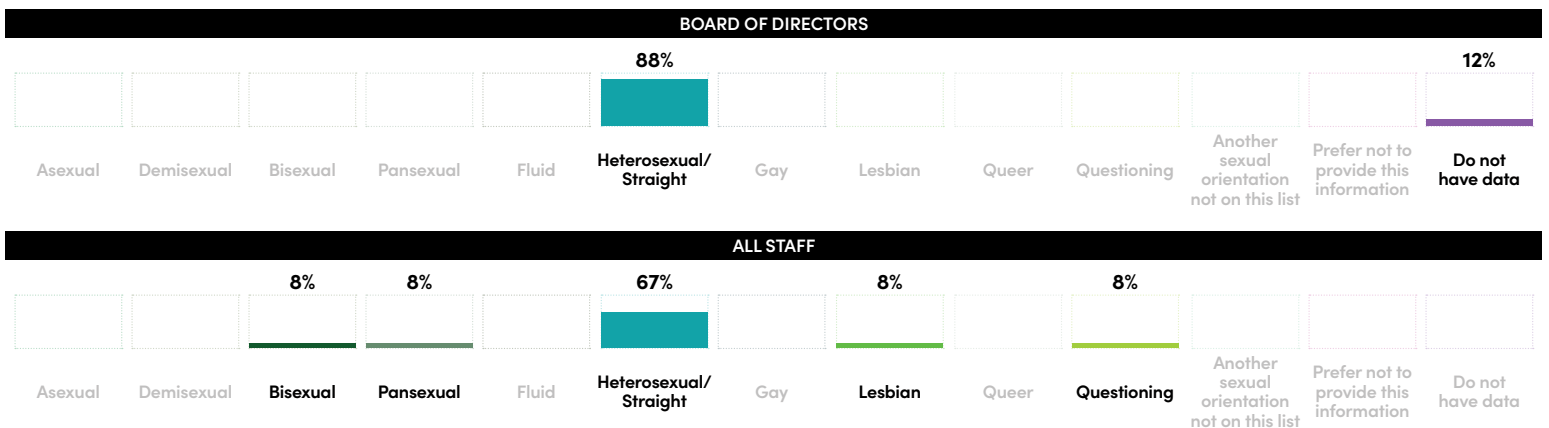
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

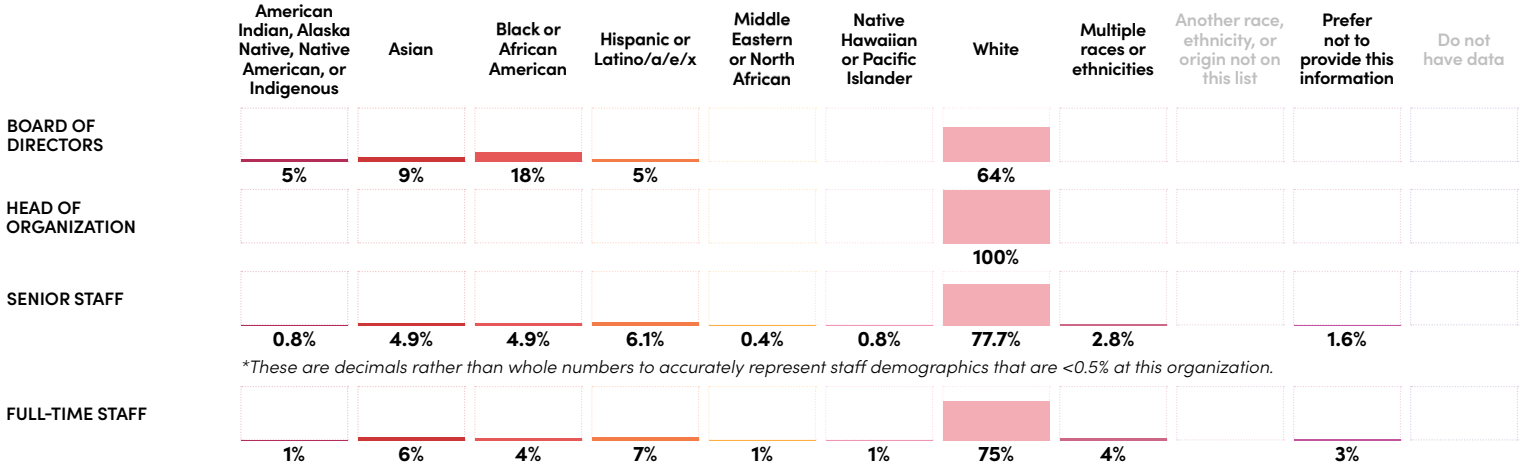


DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions? For racial discrimination and harassment yes - not for microaggressions.	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	3	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

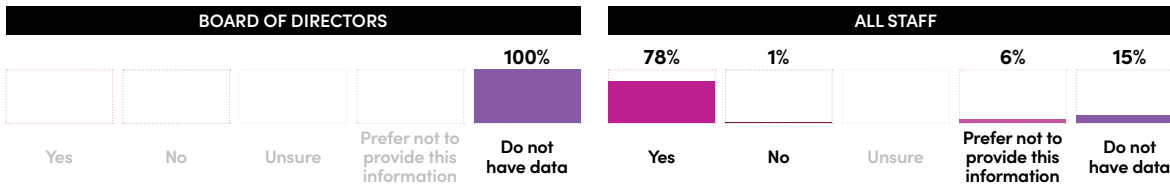
THE NATURE CONSERVANCY

RACE AND ETHNICITY

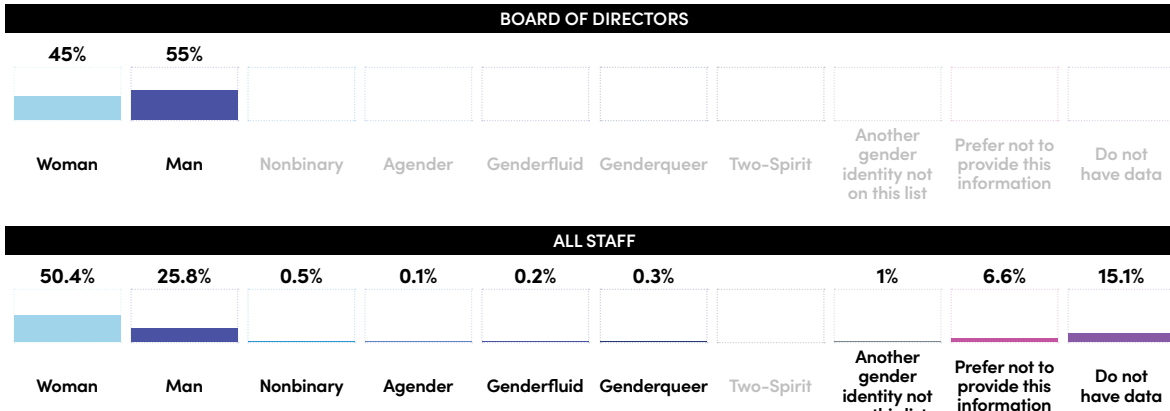


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?

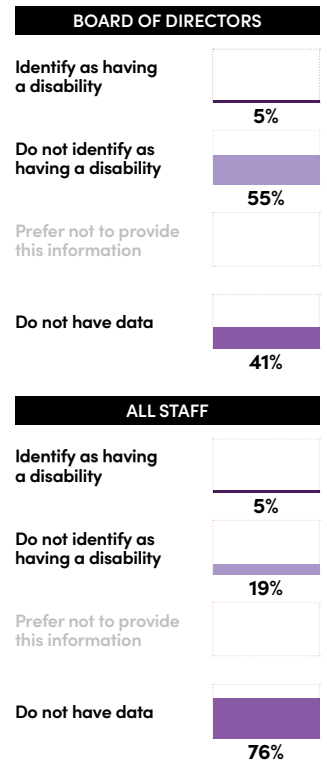


What gender do you identify with?



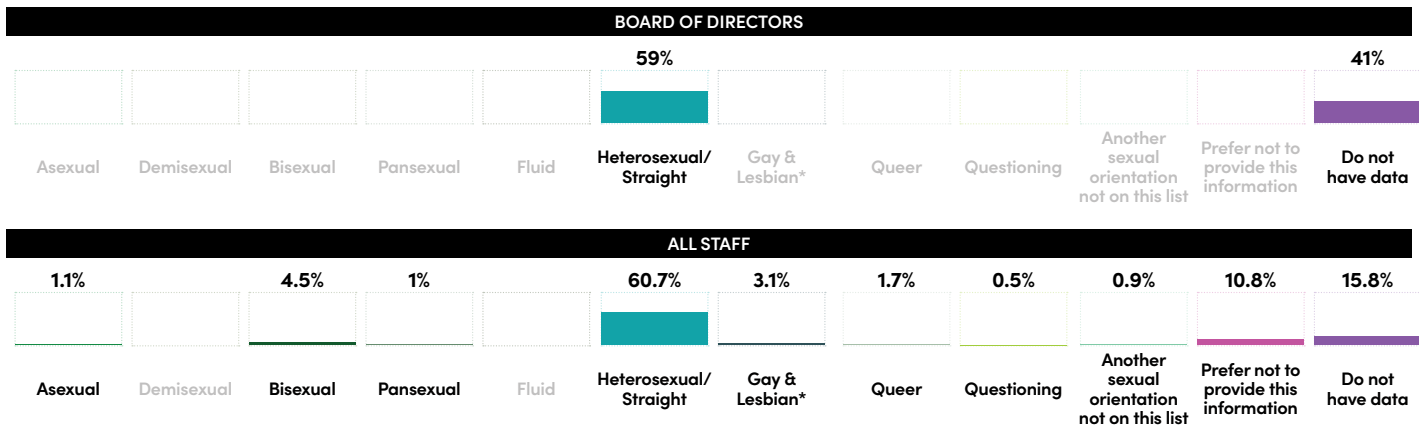
*These are decimals rather than whole numbers to accurately represent staff demographics that are <0.5% at this organization.

DISABILITY STATUS



SEXUAL ORIENTATION

*The Nature Conservancy combines "Gay" and "Lesbian" when surveying their staff.



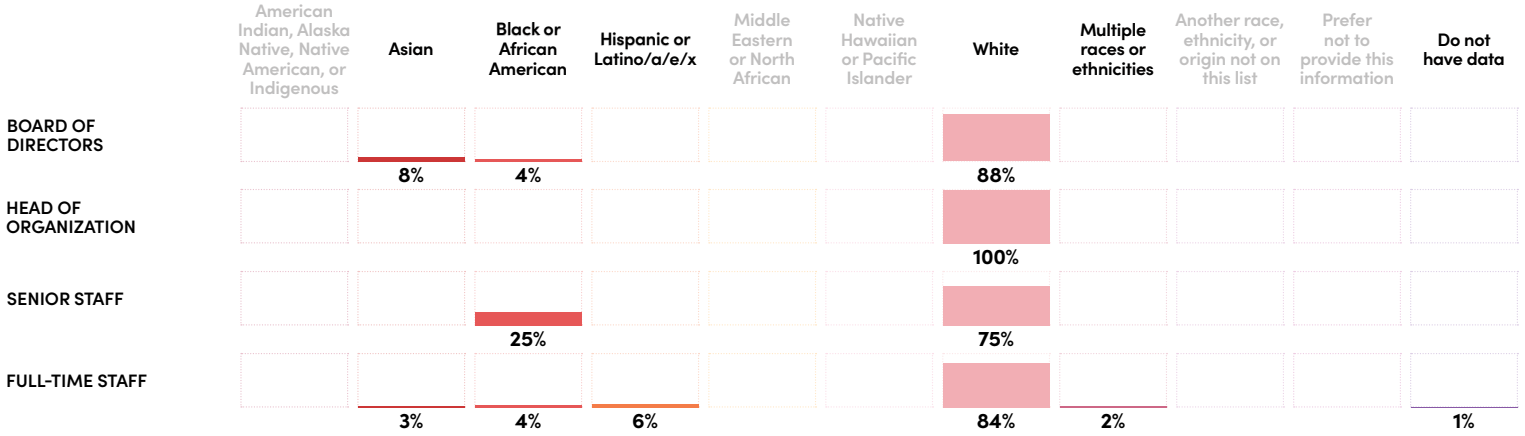
*These are decimals rather than whole numbers to accurately represent staff demographics that are <0.5% at this organization.

THE NATURE CONSERVANCY

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	8	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

RACE AND ETHNICITY

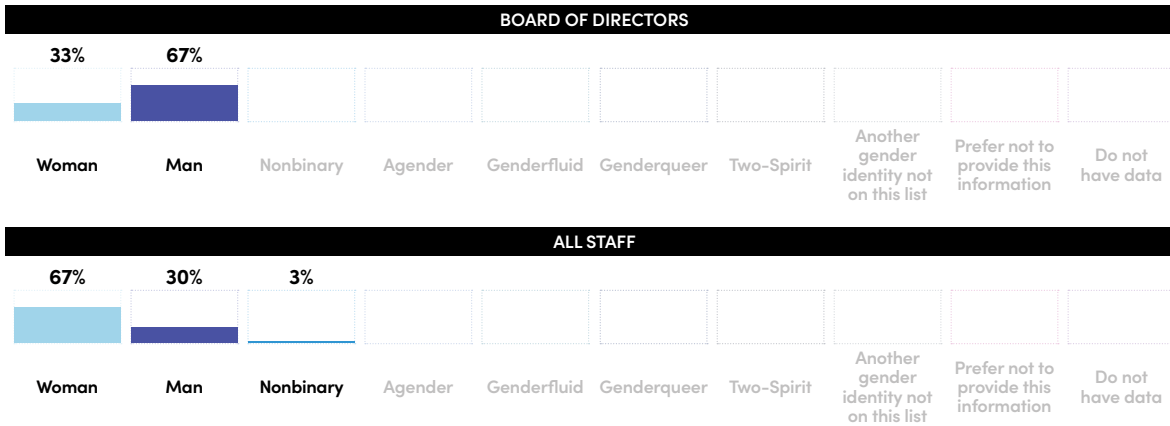


GENDER IDENTITY

Do you identify with the sex assigned to you at birth?



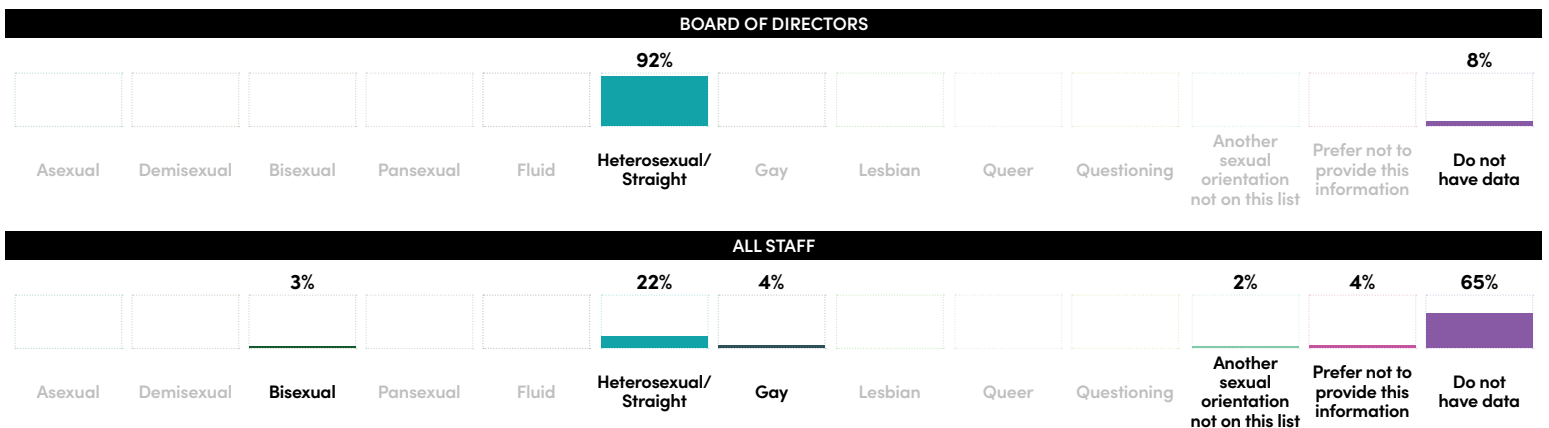
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

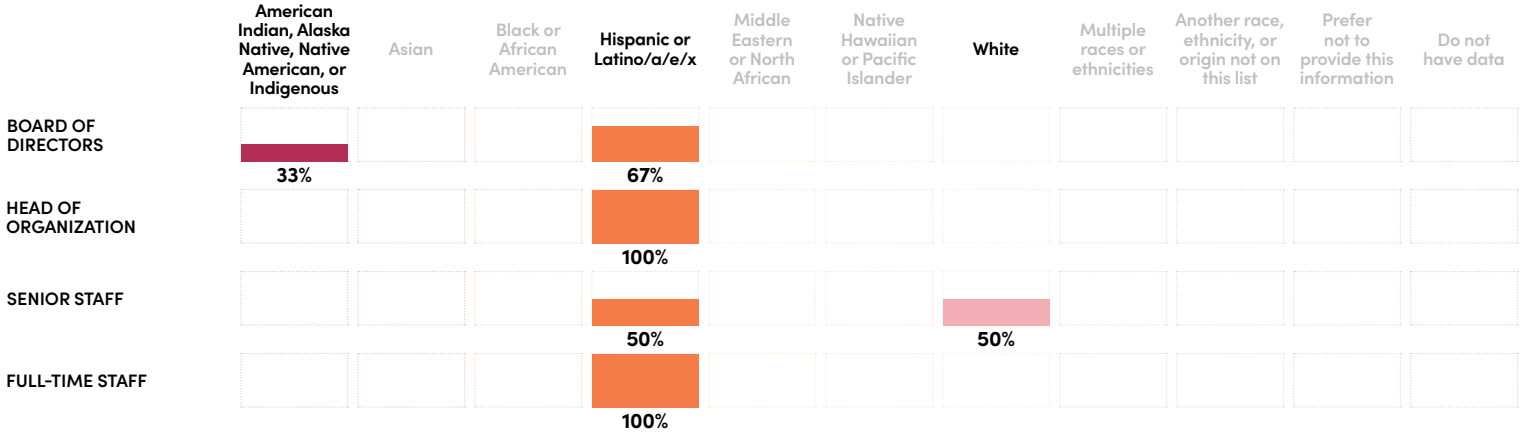


DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES NO
Do you have DEIJ goals written into your strategic plan?	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions? We partner with an organization called All Voices, where employees can raise concerns, anonymously or not, that we then escalate as appropriate.	YES NO
Does your organization pay all interns who work with you?	YES NO
How many weeks of paid parental leave does your organization provide employees?	UP TO 26 WEEKS
Are DEIJ metrics included in performance reviews for executive and senior leadership? We are currently developing a DEI Metrics Dashboard to incorporate DEIJ metrics into performance reviews for Senior Leadership Team and Executive Leadership Team.	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias? We have collaborated with a consultant to redesign our selection process, making it more inclusive.	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms? We partner with Textio, a software tool that helps us eliminate bias from job postings, performance reviews, and brand content.	YES NO
Do you have funded employee resource groups or affinity groups?	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback? We conduct an annual employee engagement survey along with a pulse check survey.	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete? Hiring managers are required to complete the 'Interrupting Bias in the Hiring Process' certification provided by Textio.	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff? The Senior Leadership Team participated in Cultural Intelligence training sessions, which we plan to expand across the entire organization.	YES NO
Do you have formal mentoring programs for staff?	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? Our performance appraisal process incorporates upward feedback.	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

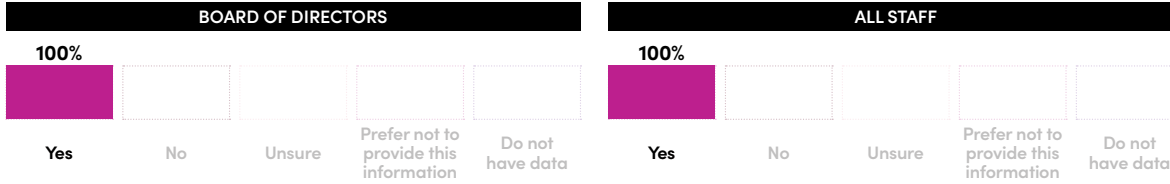
NUESTRA TIERRA CONSERVATION PROJECT

RACE AND ETHNICITY

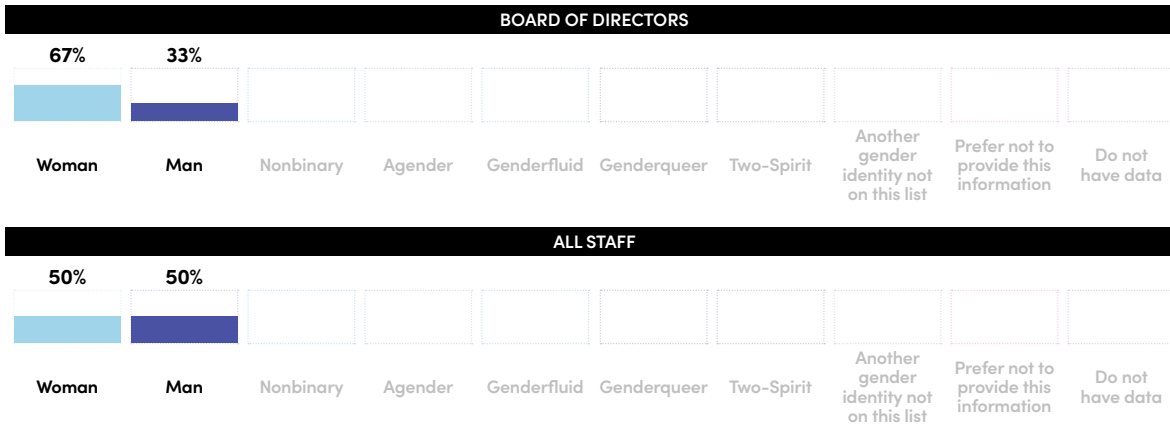


GENDER IDENTITY

Do you identify with the sex assigned to you at birth?



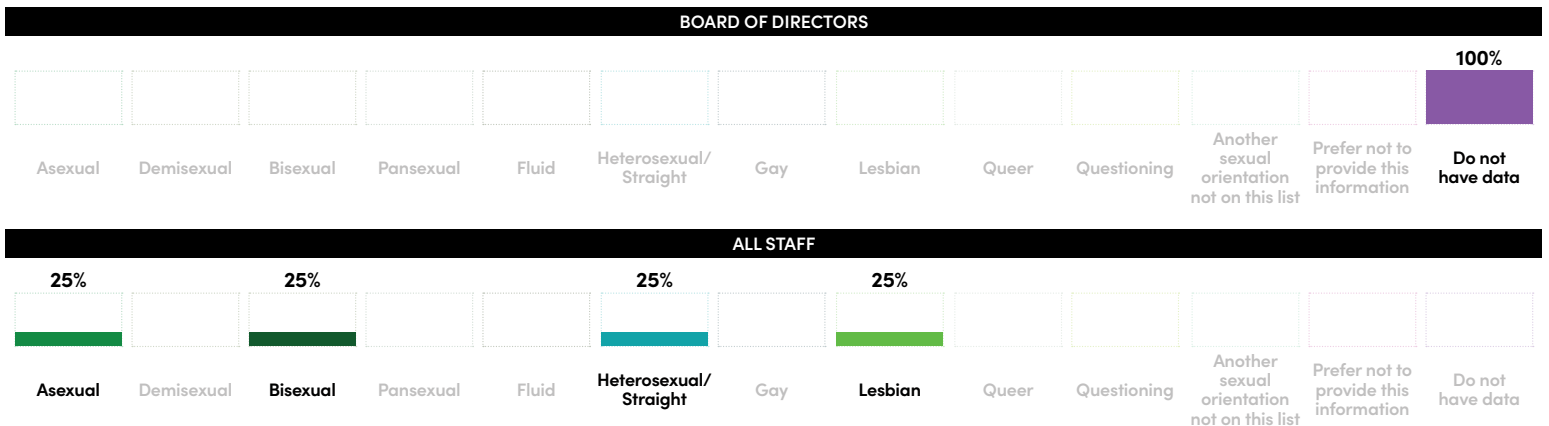
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



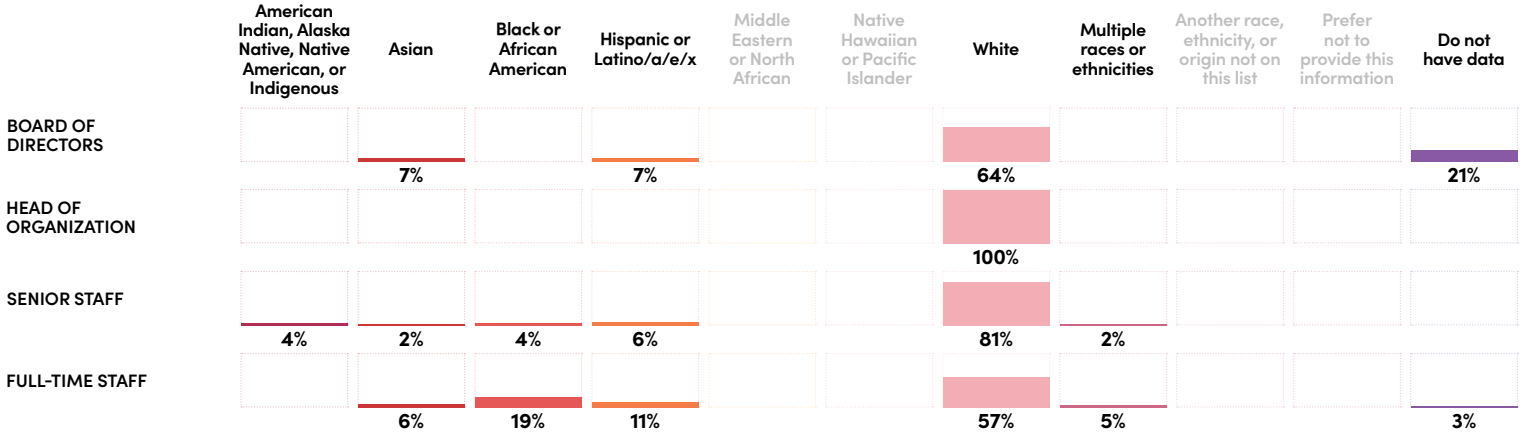
NUESTRA TIERRA CONSERVATION PROJECT

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view? We have data-informed salary banding in effect for different groups of positions that staff can see.	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors? We have annual employee reviews with included guidance on advancement, but no formal process.	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan? DEIJ is embedded in our mission and vision and origin story of our organization. We do not have a formal strategic plan.	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts? Our staff time is our biggest resource. We use as many free resources as possible and commit to travel for training.	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you? We do not currently have any paid interns, but if we did they would be paid.	YES	NO
How many weeks of paid parental leave does your organization provide employees?		18
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias? No, but we work towards BIPOC majority and gender balance.	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

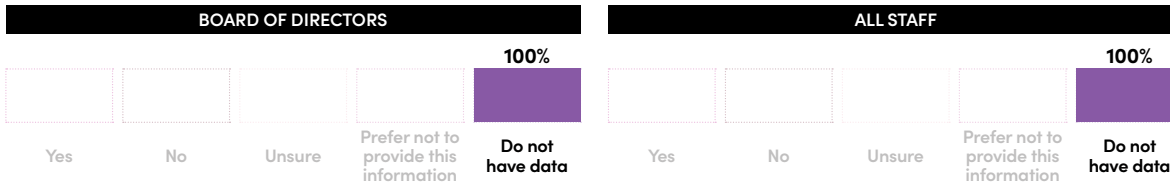
OCEAN CONSERVANCY

RACE AND ETHNICITY

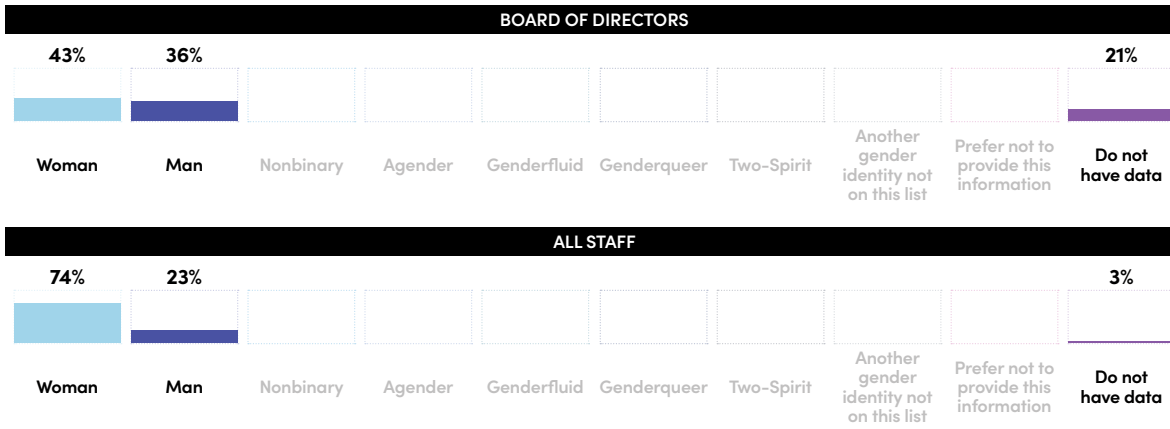


GENDER IDENTITY

Do you identify with the sex assigned to you at birth?



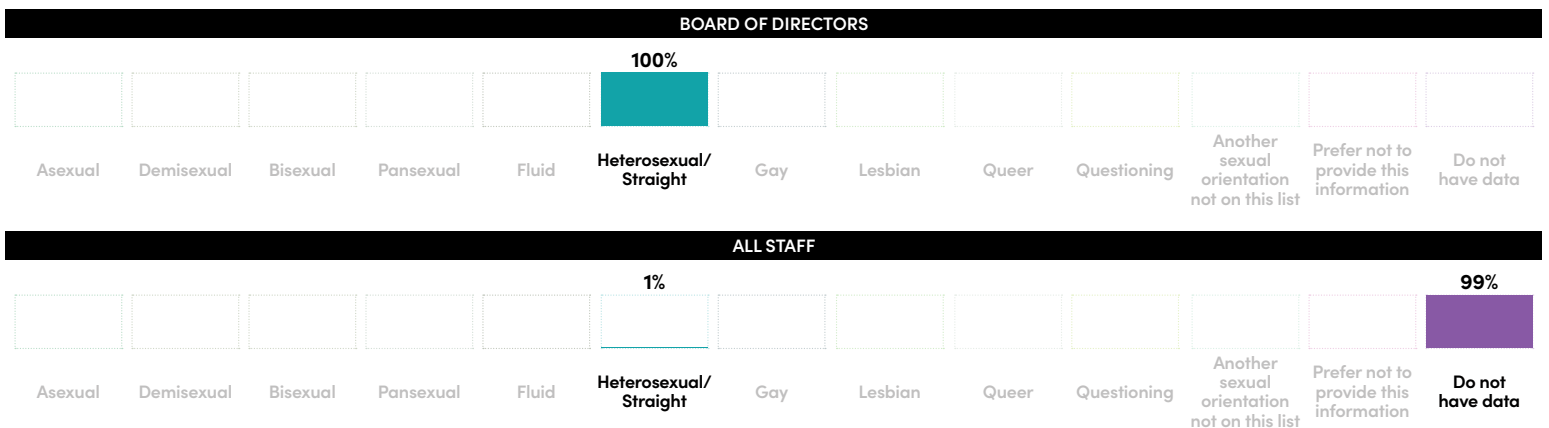
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

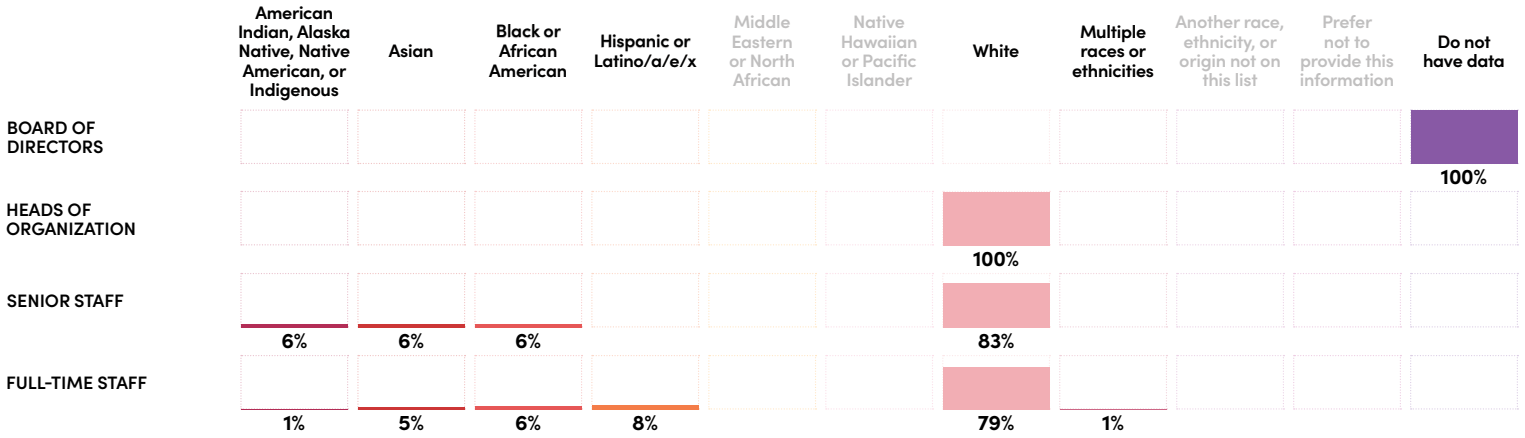


OCEAN CONSERVANCY

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

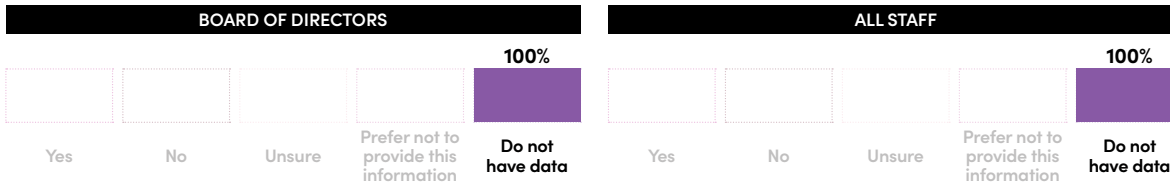
Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts? Ocean Conservancy's J.E.D.I. taskforce is a cross-functional team that helps address inequities in policies and practices across the organization.	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions? The process is outlined in our employee handbook. Ocean Conservancy also has a confidential employee hotline where staff can report incidents.	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	6	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias? Ocean Conservancy provides Hiring Manager Interview Training to address equity and biases during interviews and enforces diverse interview panels	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias? Ocean Conservancy is contracted with an agency to help recruit diverse board members and ensure an equitable interview process.	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants? Ocean Conservancy offers accommodations and details the request process for staff in our employee handbook.	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms? Our employee handbook contains inclusive language and job postings are actively reviewed. Our style guide gives direction on using inclusive language.	YES	NO
Do you have funded employee resource groups or affinity groups? Ocean Conservancy has three communities of support: BIPOC, LGBTQ+ and Spanish-Speaking Interests.	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback? Ocean Conservancy conducts a comprehensive Employee Engagement Survey bi-annually and additional pulse surveys throughout the year.	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? We provide annual DEI training for staff. Unconscious bias training is offered and made available to all staff but is not required.	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff? We engage supervisors in year-round training that addresses feedback, inclusive leadership, growth mindset and team development.	YES	NO
Do you have formal mentoring programs for staff? Ocean Conservancy currently has a mentoring program for our RAY fellows (two-year fellowship program).	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? Feedback is collected in our bi-annual Employee Engagement Survey for all staff and Full-Circle Feedback for senior leaders across the organization.	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives? Feedback is collected in our bi-annual Employee Engagement Survey and additional pulse surveys throughout the year.	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

RACE AND ETHNICITY

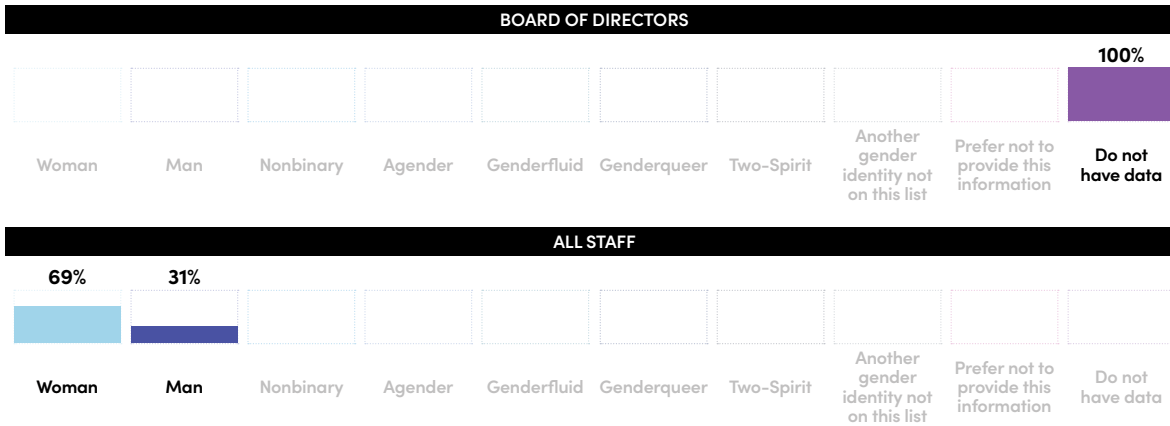


GENDER IDENTITY

Do you identify with the sex assigned to you at birth?



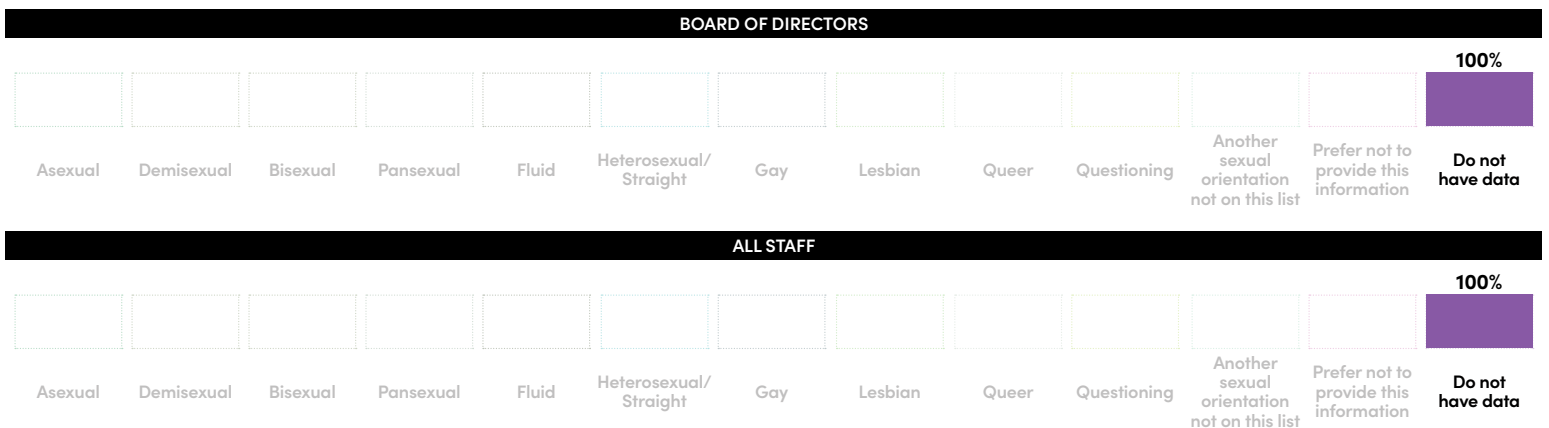
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

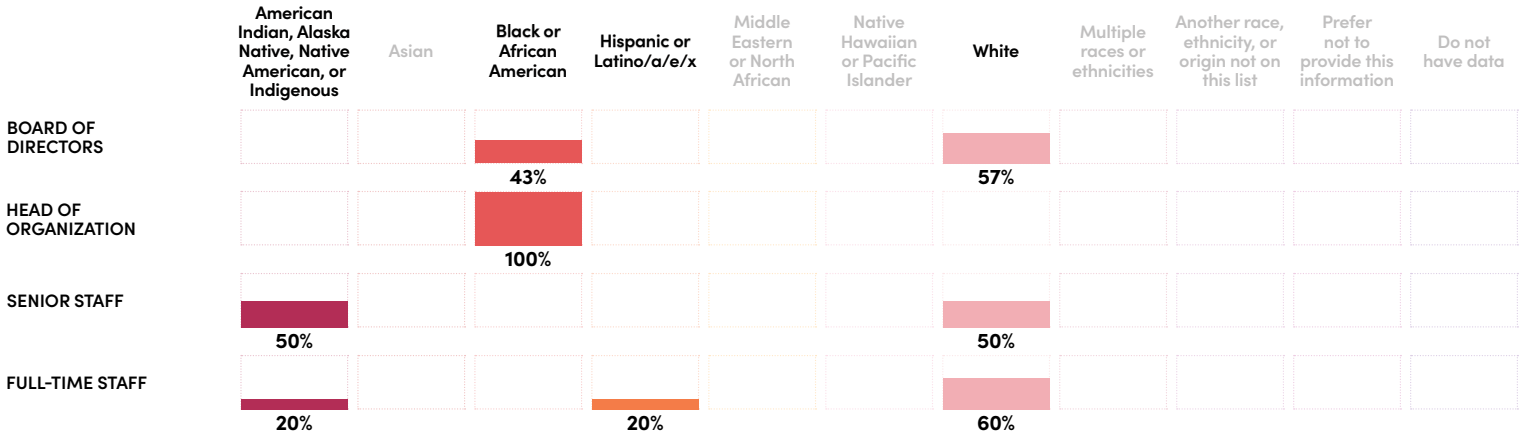


DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view? Oceana sets salaries based on internal and external data comparing wages paid for similar jobs.	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants? We do list them in states where legally required.	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors? Our process for promotion is carried out in conjunction with our annual performance evaluation process, using assessments and an additional form.	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization? We have a performance evaluation process conducted annually at the same time for everyone in the organization. We also facilitate mid-year reviews.	YES	NO
Do you have DEIJ goals written into your strategic plan? Diversity equity, and inclusion goals are written into our strategic plan and serve as deliverables to our board.	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts? We have committed both staff time and other expenses for our diversity, equity, and inclusion efforts. A workshop to deepen the learning was conducted.	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions? Process for addressing racial discrimination, harassment, & microaggressions, per our Code of Ethics. We report illegal & unethical situations to Board of Directors.	YES	NO
Does your organization pay all interns who work with you? All interns are paid.	YES	NO
How many weeks of paid parental leave does your organization provide employees? This benefit is provided for all parents-mother, father, birth or adoption. This is in addition to any disability associated with child birth.	8	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias? A review of these processes has been conducted with an external DEI consultant and continues through our management training.	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms? Our Marketing and Communications department has evaluated our external communications and developed guidelines for all staff to eliminate gendered terms.	YES	NO
Do you have funded employee resource groups or affinity groups? A staff-led group called JEDI (Justice, Equity, Diversity & Inclusion) has been an important contributor to the organization's progress.	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? All staff are required to take Preventing Harassment and Promoting Respect training, which includes implicit bias training and optional DEI training.	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff? We train managers on giving feedback including doing so in a culturally appropriate way.	YES	NO
Do you have formal mentoring programs for staff? We do offer a buddy system for new staff and coaching through an external provider.	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? Feedback to supervisors and senior leadership can be given and is encouraged, through regularly scheduled evaluations or other unscheduled communications.	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives? We provide a participant survey upon completion of the DEIJ training. We also provide a platform for feedback & awareness building through our JEDI.	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts? Feedback is encouraged & can be sent anonymously through the channels noted above. Our President meets regularly with individuals & our DEI consultant.	YES	NO

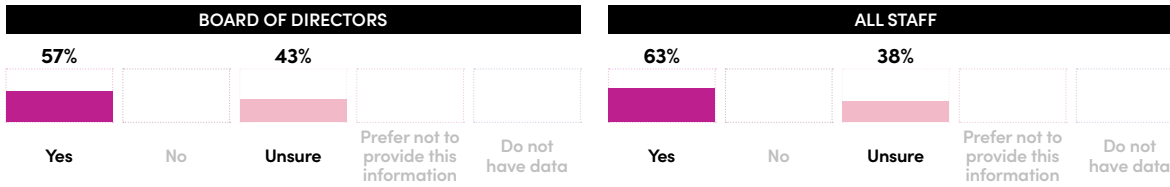
OUR CLIMATE

RACE AND ETHNICITY

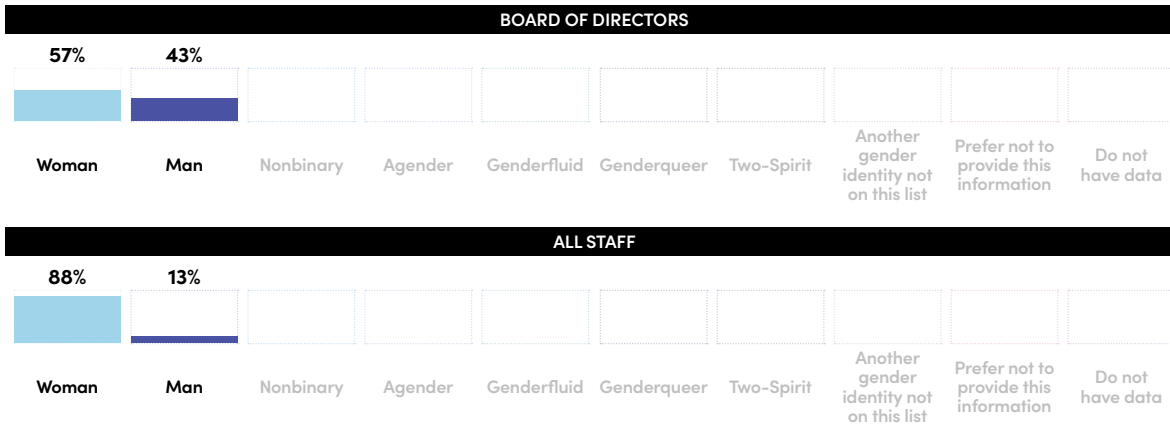


GENDER IDENTITY

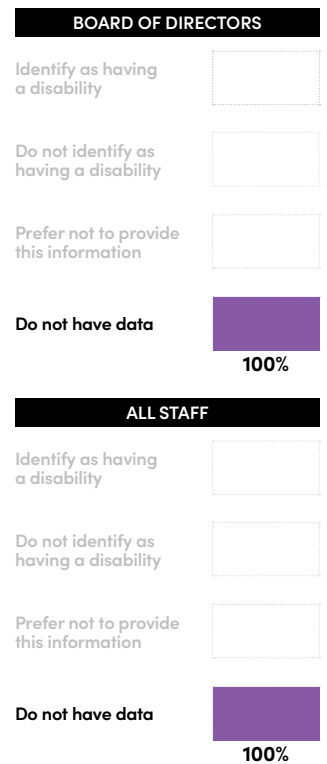
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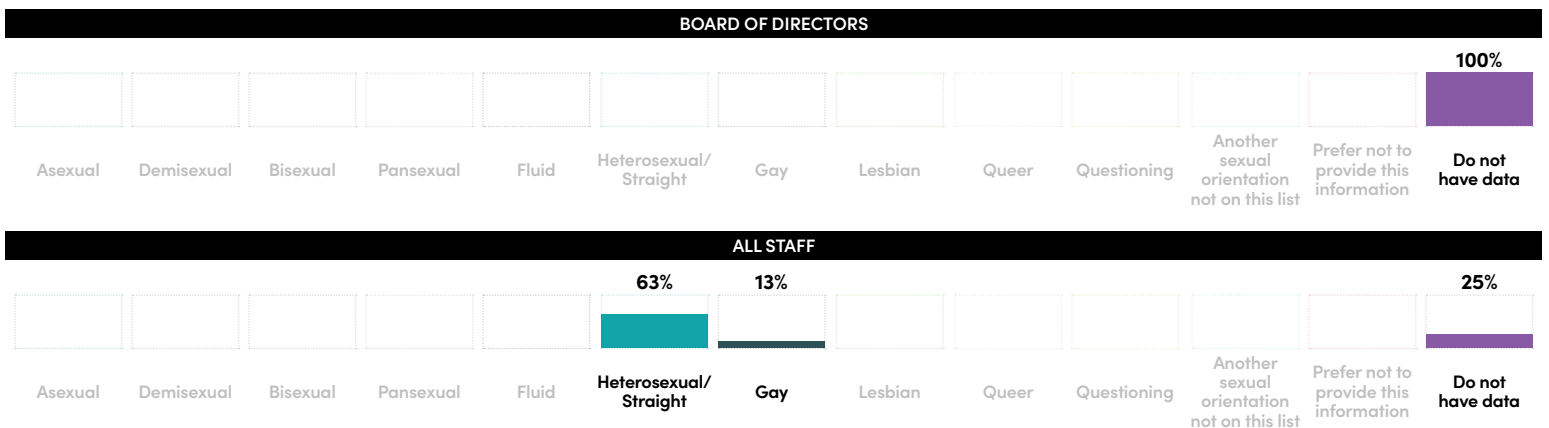
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



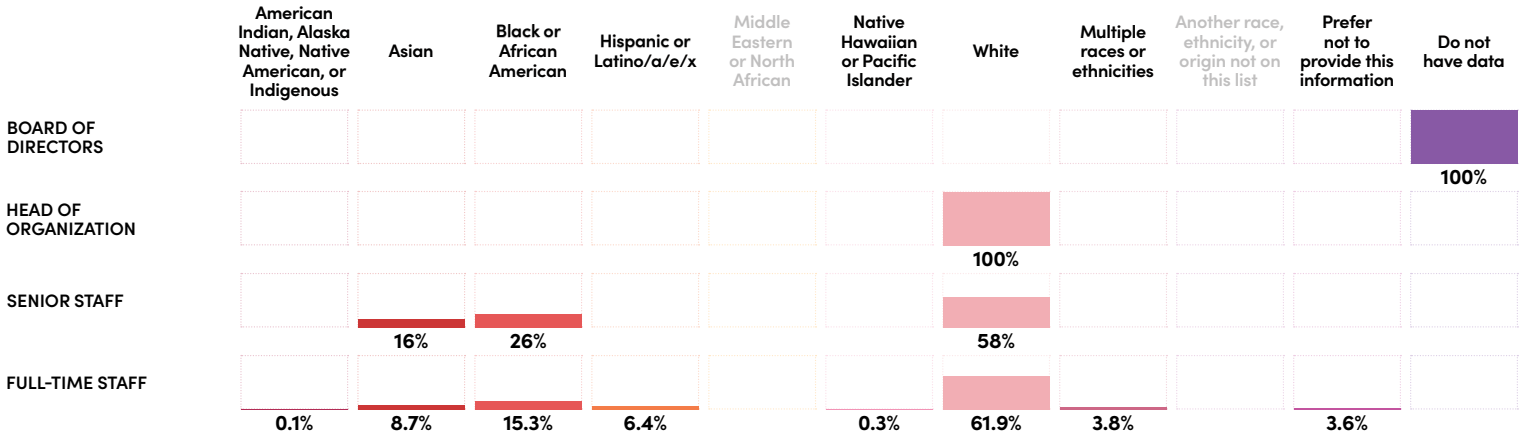
OUR CLIMATE

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors? We are working on this.	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization? We conduct this at the end of every year.	YES	NO
Do you have DEIJ goals written into your strategic plan? Last reviewed in 2023.	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions? We have a draft and have shared the same with our team for their feedback.	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees? Work weeks beginning on the date of birth.		12
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms? Would need external support on this.	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff? This is something we can implement - Thank you for the idea.	YES	NO
Do you have formal mentoring programs for staff? Monthly professional development / mentoring sessions provided by Board members and selected professionals.	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

THE PEW CHARITABLE TRUSTS

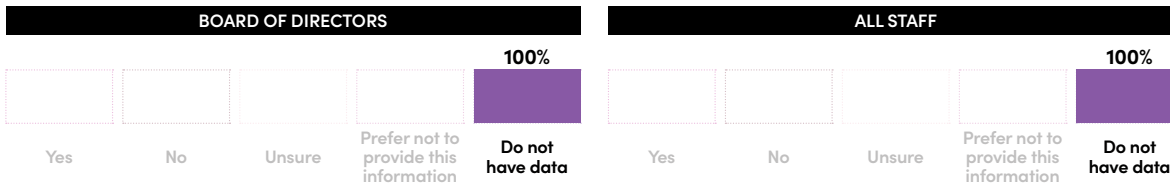
RACE AND ETHNICITY



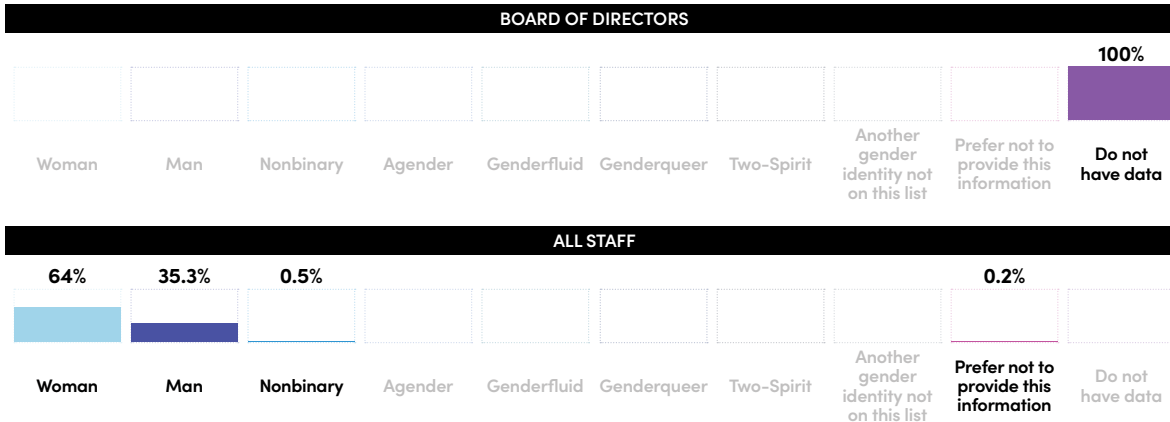
*These are decimals rather than whole numbers to accurately represent staff demographics that are <0.5% at this organization.

GENDER IDENTITY

Do you identify with the sex assigned to you at birth?

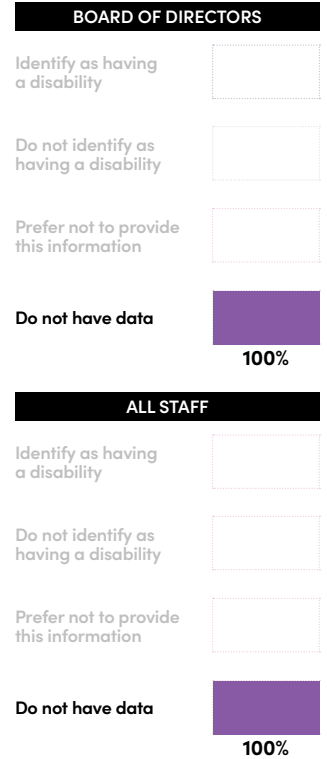


What gender do you identify with?

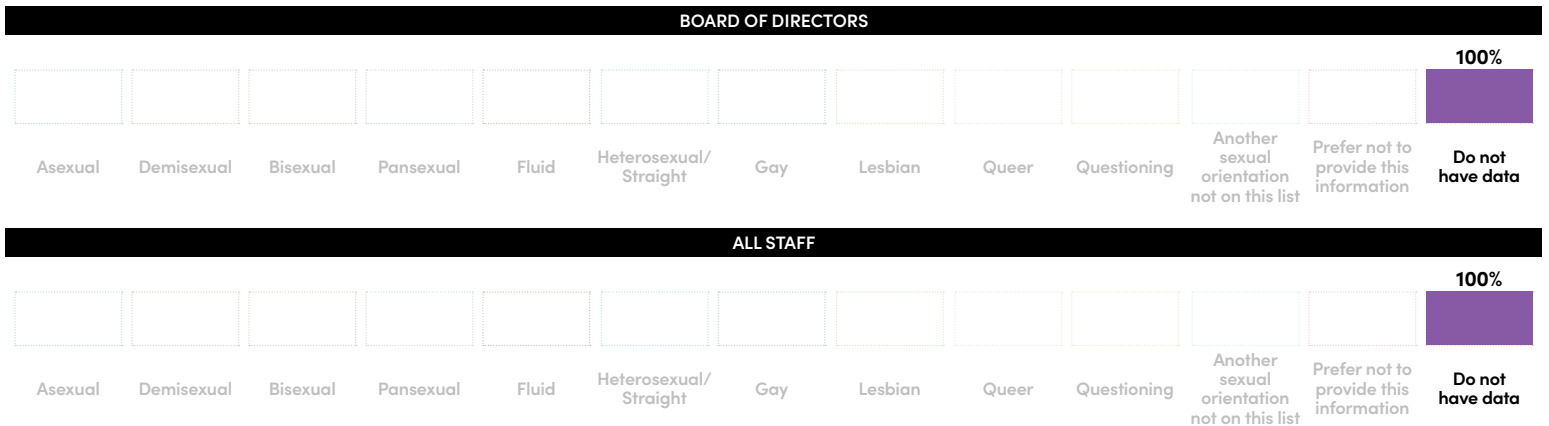


*These are decimals rather than whole numbers to accurately represent staff demographics that are <0.5% at this organization.

DISABILITY STATUS



SEXUAL ORIENTATION



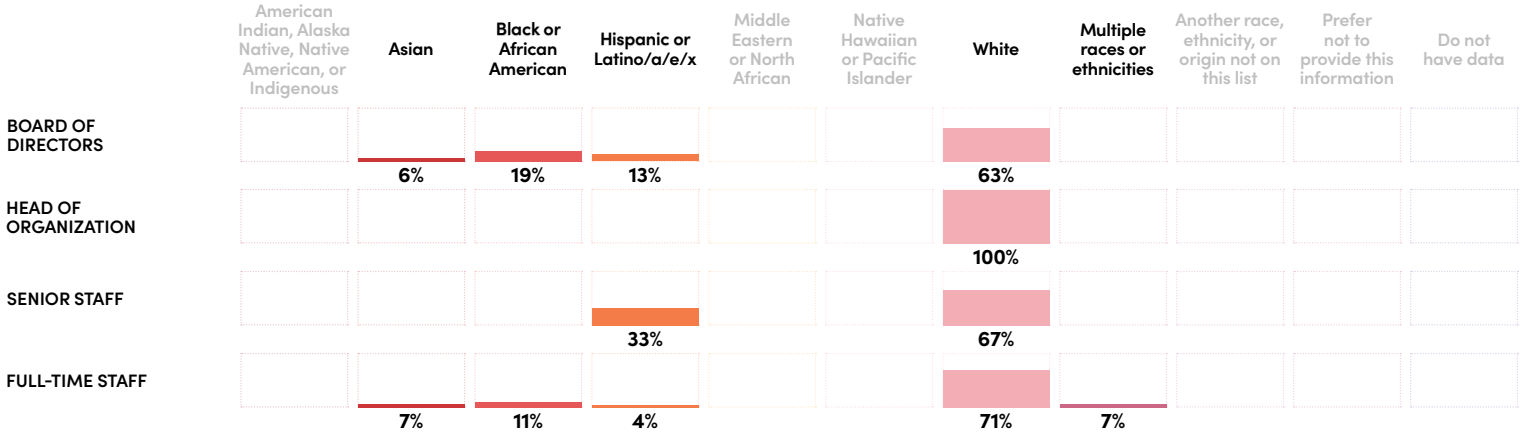
THE PEW CHARITABLE TRUSTS

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view? We are currently developing this and anticipate that it will be launched by the end of May 2024.	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants? We are currently developing this and anticipate that it will be launched by July 2024.	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES NO
Do you have DEIJ goals written into your strategic plan?	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES NO
Does your organization pay all interns who work with you? This question is not relevant as we do not have an internship program.	N/A
How many weeks of paid parental leave does your organization provide employees?	16
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES NO
Do you have funded employee resource groups or affinity groups?	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES NO
Do you have formal mentoring programs for staff?	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

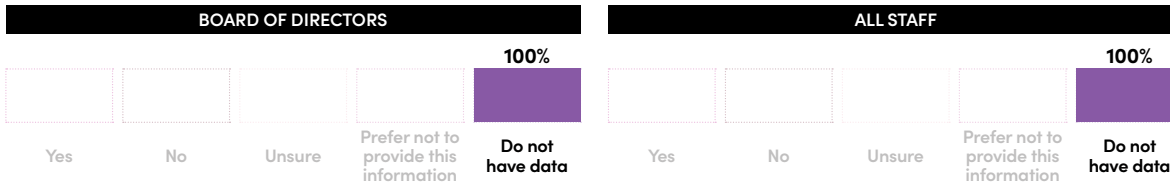
POPULATION CONNECTION

RACE AND ETHNICITY

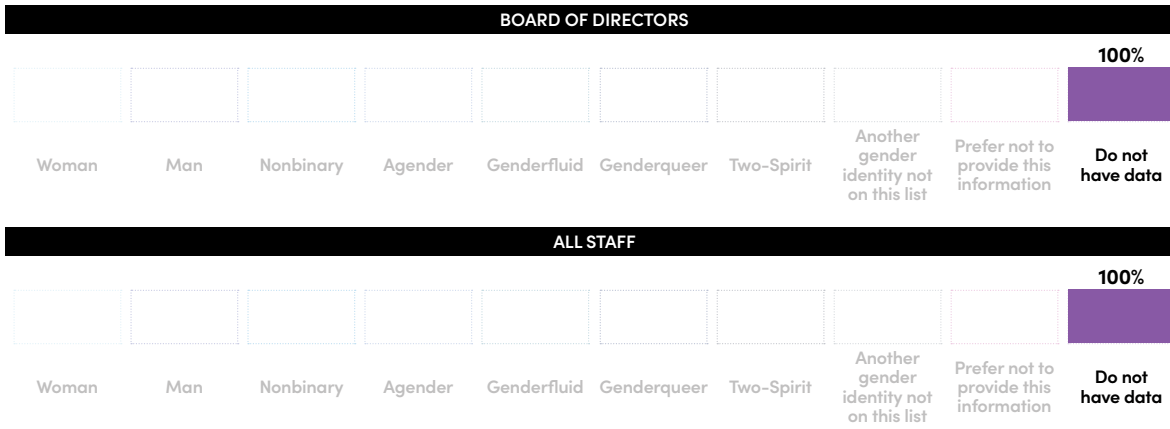


GENDER IDENTITY

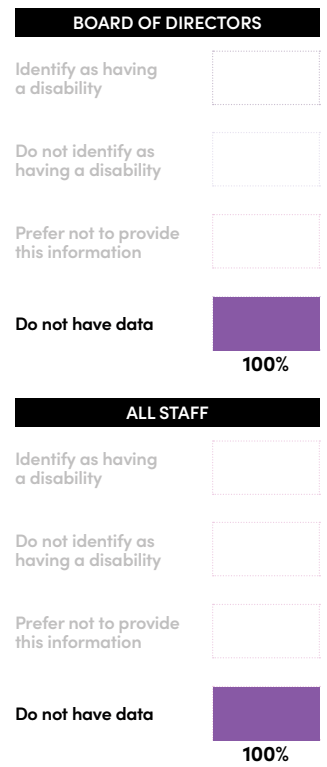
Do you identify with the sex assigned to you at birth?



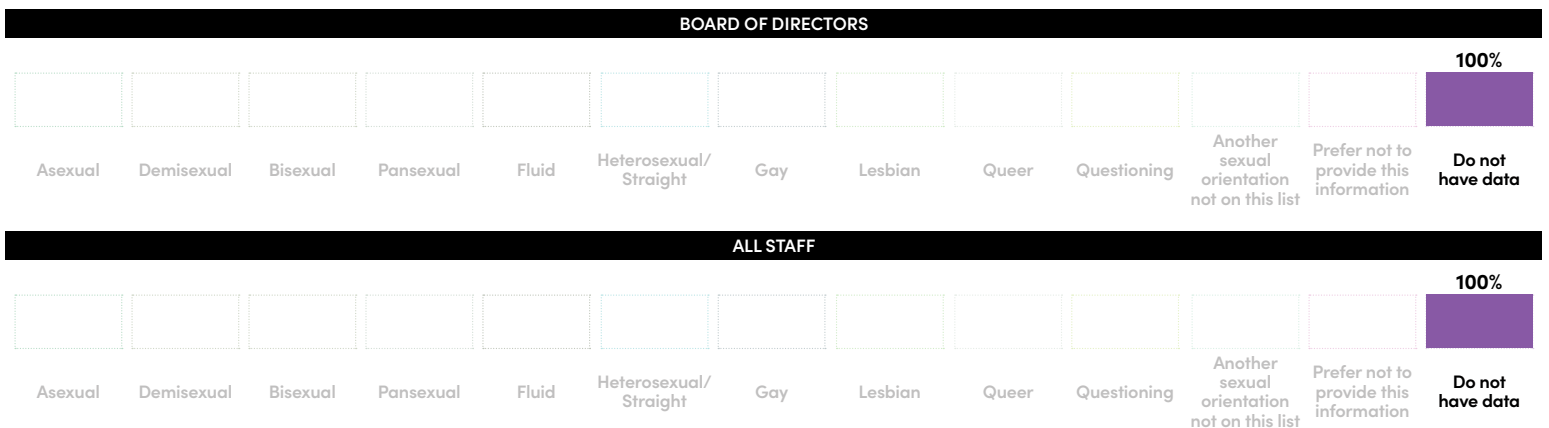
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



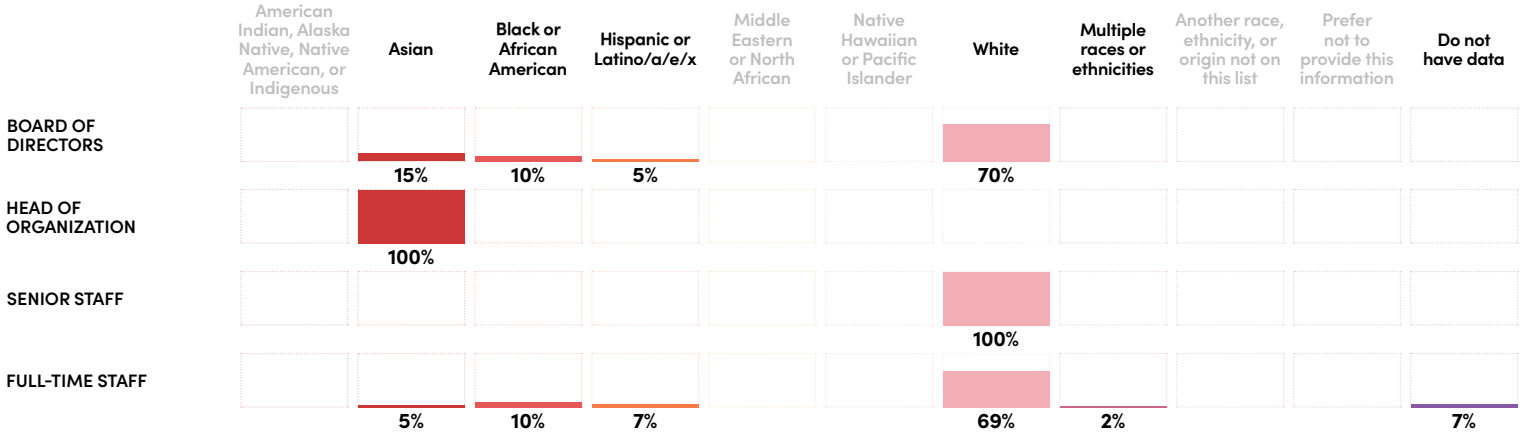
POPULATION CONNECTION

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	8	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

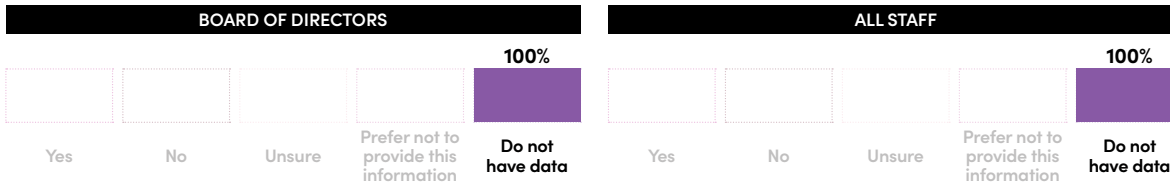
RAILS TO TRAILS CONSERVANCY

RACE AND ETHNICITY

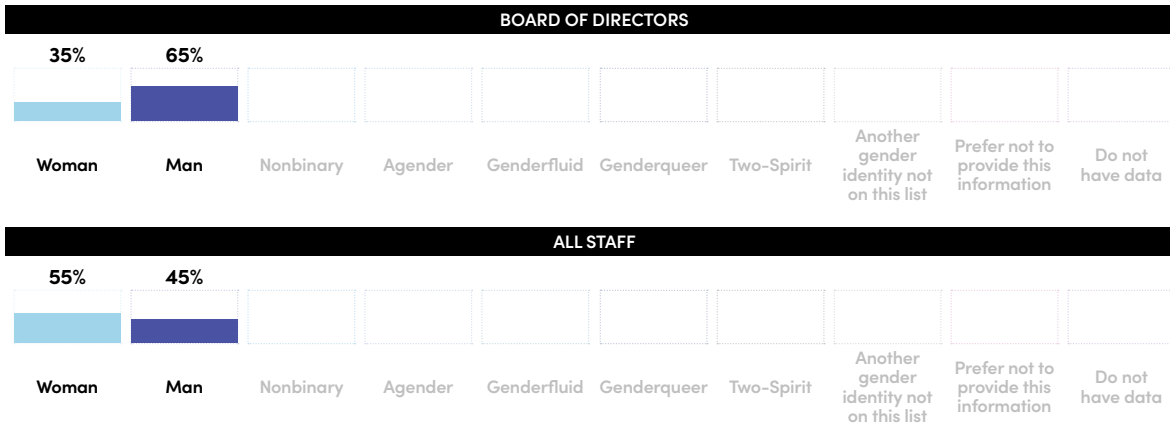


GENDER IDENTITY

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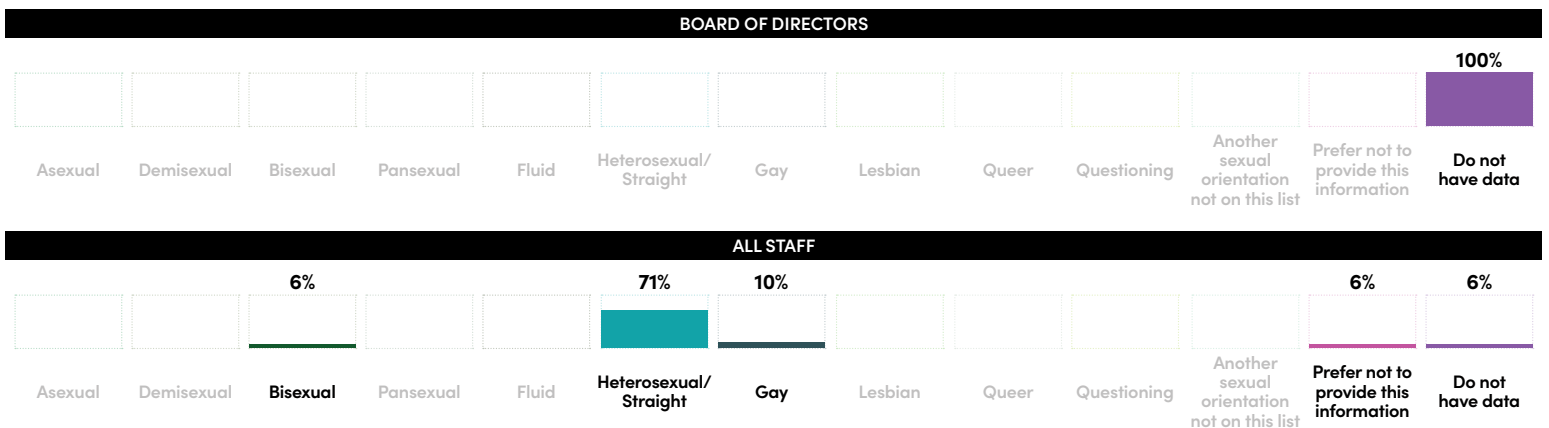
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



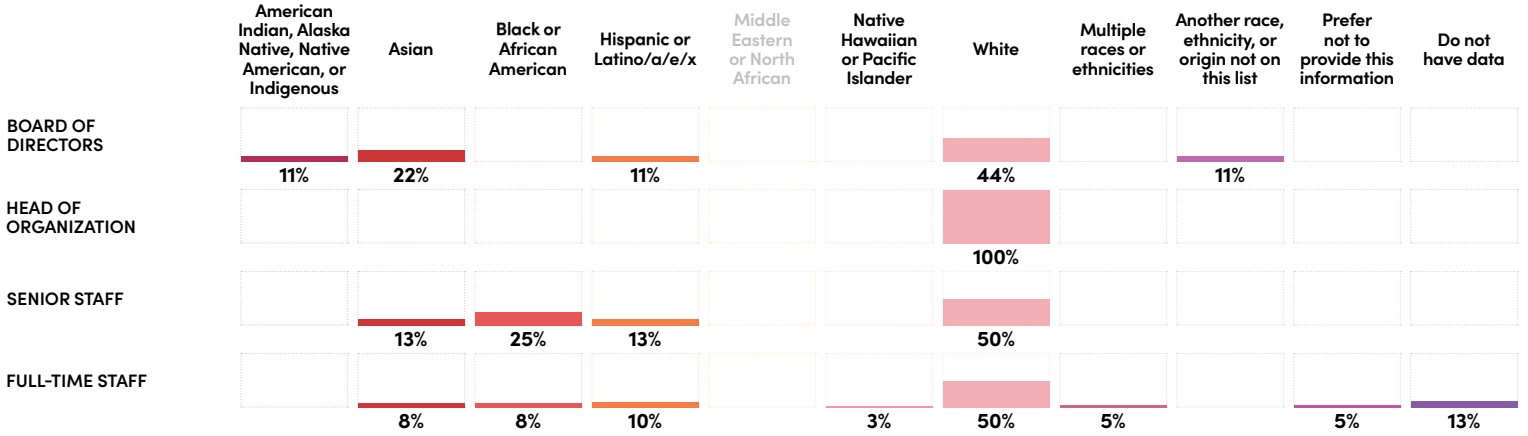
RAILS TO TRAILS CONSERVANCY

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	UP TO 12 WEEKS	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? Be Equitable Training.	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff? Be Equitable Training.	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives? JEDI & Creation of Strategic Plan.	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

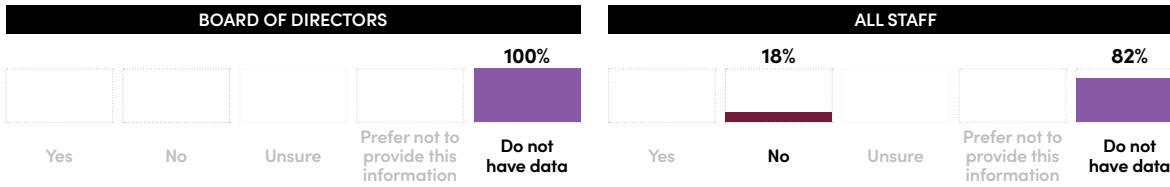
RAINFOREST ACTION NETWORK

RACE AND ETHNICITY

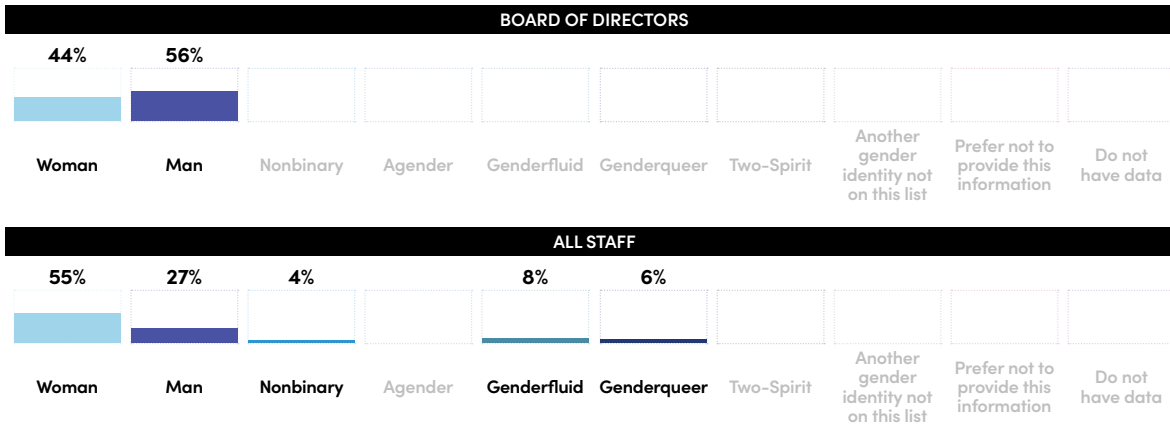


GENDER IDENTITY

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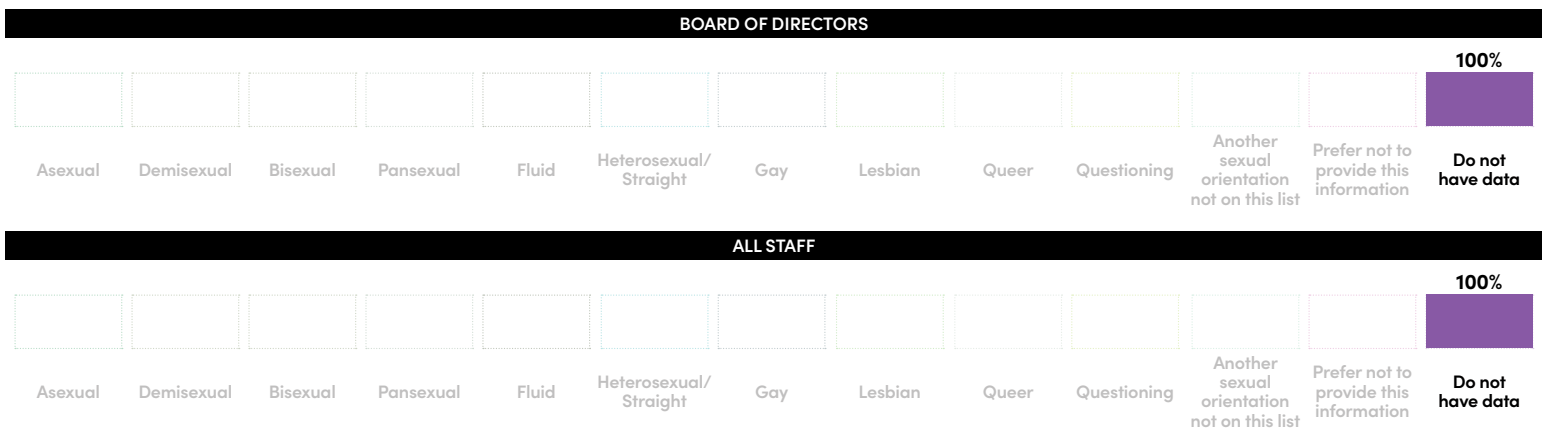
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



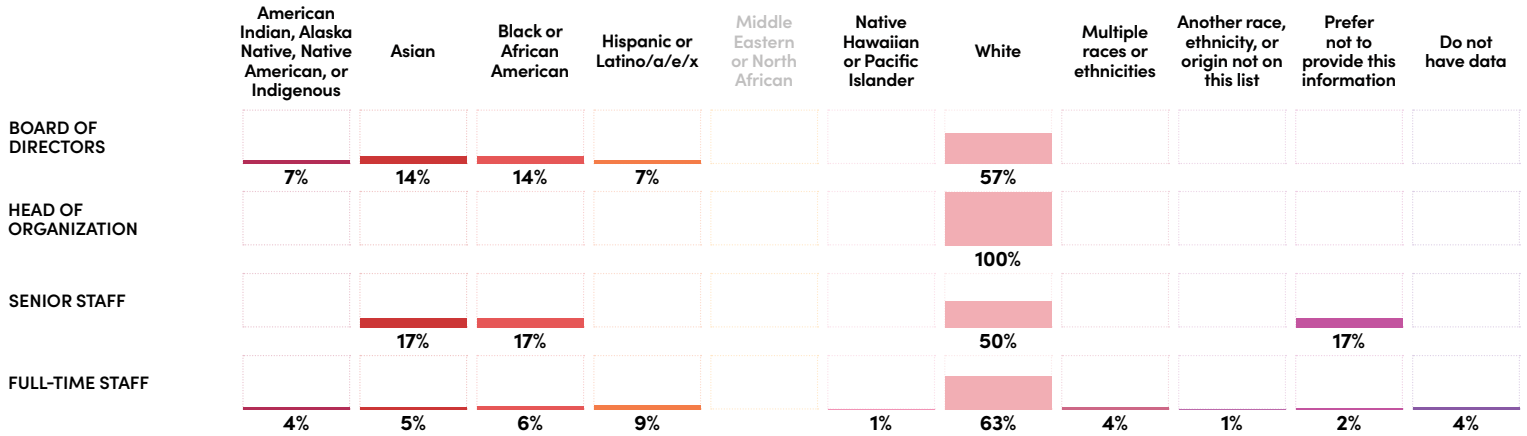
RAINFOREST ACTION NETWORK

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	12	
Are DEIJ metrics included in performance reviews for executive and senior leadership? We have items in all reviews that relate to our shared values for racial justice and JEDI principles, but we do not tie performance metrics to individual reviews.	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? Periodically.	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff? Formally and informally.	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

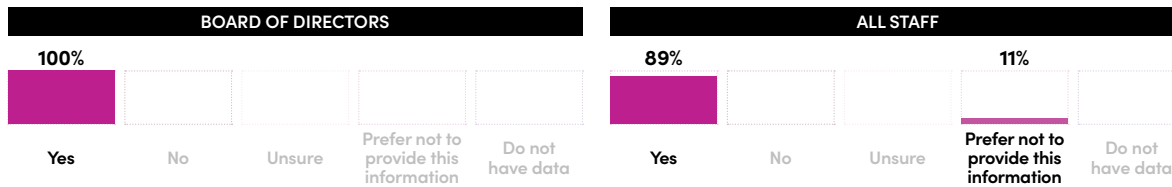
RESOURCES LEGACY FUND

RACE AND ETHNICITY

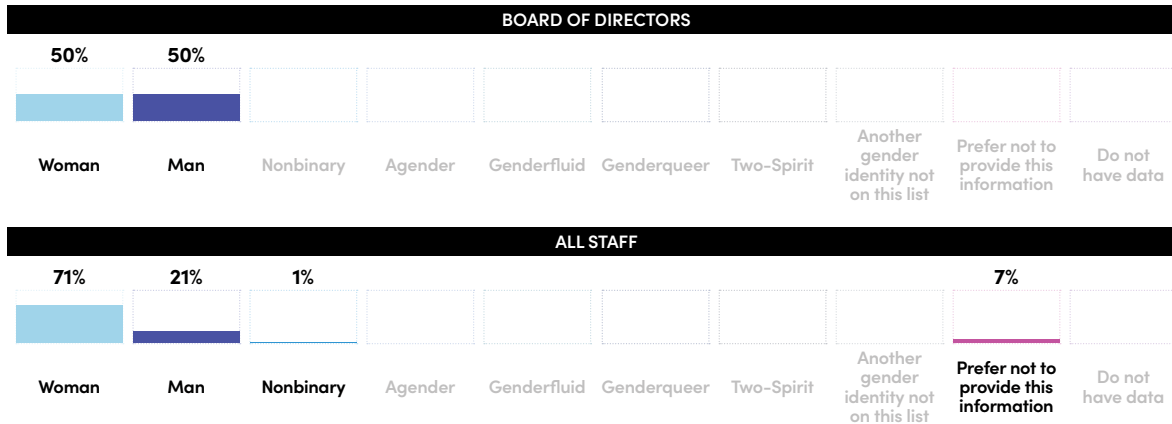


GENDER IDENTITY

Do you identify with the sex assigned to you at birth?



What gender do you identify with?

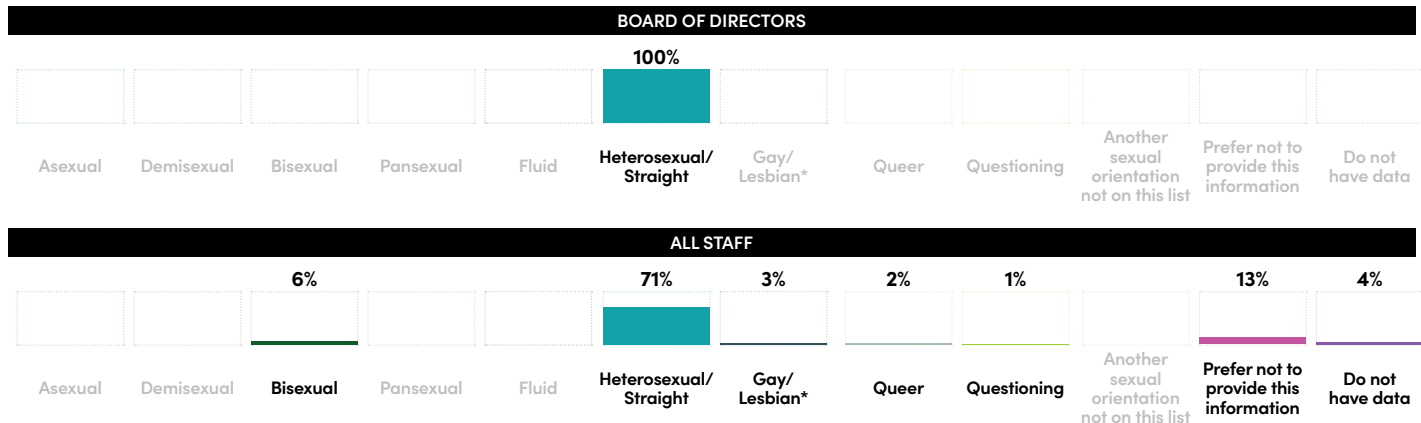


DISABILITY STATUS



SEXUAL ORIENTATION

*Please note this organization combines Gay and Lesbian into one category when surveying staff. To accurately represent staff demographics, we have done the same on this profile.



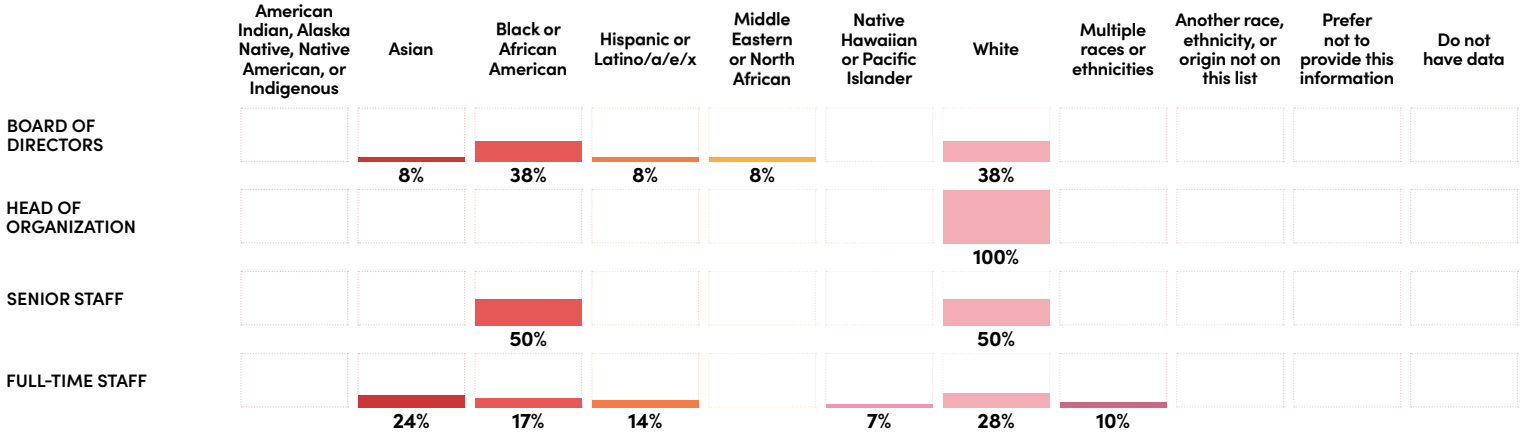
RESOURCES LEGACY FUND

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view? We do not have accessible salary pay scales for all positions of fiscally sponsored projects at this time.	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees? We are updating our policy in 2024 to increase paid parental leave from 9-12 weeks. Paid parental leave is in addition to disability coverage.		9-12
Are DEIJ metrics included in performance reviews for executive and senior leadership? Performance review process includes DEI related questions for all staff.	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? Encourage all new employees to take training however do not track completion.	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff? Ongoing exploration but have not implemented as of yet.	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

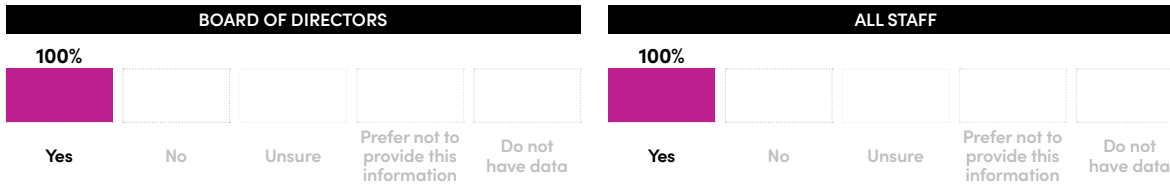
RISING SUN CENTER FOR OPPORTUNITY

RACE AND ETHNICITY

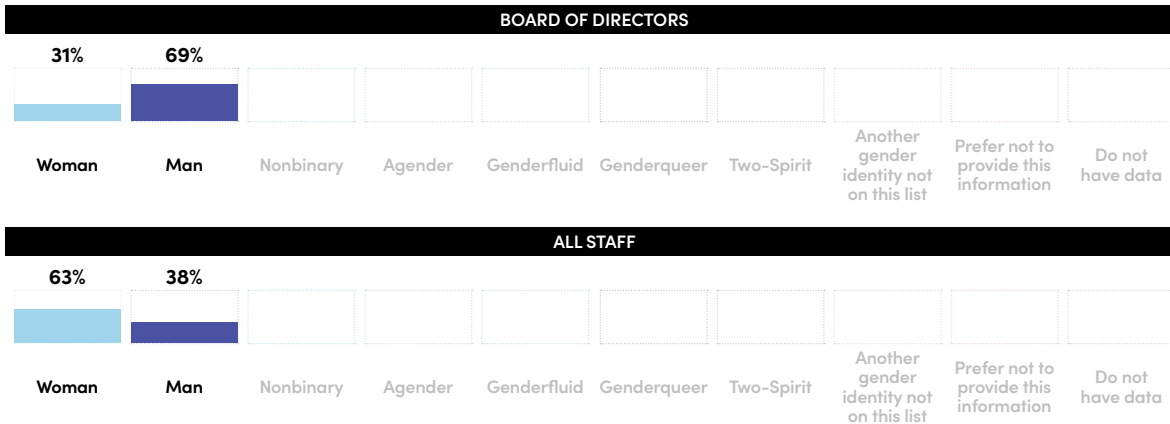


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



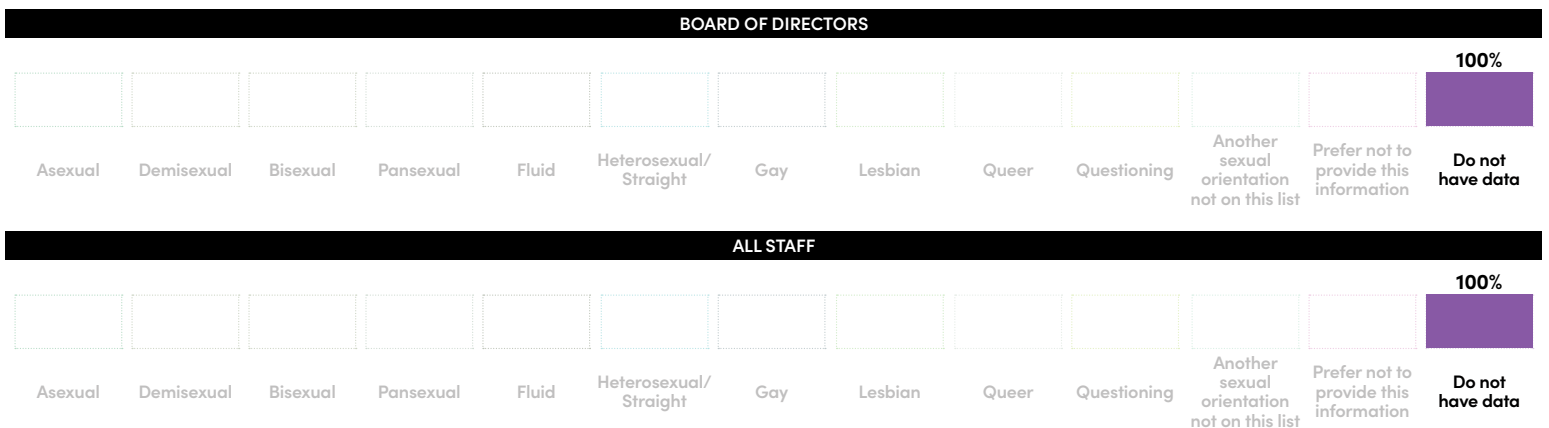
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



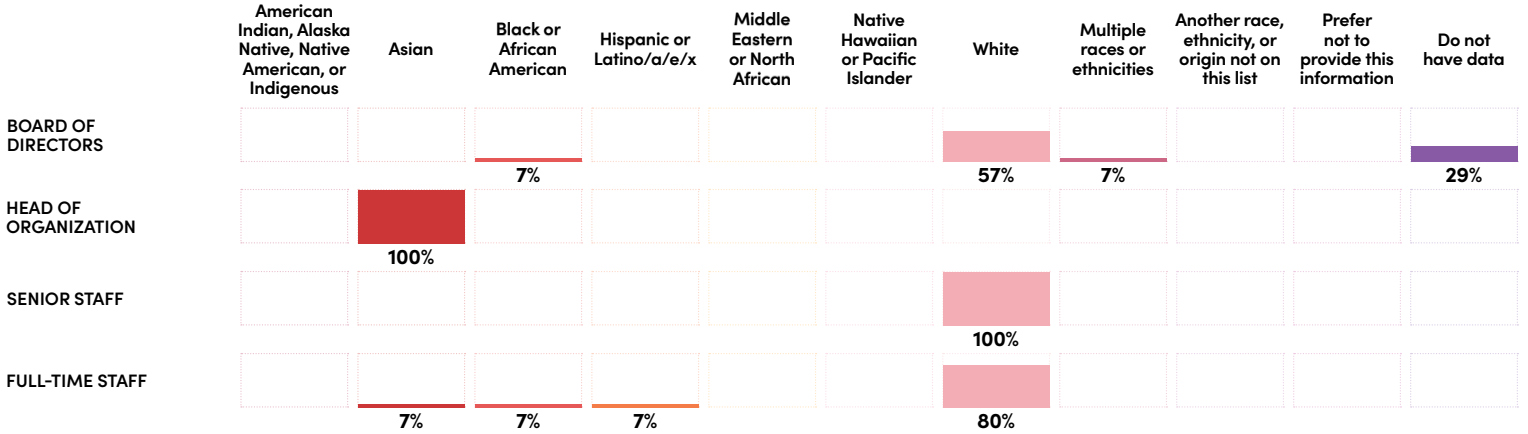
RISING SUN CENTER FOR OPPORTUNITY

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?		12
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

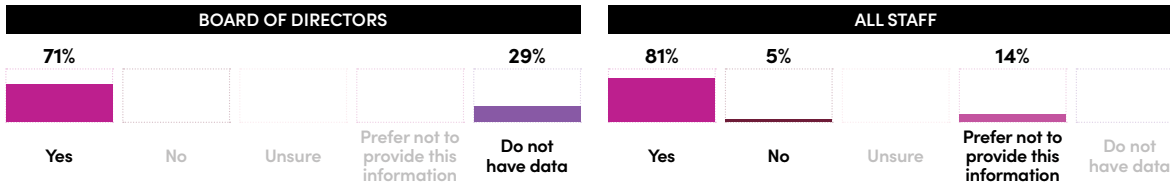
RIVER NETWORK

RACE AND ETHNICITY

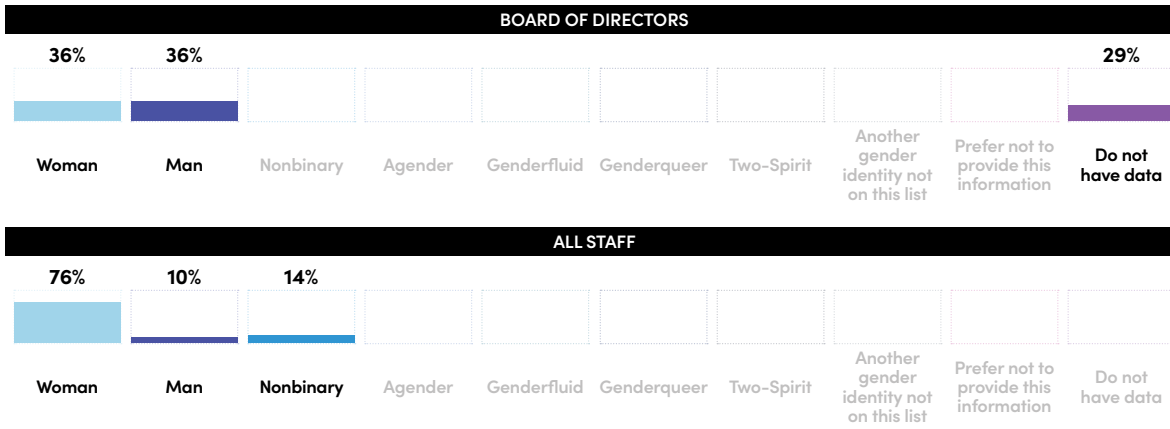


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



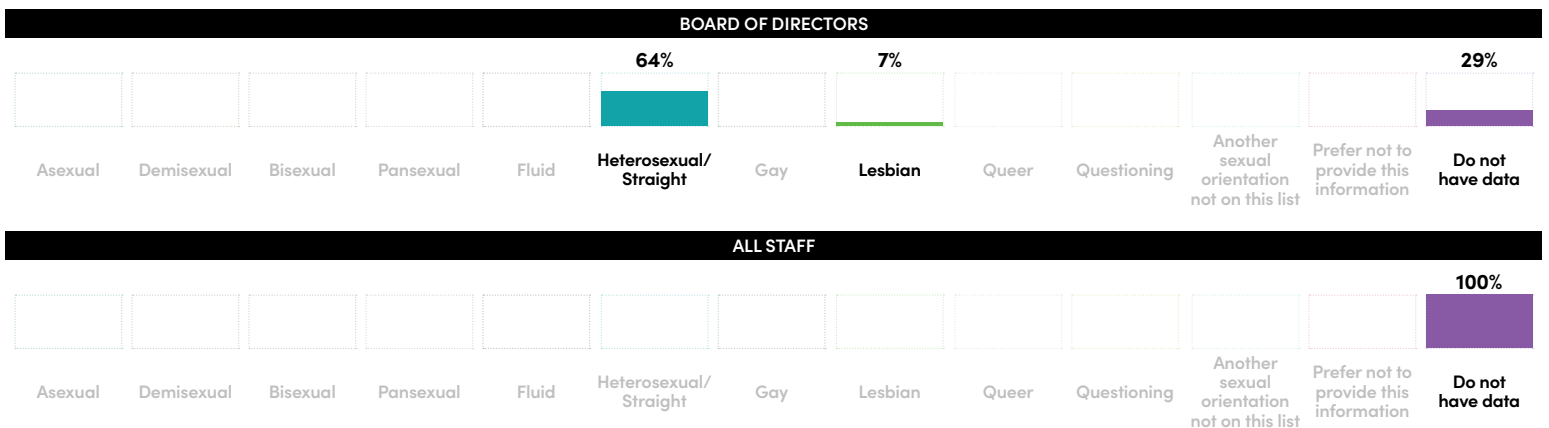
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



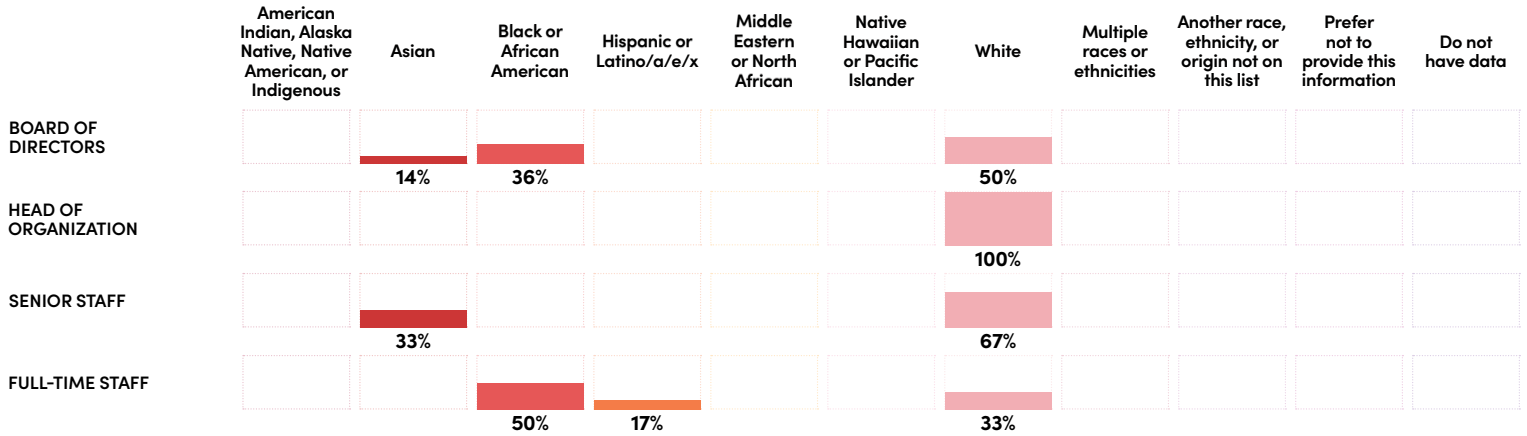
RIVER NETWORK

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you? Some interns are paid by partner organizations. We do not have unpaid interns.	YES	NO
How many weeks of paid parental leave does your organization provide employees?	2	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms? Some, but not all.	YES	NO
Do you have funded employee resource groups or affinity groups? River Network supports the Leaders of Color group but we are actively seeking more funding.	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff? We have a buddy system where each new employee is assigned a buddy but not formal systems.	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? This is an identified area where we want to implement a venue for the upcoming evaluation cycle.	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

ROCK CREEK CONSERVANCY

RACE AND ETHNICITY

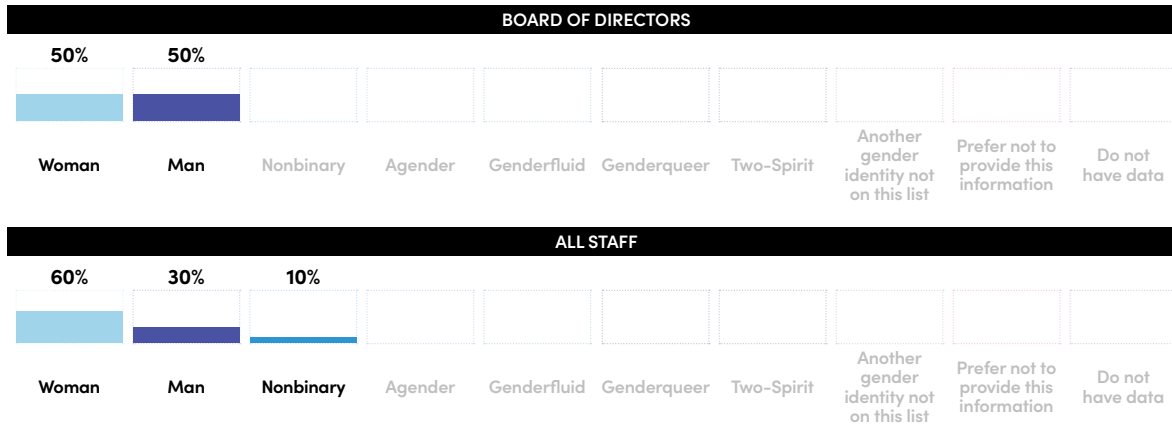


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



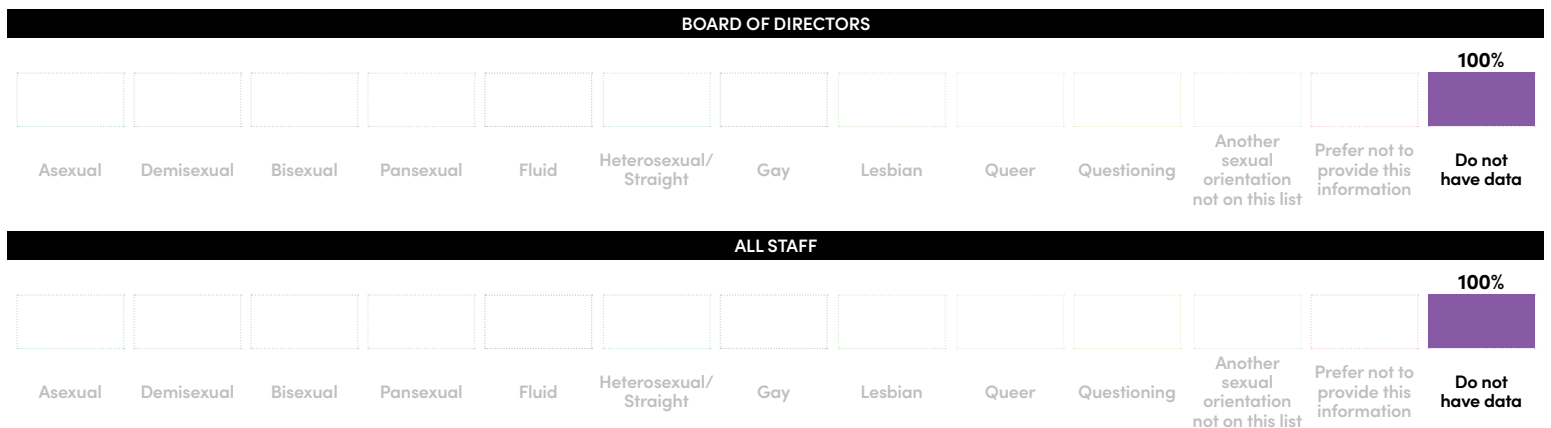
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



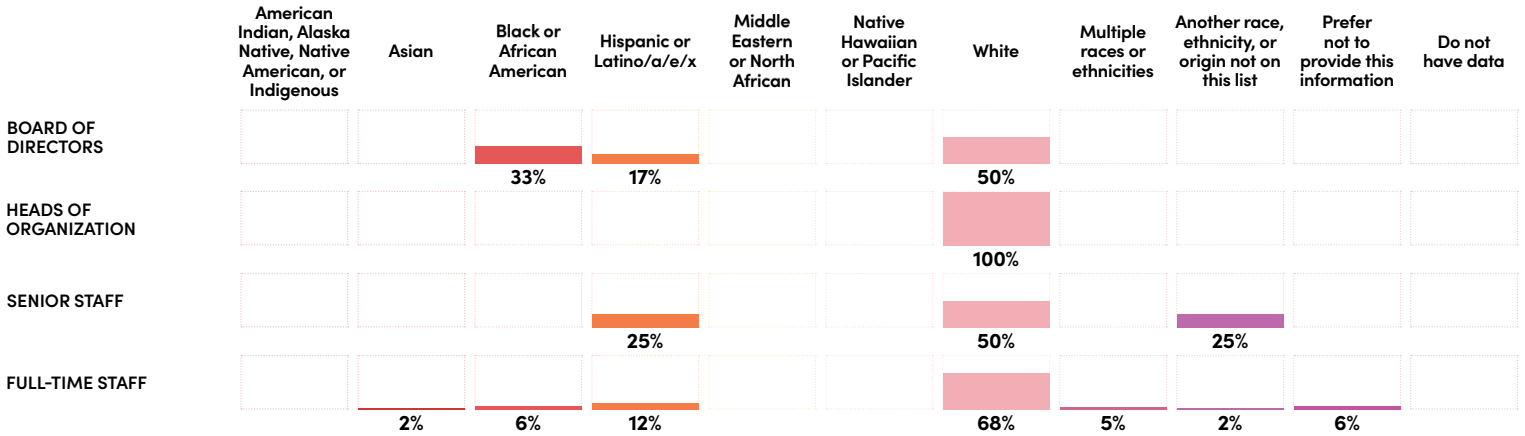
ROCK CREEK CONSERVANCY

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees? Some employees are eligible for additional paid leave through their jurisdiction (ie. DC family leave - MD Benefit to start 2025).	1	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms? We are generic relative to gender with internal and external language.	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	<u>NO</u>
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

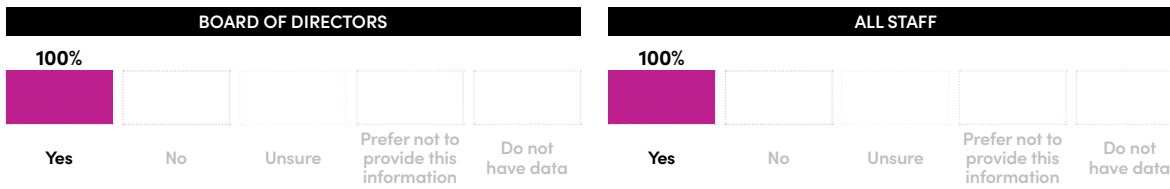
ROOT CAPITAL

RACE AND ETHNICITY

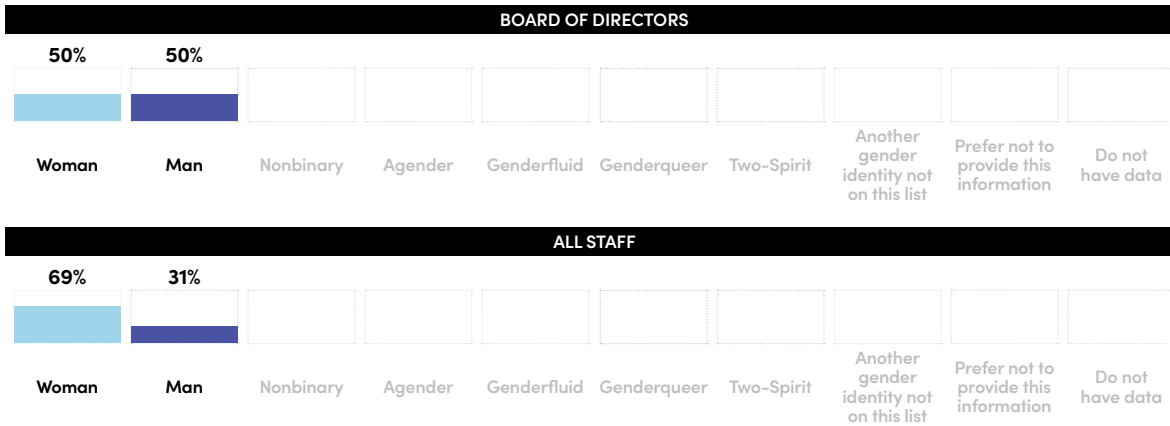


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



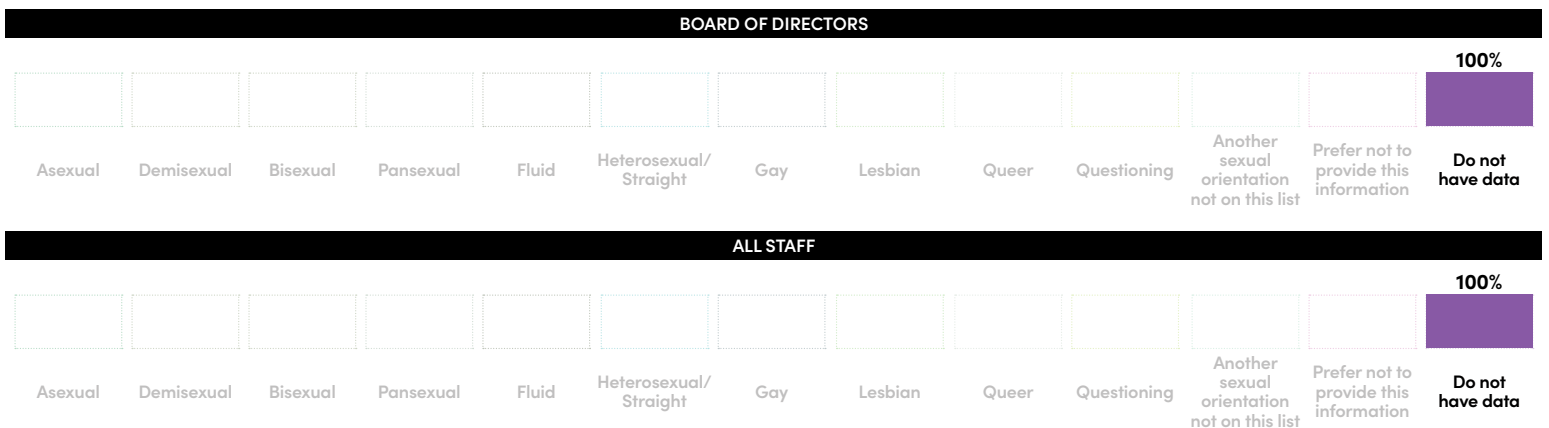
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



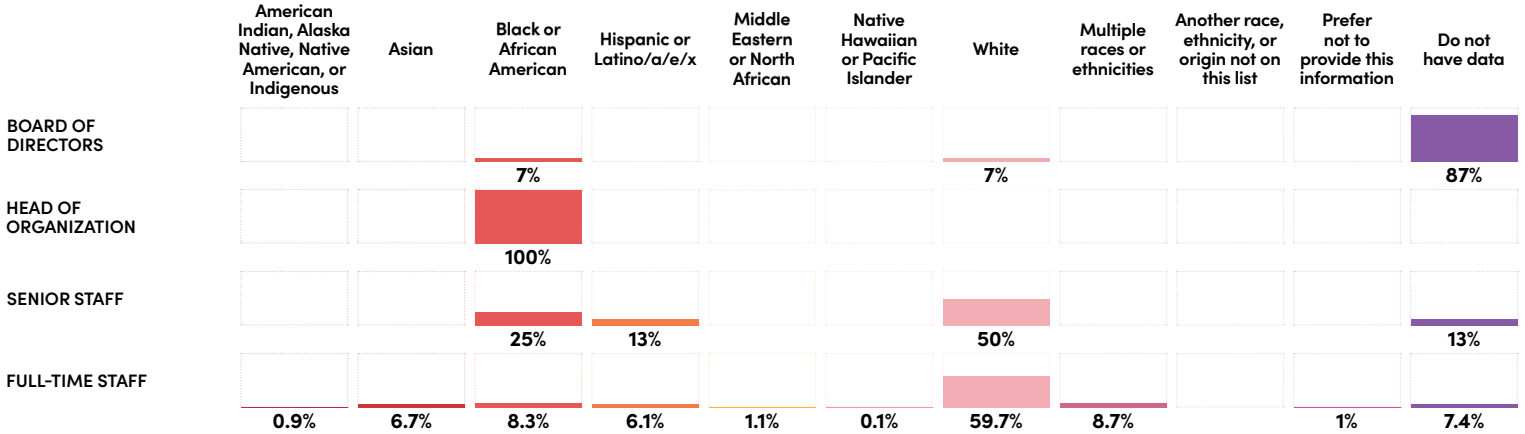
ROOT CAPITAL

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view? We are currently working on our compensation philosophy and this is one of the items being updated.	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants? This is also another part being looked as we put together our compensation philosophy.	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you? Not all interns; it depends on the internship.	YES	NO
How many weeks of paid parental leave does your organization provide employees? Employees are also allowed to use their sick and excused time off which is another 3 weeks.		3
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

SIERRA CLUB

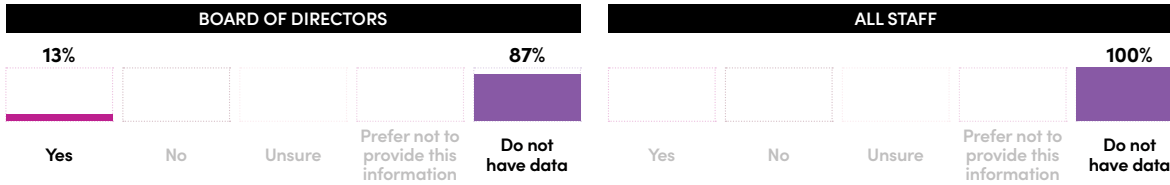
RACE AND ETHNICITY



*These are decimals rather than whole numbers to accurately represent staff demographics that are <0.5% at this organization.

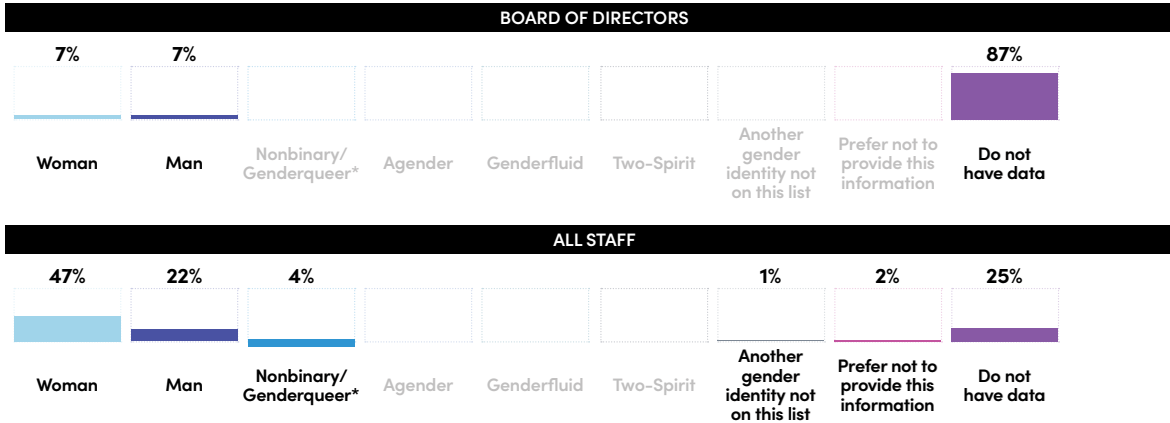
GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



What gender do you identify with?

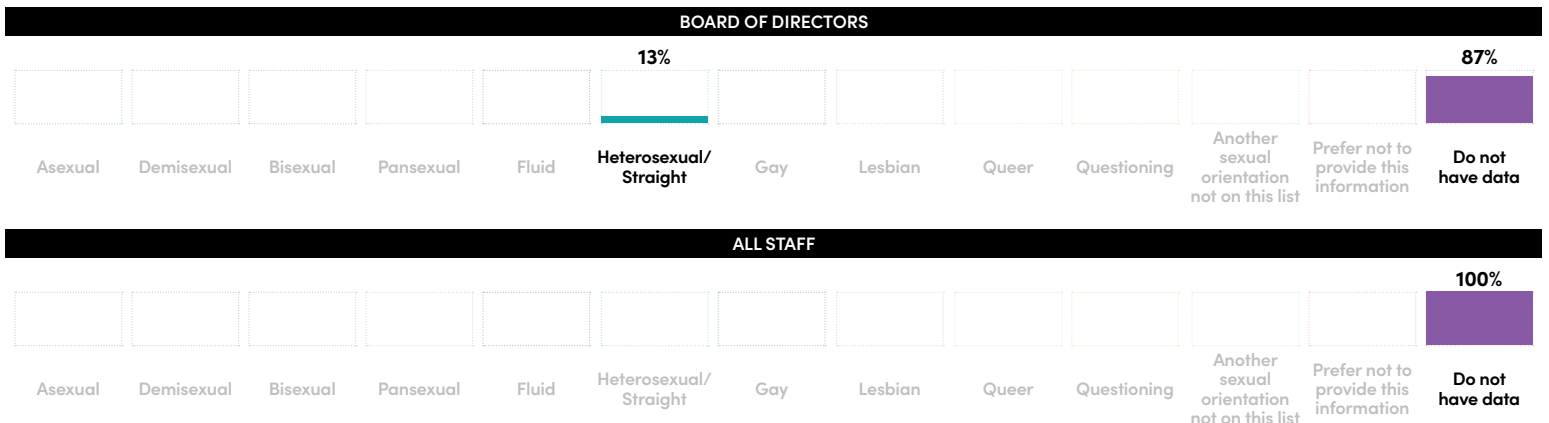
*Please note Sierra Club combines Nonbinary and Genderqueer when surveying staff. In order to accurately represent their staff demographics, we have combined the two demographic categories here as well.



DISABILITY STATUS



SEXUAL ORIENTATION



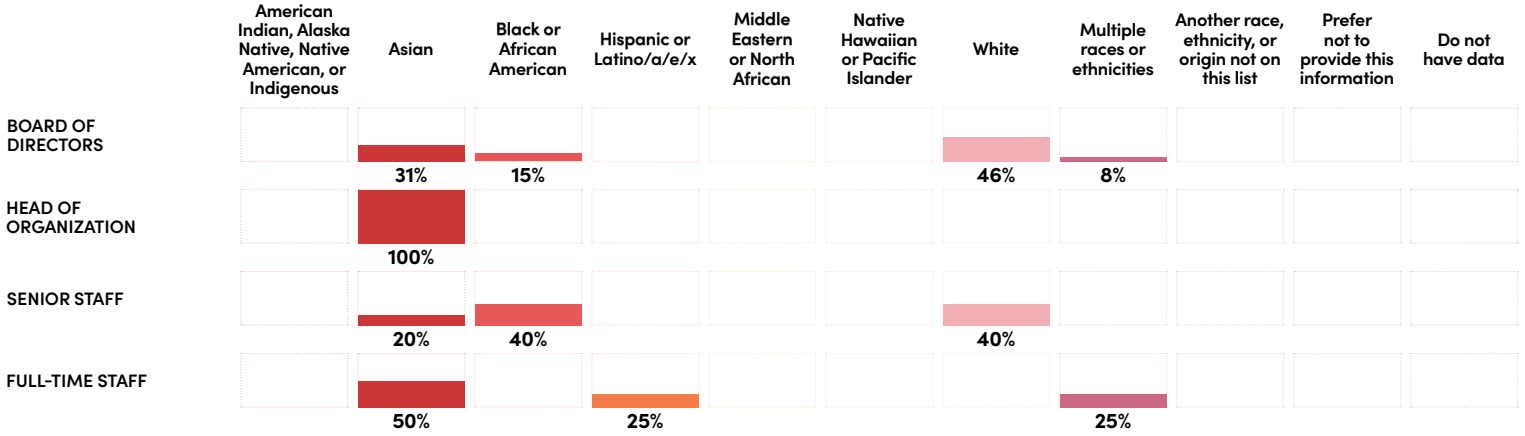
SIERRA CLUB

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants? Our organization seeks to provide a salary range for all new positions.	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES NO
Do you have DEIJ goals written into your strategic plan?	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions? The organization's Equal Opportunity Policy outlines a process for addressing bullying, harassing or other discriminatory behavior.	YES NO
Does your organization pay all interns who work with you? Our National and Chapter policies outline compensation for interns that may include pay, course credit, or some combination.	YES NO
How many weeks of paid parental leave does your organization provide employees? 12 weeks of Parental Leave can be used in conjunction with SDI/STD, sick hours during medical need and vacation hours.	12
Are DEIJ metrics included in performance reviews for executive and senior leadership? Staff are assessed on competencies, including "Commitment to and Demonstration of Sierra Club's Equity Values and Principles."	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES NO
Do you have funded employee resource groups or affinity groups? There is allocated funding for Affinity Groups.	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback? Regular monthly or bi-monthly pulse checks and an annual end of year engagement survey are forthcoming.	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete? We have online modules for equity that all employees are invited to complete.	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff? Internally developed courses focusing on Belonging, Dignity, Justice and Joy (BDJJ) and leadership development are forthcoming.	YES NO
Do you have formal mentoring programs for staff?	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? Staff may request 360 reviews.	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

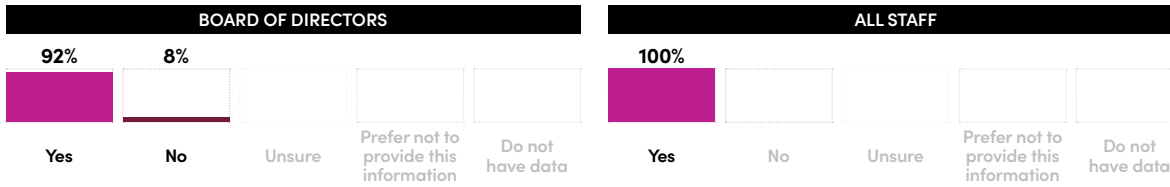
SIERRA CLUB FOUNDATION

RACE AND ETHNICITY

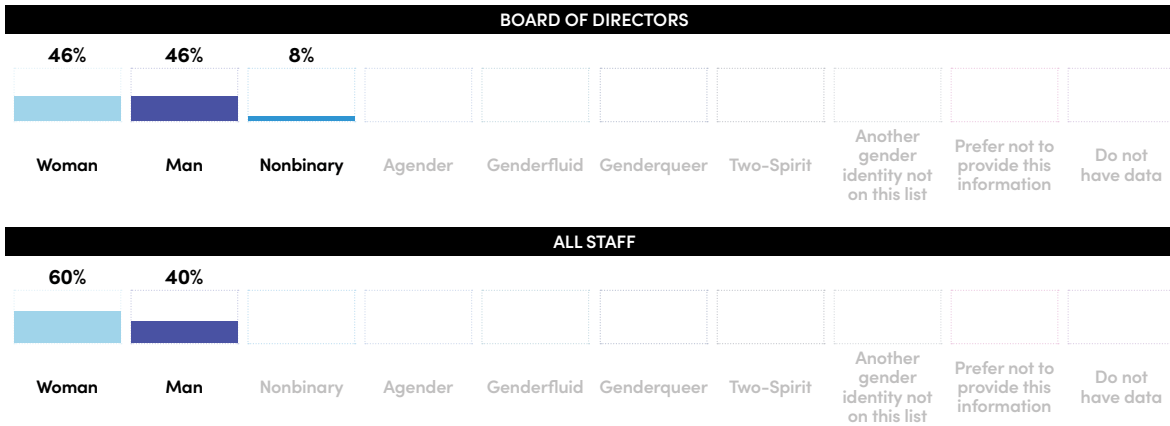


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



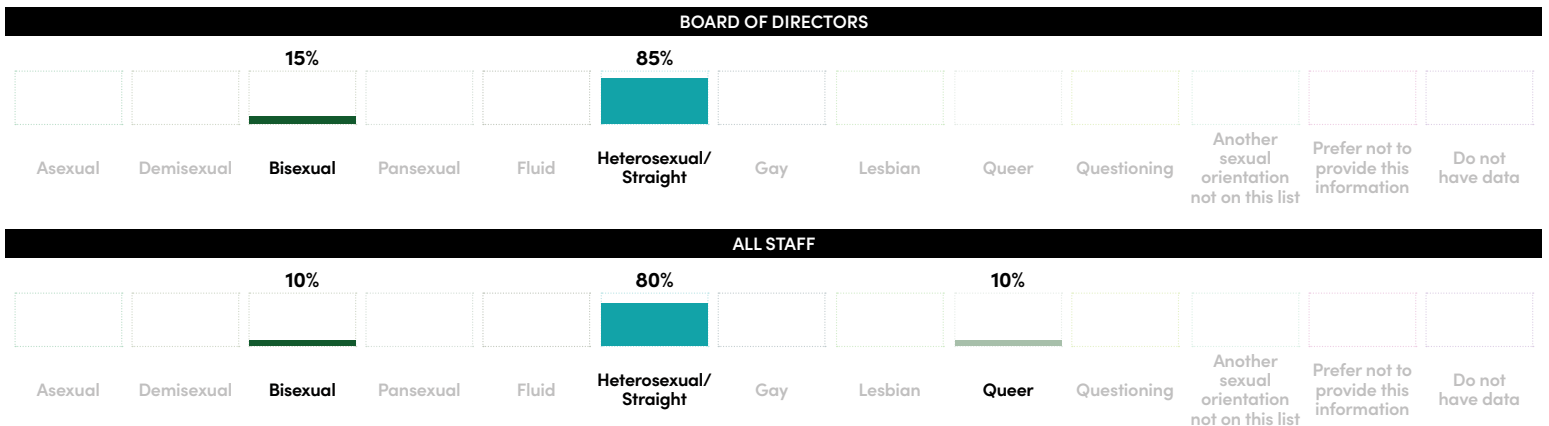
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

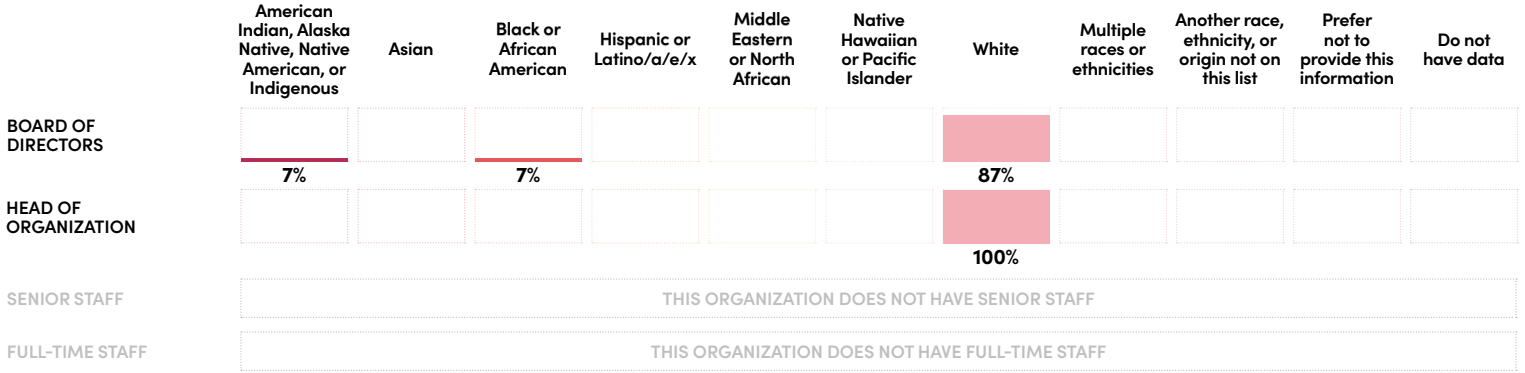


SIERRA CLUB FOUNDATION

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

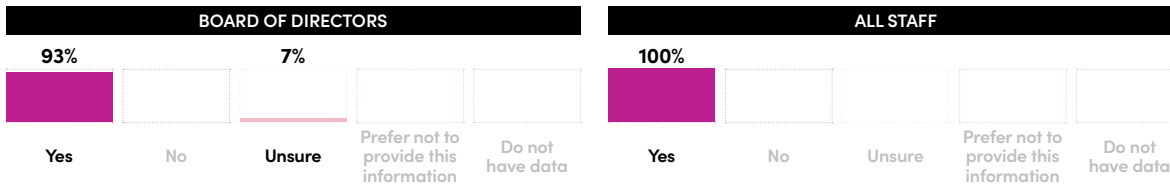
Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you? We do not have interns.	YES	NO
How many weeks of paid parental leave does your organization provide employees?		12
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

RACE AND ETHNICITY

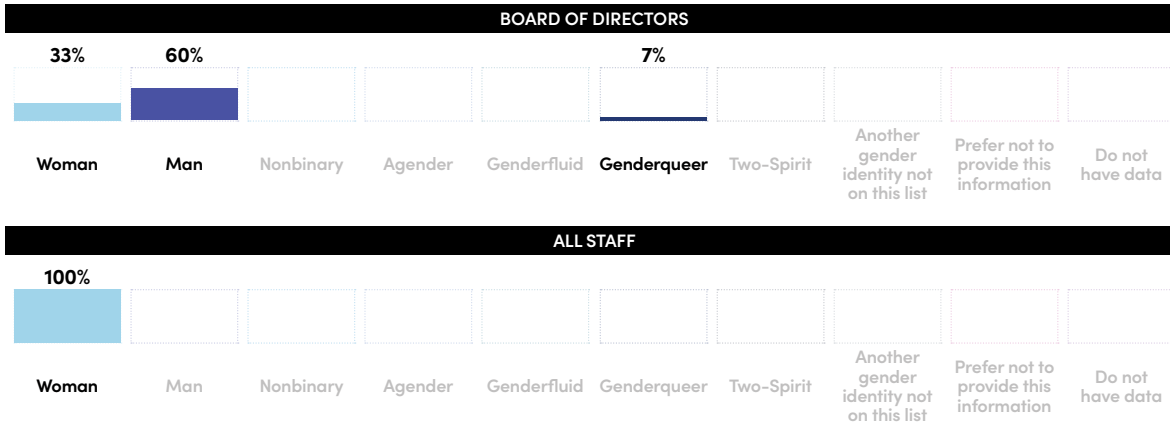


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



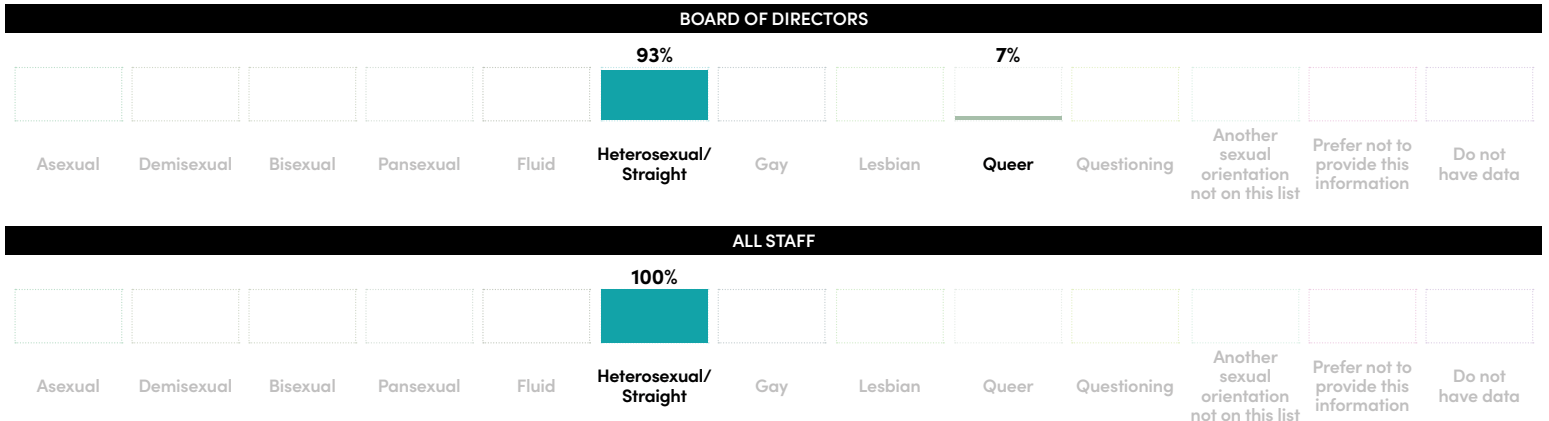
What gender do you identify with?



DISABILITY STATUS



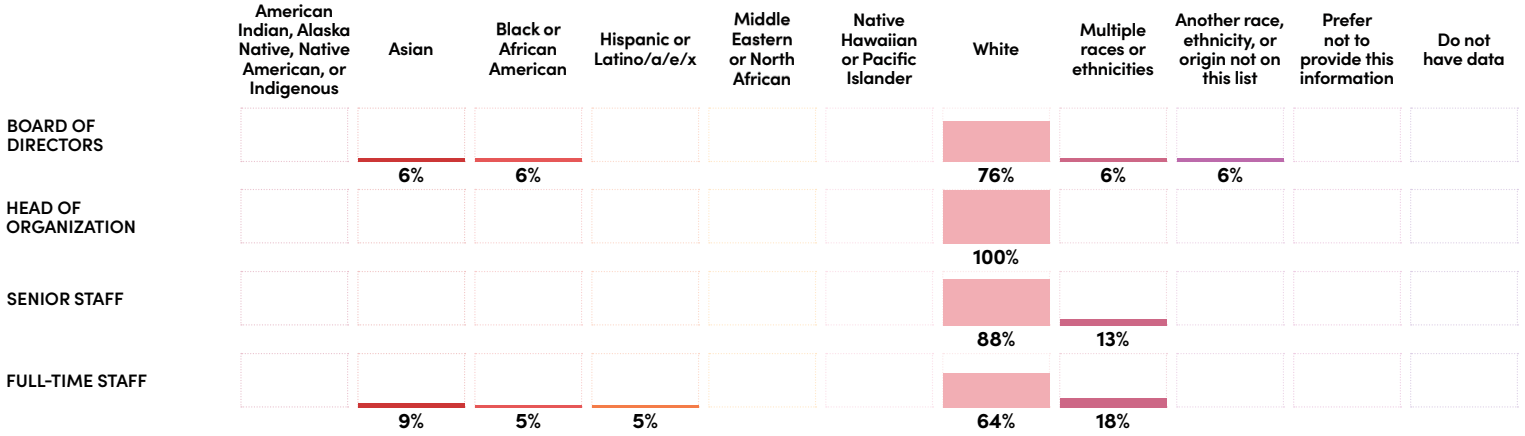
SEXUAL ORIENTATION



DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

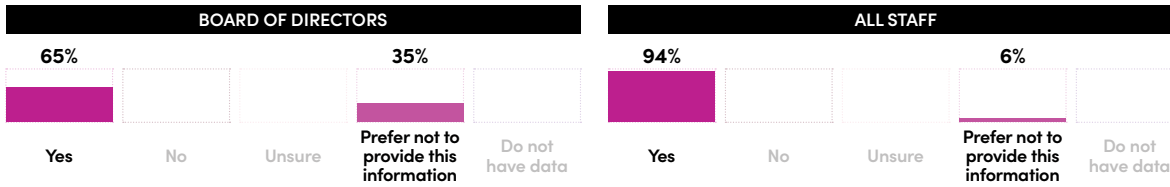
Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES NO
Do you have DEIJ goals written into your strategic plan?	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES NO
Does your organization pay all interns who work with you?	YES NO
How many weeks of paid parental leave does your organization provide employees?	0
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES NO
Do you have funded employee resource groups or affinity groups?	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES NO
Do you have formal mentoring programs for staff?	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

RACE AND ETHNICITY

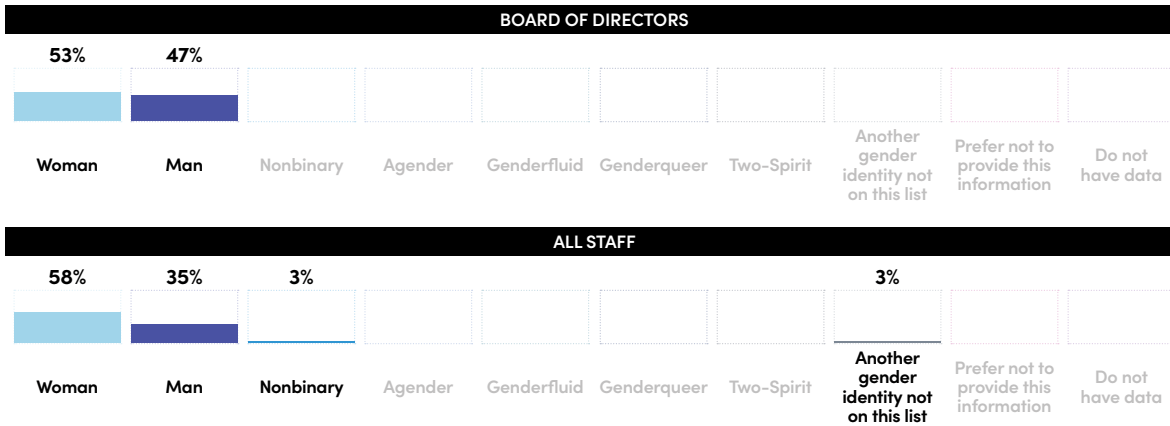


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



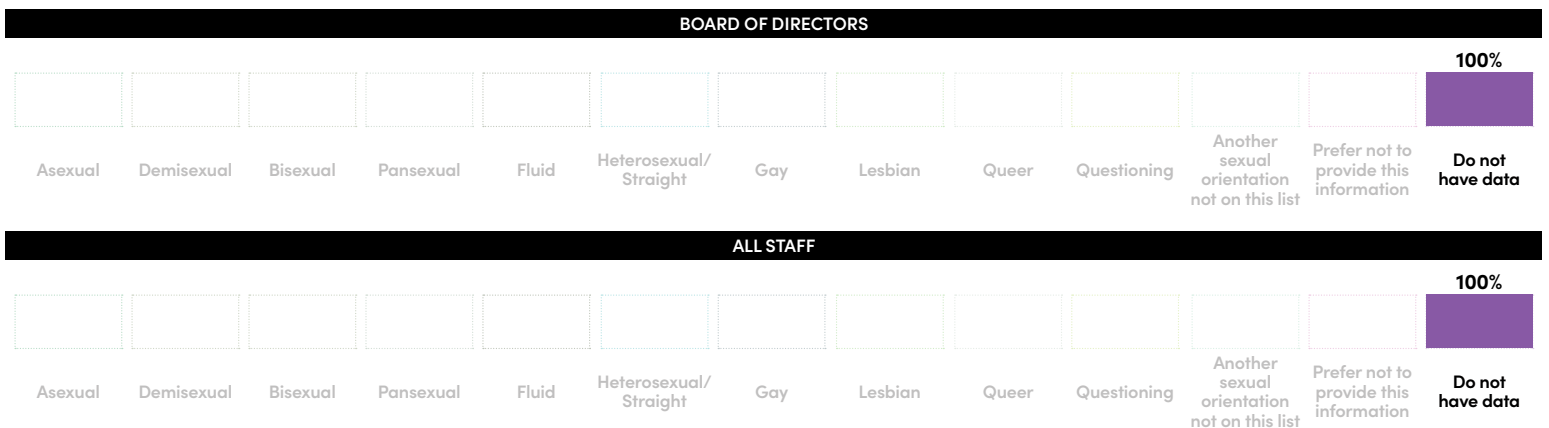
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

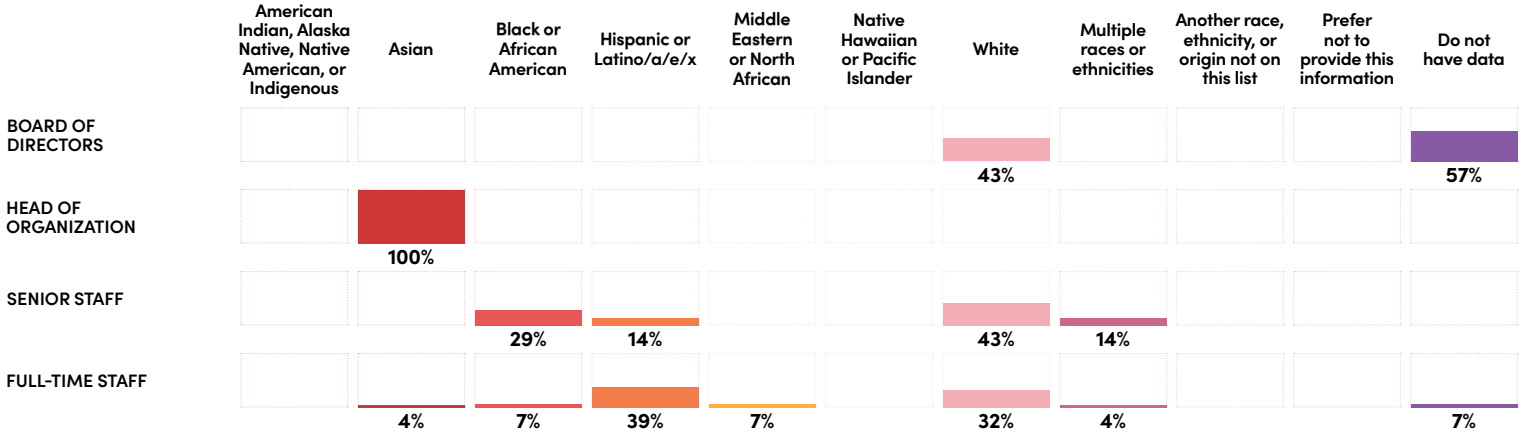


DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees? As part of California's Paid Family Leave (PFL), we do not offer anything in addition.	8	
Are DEIJ metrics included in performance reviews for executive and senior leadership? Leadership is evaluated against annual "objectives" which are created by the staff person, so some include DEIJ metrics are included but not by policy.	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? We have provided training in the past for staff and board, but it's not annual nor have newer staff participated.	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

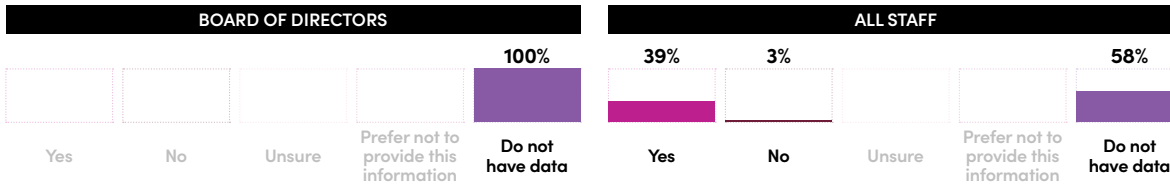
SUNRISE MOVEMENT

RACE AND ETHNICITY

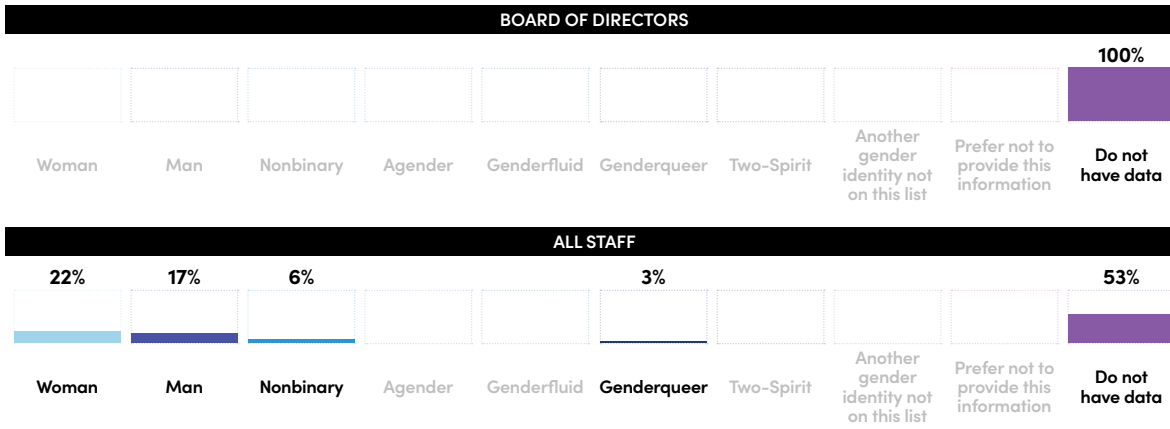


GENDER IDENTITY

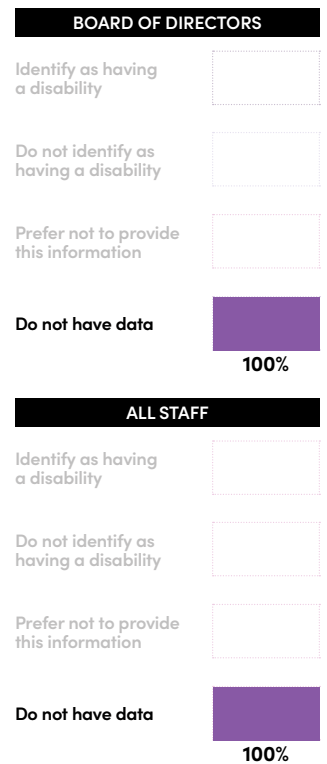
Do you identify with the gender assigned to you at birth?



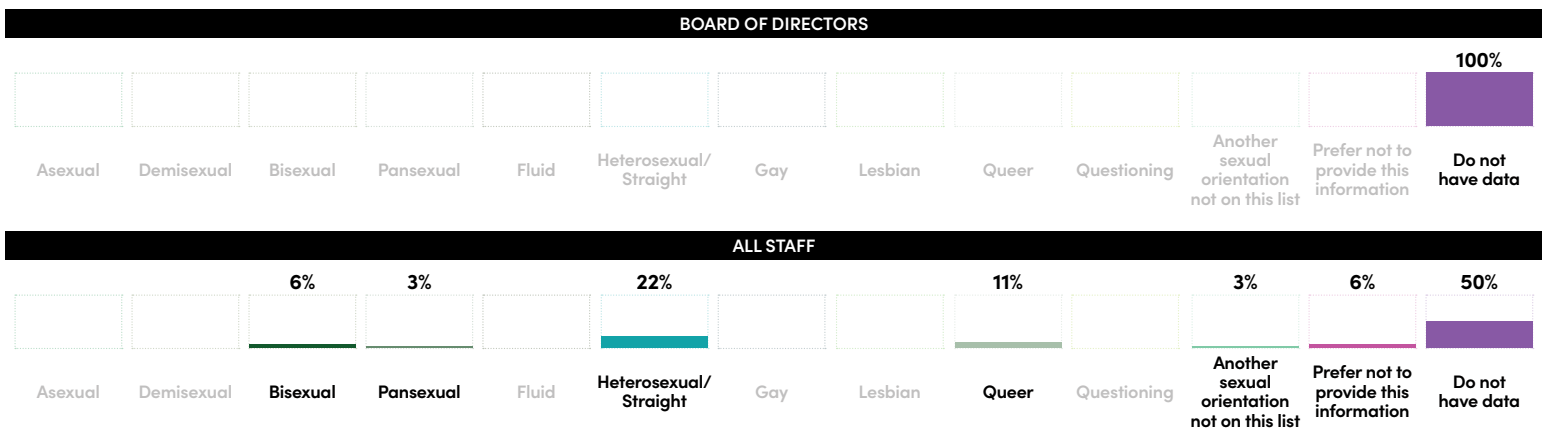
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



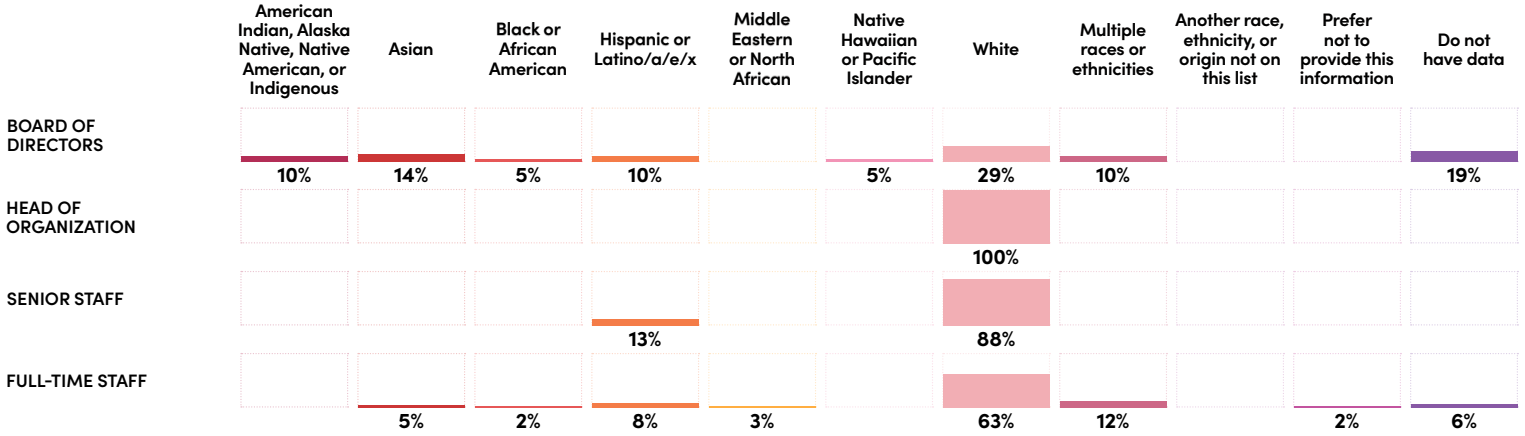
SUNRISE MOVEMENT

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	24 WEEKS AND ADDITIONAL 4 WEEKS	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

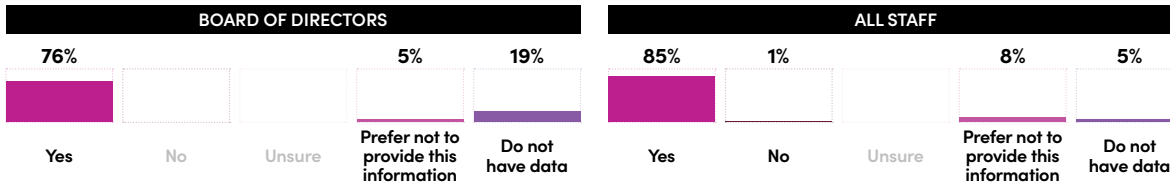
SURFRIDER FOUNDATION

RACE AND ETHNICITY

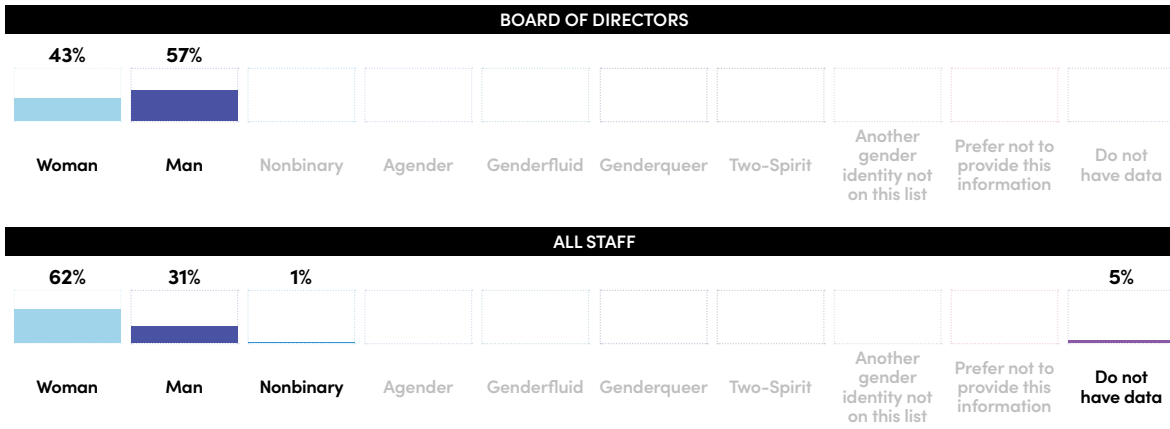


GENDER IDENTITY

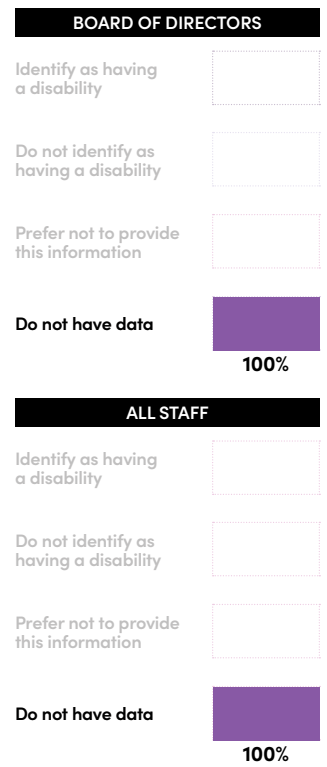
Do you identify with the gender assigned to you at birth?



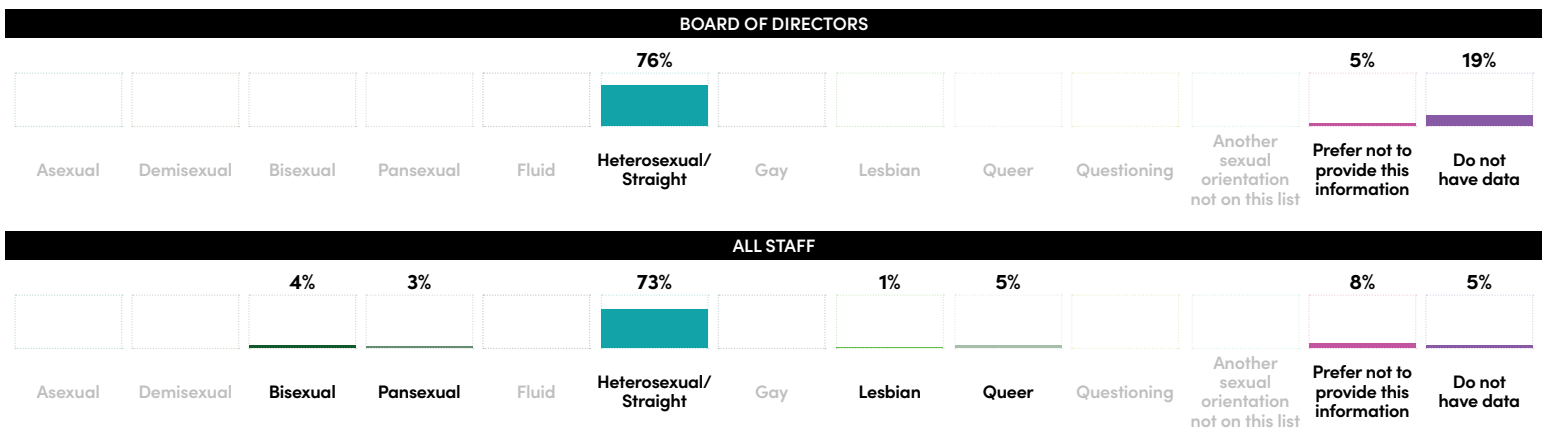
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



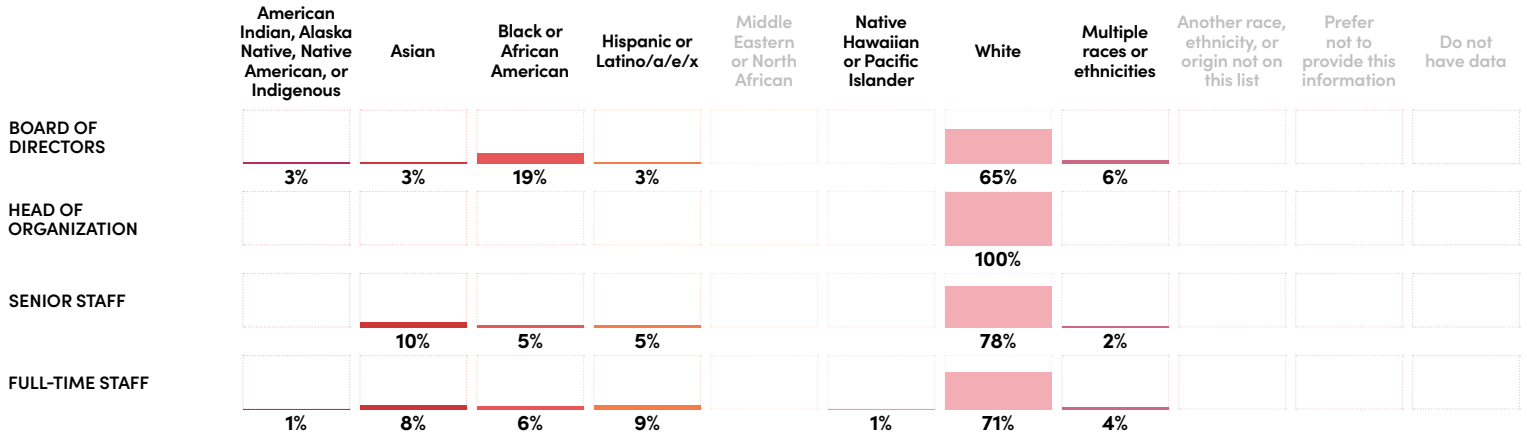
SURFRIDER FOUNDATION

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view? Available by request.	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you? We do offer paid internships. Unnpaid internships must earn academic credit and are provided with a stipend to defray living expenses.	YES	NO
How many weeks of paid parental leave does your organization provide employees?	6	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

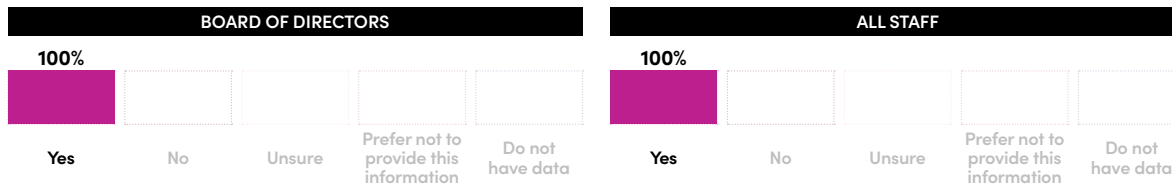
THE TRUST FOR PUBLIC LAND

RACE AND ETHNICITY

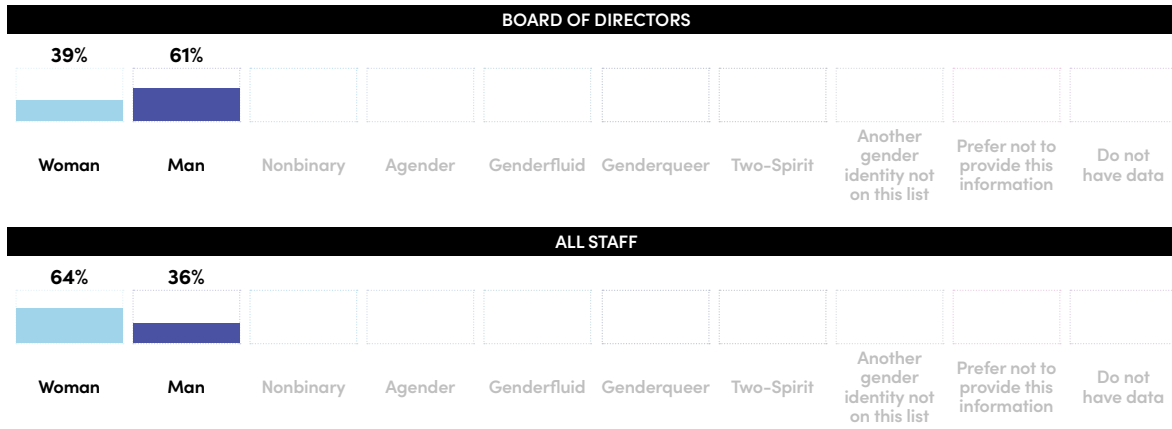


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



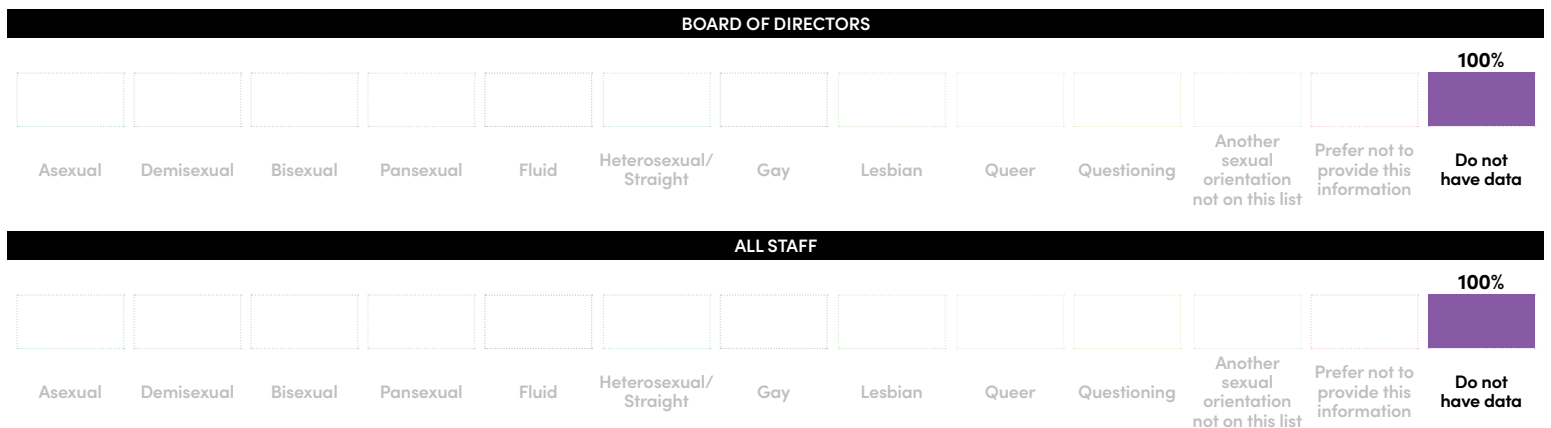
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



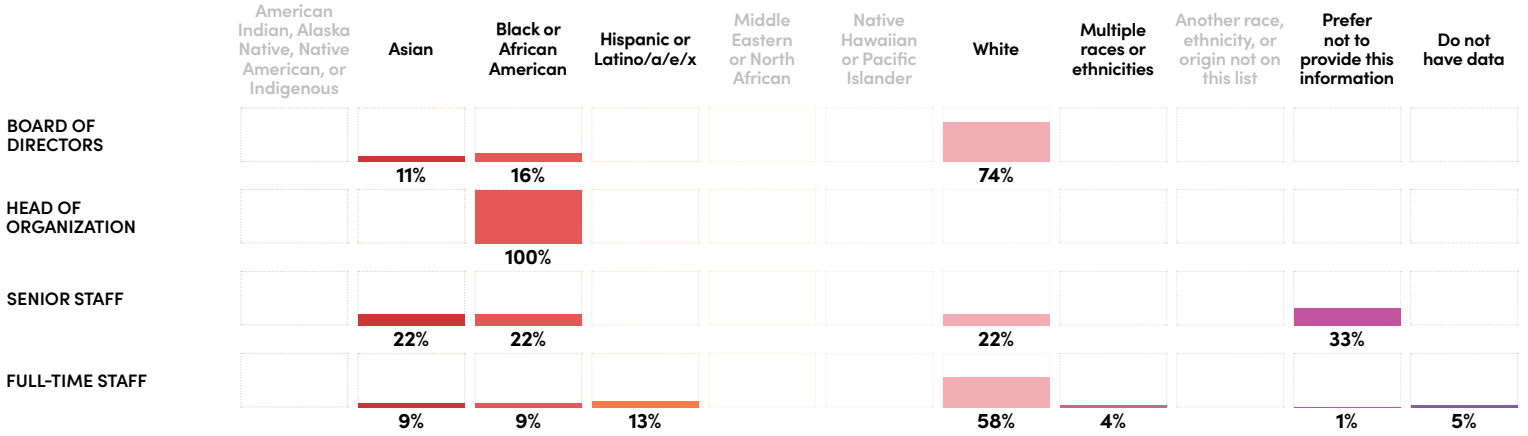
THE TRUST FOR PUBLIC LAND

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view? We have recently launched a 2-year Career Compass project that analyzes pay equity, transparency and career path frameworks.	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors? In addition to our Career Compass project, we are stabilizing our management training to include standardized practice ranging from new staff onboarding to performance review.	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you? True for students deemed eligible by their institution, some of which do not allow payment for the students receiving credit.	YES	NO
How many weeks of paid parental leave does your organization provide employees?	8	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias? We are currently evaluating and updating our Recruitment and Retention strategies and training. Best interview and hiring practices will be included.	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias? Our Board Affairs committee is dedicated to evaluating demographic representation to include ethnicity, geography, industry, careers, and age.	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms? We don't use much gendered language, but in the places we've encountered it, we address it. For example, we use terms that refer to one's role not gender.	YES	NO
Do you have funded employee resource groups or affinity groups? We have included ERGs as part of our DEI Action Plan, though it hasn't been launched. Some of our staff recently attended G2.0 Empowering DEI via ERG.	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? We will be revamping our DEI Leadership Learning series this summer that includes bias/antibias training. Some staff and executives did get trained.	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? Senior leadership participates in 360 evaluations.	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

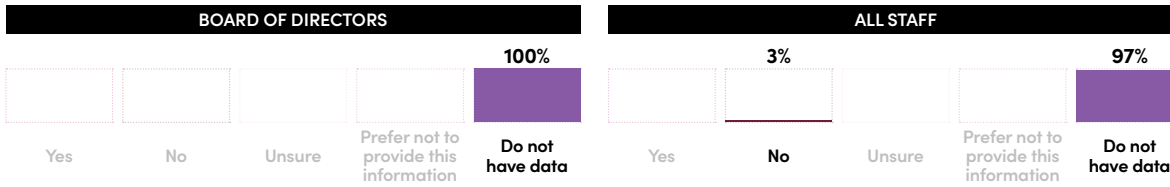
UNION OF CONCERNED SCIENTISTS

RACE AND ETHNICITY

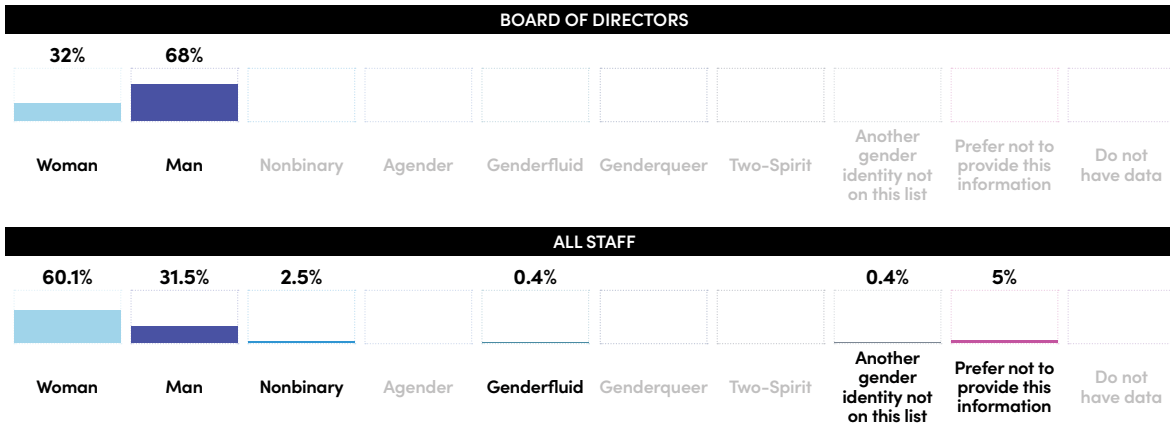


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?

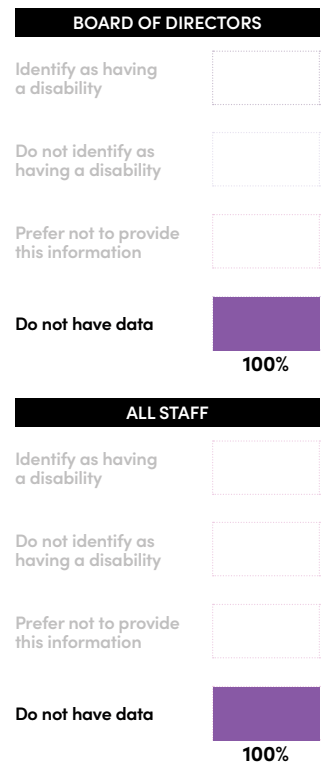


What gender do you identify with?

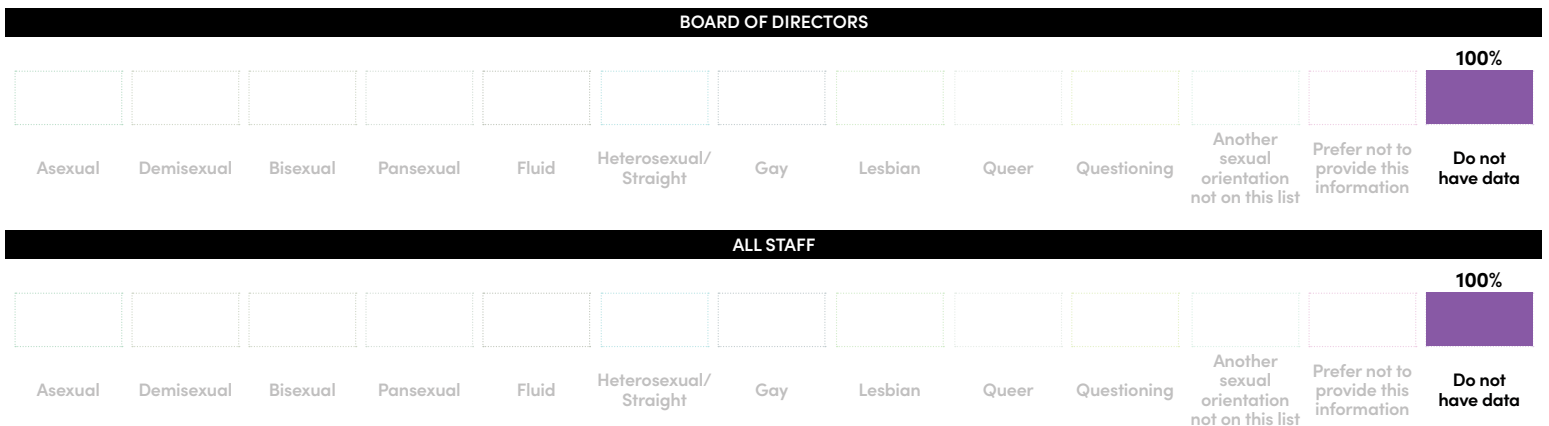


*These are decimals rather than whole numbers to accurately represent staff demographics that are <0.5% at this organization.

DISABILITY STATUS



SEXUAL ORIENTATION



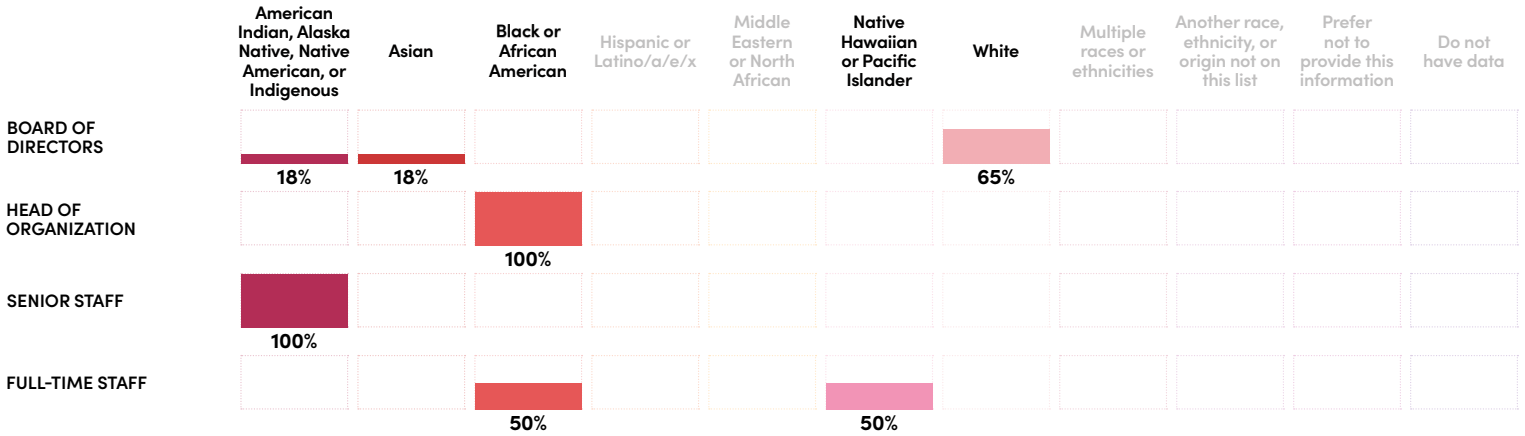
UNION OF CONCERNED SCIENTISTS

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants? All job postings have a salary range posted.	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors? We are working on creating a standardized process with an anticipated release in Summer 2024.	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization? We conduct an annual review that includes 365 feedback.	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts? We have a JEDI office with two full time staff, one of whom is a member of the executive team. Additionally, Fridays are meeting free to hold space an.	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions? We have a formal grievance process that goes through People & Culture as well as an external Ombudsman.	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees? We have 4 weeks of emergency sick leave that all employees can access. We also allow employees to use paid sick, vacation, and personal time to top up.	4	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias? We have hired an external consultant to ensure our recruitment and hiring processes implement best practices to address bias. This work remains ongoing.	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias? This is an ongoing focus for our board.	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback? We recently completed our most comprehensive organization-wide JEDI assessment to date garnering approximately 90% participation and are incorporating.	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? Implicit Bias training is included in our onboarding materials for new hires as of April 2024. It is also offered to all staff but not required.	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? Staff can provide feedback through our ombuds, JEDI officers, affinity groups and through occasional P&C processes such as exit interviews.	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives? Staff can provide feedback through our ombuds, JEDI officers, affinity groups and through occasional P&C processes such as exit interviews.	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts? The data from our assessment is being used to adjust and modify efforts and provides a baseline from which to measure progress and modify continuously.	YES	NO

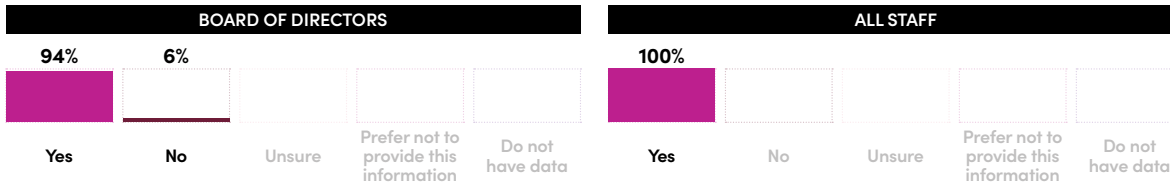
US CLIMATE ACTION NETWORK (USCAN)

RACE AND ETHNICITY

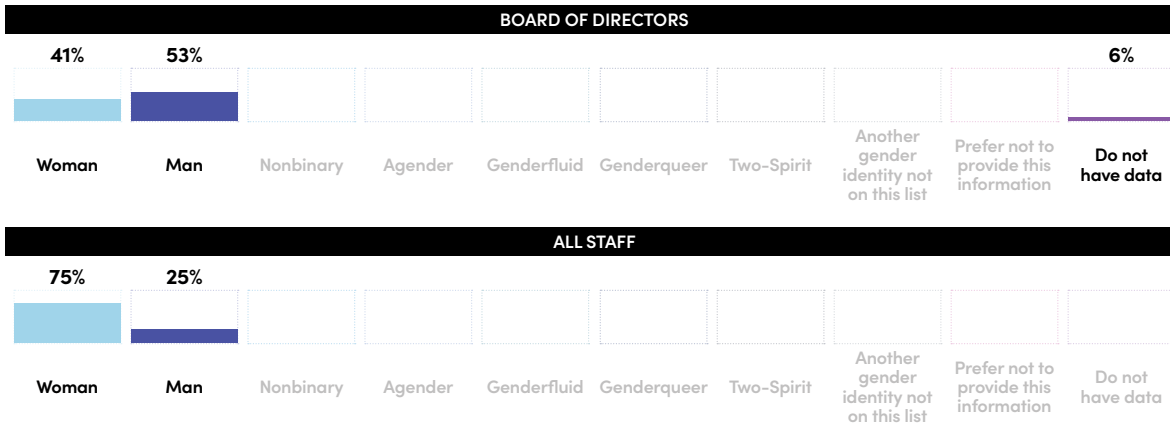


GENDER IDENTITY

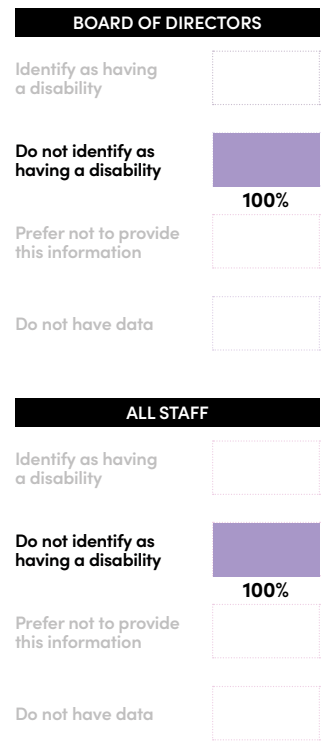
Do you identify with the gender assigned to you at birth?



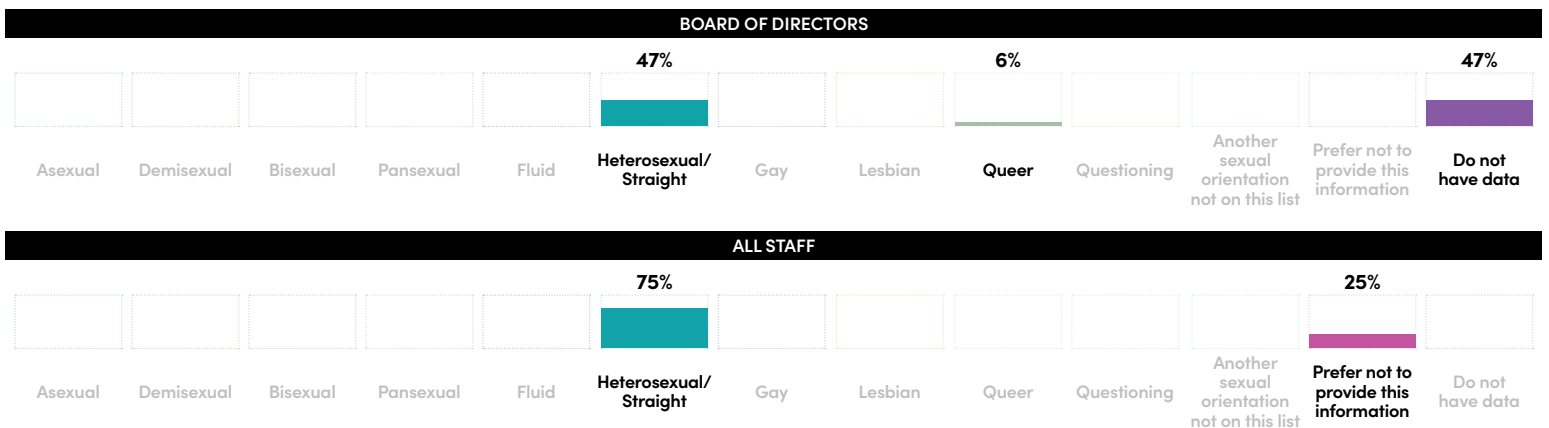
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

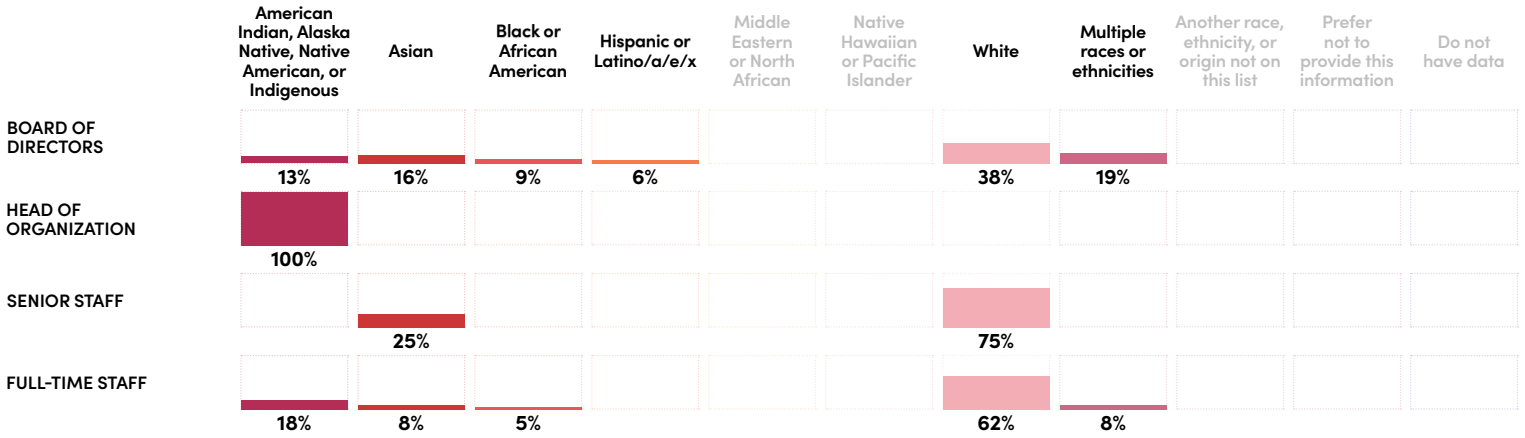


US CLIMATE ACTION NETWORK (USCAN)

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

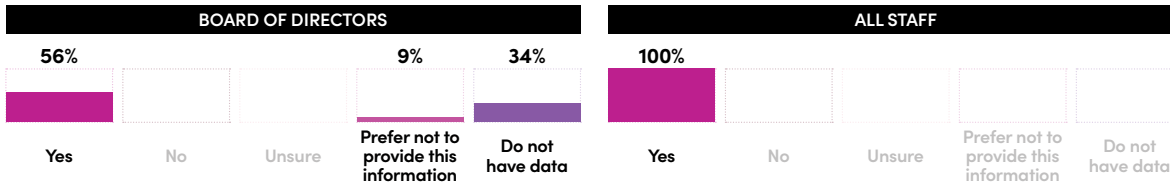
Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?		35
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback? We have a team of 4 people who are all open to each other with feedback. If the company size were to increase, we would re-institute anonymous surveys.	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

RACE AND ETHNICITY

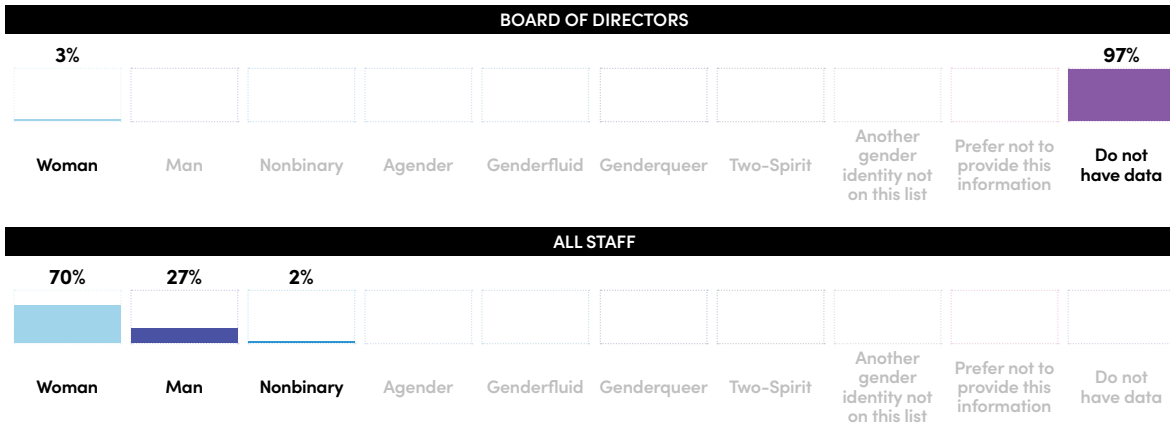


GENDER IDENTITY

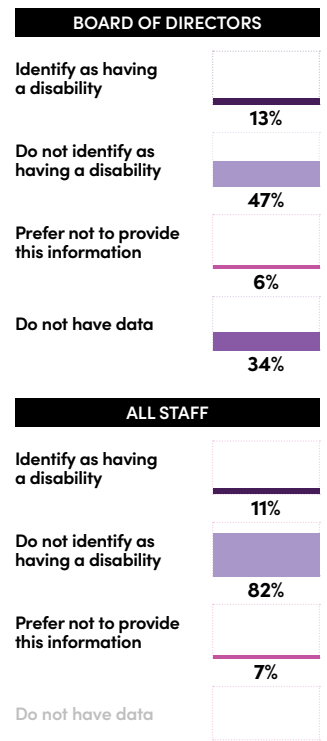
Do you identify with the gender assigned to you at birth?



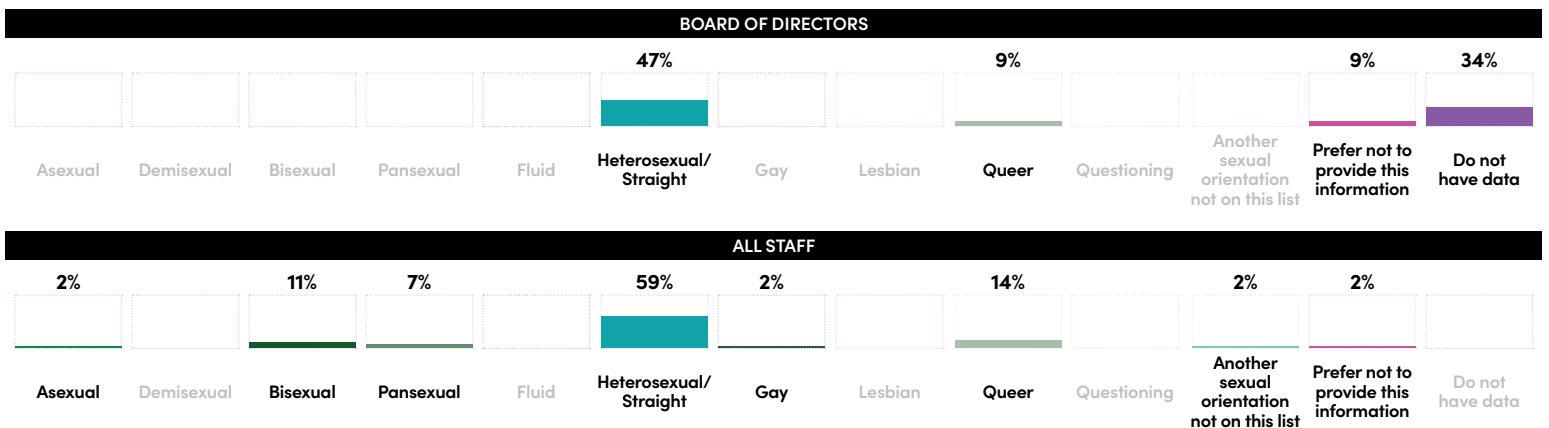
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

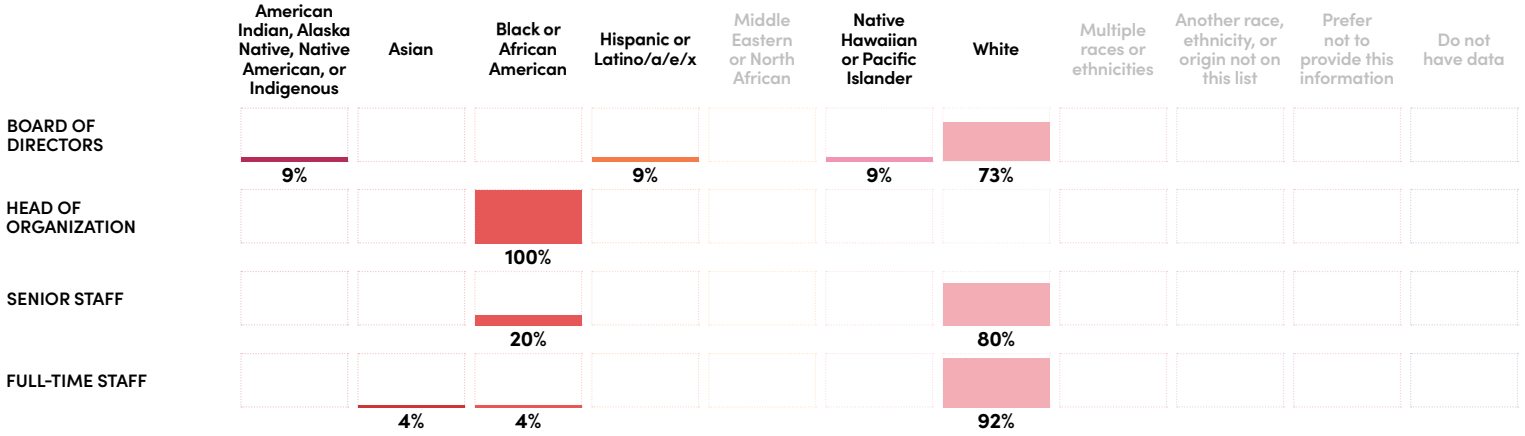


DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors? Currently refining the growth promotion process to provide more detailed guidance.	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES NO
Do you have DEIJ goals written into your strategic plan?	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions? We operate with personnel policies and a collective bargaining agreement.	YES NO
Does your organization pay all interns who work with you?	YES NO
How many weeks of paid parental leave does your organization provide employees? Paid Family and Medical Leave is the state sponsored program of 12 weeks. The organization supplements 4 of the 12 state sponsored family leave weeks.	4
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias? We opened up the recruitment process, including website applications, and emphasis on relationship building of potential members.	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants? The job announcement, job description and onboarding information speak to accommodations.	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms? We are using a style guide provided by our communications team that addresses writing about gender and sexual orientation.	YES NO
Do you have funded employee resource groups or affinity groups? Working on this. Current affinity groups do not yet have guidelines to receive funds, however, we expect to fund these once there is a process.	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES NO
Do you have formal mentoring programs for staff?	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

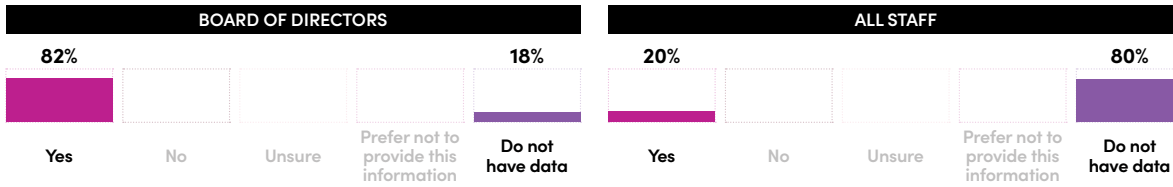
WILDEARTH GUARDIANS

RACE AND ETHNICITY

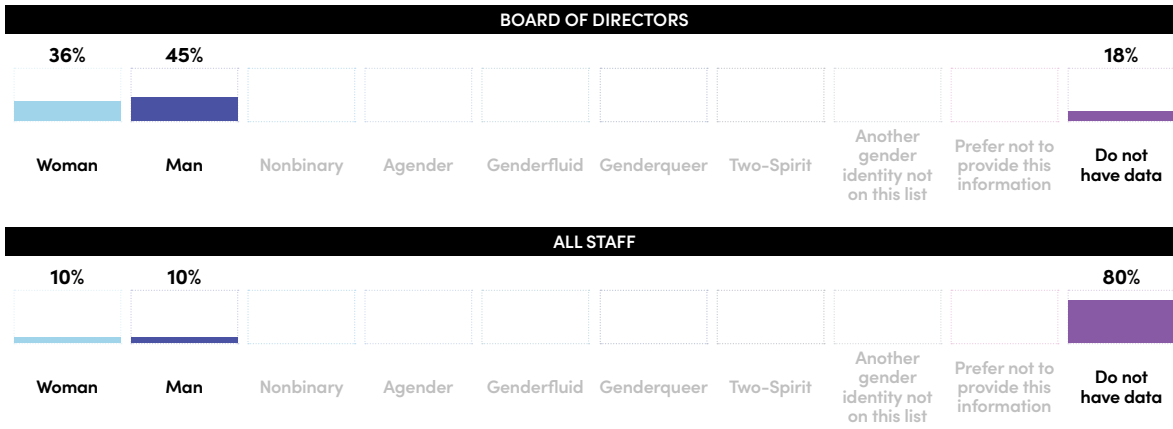


GENDER IDENTITY

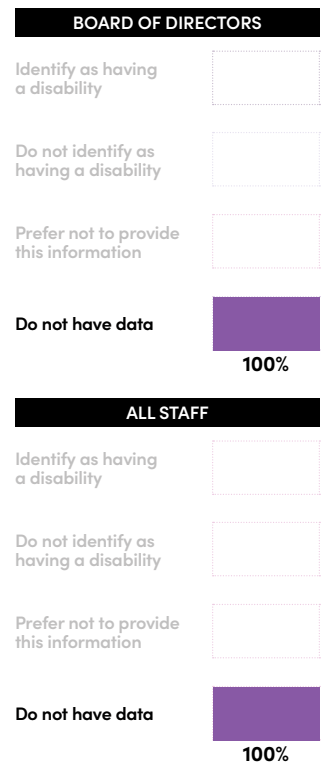
Do you identify with the gender assigned to you at birth?



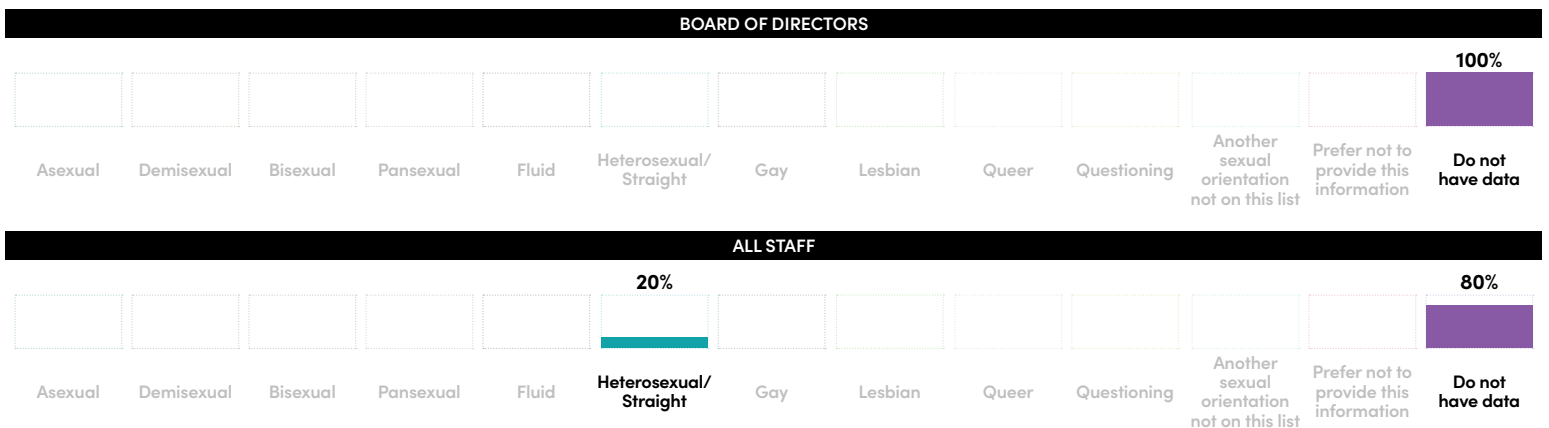
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



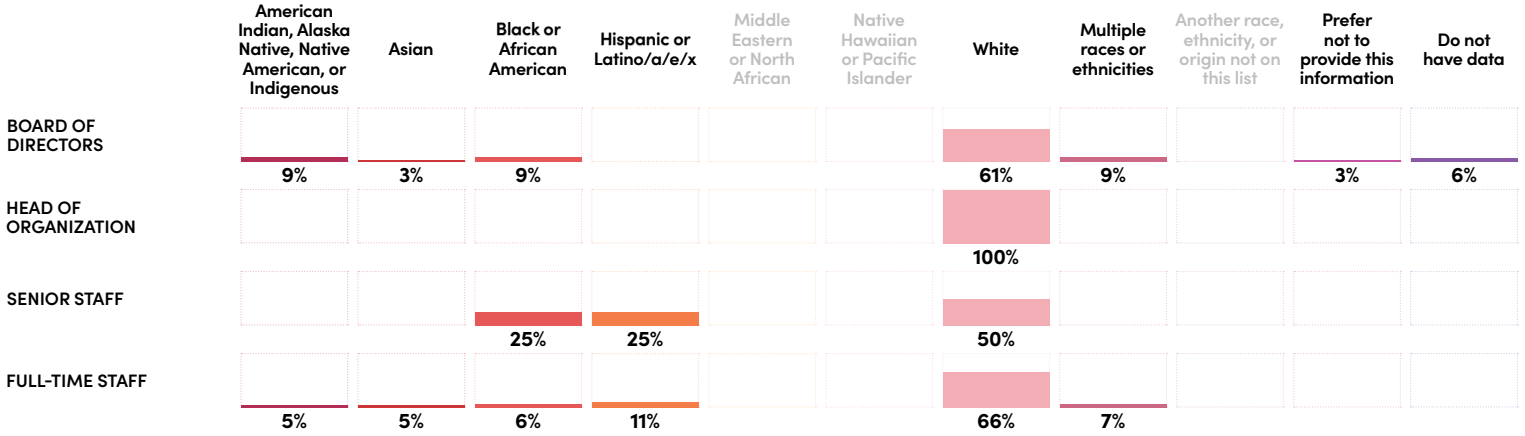
WILDEARTH GUARDIANS

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees?	12	
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

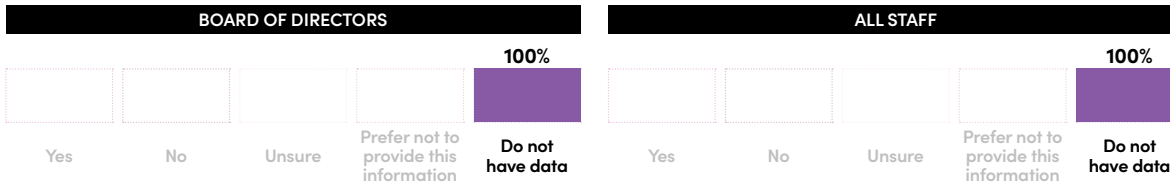
THE WILDERNESS SOCIETY

RACE AND ETHNICITY

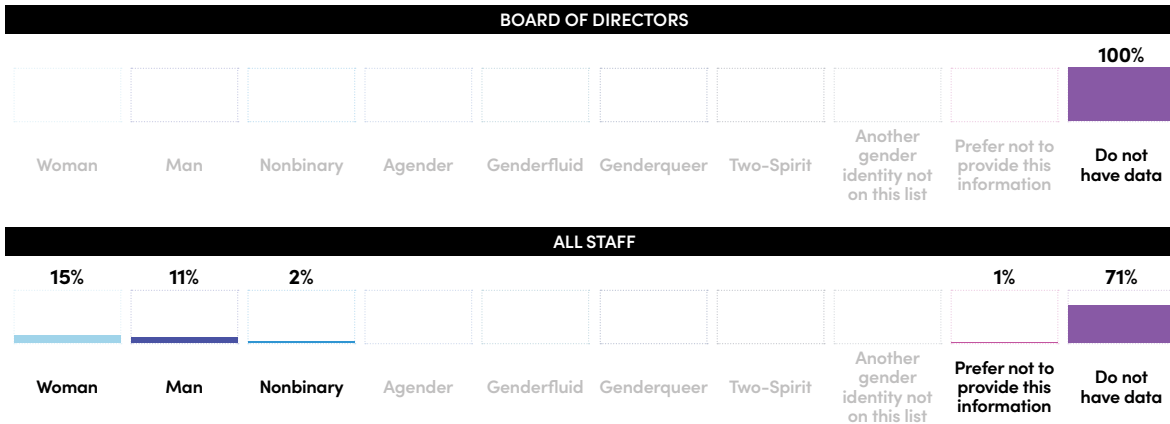


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



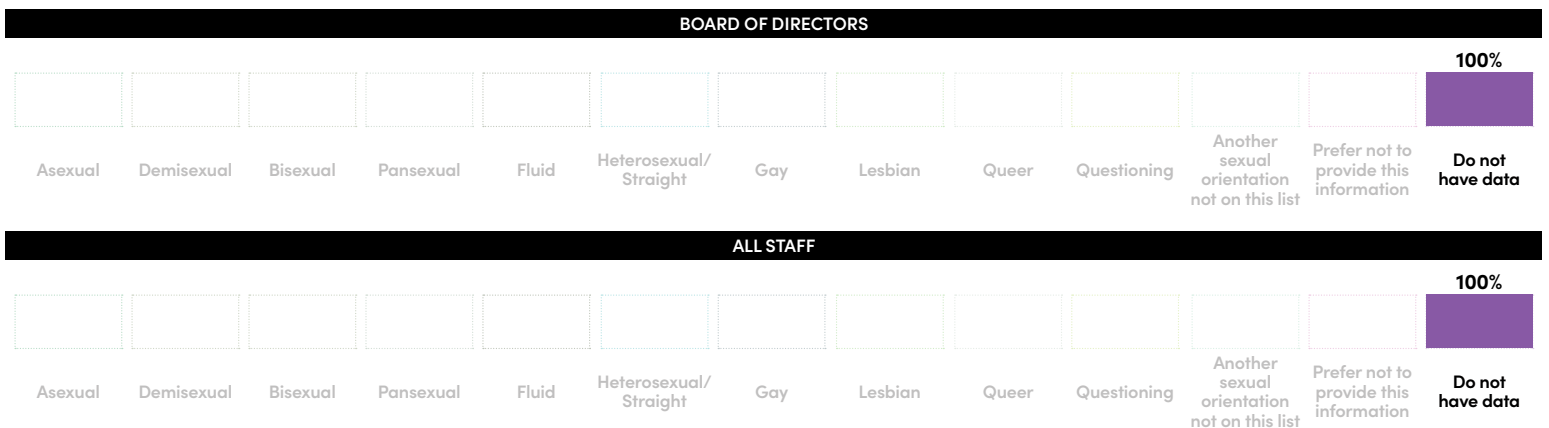
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

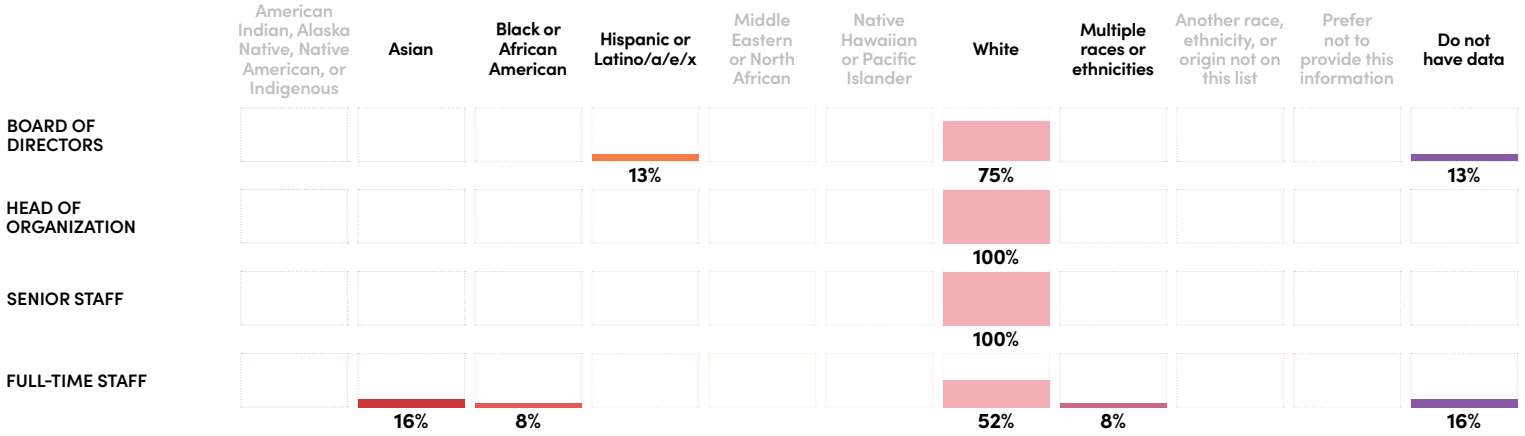


THE WILDERNESS SOCIETY

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

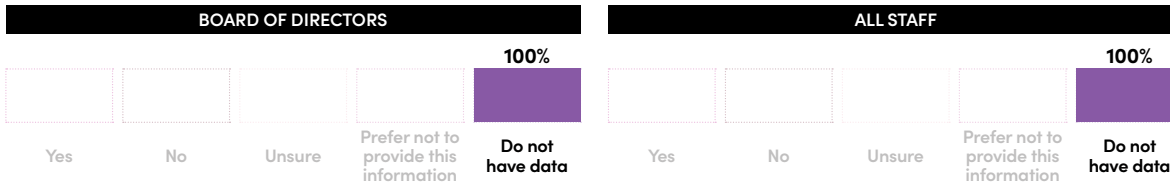
Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan?	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?	YES	NO
How many weeks of paid parental leave does your organization provide employees? Up to additional 4 weeks using accrued leave.		12
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias? We have formalized board recruitment where we outreach to people based on skills and evaluate demographics.	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants? We are compliant with ADA guidelines.	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES	NO
Do you have funded employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

RACE AND ETHNICITY

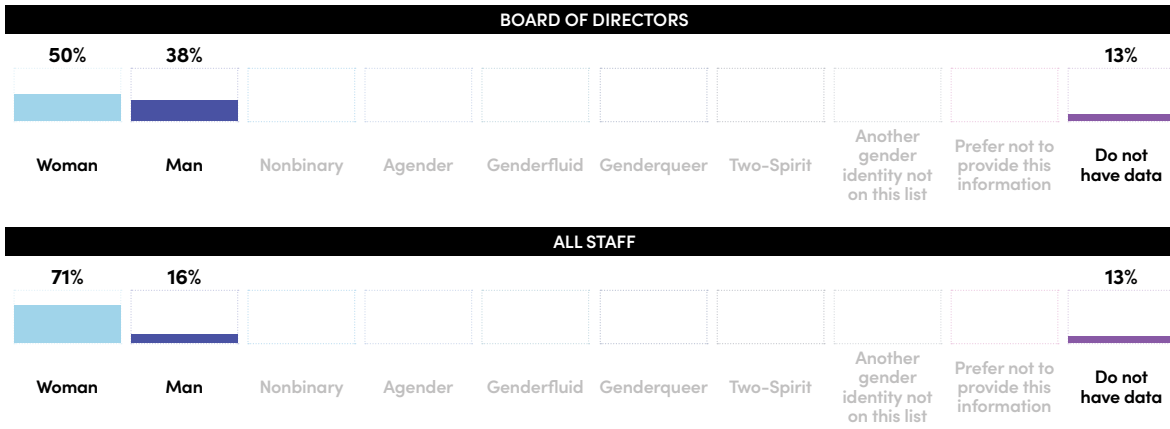


GENDER IDENTITY

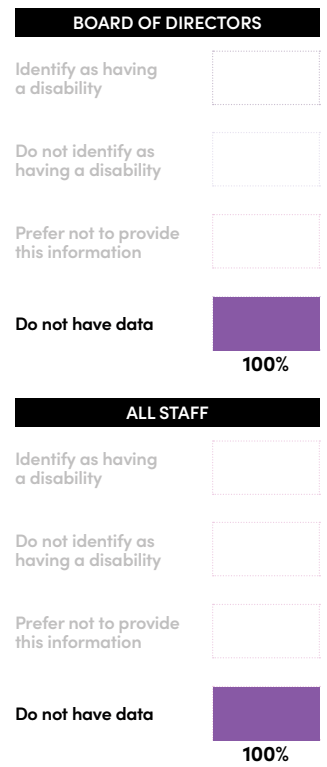
Do you identify with the gender assigned to you at birth?



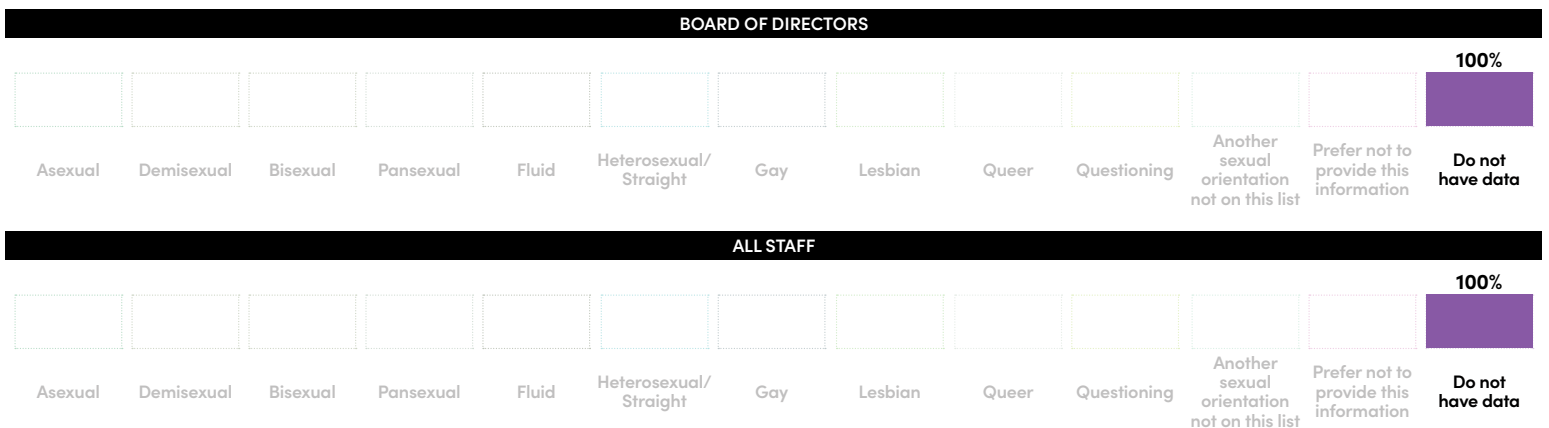
What gender do you identify with?



DISABILITY STATUS



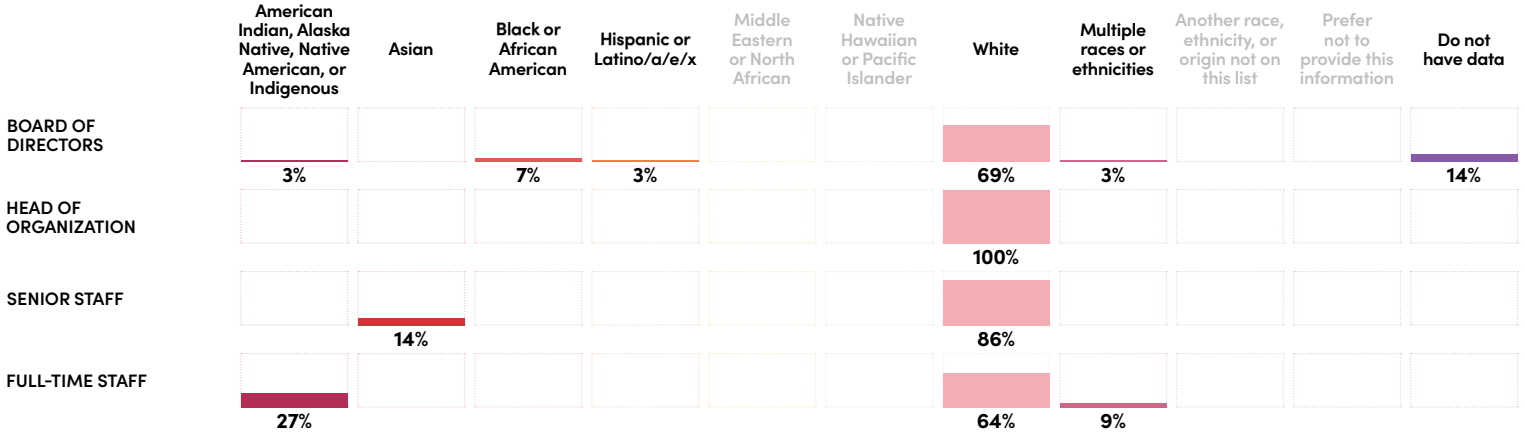
SEXUAL ORIENTATION



DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

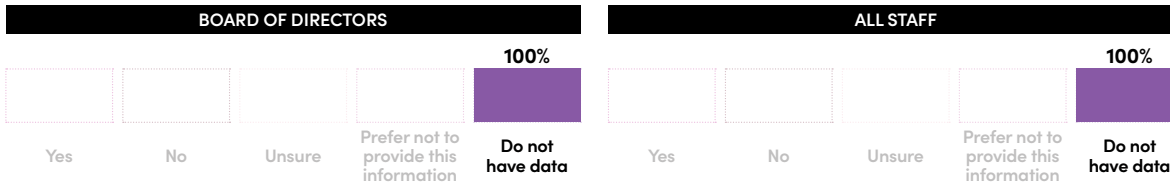
Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view? Distributed our compensation philosophy and salary grid late 2023, with easy access in the organization's shared drives.	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization? Currently, semi-annual performance review.	YES NO
Do you have DEIJ goals written into your strategic plan? While our current strategic plan (2021-2024) does not have explicit DEIB goals, we aim to have them in our next iteration (2025-2028).	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts? We have committed both financial resources and paid staff time to DEIB efforts, including but not limited to a Task Force and external consultant.	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES NO
Does your organization pay all interns who work with you? We have not yet employed interns, but plan to in the future as paid positions.	YES NO
How many weeks of paid parental leave does your organization provide employees? Up to 17 weeks for birthing parent, 8 weeks for non-birthing parents. Additional sick or accrued PTO may be used, in adherence to FMLA, PFL, and CFRA.	8 -17
Are DEIJ metrics included in performance reviews for executive and senior leadership? We are aiming to include these metrics in 2024 for all staff, including executive and senior leadership.	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias?	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES NO
Do you have funded employee resource groups or affinity groups?	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback? Annually, and conduct an in-depth year-over-year comparison.	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete? It is not required, but the majority of our staff have taken it via our external party consultant.	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES NO
Do you have formal mentoring programs for staff?	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? We conduct 360's for managers every two years.	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives? Our DEIB meetings are open to all staff. We also solicit feedback after organization-wide DEIB events.	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

RACE AND ETHNICITY

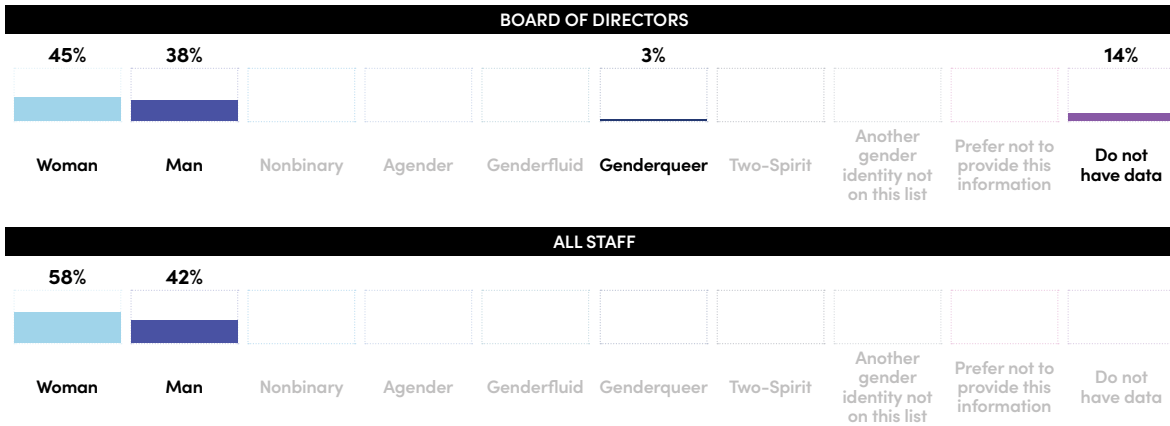


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



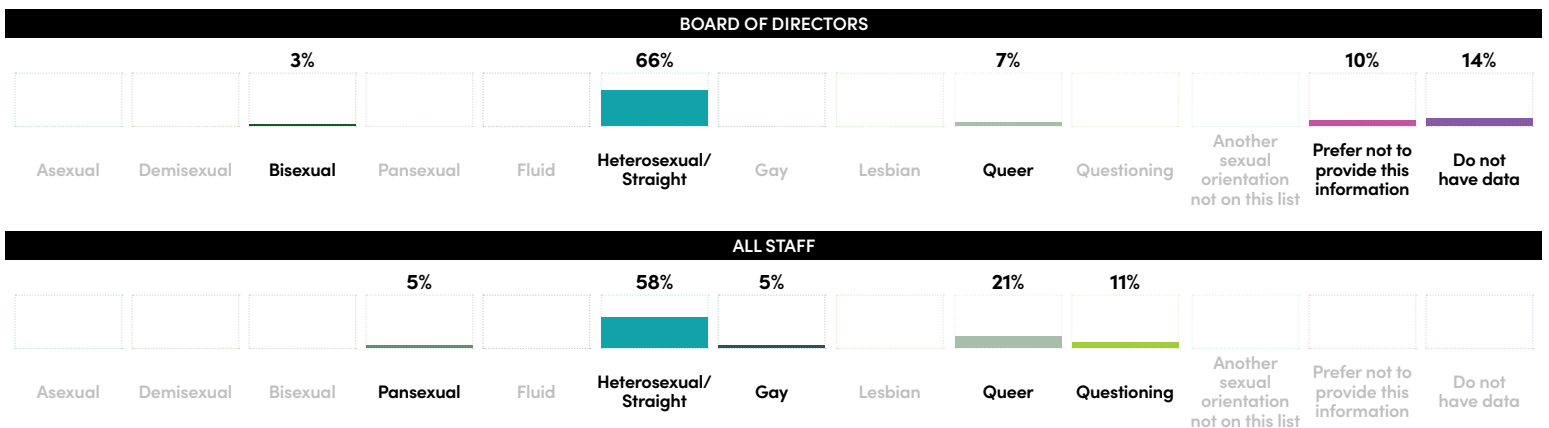
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

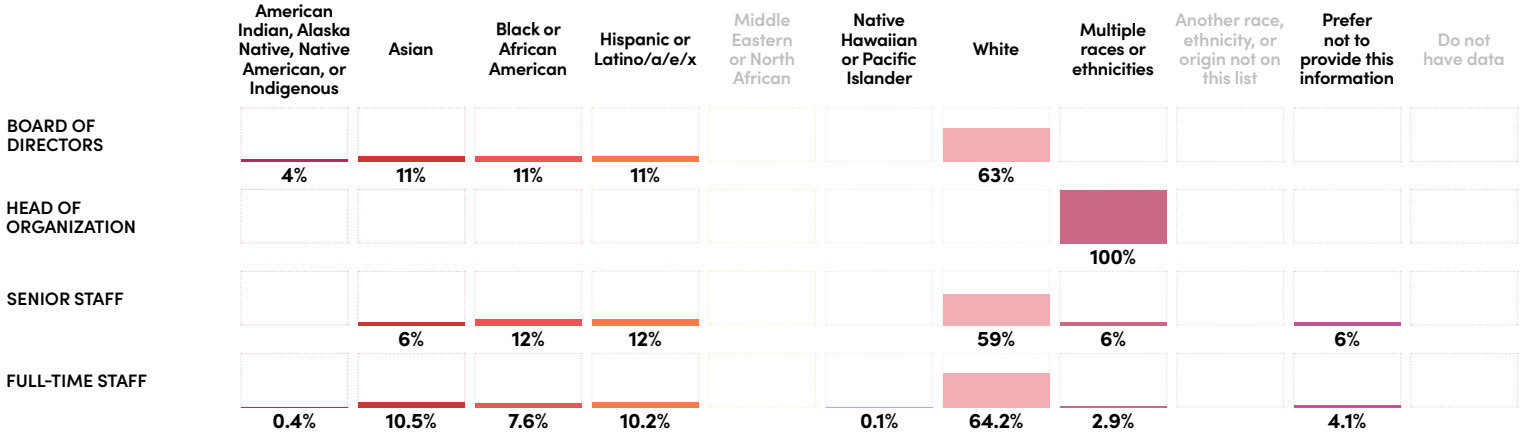


DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view? An internal committee is currently working to develop an equitable compensation policy, including a transparent scale/formula for staff salaries.	YES NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES NO
Do you have DEIJ goals written into your strategic plan?	YES NO
Have you committed financial resources and paid staff time to your DEIJ efforts?	YES NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES NO
Does your organization pay all interns who work with you? We only recruit for paid internships. However, we will accept interns who come to us looking for course credit.	YES NO
How many weeks of paid parental leave does your organization provide employees?	8
Are DEIJ metrics included in performance reviews for executive and senior leadership? We include qualitative questions in annual reviews regarding DEIJ, but have not included any quantitative metrics.	YES NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias? We have evaluated our processes internally which has led to a number of changes. However, it has not yet had the impact we're looking for.	YES NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms?	YES NO
Do you have funded employee resource groups or affinity groups?	YES NO
Do you conduct anonymous employee engagement surveys and implement feedback?	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES NO
Do you have formal mentoring programs for staff?	YES NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES NO

THE WORLD WILDLIFE FUND

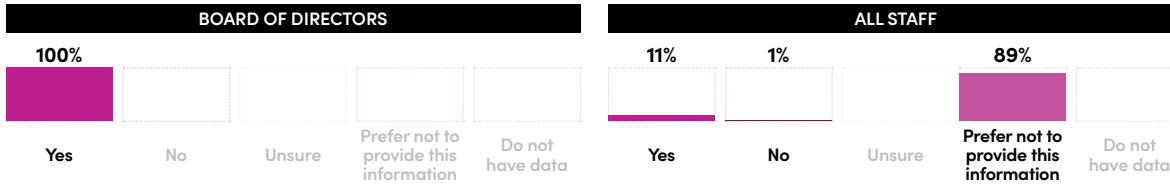
RACE AND ETHNICITY



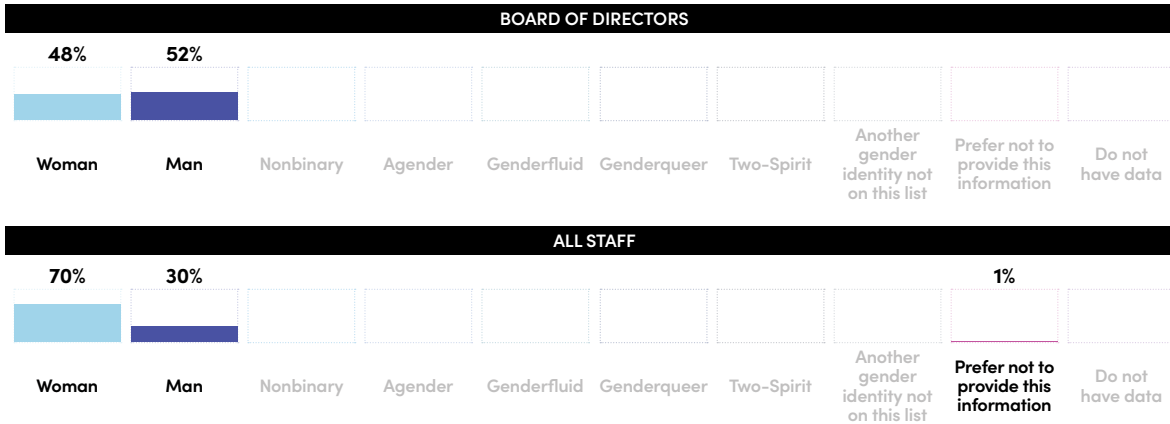
*These are decimals rather than whole numbers to accurately represent staff demographics that are <0.5% at this organization.

GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



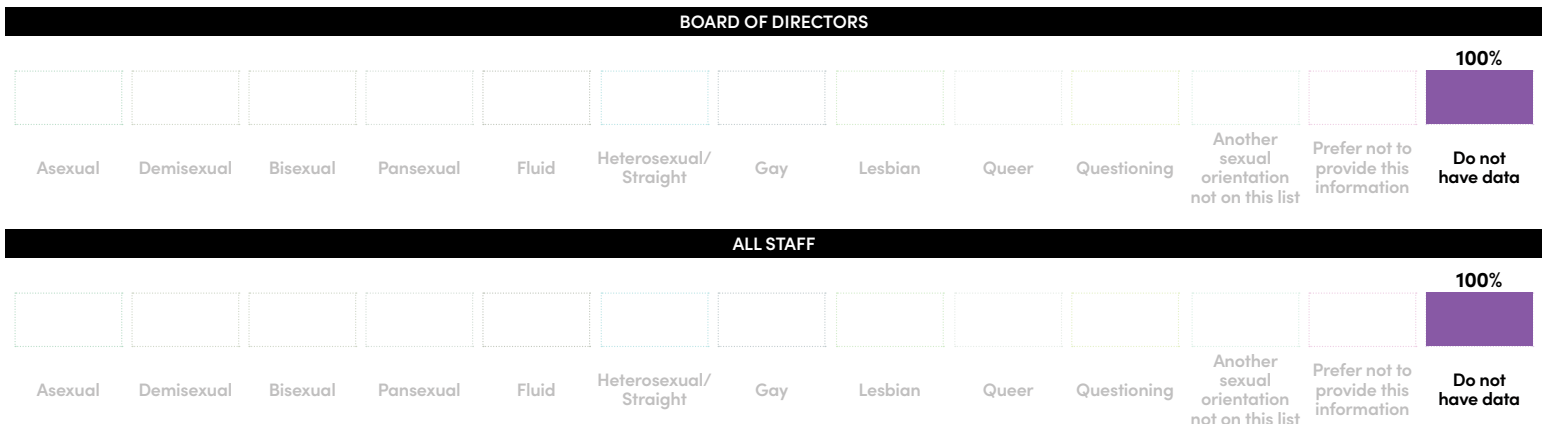
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



THE WORLD WILDLIFE FUND

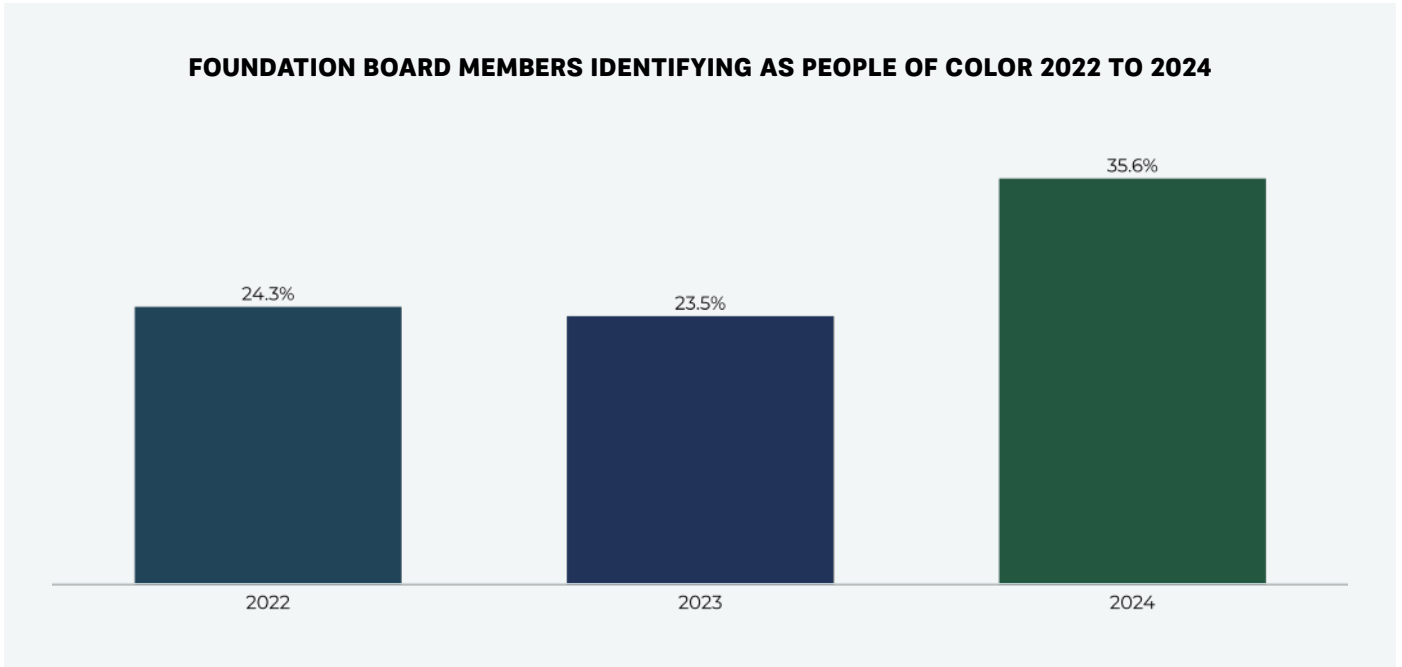
DIVERSITY, EQUITY, INCLUSION, AND JUSTICE PRACTICES

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants? WWF compiles with all state requirements for job descriptions and postings.	YES	NO
Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted across the organization?	YES	NO
Do you have DEIJ goals written into your strategic plan? DEI is incorporated into CEO performance goals. DEI is a component in some instances at the program level.	YES	NO
Have you committed financial resources and paid staff time to your DEIJ efforts? Dedicated budget for DEI initiatives and it has grown each year. Additional funding has been allocated for specific initiatives.	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you? We have a paid DEI internship program, but accommodate unpaid internships as well. For unpaid internships, we require students receive college credit.	YES	NO
How many weeks of paid parental leave does your organization provide employees? Last year we increased our parental leave benefit from 4 weeks to 8 weeks.	8	
Are DEIJ metrics included in performance reviews for executive and senior leadership? Some leaders across the organization have DEI metrics included in their goals, but this is not yet done across the board.	YES	NO
Have you evaluated staff recruitment and hiring processes and implemented best practices to address bias? We have conducted training for talent acquisition and hiring managers around mitigating bias in the selection process.	YES	NO
Have you evaluated board recruitment processes and implemented best practices to address inclusivity and bias?	YES	NO
Do you proactively offer accommodations for full-time staff and potential job applicants?	YES	NO
Have you evaluated internal and external language used by the organization to identify and eliminate gendered terms? We released an inclusive communications toolkit in 2021 and continue to make updates as necessary.	YES	NO
Do you have funded employee resource groups or affinity groups? Over the last year we have increased from 10 to 12 ERGs.	YES	NO
Do you conduct anonymous employee engagement surveys and implement feedback? We are launching a new series of quarterly pulse surveys starting May 2024.	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? We've offered specific training for all staff but attendance was not mandatory.	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff? We are currently in the midst of a manager development approach that includes building cultural competency.	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Do staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

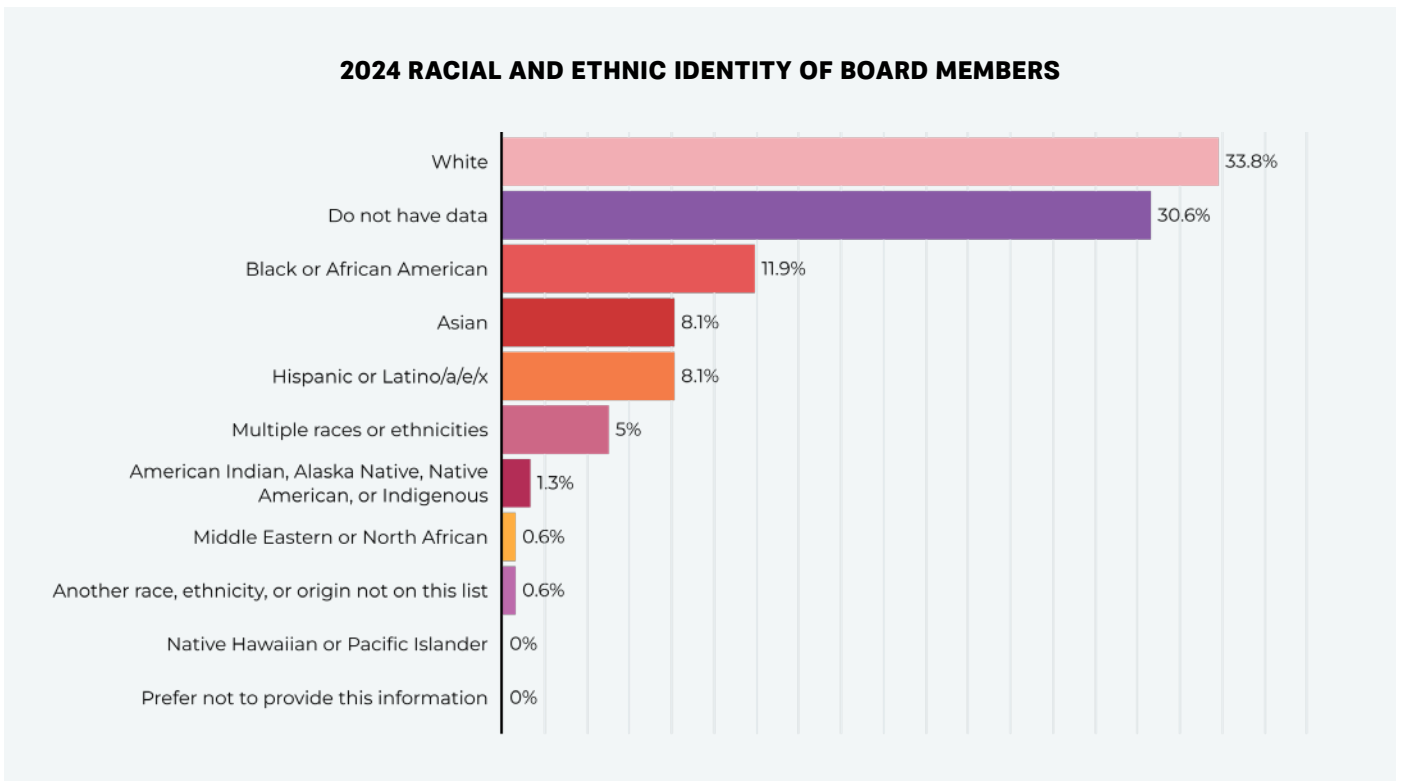
FOUNDATION ANALYSIS

Dr. Chandler Puritty analyzed data and captured trends for racial and ethnic demographic data from 2022–2024 for boards, heads of organizations, senior staff, and full-time staff at foundations. Additionally, she analyzed data on gender identity, sexual orientation, disability status, and grantmaking practices of foundations.

FOUNDATION BOARD MEMBERS



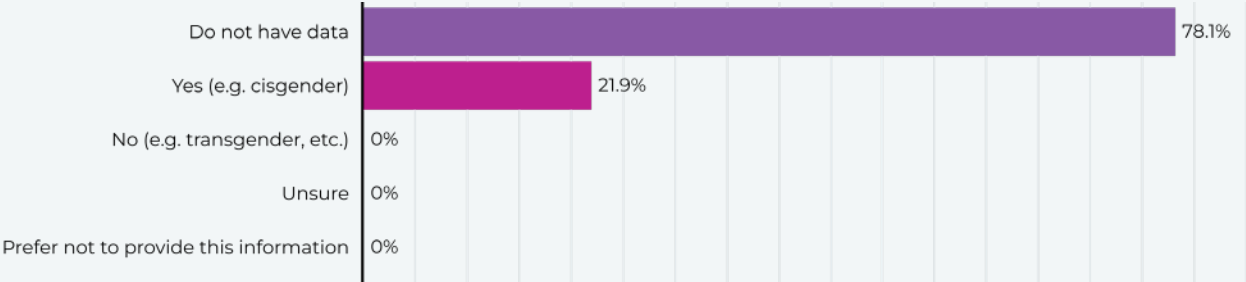
- The representation of board members of color at foundations has risen 10% since 2022.



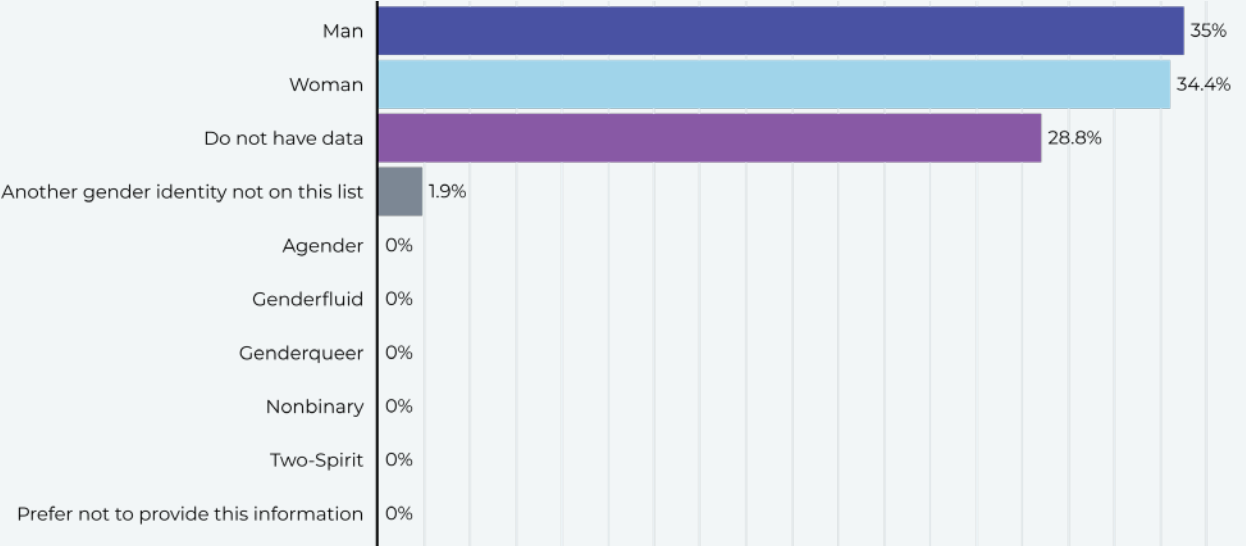
- American Indian, Alaska Native, Native American, or Indigenous, Asian, Hispanic or Latino/a/e/x groups and those who identify as multiple races or ethnicities increased in representation between 2023 and 2024.

FOUNDATION ANALYSIS

2024 DO BOARD MEMBERS IDENTIFY WITH THEIR GENDER ASSIGNED AT BIRTH?

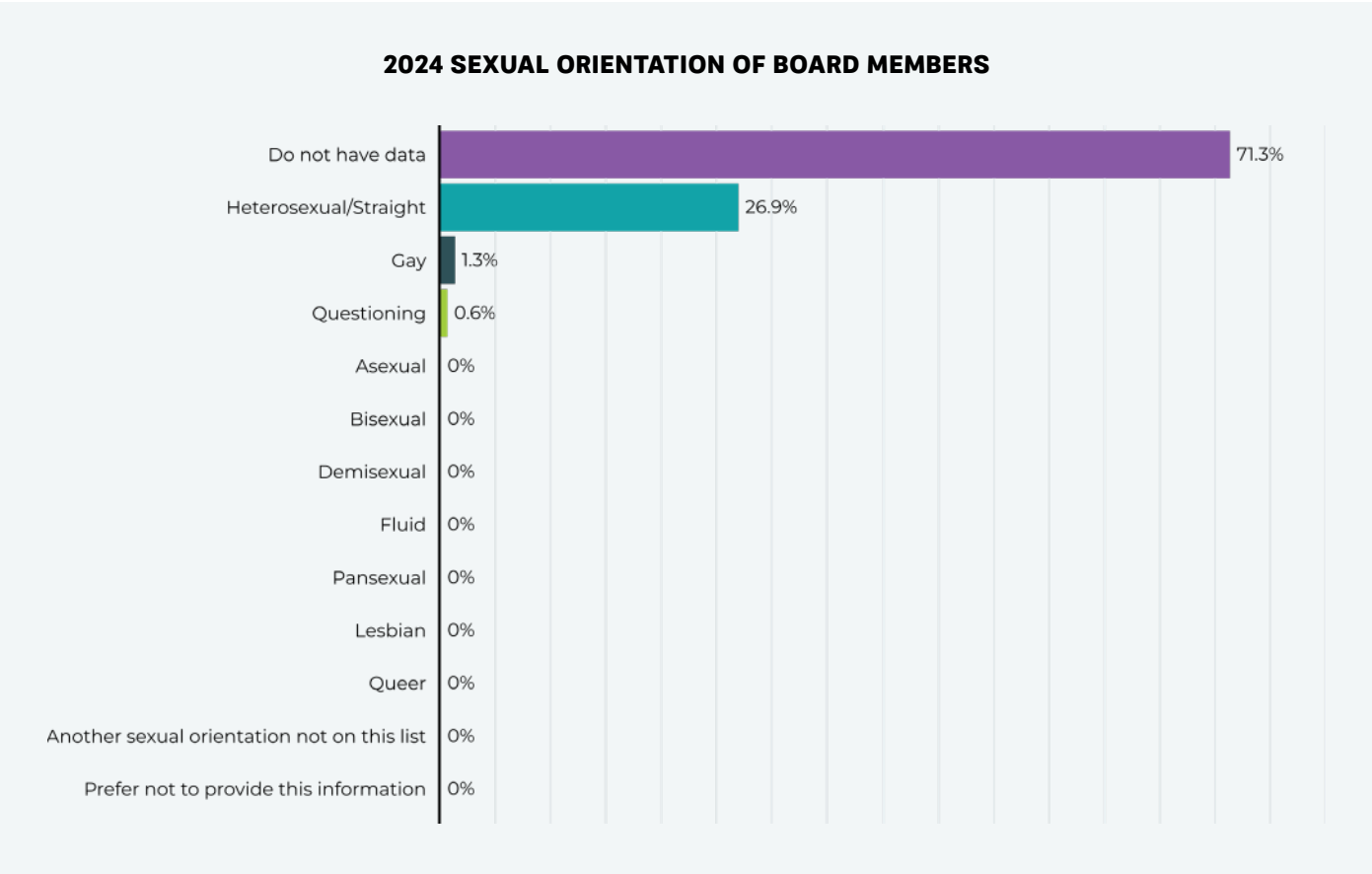


2024 GENDER IDENTITY OF BOARD MEMBERS



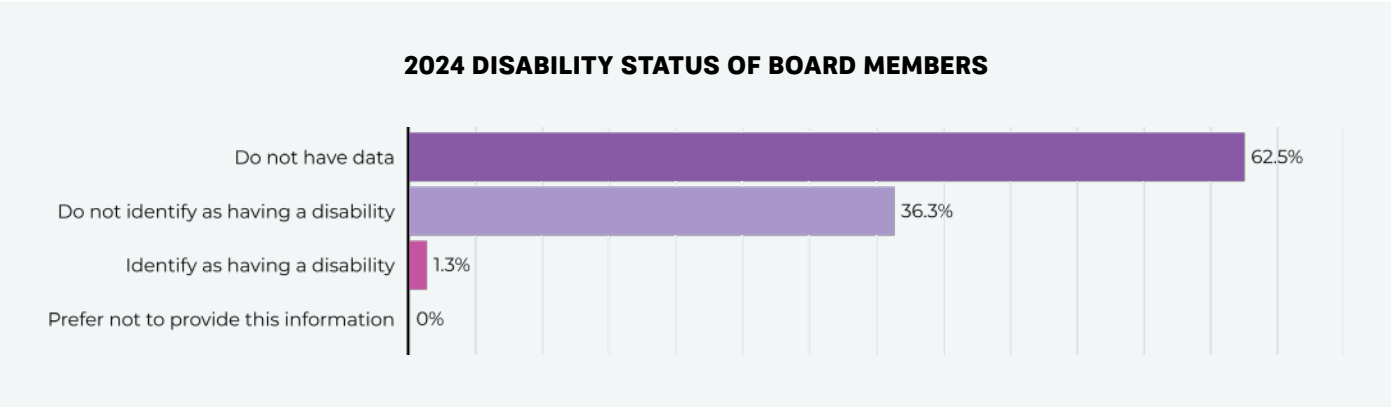
FOUNDATION ANALYSIS

2024 SEXUAL ORIENTATION OF BOARD MEMBERS



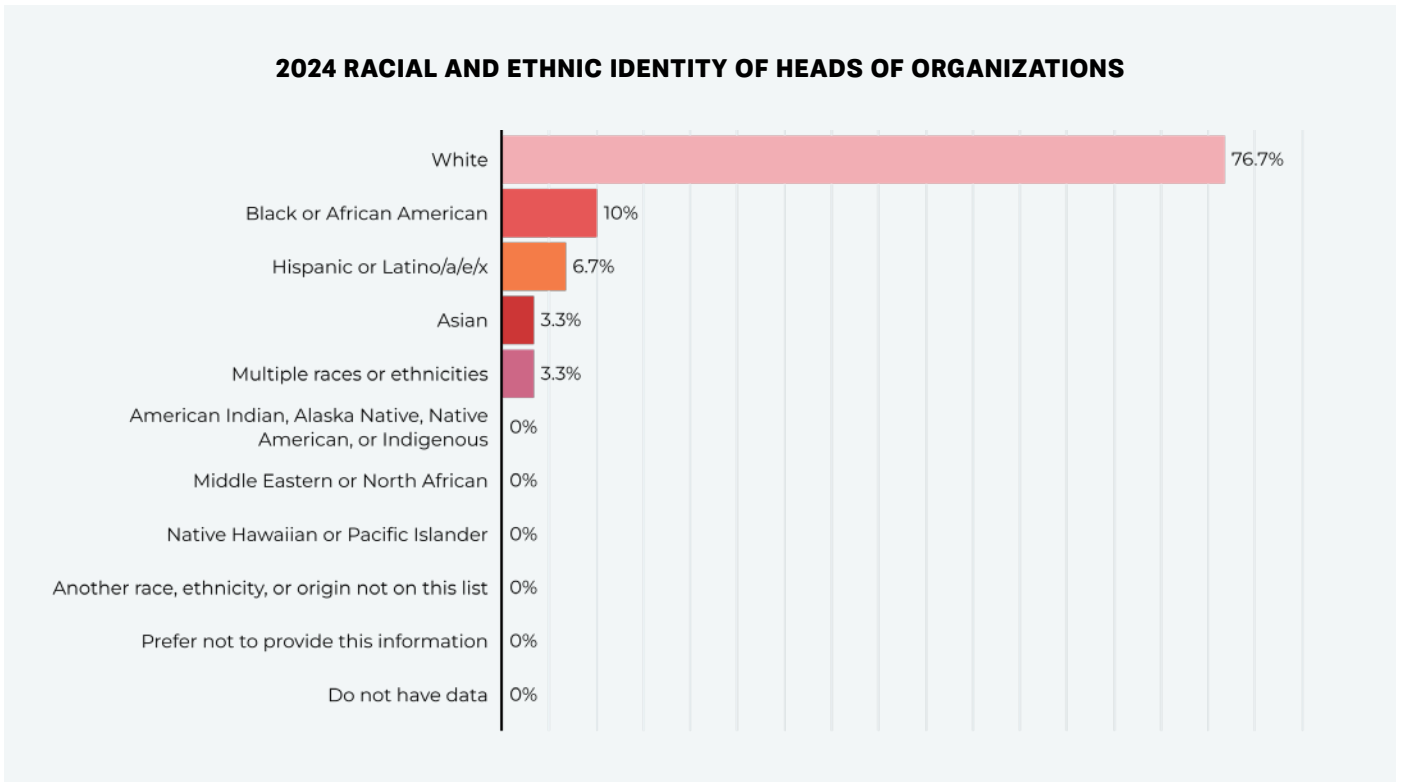
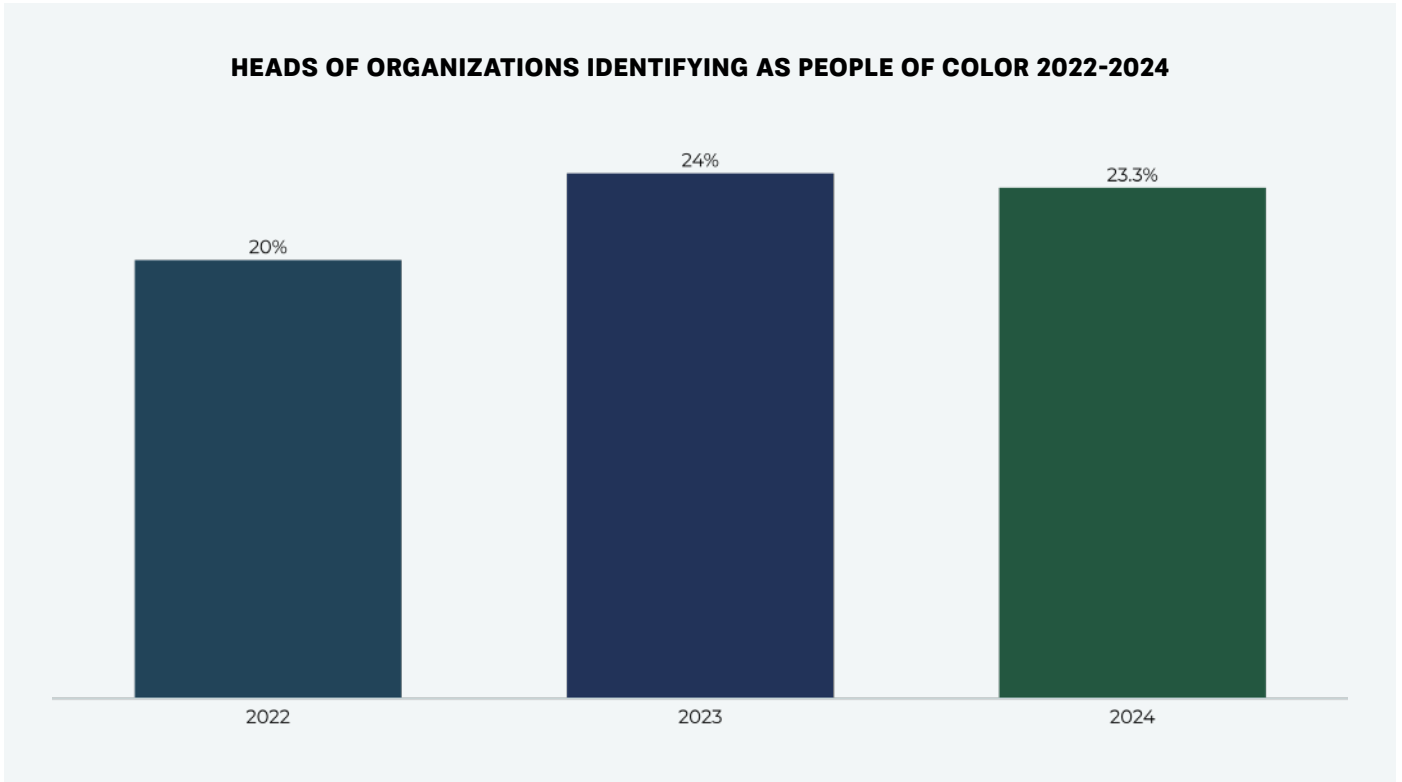
- Of the available data, the majority of board members identified as heterosexual/straight, with 1.3% identifying as gay.

2024 DISABILITY STATUS OF BOARD MEMBERS



FOUNDATION ANALYSIS

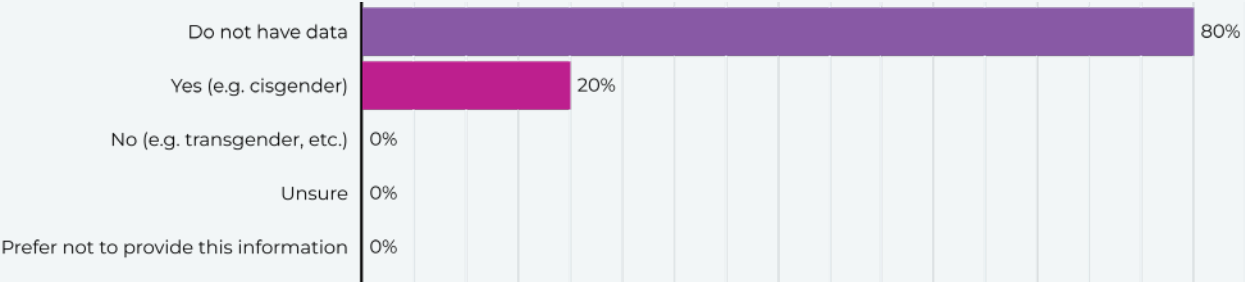
FOUNDATION HEADS OF ORGANIZATIONS



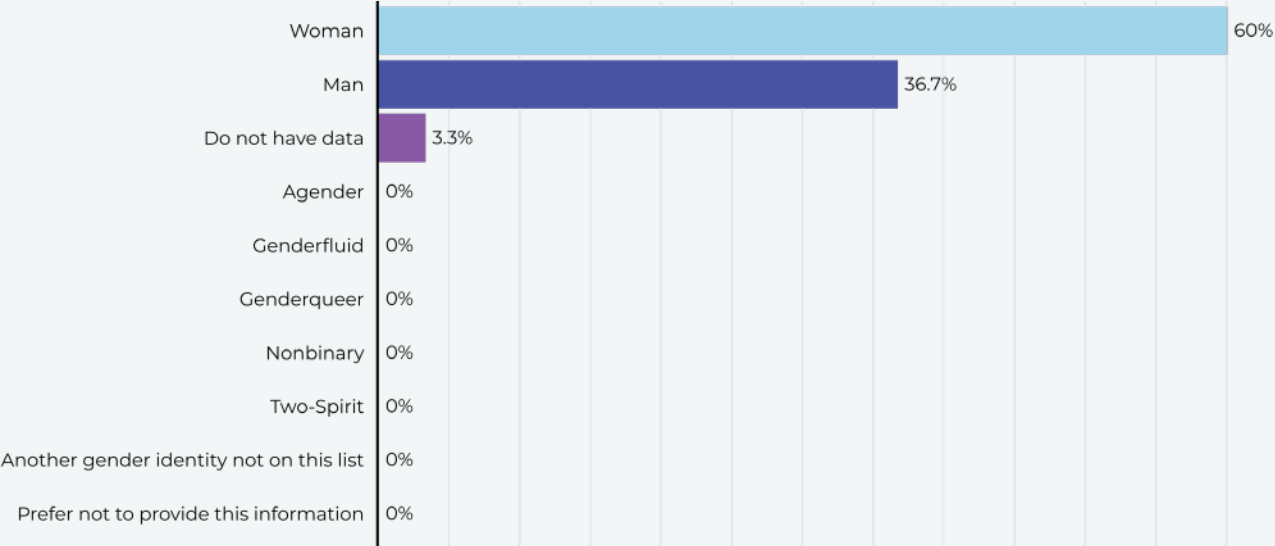
- All heads of organizations surveyed submitted their data this year, an improvement from 2023.
- Representation of people of color was largely unchanged from 2023.

FOUNDATION ANALYSIS

2024 DO HEADS OF ORGANIZATIONS IDENTIFY WITH THEIR GENDER ASSIGNED AT BIRTH?



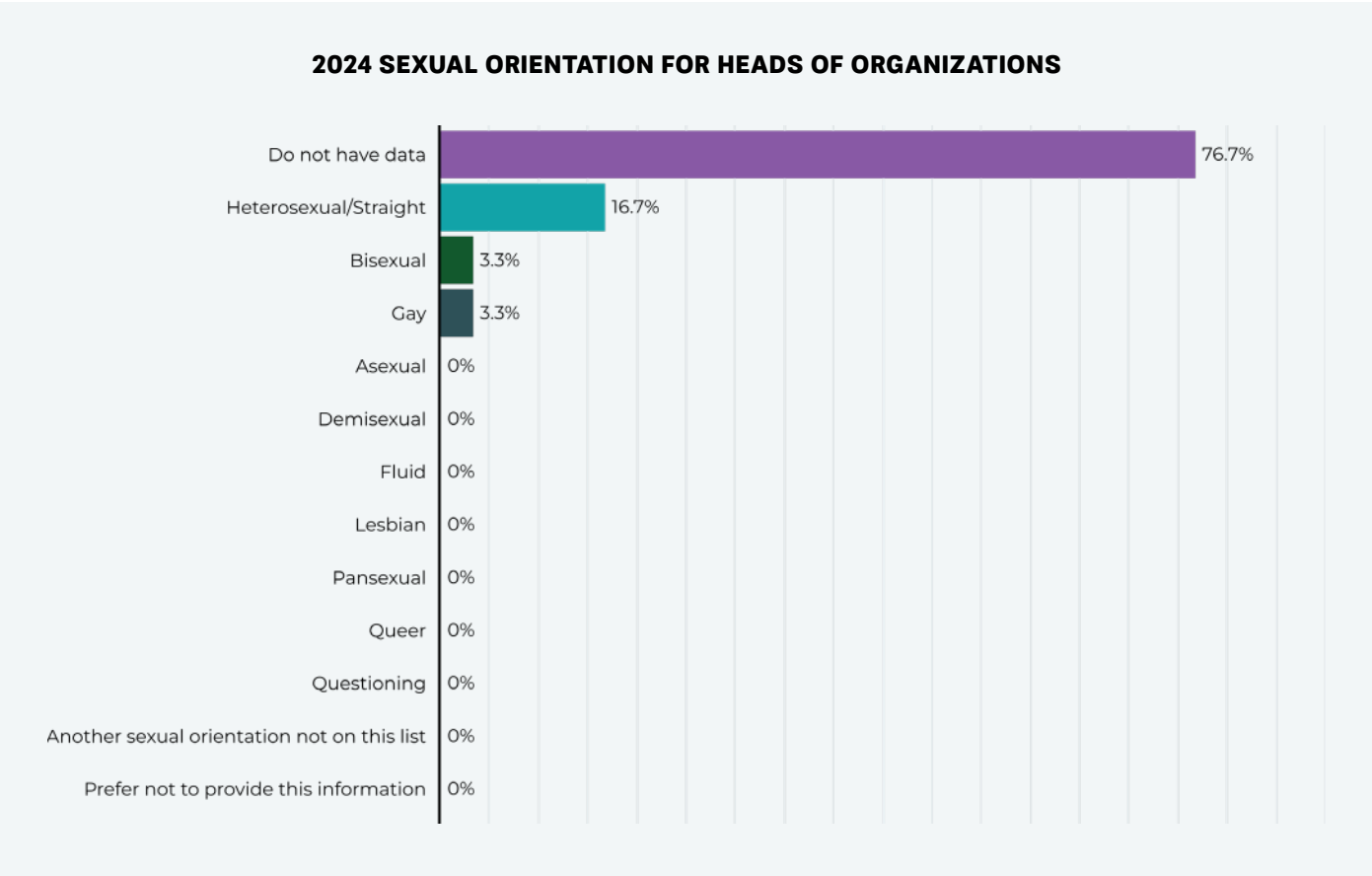
2024 GENDER IDENTITY OF HEADS OF ORGANIZATIONS



- People who identify as women represent two thirds of heads of organizations at foundations, with men making up the other third. People who identify as transgender and those with gender expansive identities are not represented as heads of foundations.

FOUNDATION ANALYSIS

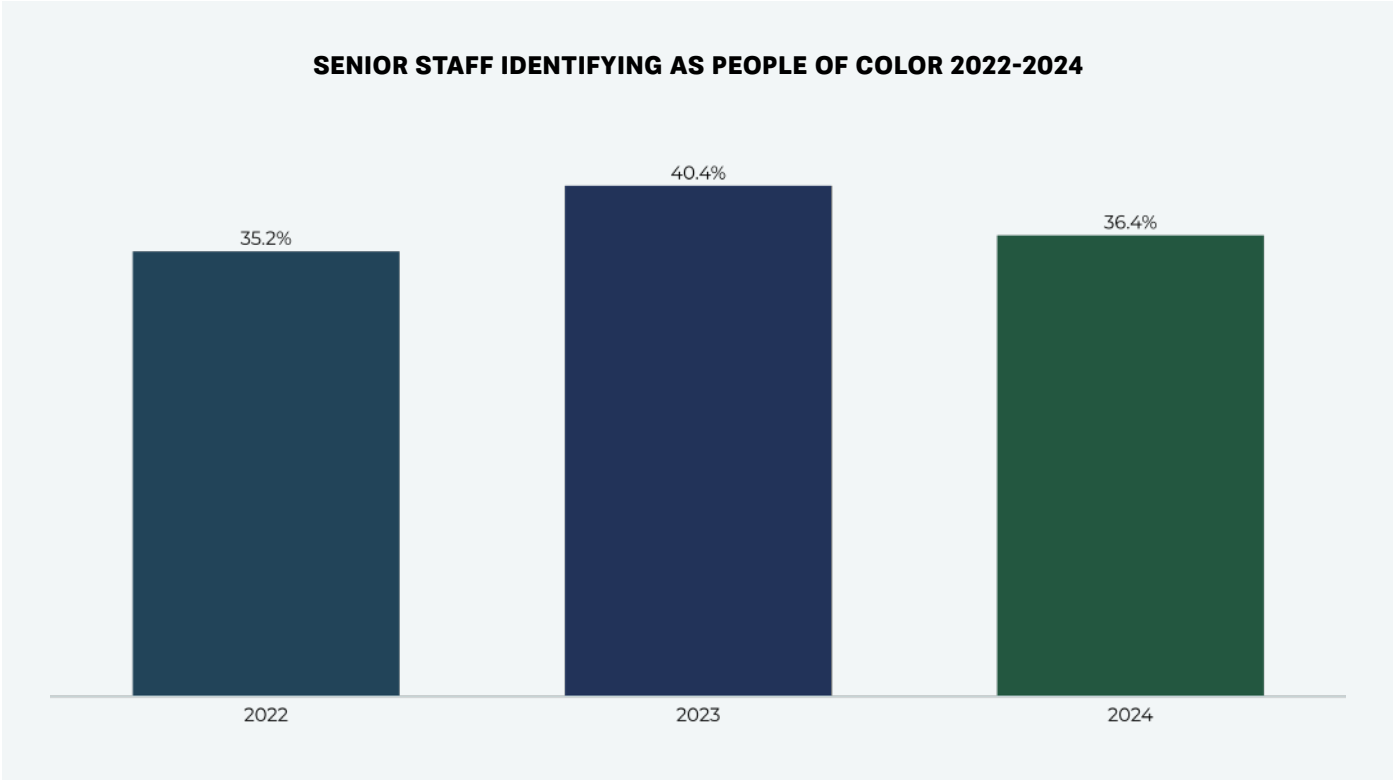
2024 SEXUAL ORIENTATION FOR HEADS OF ORGANIZATIONS



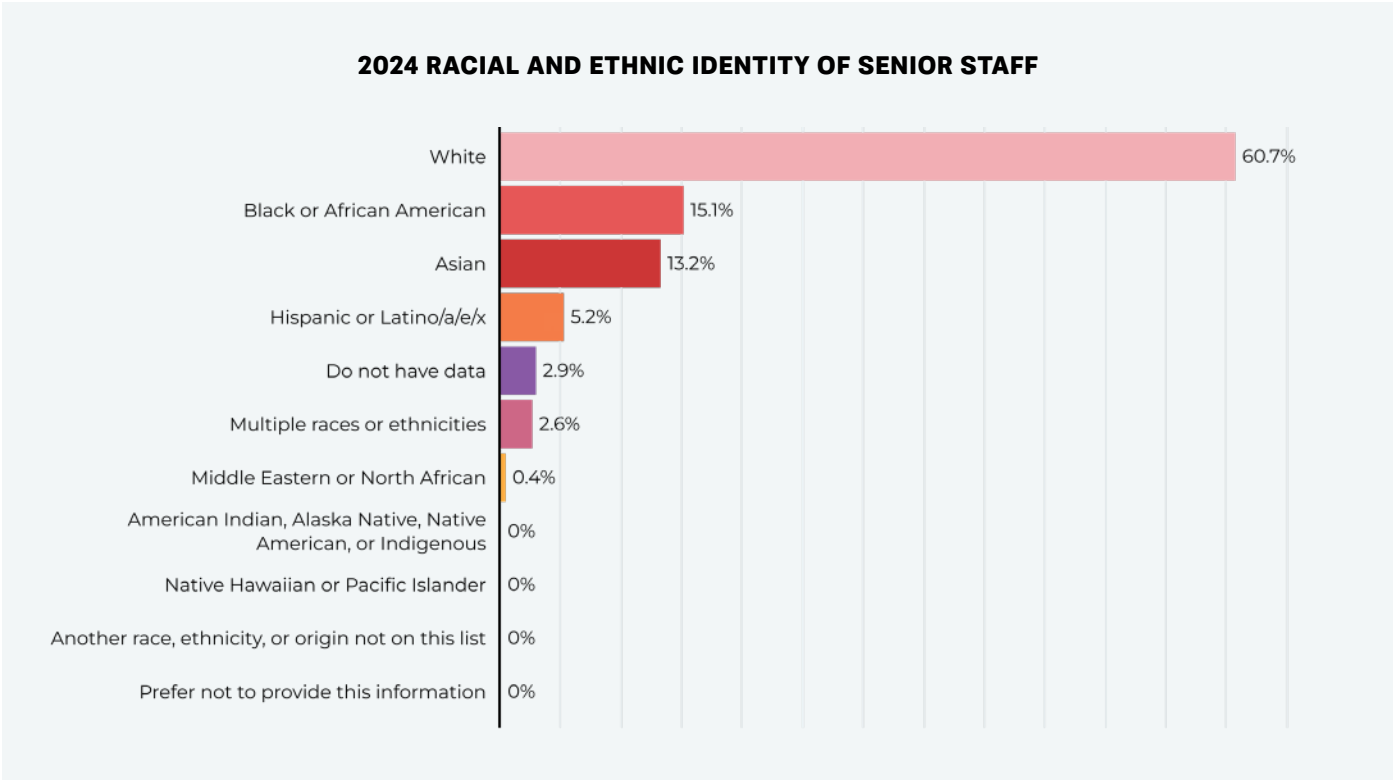
- The majority of heads of organizations identify as heterosexual/straight, while only about 7% of heads of foundations reported LGBTQIA+ identities.

FOUNDATION ANALYSIS

FOUNDATION SENIOR STAFF



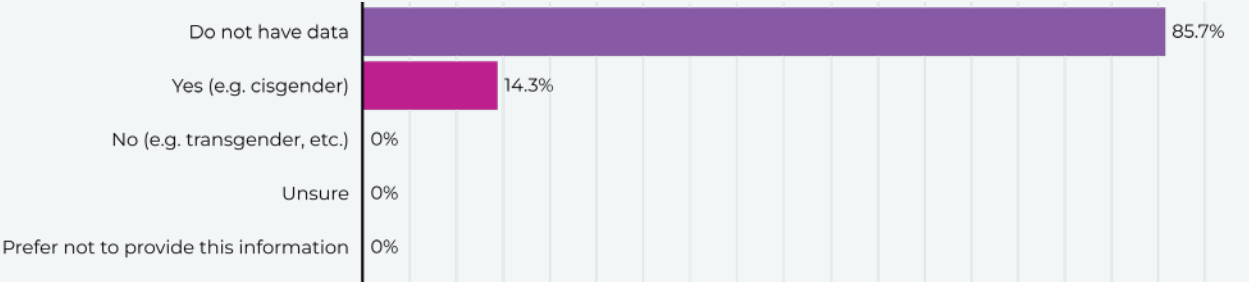
- Since 2022, senior staff representation of people of color rose in 2023 but fell again in 2024.



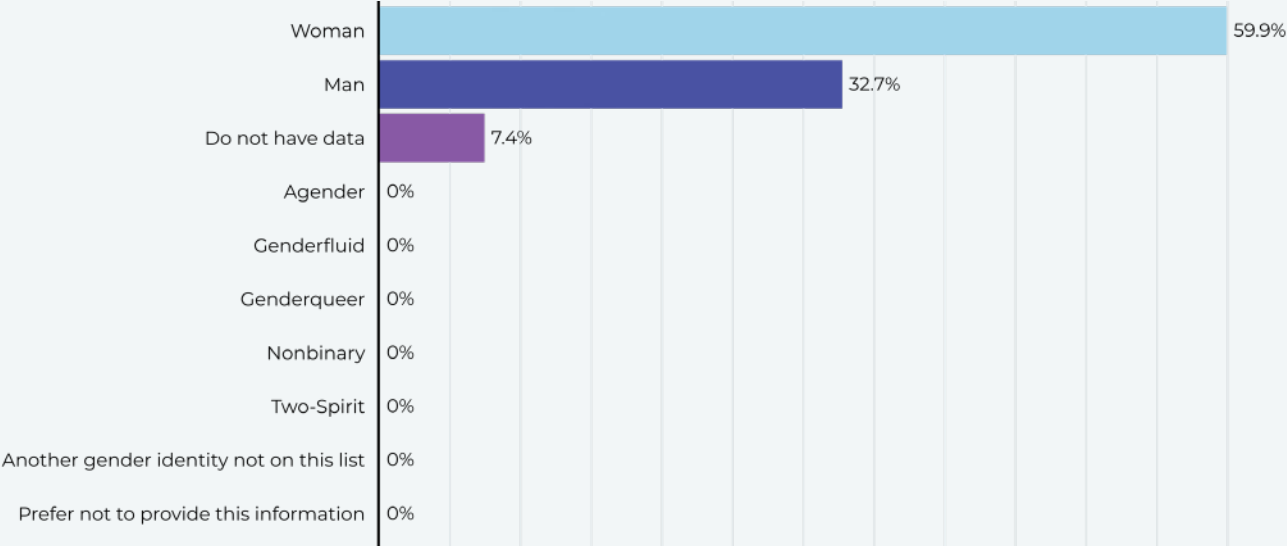
- Senior staff at foundations are predominantly White, which increased 5% since 2023.
- Representation of Asian and Black or African American groups in senior staff increased slightly in 2024.

FOUNDATION ANALYSIS

2024 DO SENIOR STAFF IDENTIFY WITH THEIR GENDER ASSIGNED AT BIRTH?



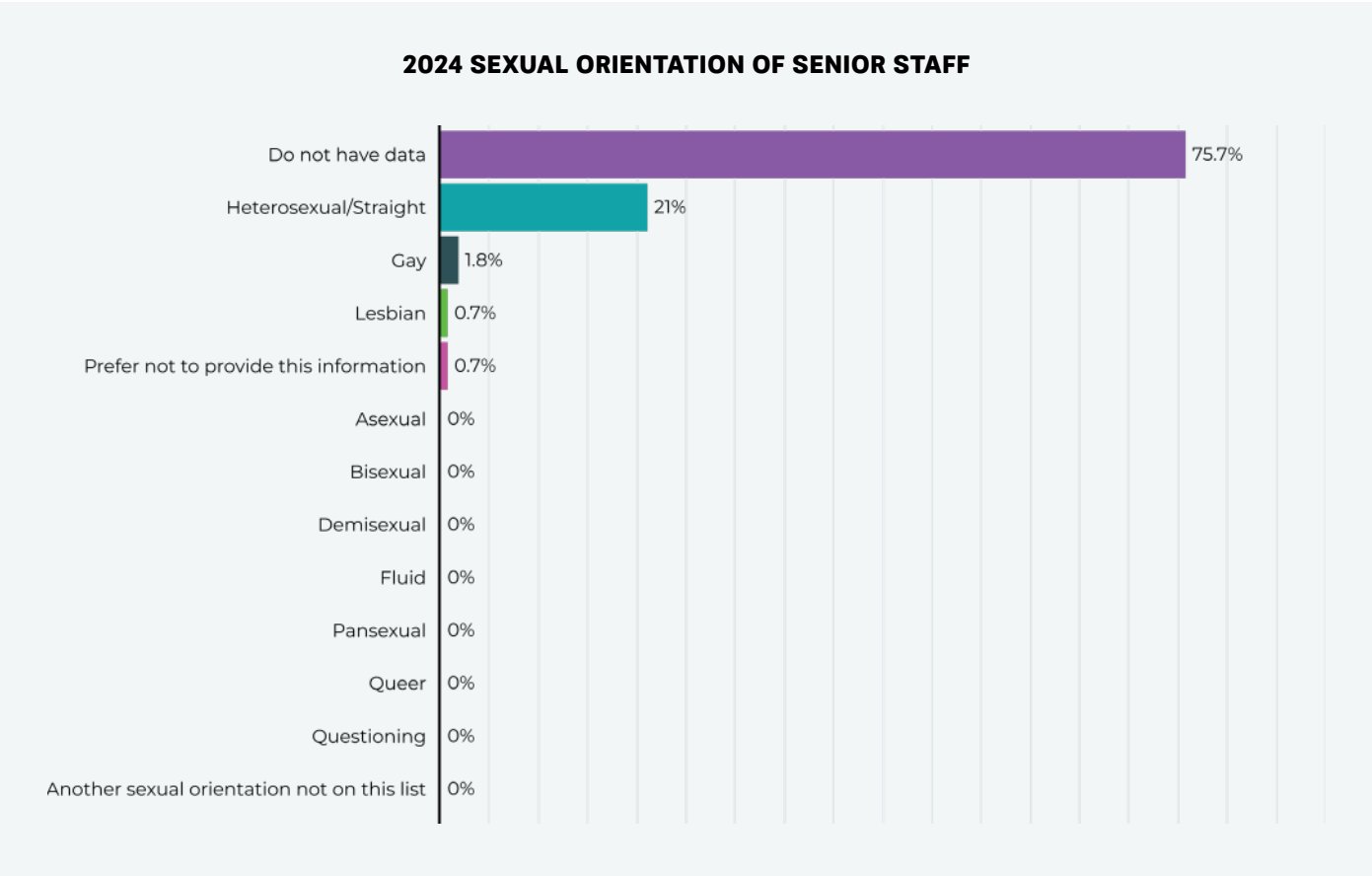
2024 GENDER IDENTITY OF SENIOR STAFF



- Nearly two thirds of senior staff at foundations are people who identify as women, while men represent the other third. People who identify as transgender and those with gender expansive identities are not represented in senior staff at foundations.

FOUNDATION ANALYSIS

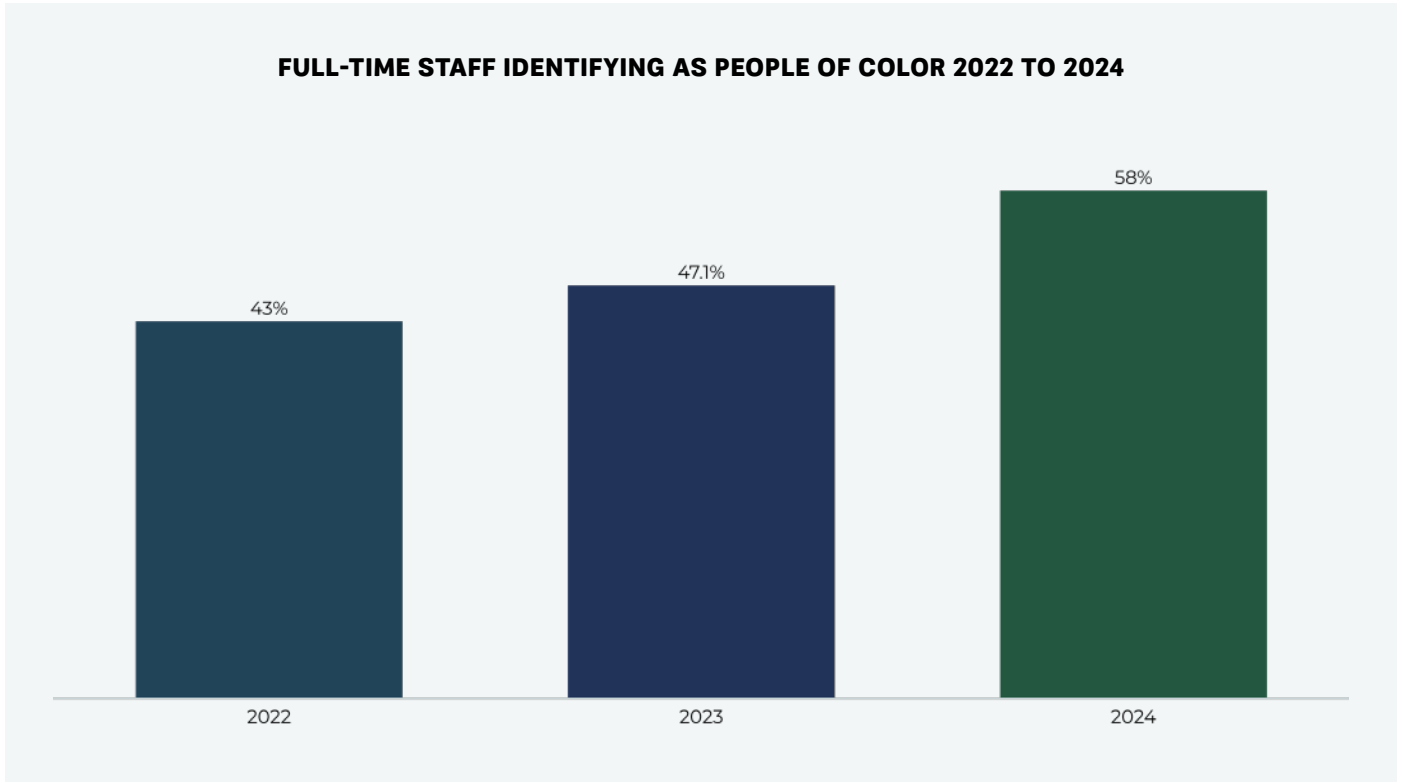
2024 SEXUAL ORIENTATION OF SENIOR STAFF



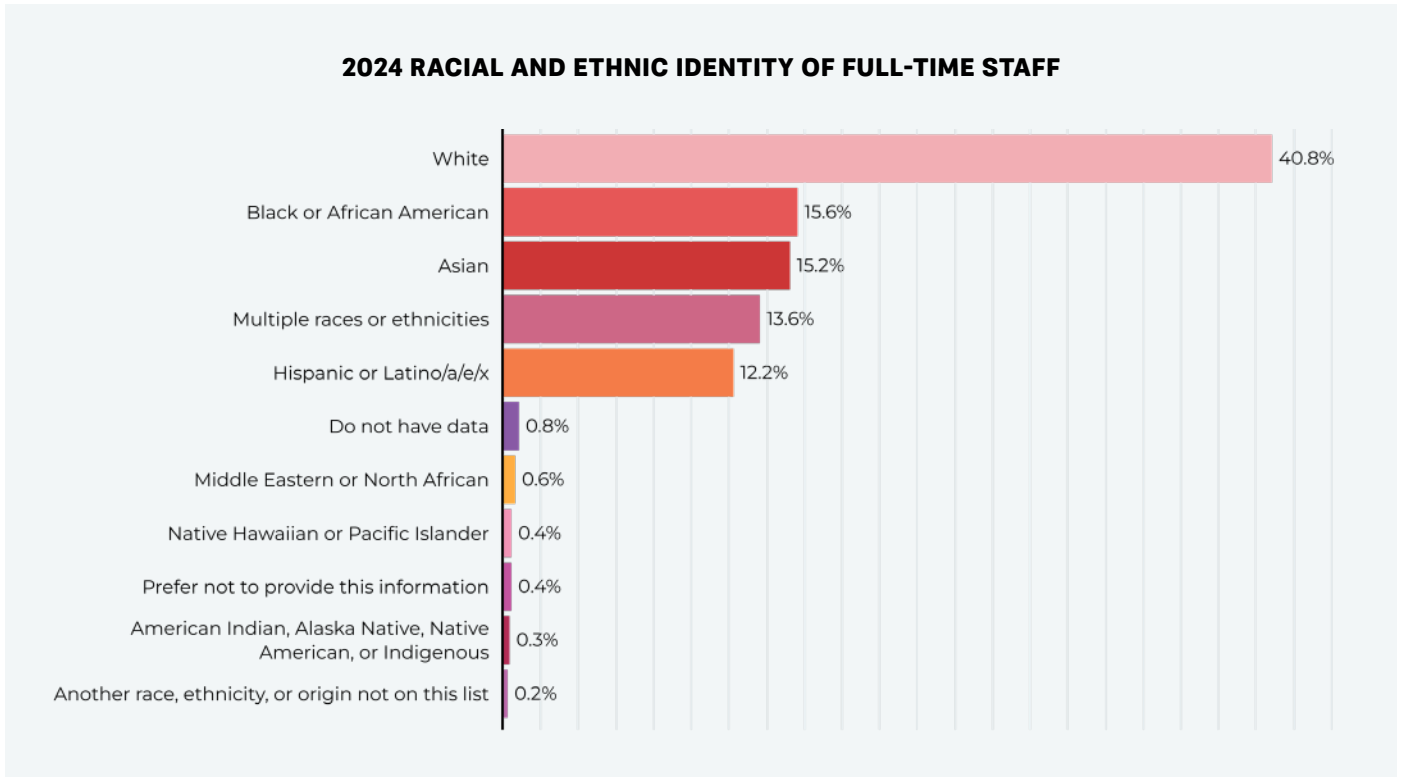
- Senior staff largely identified as heterosexual/straight. While people who identified as gay and lesbian combined comprise 2.5% of senior staff.

FOUNDATION ANALYSIS

FOUNDATION FULL-TIME STAFF



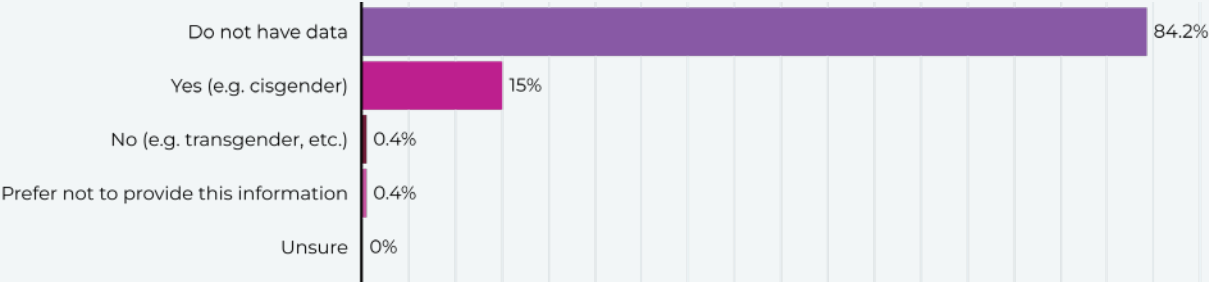
- The representation of full-time staff of color at foundations has been steadily increasing since 2022. Over the last year, the percentage of staff of color increased by over 10%.



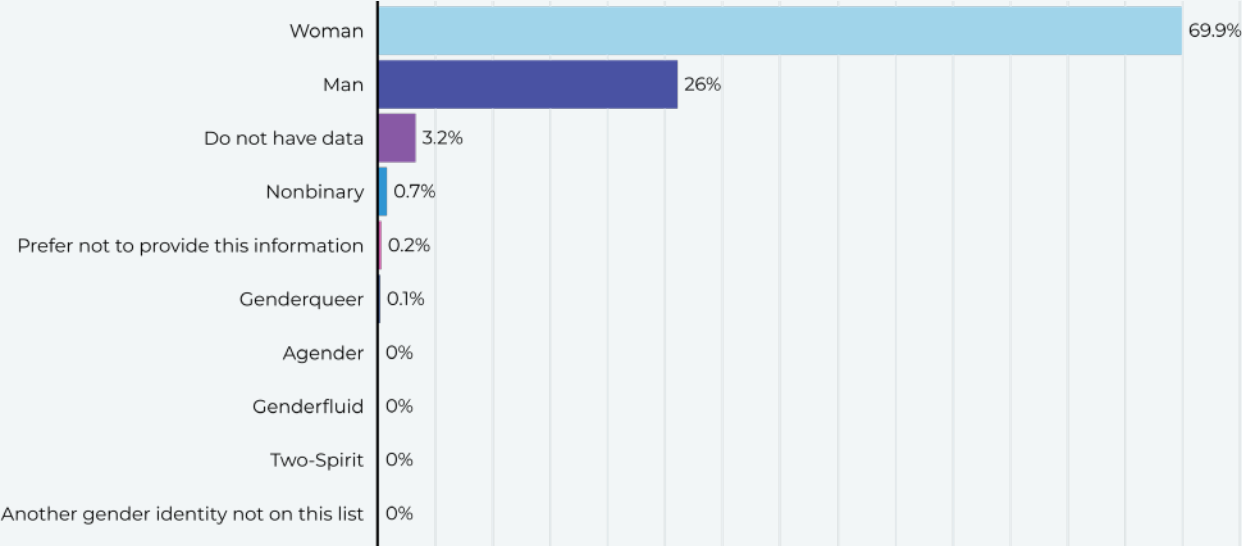
- In 2024, there were significant increases in full-time staff representation of Black or African American staff and staff with multiple racial and ethnic identities.

FOUNDATION ANALYSIS

2024 DO FULL-TIME STAFF IDENTIFY WITH THEIR GENDER ASSIGNED AT BIRTH?



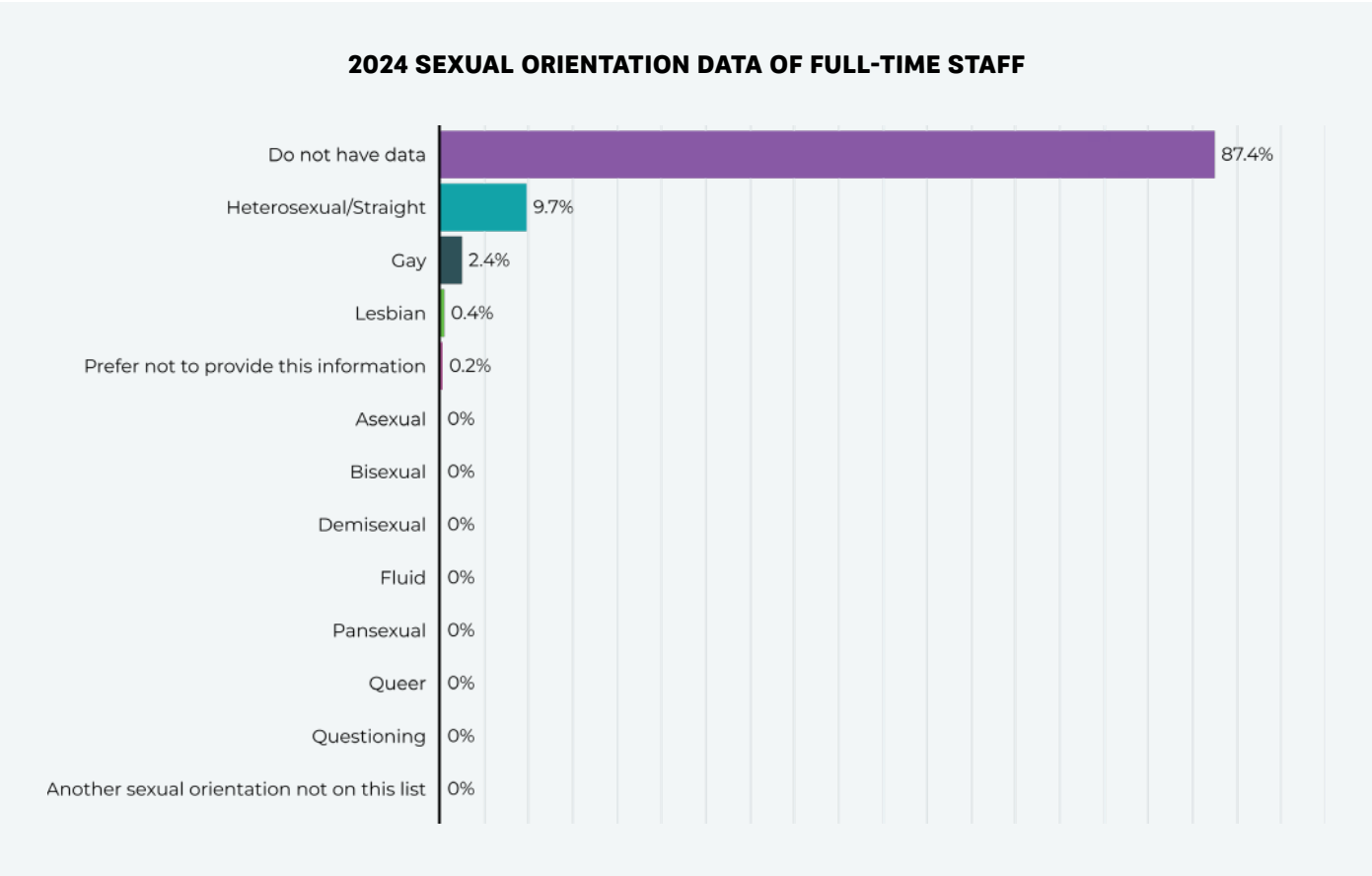
2024 GENDER IDENTITY OF FULL-TIME STAFF



- People who identify as transgender and those with gender expansive identities are marginally more represented in full-time staff relative to board members, heads of foundations, and senior staff at foundations.

FOUNDATION ANALYSIS

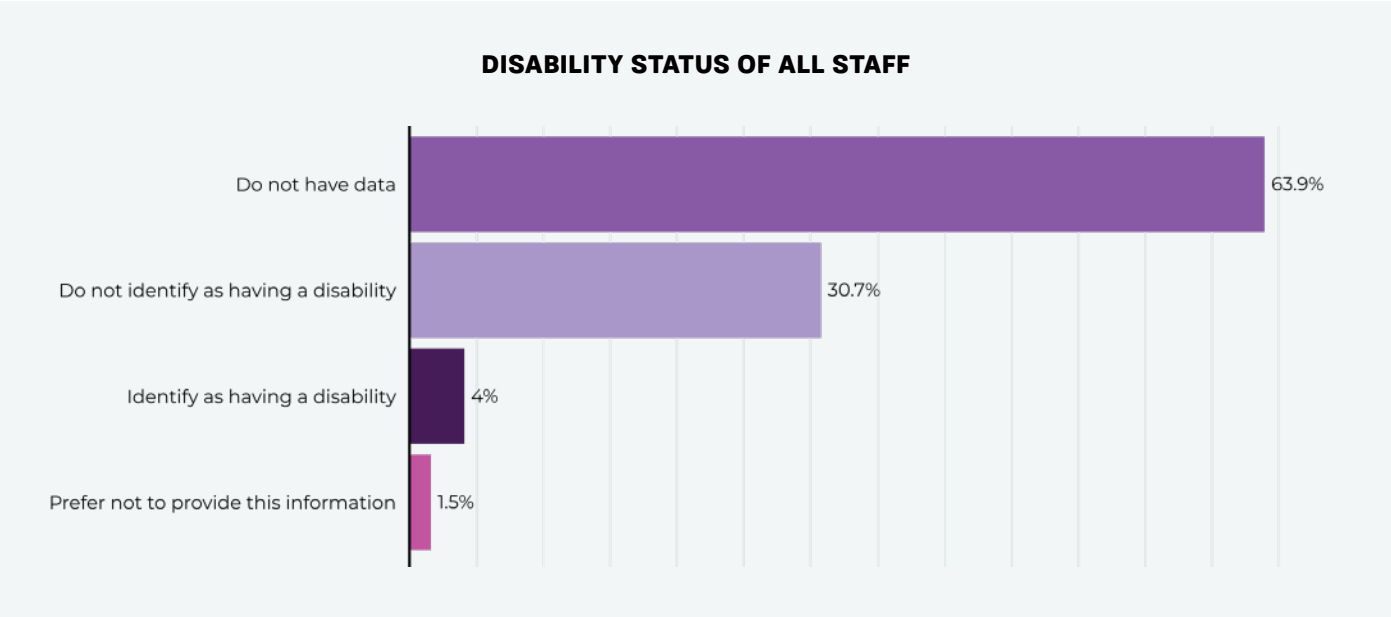
2024 SEXUAL ORIENTATION DATA OF FULL-TIME STAFF



- Of the available data, the majority of full-time staff identified as heterosexual/straight, while those identifying as gay or lesbian comprised nearly 3% of full-time staff.

FOUNDATION ALL STAFF

DISABILITY STATUS OF ALL STAFF

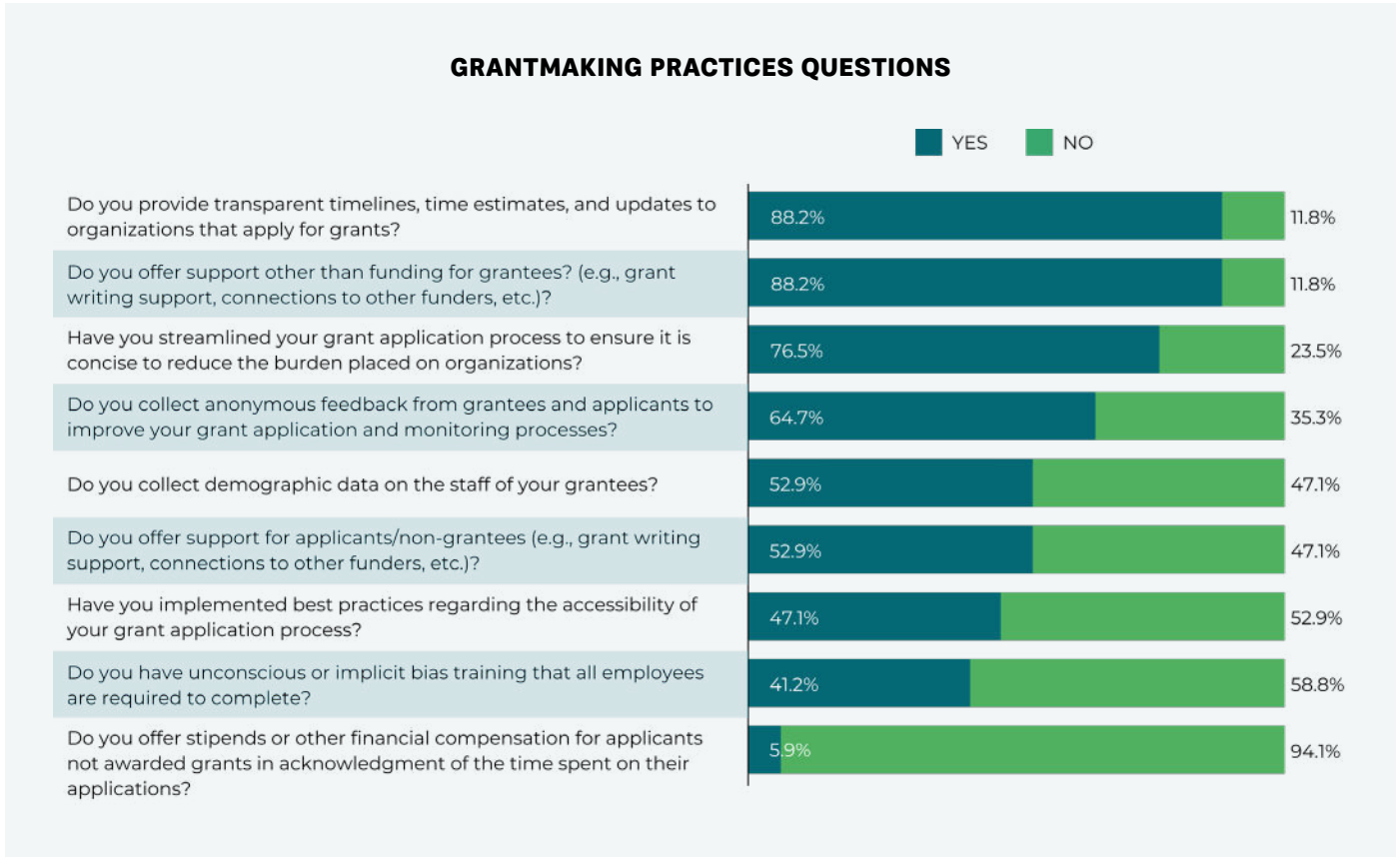


- This is Green 2.0's second year collecting data on disability status. There is a higher rate of people who identify as having a disability among staff as compared to board members. Most encouraging is that the reporting of this data has increased nearly 20% from last year.

FOUNDATION ANALYSIS

GRANTMAKING PRACTICES

This year, Green 2.0 expanded the number and scope of grantmaking practices questions for foundations. The pivotal role foundations have in NGO operations and ability to influence the environmental sector mean they are an essential part driving equity, so understanding grantmaking practices provides valuable insight into progress within the sector.



- Participating foundations were most likely to implement the following practices:
 - Streamlining their grant application process to ensure it is concise to reduce the burden placed on organizations.
 - Offering support other than funding for grantees.
 - Providing transparent timelines, time estimates, and updates to organizations that apply for grants.
- Participating foundations were least likely to implement the following grantmaking practices:
 - Implementing best practices regarding the accessibility of their grant application process.
 - Offering unconscious or implicit bias training that all employees are required to complete.
 - Offering stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications.

NON-PARTICIPATING FOUNDATIONS

Alcoa Foundation

The Andrew W. Mellon Foundation

Arcus Foundation

Bill and Melinda Gates Foundation

Bloomberg Philanthropies

Builders Initiative

The Campbell Foundation

Chan Zuckerberg Initiative

Charles Stewart Mott Foundation

The Coca-Cola Foundation, Inc.

Ford Foundation

Gordon and Betty Moore
Foundation

Grantham Foundation for the
Protection of the Environment

The Joyce Foundation

The JPB Foundation

Kendeda Fund

Marin Community Foundation

New Venture Fund

Oak Foundation

Open Philanthropy

Richard King Mellon Foundation

Robert B. Daugherty Foundation

Rockefeller Brothers Fund, Inc.

The Rockefeller Foundation

The Schmidt Family Foundation

Sea Change Foundation

Sequoia Climate Foundation

Tides Foundation

Waverley Street Foundation

William Penn Foundation

Wyss Foundation

Yield Giving

PARTICIPATING FOUNDATIONS

[Barr Foundation](#)

[Bezos Earth Fund](#)

[ClimateWorks Foundation](#)

[The David and Lucile Packard Foundation](#)

[Doris Duke Charitable Foundation](#)

[The Heinz Endowments](#)

[John D. and Catherine T. MacArthur Foundation](#)

[The Kresge Foundation](#)

[Margaret A. Cargill Philanthropies](#)

[Marisla Foundation](#)

[Robert and Patricia Switzer Foundation*](#)

[Robert W. Woodruff Foundation, Inc.](#)

[Surdna Foundation](#)

[United States Energy Foundation](#)

[Walton Family Foundation](#)

[The William and Flora Hewlett Foundation](#)

[Windward Fund](#)

* This foundation opted-in to the report

PARTICIPATING FOUNDATION'S ORGANIZATION SIZE

FOUNDATIONS WITH FEWER THAN 25 STAFF MEMBERS:

- Marisla Foundation
- Robert and Patricia Switzer Foundation
- Robert W. Woodruff Foundation, Inc.

FOUNDATIONS WITH 26-50 STAFF MEMBERS:

- Surdna Foundation
- Bezos Earth Fund
- Doris Duke Charitable Foundation
- The Heinz Endowments
- Barr Foundation

FOUNDATIONS WITH 101-150 STAFF MEMBERS:

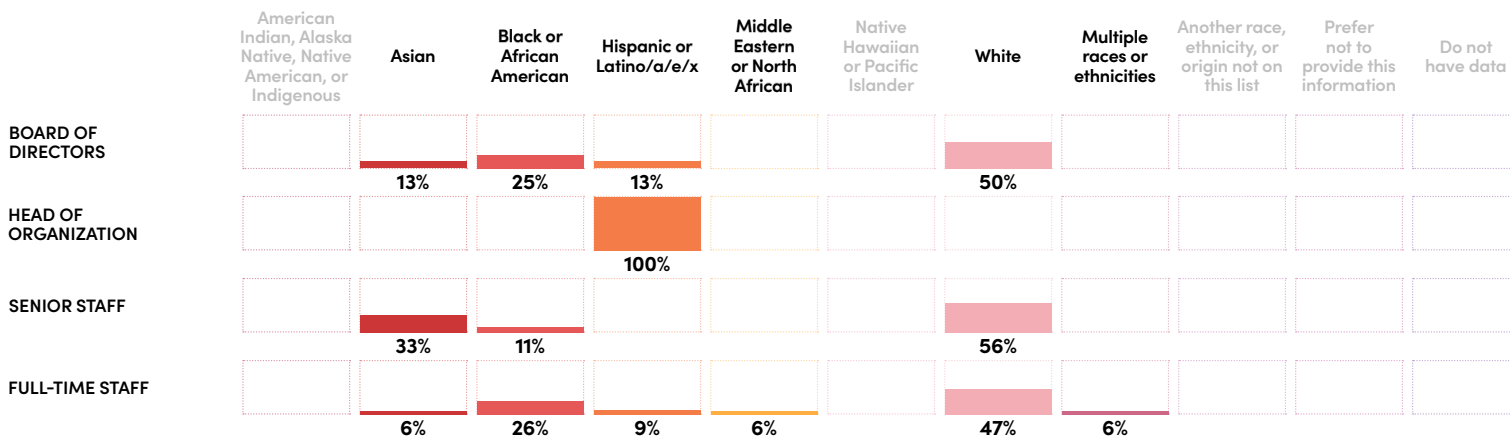
- Walton Family Foundation
- United States Energy Foundation
- ClimateWorks Foundation
- Margaret A. Cargill Philanthropies
- William and Flora Hewlett Foundation
- The Kresge Foundation
- The Windward Fund

FOUNDATIONS WITH 151-200 STAFF MEMBERS:

- The David and Lucile Packard Foundation
- John D. and Catherine T. MacArthur Foundation

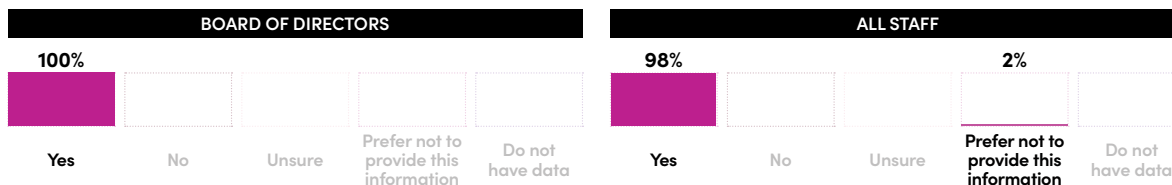
BARR FOUNDATION

RACE AND ETHNICITY

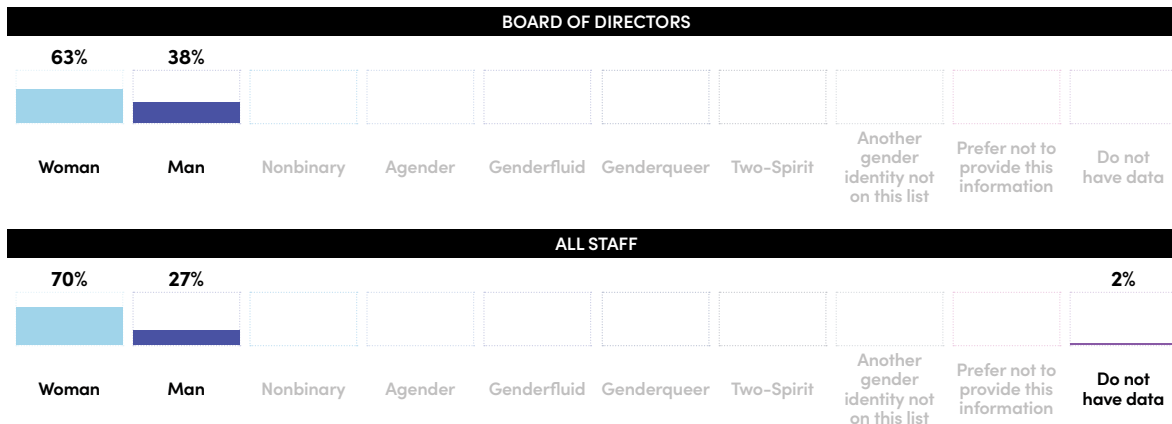


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



What gender do you identify with?

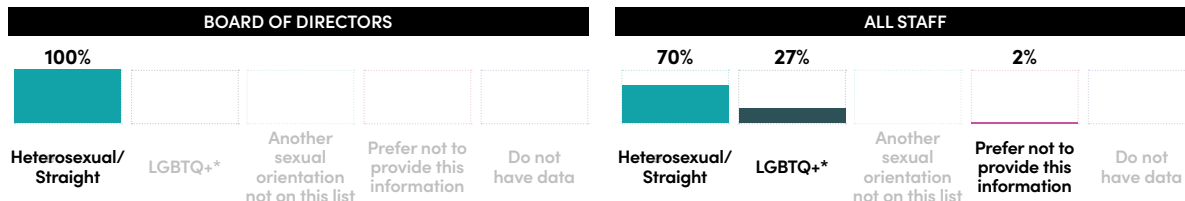


DISABILITY STATUS



SEXUAL ORIENTATION

*Please note this organization surveys staff on sexual orientation demographics differently than Green 2.0. In order to accurately represent this organization's data, Green 2.0 has created a unique profile for them.



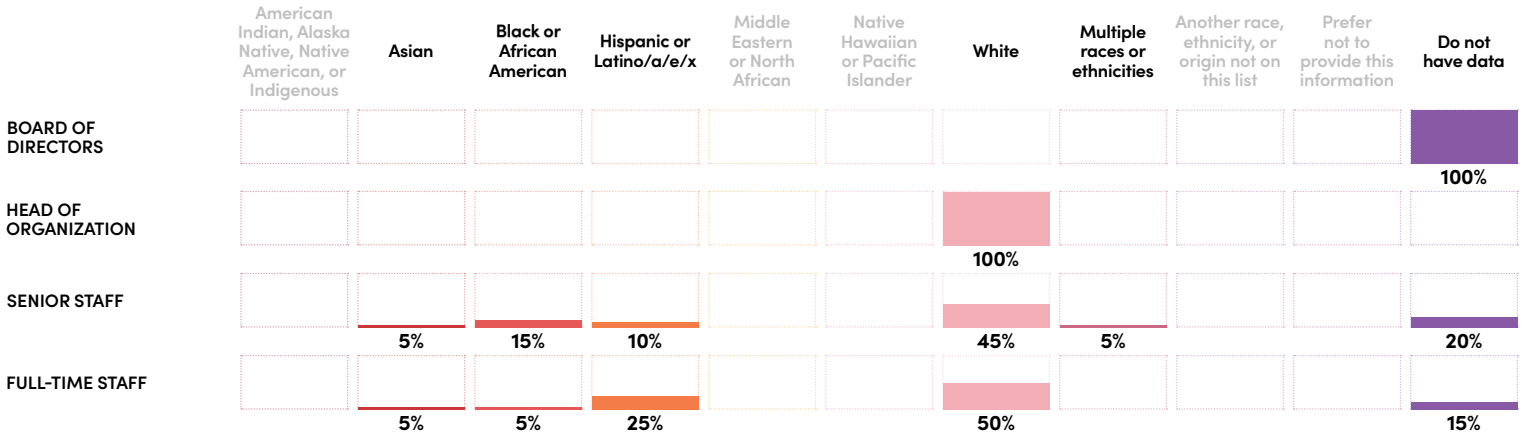
BARR FOUNDATION

GRANTMAKING PRACTICES QUESTIONS

Do you collect demographic data on the staff of your grantees? Our grant proposal portal allows grantees to upload demographic data, either through their own data collection mechanism, or via Candid. It's optional.	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES NO
Have you implemented best practices regarding the accessibility of your grant application process?	YES NO
Have you streamlined your grant application process to ensure it is concise to reduce the burden placed on organizations? We accept generic proposals, those prepared for other funders & budget information in whatever format is available and use public info where able.	YES NO
Do you provide transparent timelines, time estimates, and updates to organizations that apply for grants?	YES NO
Do you offer stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications?	YES NO
Do you offer support for applicants/non-grantees (e.g., grant writing support, connections to other funders, etc.)?	YES NO
Do you offer support other than funding for grantees? (e.g., grant writing support, connections to other funders, etc.)? Varies across programs. Includes connections to networking opportunities & introductions to other funders, organizational development support.	YES NO
Do you collect anonymous feedback from grantees and applicants to improve your grant application and monitoring processes?	YES NO

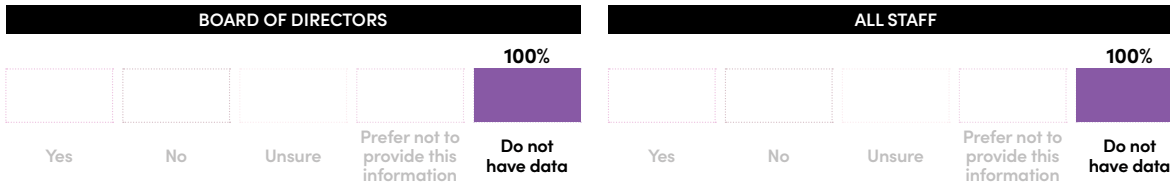
BEZOS EARTH FUND

RACE AND ETHNICITY

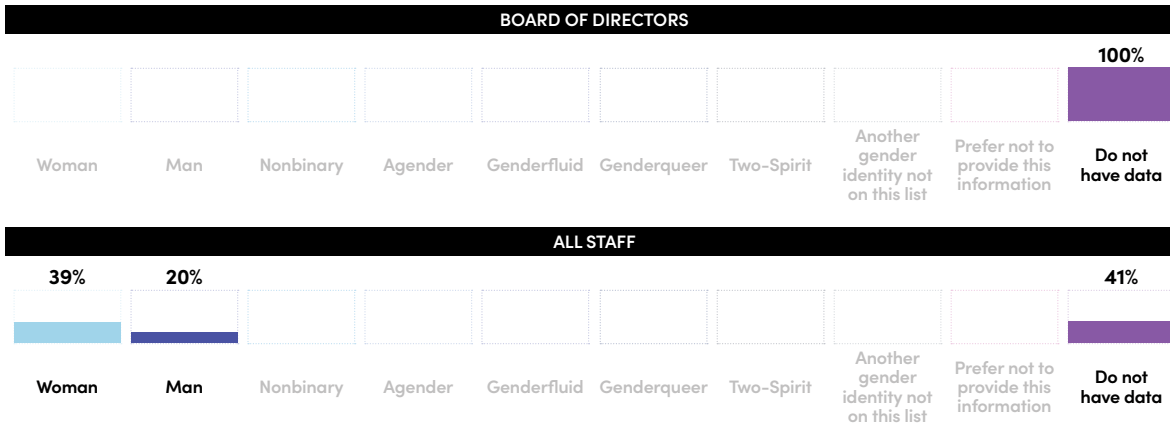


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



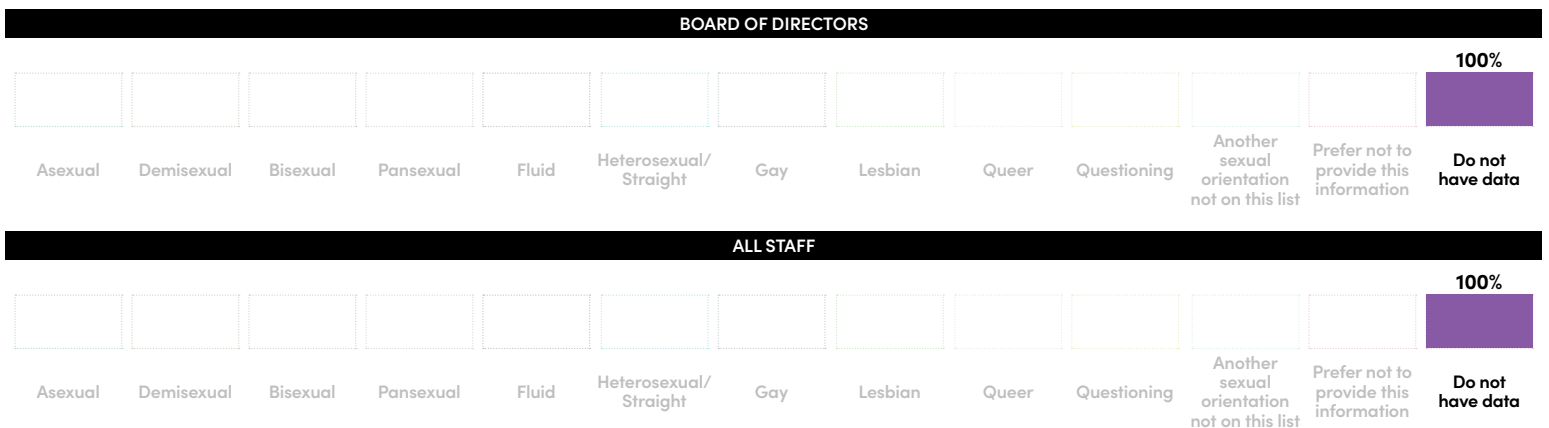
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



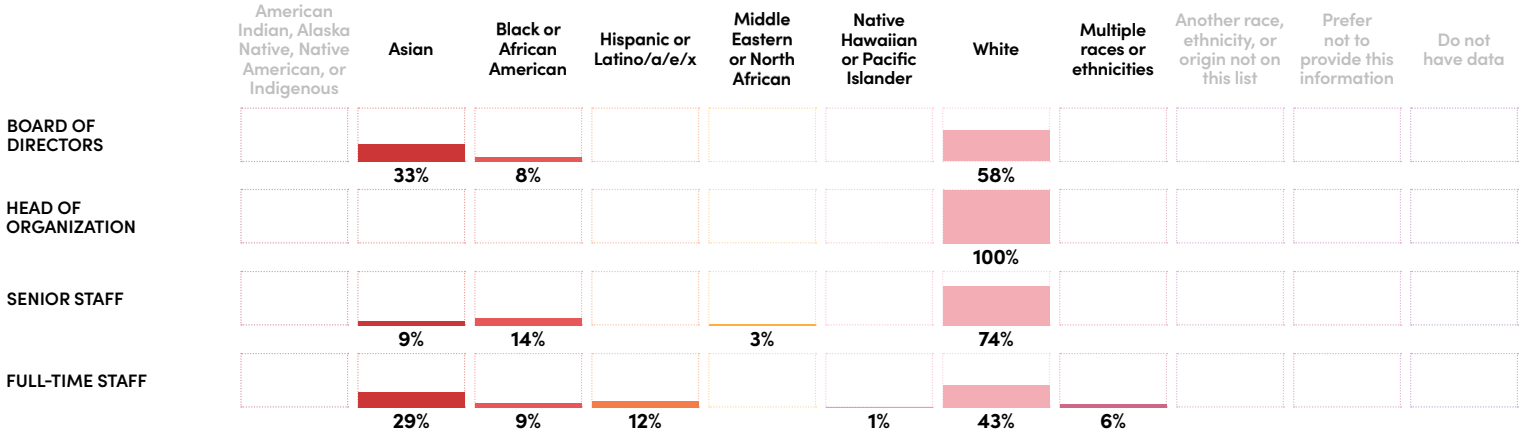
BEZOS EARTH FUND

GRANTMAKING PRACTICES QUESTIONS

Do you collect demographic data on the staff of your grantees?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Have you implemented best practices regarding the accessibility of your grant application process?	YES	NO
Have you streamlined your grant application process to ensure it is concise to reduce the burden placed on organizations?	YES	NO
Do you provide transparent timelines, time estimates, and updates to organizations that apply for grants?	YES	NO
Do you offer stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications?	YES	NO
Do you offer support for applicants/non-grantees (e.g., grant writing support, connections to other funders, etc.)?	YES	NO
Do you offer support other than funding for grantees? (e.g., grant writing support, connections to other funders, etc.)?	YES	NO
Do you collect anonymous feedback from grantees and applicants to improve your grant application and monitoring processes? We welcome feedback from our grantees at any time.	YES	NO

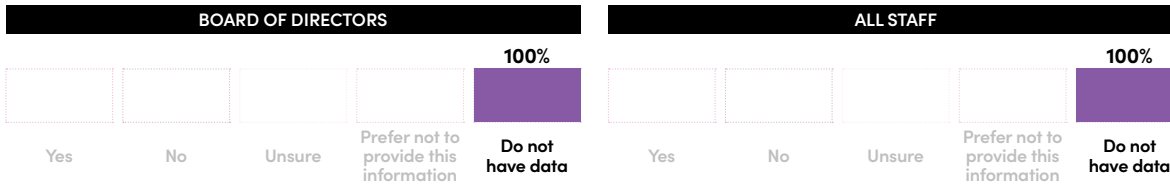
CLIMATEWORKS FOUNDATION

RACE AND ETHNICITY

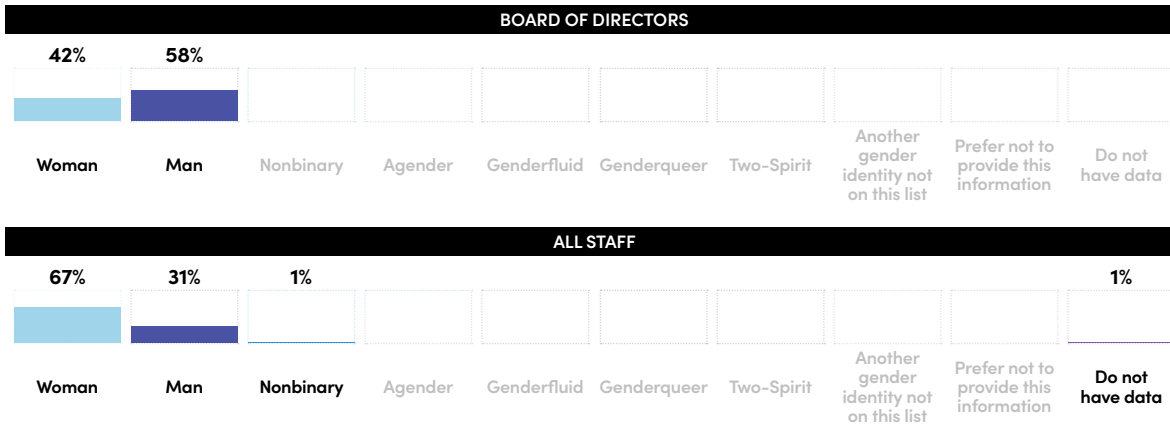


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



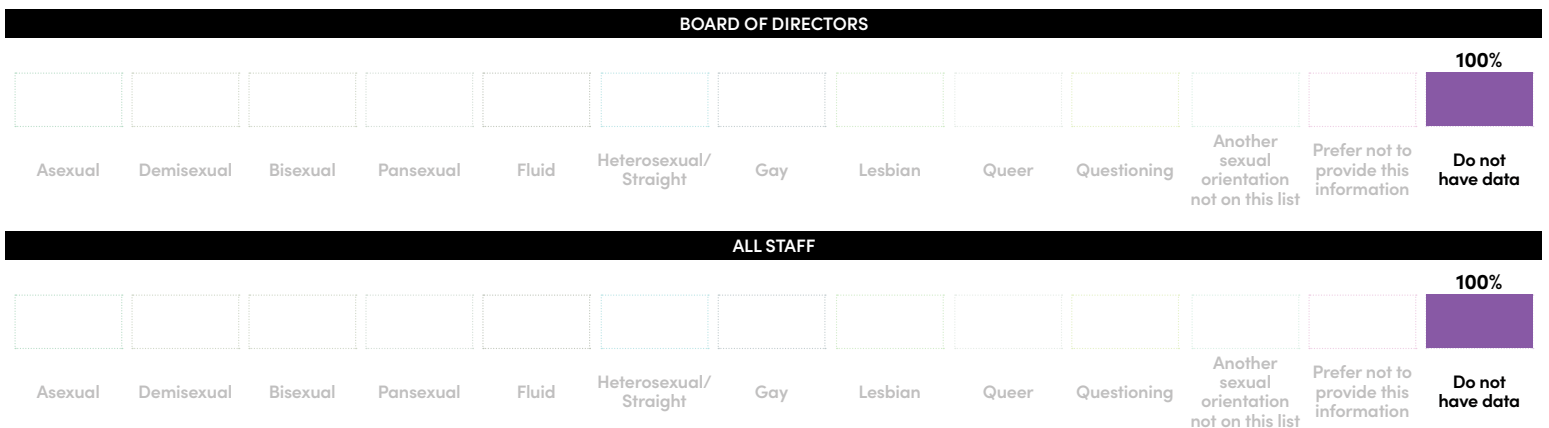
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



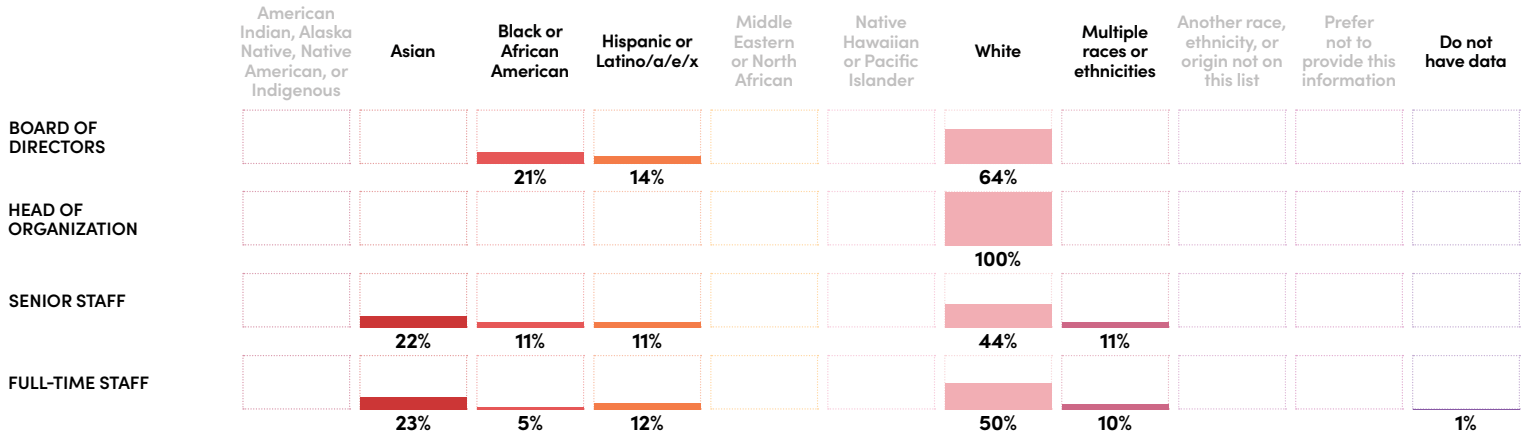
CLIMATEWORKS FOUNDATION

GRANTMAKING PRACTICES QUESTIONS

Do you collect demographic data on the staff of your grantees? We decided against requesting that information from individuals worldwide because we believed the potential privacy concerns outweighed any benefits.	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete? In 2021, we completed unconscious bias training, available to post-2021 hires. Currently rolling out JEDI sessions, which will include implicit bias.	YES NO
Have you implemented best practices regarding the accessibility of your grant application process? Through our JEDI Pilot Fund, we are piloting different aspects of trust-based grant practices, including the accessibility of your grant application.	YES NO
Have you streamlined your grant application process to ensure it is concise to reduce the burden placed on organizations?	YES NO
Do you provide transparent timelines, time estimates, and updates to organizations that apply for grants?	YES NO
Do you offer stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications?	YES NO
Do you offer support for applicants/non-grantees (e.g., grant writing support, connections to other funders, etc.)? Through our JEDI Pilot, applications are completed by our program staff to reduce the burden on potential grantees.	YES NO
Do you offer support other than funding for grantees? (e.g., grant writing support, connections to other funders, etc.)?	YES NO
Do you collect anonymous feedback from grantees and applicants to improve your grant application and monitoring processes?	YES NO

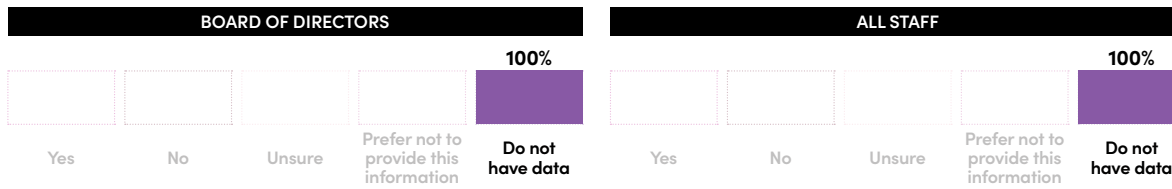
THE DAVID AND LUCILE PACKARD FOUNDATION

RACE AND ETHNICITY

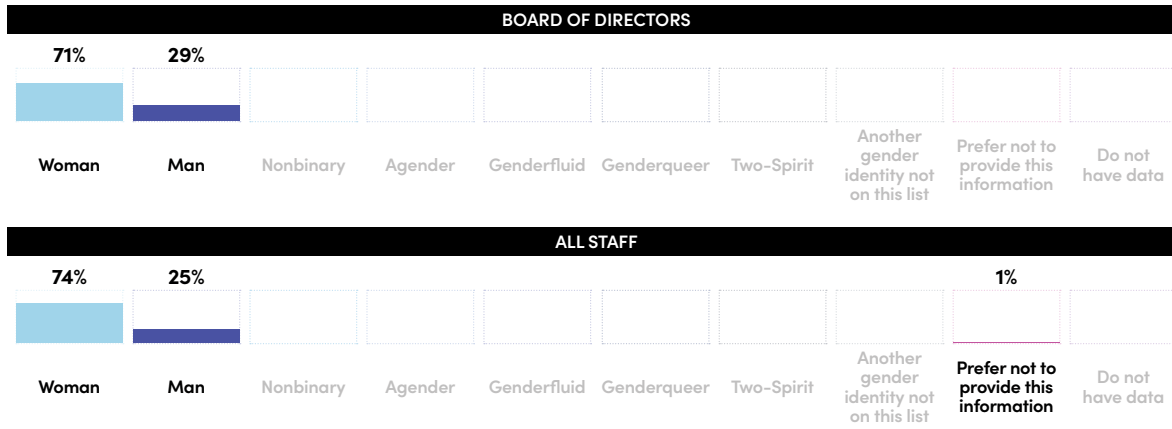


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



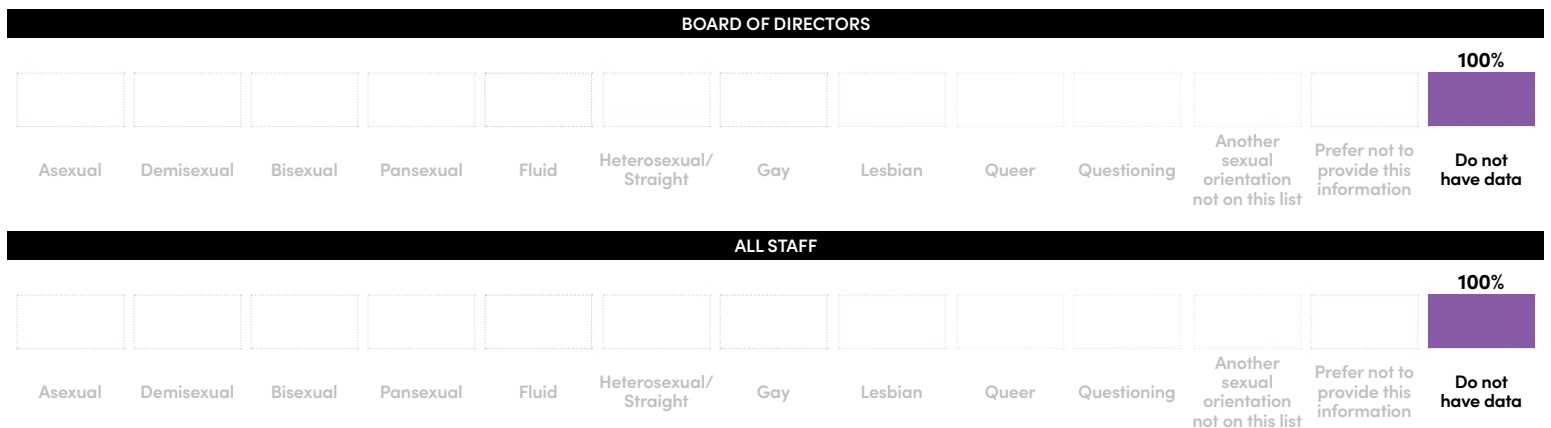
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



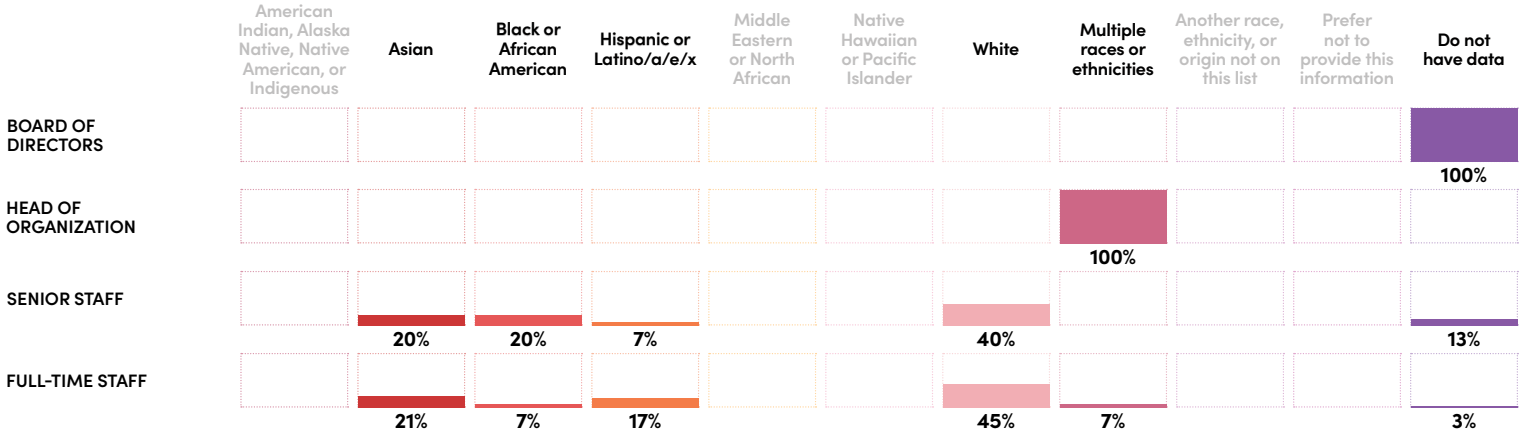
THE DAVID AND LUCILE PACKARD FOUNDATION

GRANTMAKING PRACTICES QUESTIONS

Do you collect demographic data on the staff of your grantees? Through Candid.	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? We have in the past, but it is not something we actively require for all staff.	YES	NO
Have you implemented best practices regarding the accessibility of your grant application process? We are working on it.	YES	NO
Have you streamlined your grant application process to ensure it is concise to reduce the burden placed on organizations?	YES	NO
Do you provide transparent timelines, time estimates, and updates to organizations that apply for grants?	YES	NO
Do you offer stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications? We are largely invite only.	YES	NO
Do you offer support for applicants/non-grantees (e.g., grant writing support, connections to other funders, etc.)?	YES	NO
Do you offer support other than funding for grantees (e.g., grant writing support, connections to other funders, etc.)?	YES	NO
Do you collect anonymous feedback from grantees and applicants to improve your grant application and monitoring processes?	YES	NO

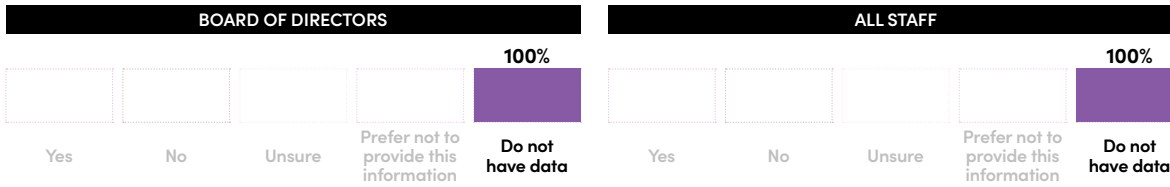
DORIS DUKE CHARITABLE FOUNDATION

RACE AND ETHNICITY

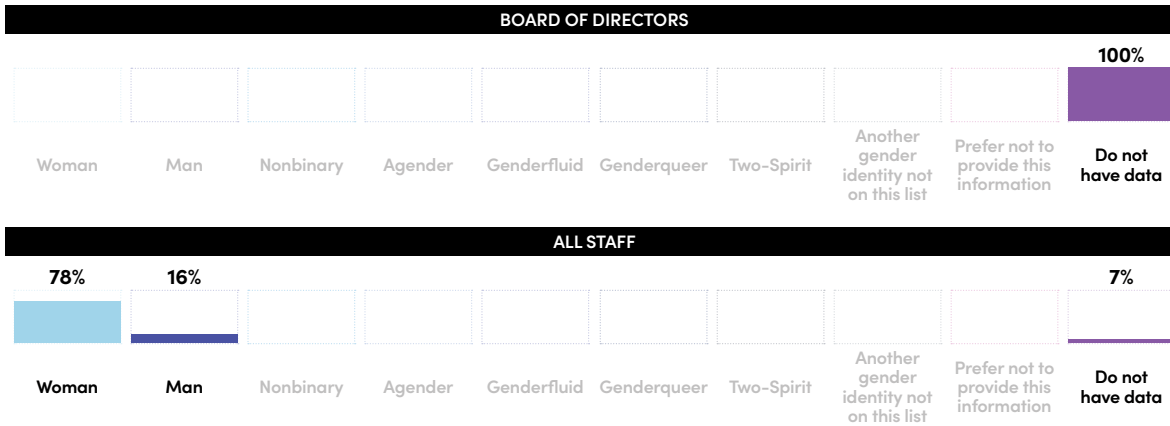


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



What gender do you identify with?

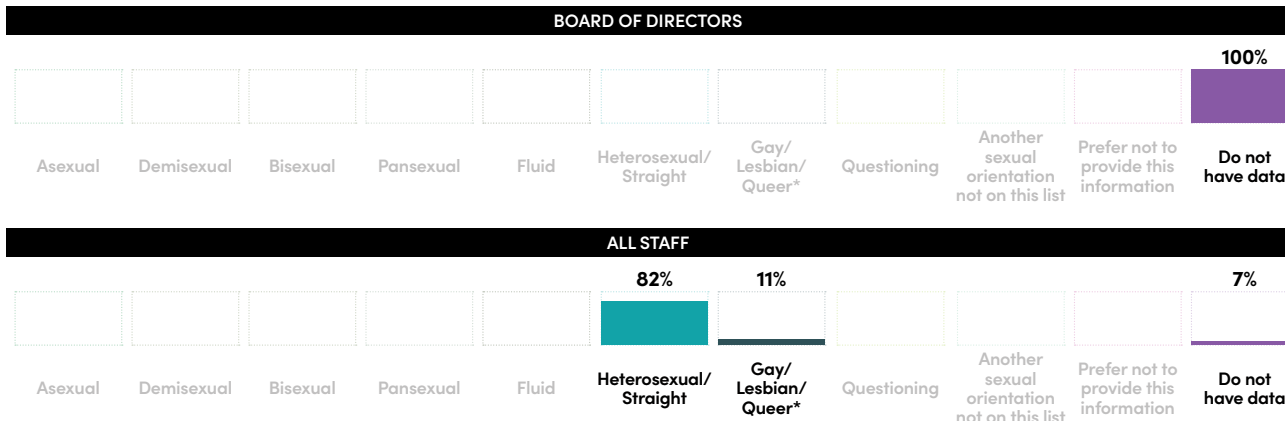


DISABILITY STATUS



SEXUAL ORIENTATION

*Please note this organization combines Gay, Lesbian, and Queer when surveying staff. To accurately represent this organization's data, we have done the same here.



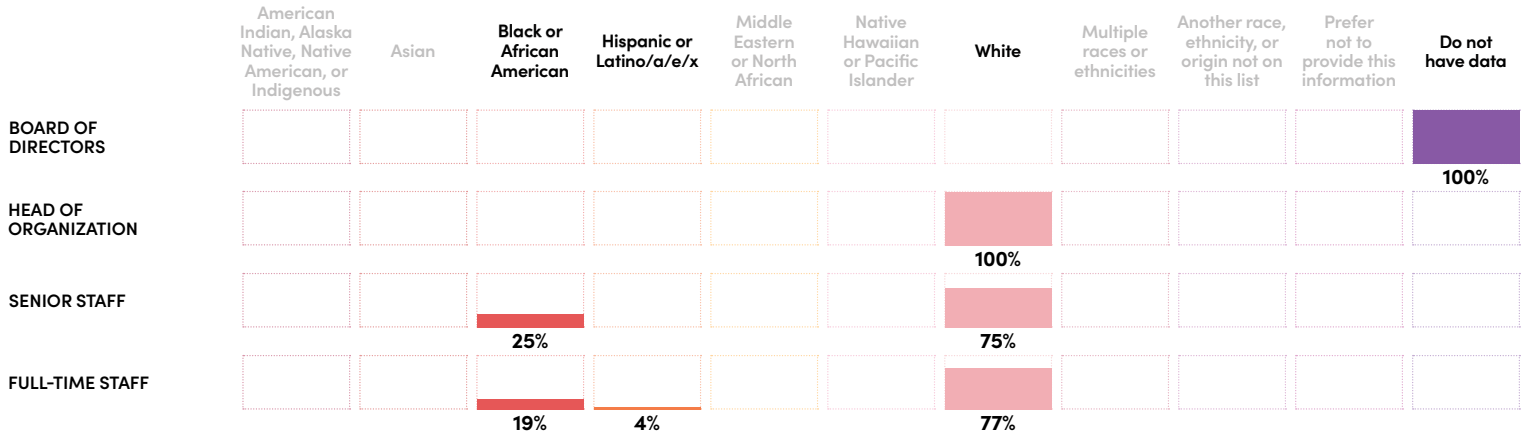
DORIS DUKE FOUNDATION

GRANTMAKING PRACTICES QUESTIONS

Do you collect demographic data on the staff of your grantees? Some programmatic teams collect demographic data on staff of our grantees, though this is not a consistent practice across teams.	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES NO
Have you implemented best practices regarding the accessibility of your grant application process? We will be taking action on this in the coming year to improve applicant and grantee experiences.	YES NO
Have you streamlined your grant application process to ensure it is concise to reduce the burden placed on organizations? We right-size the application requirements to the type and amount of support planned. We'll revisit our requirements for additional streamlining and accessibility.	YES NO
Do you provide transparent timelines, time estimates, and updates to organizations that apply for grants? Our practice is inconsistent across programs; in 2024 we will work on developing and implementing shared standard operating procedures.	YES NO
Do you offer stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications? Some intermediaries for foundation-funded regranteeing programs provide compensation or other program benefits to unsuccessful applicants.	YES NO
Do you offer support for applicants/non-grantees (e.g., grant writing support, connections to other funders, etc.)?	YES NO
Do you offer support other than funding for grantees? (e.g., grant writing support, connections to other funders, etc.)?	YES NO
Do you collect anonymous feedback from grantees and applicants to improve your grant application and monitoring processes?	YES NO

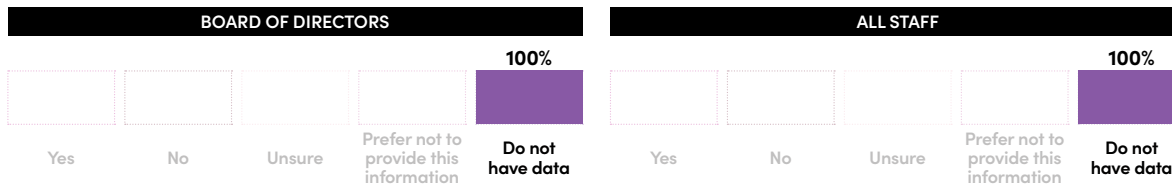
THE HEINZ ENDOWMENTS

RACE AND ETHNICITY

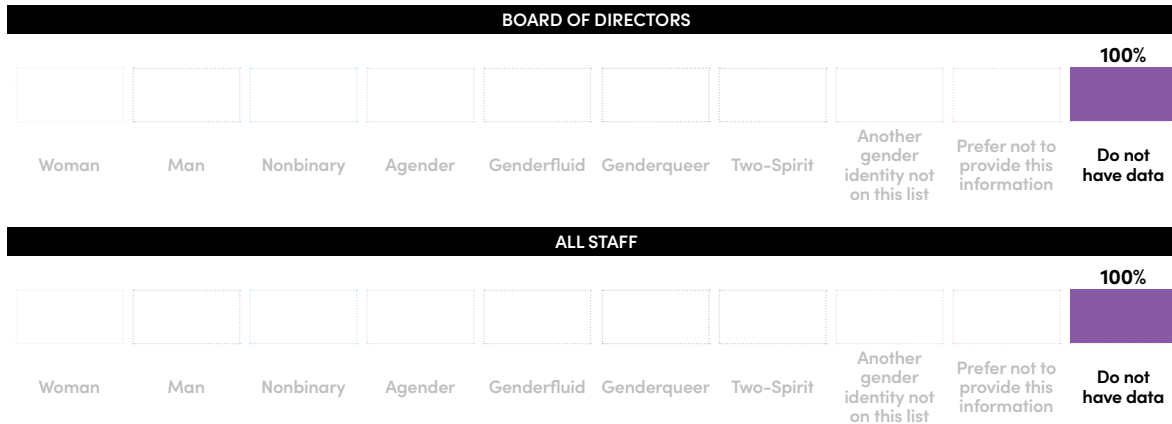


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



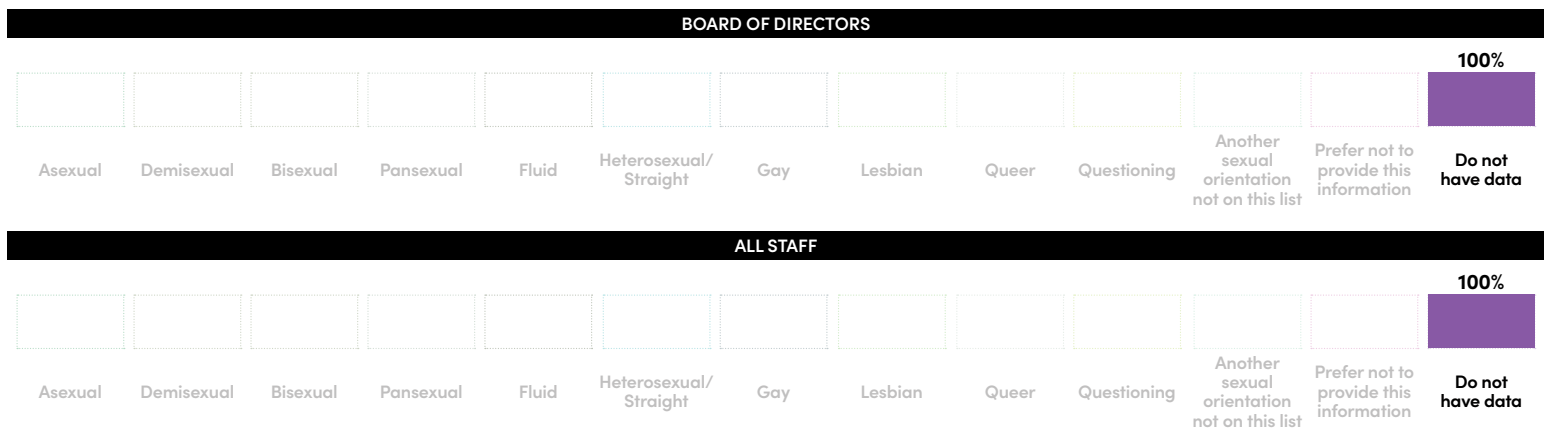
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



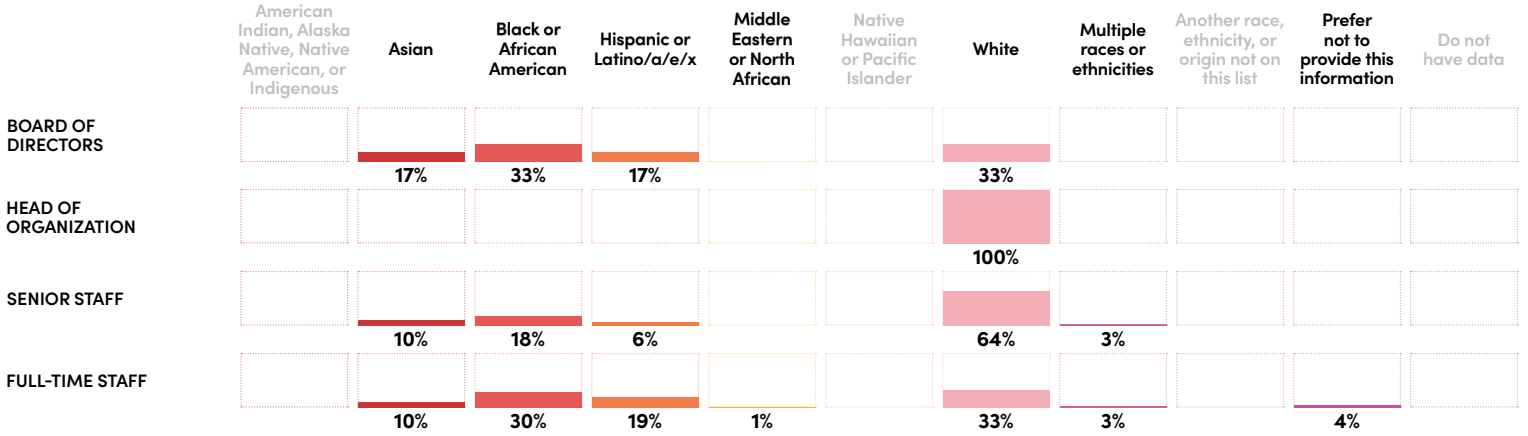
THE HEINZ ENDOWMENTS

GRANTMAKING PRACTICES QUESTIONS

Do you collect demographic data on the staff of your grantees?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Have you implemented best practices regarding the accessibility of your grant application process?	YES	NO
Have you streamlined your grant application process to ensure it is concise to reduce the burden placed on organizations?	YES	NO
Do you provide transparent timelines, time estimates, and updates to organizations that apply for grants?	YES	NO
Do you offer stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications?	YES	NO
Do you offer support for applicants/non-grantees (e.g., grant writing support, connections to other funders, etc.)?	YES	NO
Do you offer support other than funding for grantees (e.g., grant writing support, connections to other funders, etc.)?	YES	NO
Do you collect anonymous feedback from grantees and applicants to improve your grant application and monitoring processes?	YES	NO

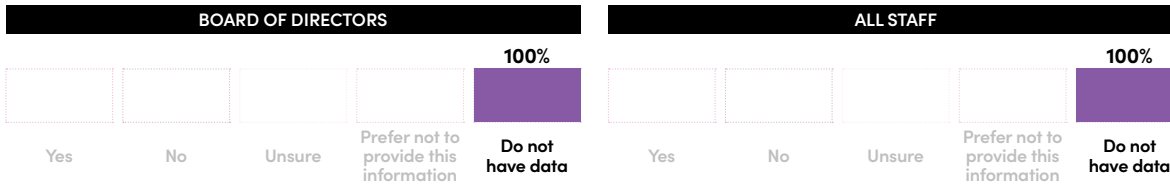
JOHN D. AND CATHERINE T. MACARTHUR FOUNDATION

RACE AND ETHNICITY

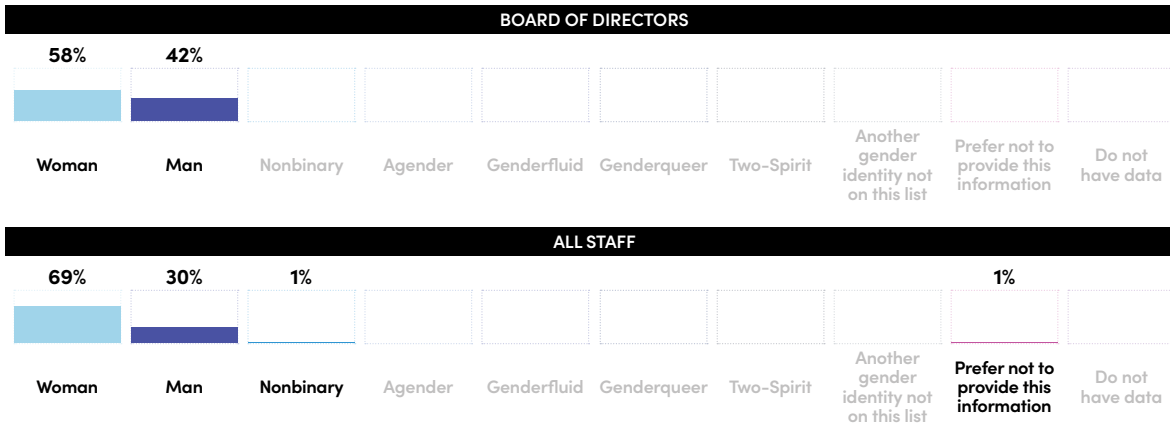


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



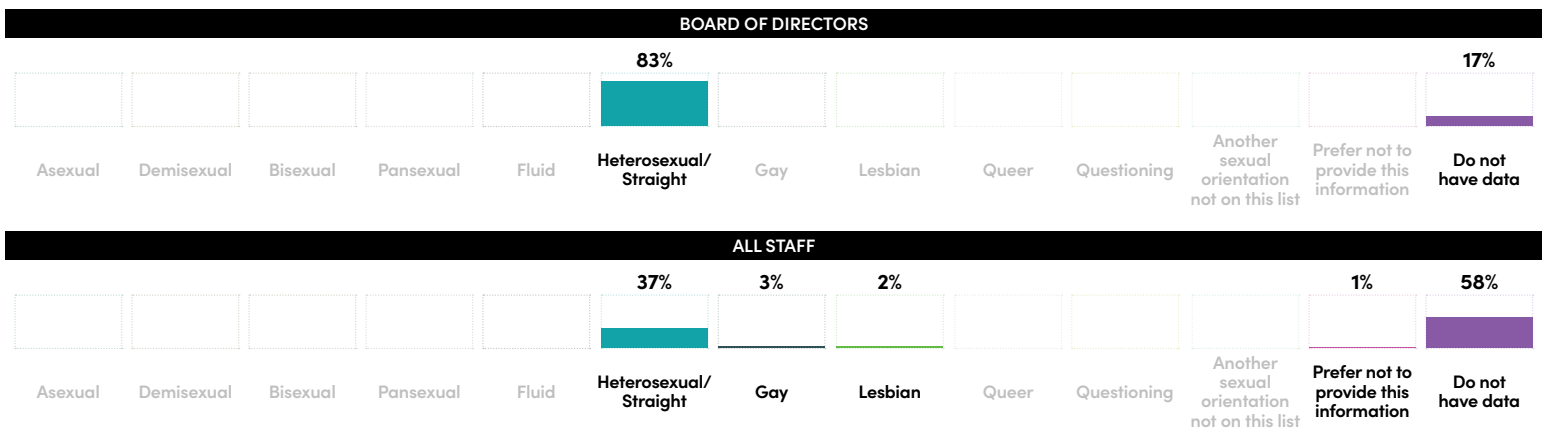
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



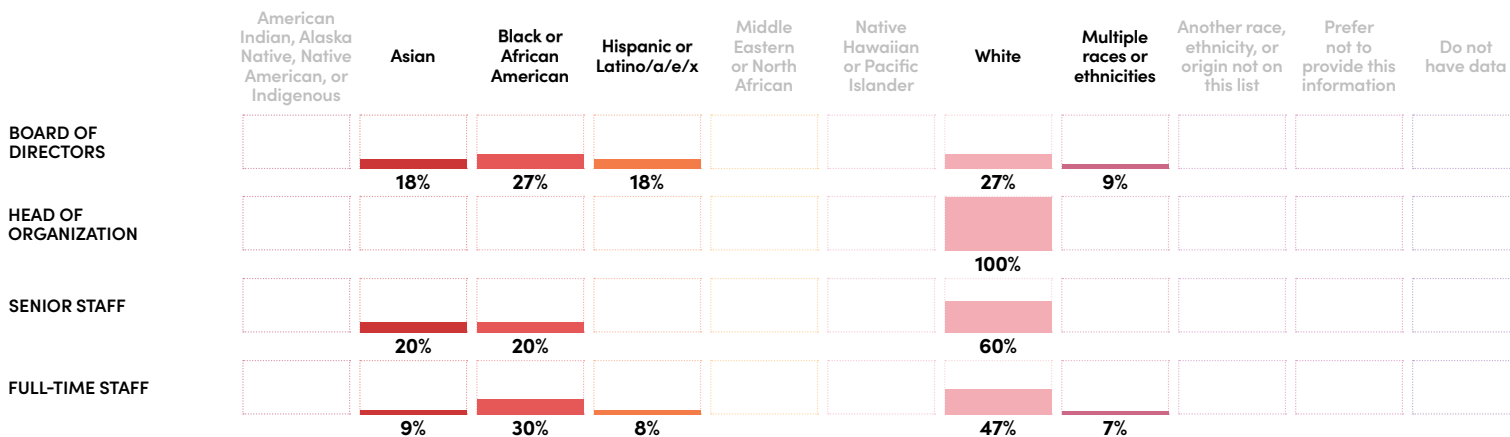
JOHN D. AND CATHERINE T. MACARTHUR FOUNDATION

GRANTMAKING PRACTICES QUESTIONS

Do you collect demographic data on the staff of your grantees? We source demographics from GuideStar profiles for US-based nonprofits. We collect this information independently from the app and grant review process.	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES NO
Have you implemented best practices regarding the accessibility of your grant application process? In 2022 we stopped requiring applications for gen-op support grants in a shift toward trust-based philanthropy. We continue to look for more opportunities to align with trust-based philanthropy.	YES NO
Have you streamlined your grant application process to ensure it is concise to reduce the burden placed on organizations? See previous answer. This work is continual and ongoing.	YES NO
Do you provide transparent timelines, time estimates, and updates to organizations that apply for grants? This info is conveyed by Program Officers to grant applicants directly. A public facing applicant guide is in progress.	YES NO
Do you offer stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications? Nearly all grant proposals are invited and are rarely declined. We offer support and supply grants to orgs that have made the short list for 100&Change.	YES NO
Do you offer support for applicants/non-grantees (e.g., grant writing support, connections to other funders, etc.)? Program staff frequently network within their fields and may connect applicants to interested funders or support services as part of those activities.	YES NO
Do you offer support other than funding for grantees? (e.g., grant writing support, connections to other funders, etc.)? We connect grantees to other funders and services (legal counsel, communications, etc.) We have connected a set of grantees with Resilia's services.	YES NO
Do you collect anonymous feedback from grantees and applicants to improve your grant application and monitoring processes? We participate in the Center for Effective Philanthropy's Grantee Perception Report survey every three years.	YES NO

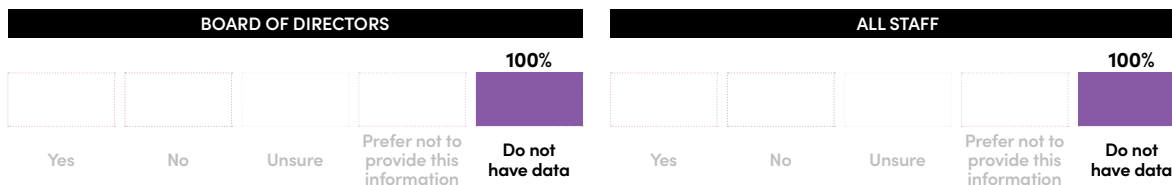
THE KRESGE FOUNDATION

RACE AND ETHNICITY

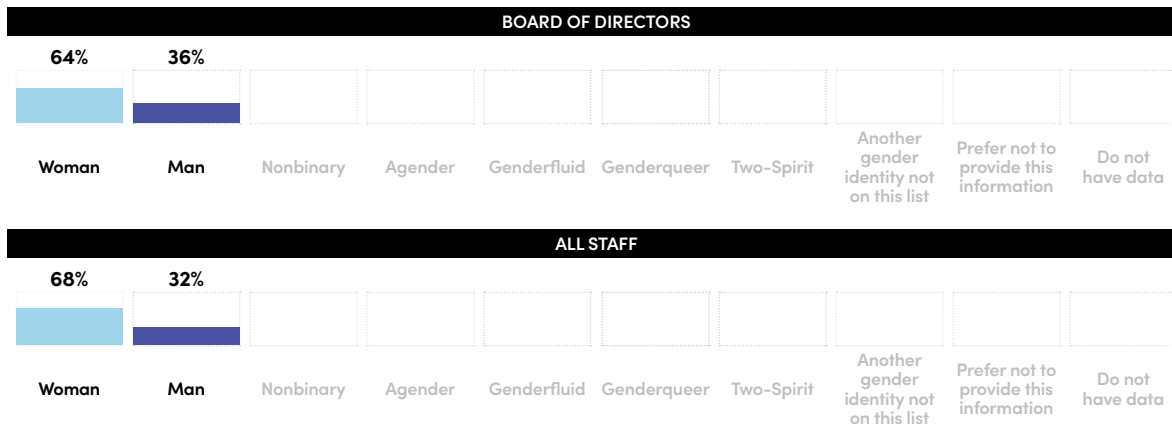


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



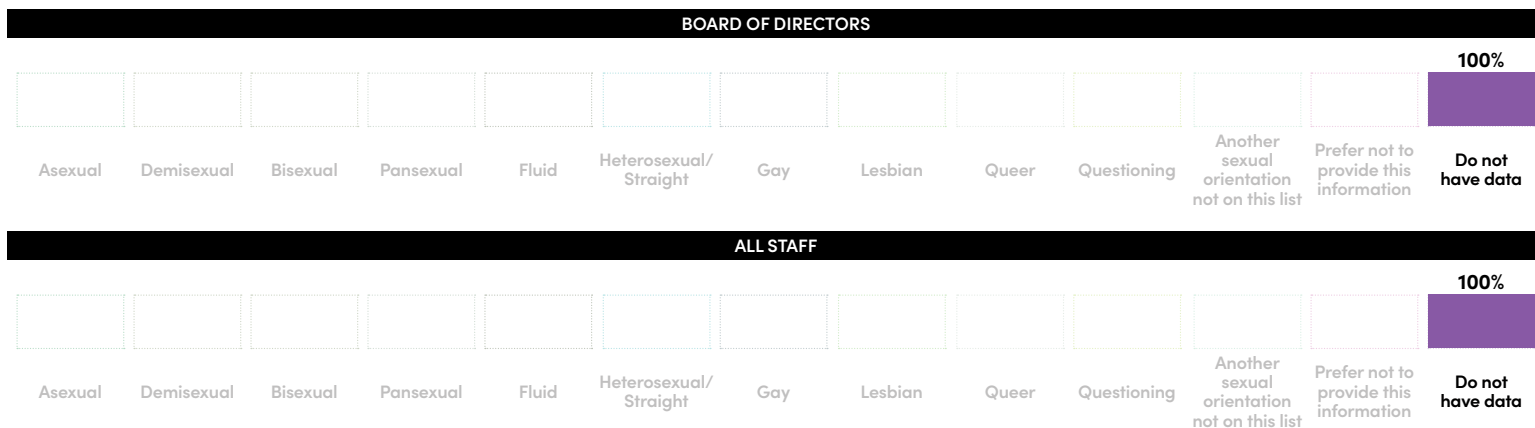
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



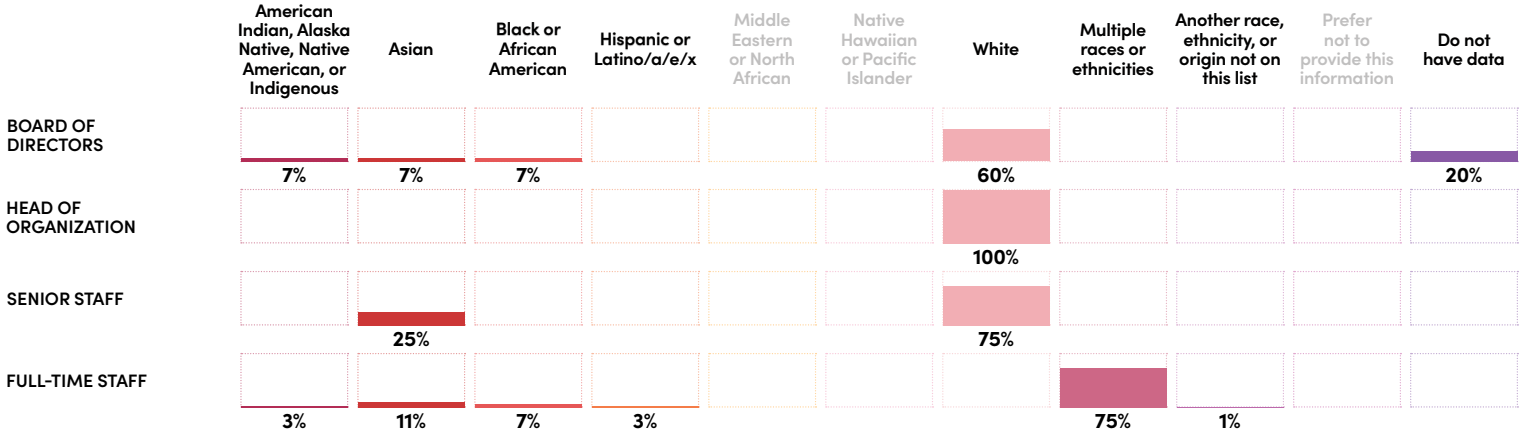
THE KRESGE FOUNDATION

GRANTMAKING PRACTICES QUESTIONS

Do you collect demographic data on the staff of your grantees? Staff, board, and population serviced.	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? Currently don't have but are looking into it.	YES	NO
Have you implemented best practices regarding the accessibility of your grant application process?	YES	NO
Have you streamlined your grant application process to ensure it is concise to reduce the burden placed on organizations?	YES	NO
Do you provide transparent timelines, time estimates, and updates to organizations that apply for grants? Our website and our grants management system helps the applicant/grantee stay informed.	YES	NO
Do you offer stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications?	YES	NO
Do you offer support for applicants/non-grantees (e.g., grant writing support, connections to other funders, etc.)? Our grantmaking process doesn't include a standard procedure for offering support as most of our grantees are invited to apply.	YES	NO
Do you offer support other than funding for grantees (e.g., grant writing support, connections to other funders, etc.)?	YES	NO
Do you collect anonymous feedback from grantees and applicants to improve your grant application and monitoring processes? Grantee surveys.	YES	NO

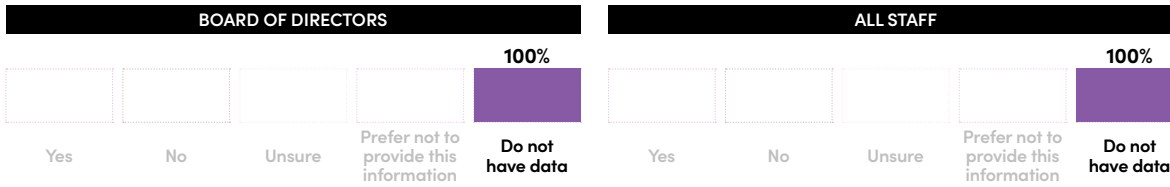
MARGARET A. CARGILL PHILANTHROPIES

RACE AND ETHNICITY

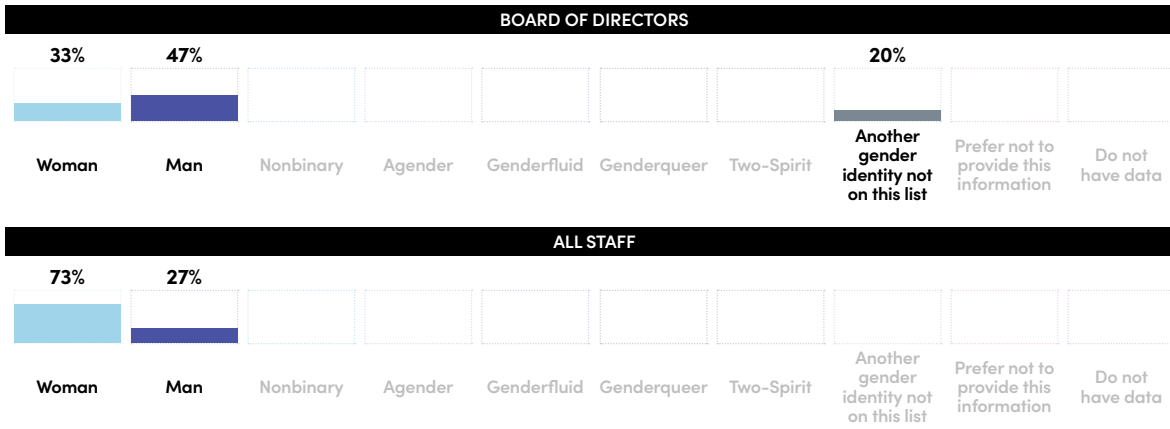


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



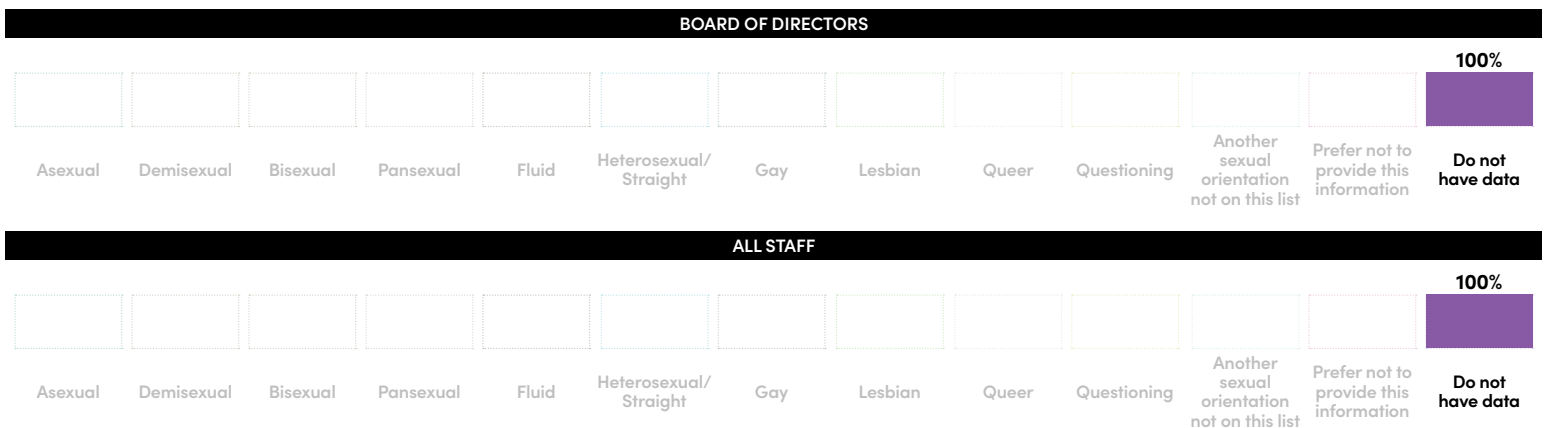
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



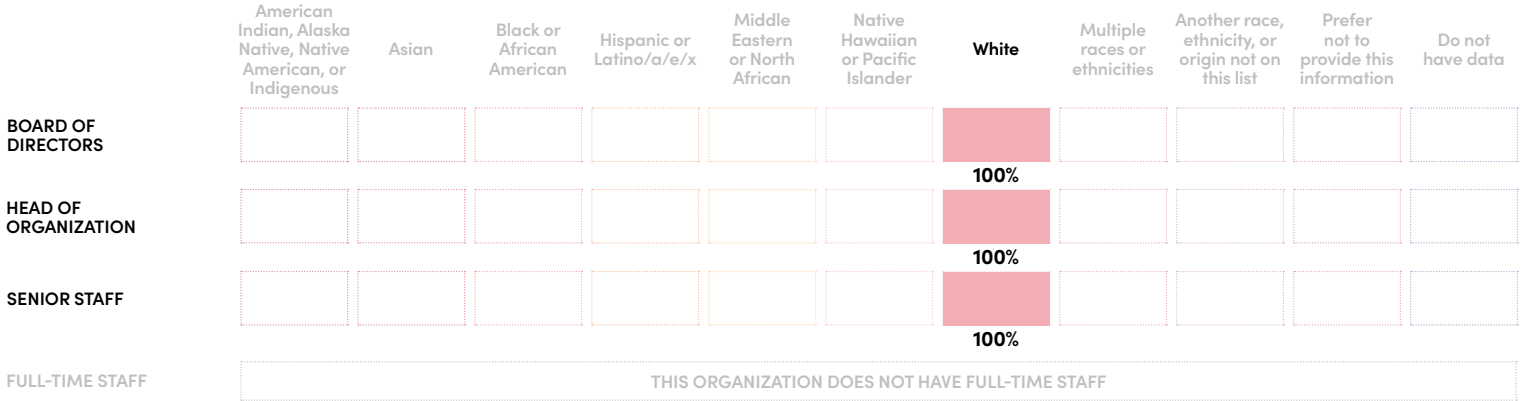
MARGARET A. CARGILL PHILANTHROPIES

GRANTMAKING PRACTICES QUESTIONS

Do you collect demographic data on the staff of your grantees?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? We offer an anti-bias learning discussion for all staff who are participate in interview panels. Also host broad trainings on DEIJ commitments.	YES	NO
Have you implemented best practices regarding the accessibility of your grant application process? In the process to redesign our grantmaking process, application, and internal practices to align with our DEIJ vision and commitments.	YES	NO
Have you streamlined your grant application process to ensure it is concise to reduce the burden placed on organizations? We have reduced the burden in one of our grant types (renewal grants). Reviewing process changes for streamlining the application for all grant types.	YES	NO
Do you provide transparent timelines, time estimates, and updates to organizations that apply for grants?	YES	NO
Do you offer stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications? Work along side our grantees during the concept stage to a point whereby the application stage is productive for both the grantee and our foundation.	YES	NO
Do you offer support for applicants/non-grantees (e.g., grant writing support, connections to other funders, etc.)?	YES	NO
Do you offer support other than funding for grantees? (e.g., grant writing support, connections to other funders, etc.)? We collaborate with potential grantees in personal and customized approaches to support them during the application stage and as a grantee.	YES	NO
Do you collect anonymous feedback from grantees and applicants to improve your grant application and monitoring processes? We participate in the Center for Effective Philanthropy grantee perception report to invite anonymous feedback every 4 years that helps inform our processes.	YES	NO

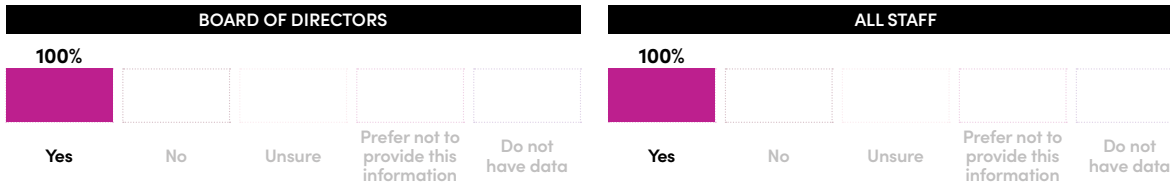
THE MARISLA FOUNDATION

RACE AND ETHNICITY

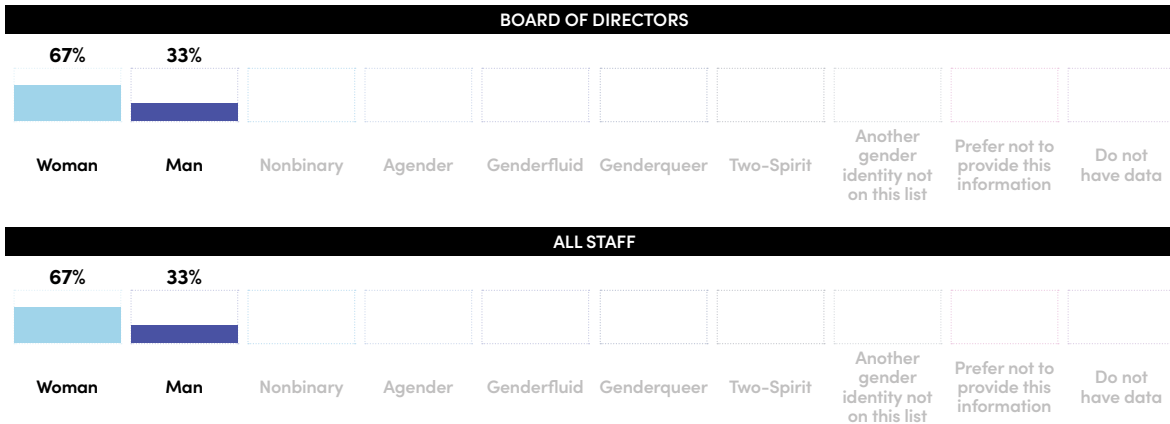


GENDER IDENTITY

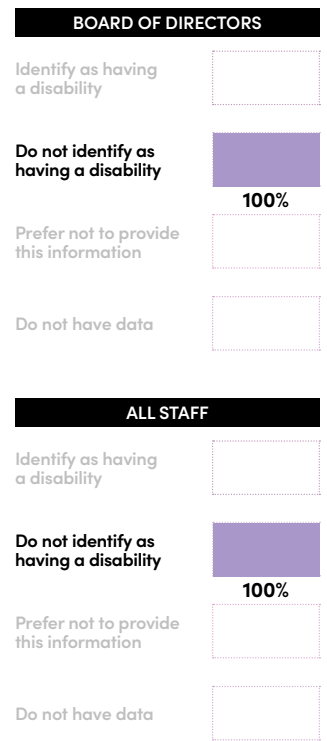
Do you identify with the gender assigned to you at birth?



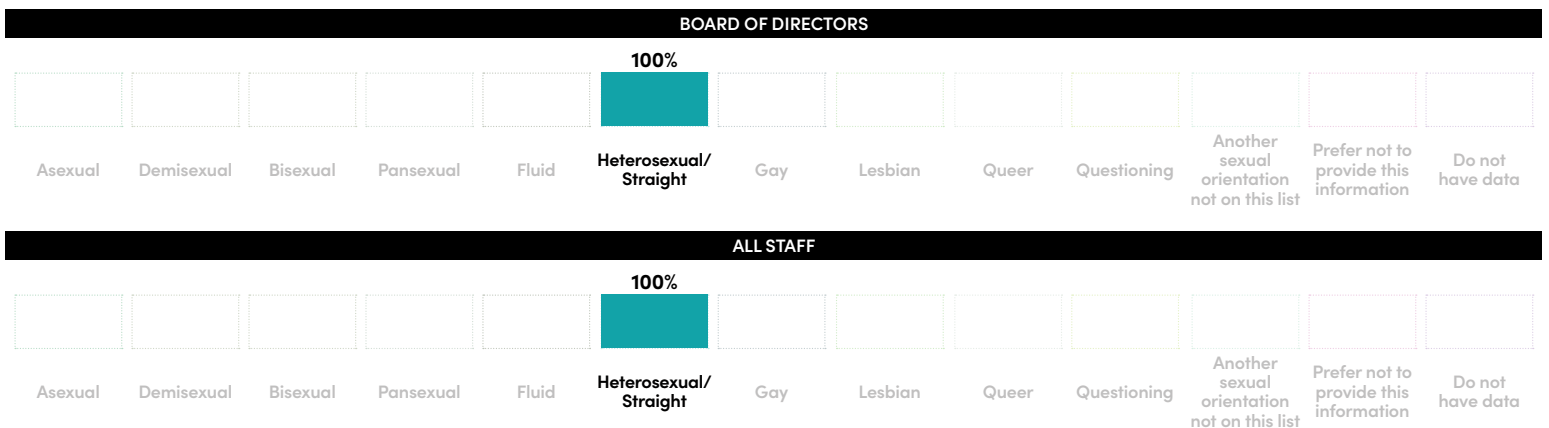
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

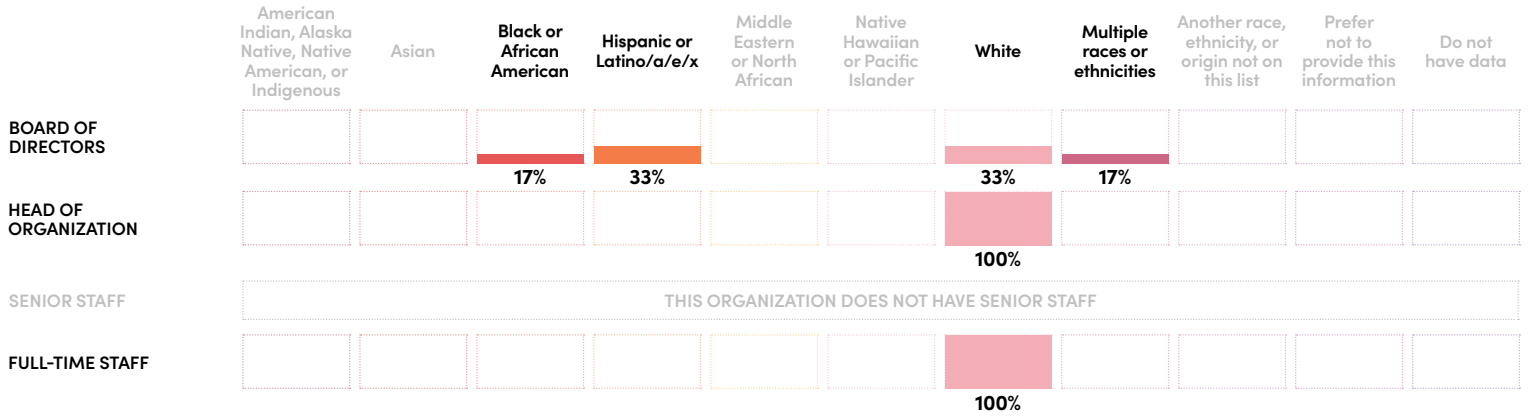


THE MARISLA FOUNDATION

GRANTMAKING PRACTICES QUESTIONS

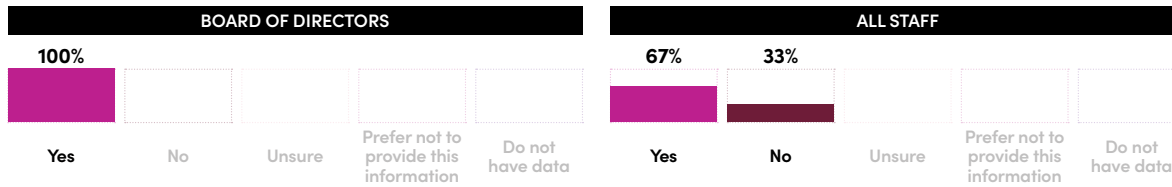
Do you collect demographic data on the staff of your grantees?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Have you implemented best practices regarding the accessibility of your grant application process?	YES	NO
Have you streamlined your grant application process to ensure it is concise to reduce the burden placed on organizations?	YES	NO
Do you provide transparent timelines, time estimates, and updates to organizations that apply for grants?	YES	NO
Do you offer stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications?	YES	NO
Do you offer support for applicants/non-grantees (e.g., grant writing support, connections to other funders, etc.)?	YES	NO
Do you offer support other than funding for grantees (e.g., grant writing support, connections to other funders, etc.)?	YES	NO
Do you collect anonymous feedback from grantees and applicants to improve your grant application and monitoring processes?	YES	NO

RACE AND ETHNICITY

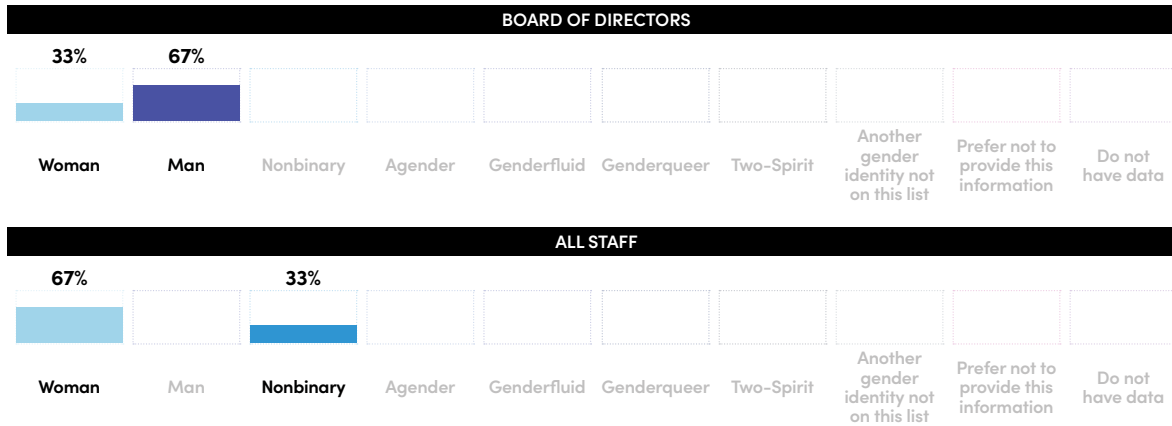


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



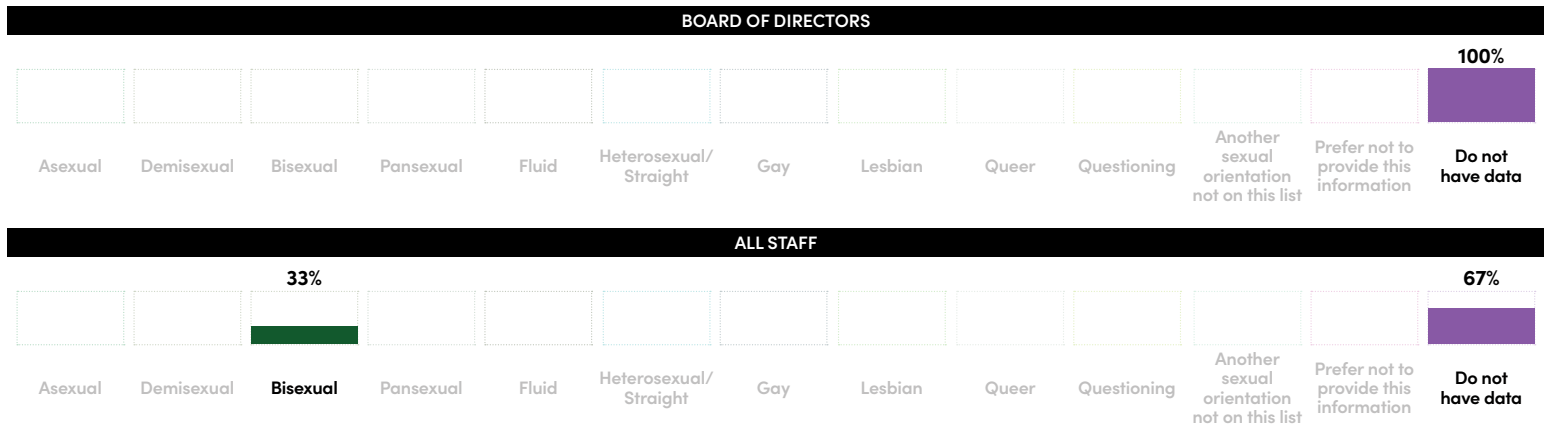
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION

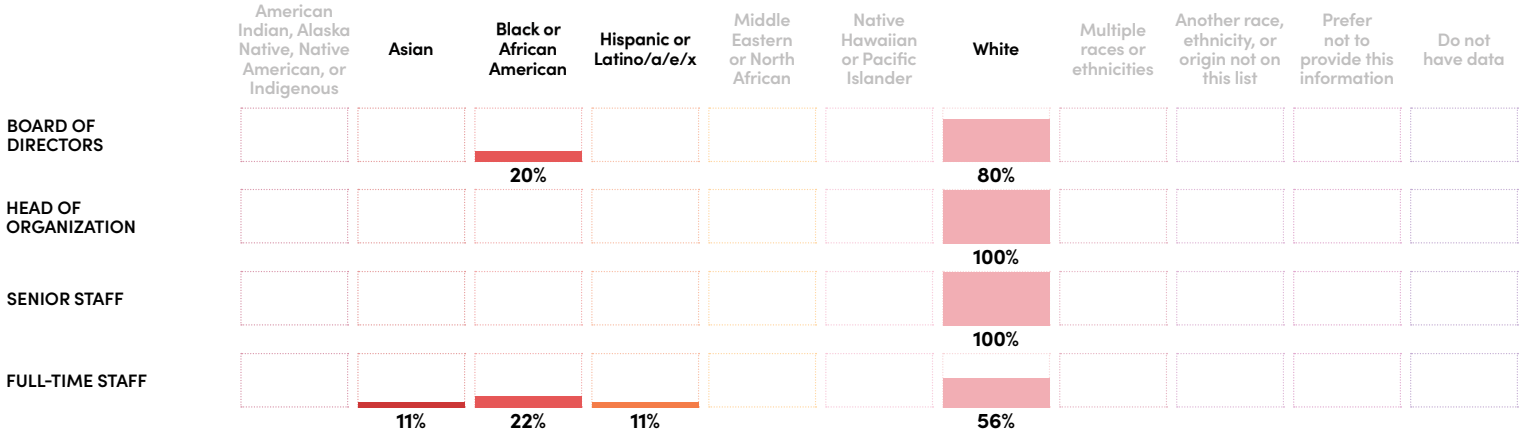


GRANTMAKING PRACTICES QUESTIONS

Do you collect demographic data on the staff of your grantees?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Have you implemented best practices regarding the accessibility of your grant application process?	YES	NO
Have you streamlined your grant application process to ensure it is concise to reduce the burden placed on organizations?	YES	NO
Do you provide transparent timelines, time estimates, and updates to organizations that apply for grants?	YES	NO
Do you offer stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications?	YES	NO
Do you offer support for applicants/non-grantees (e.g., grant writing support, connections to other funders, etc.)?	YES	NO
Do you offer support other than funding for grantees? (e.g., grant writing support, connections to other funders, etc.)?	YES	NO
Do you collect anonymous feedback from grantees and applicants to improve your grant application and monitoring processes?	YES	NO

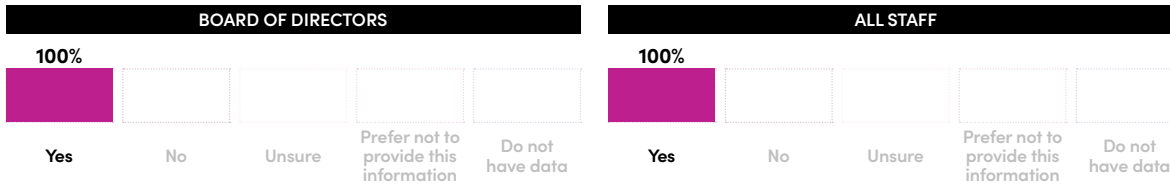
ROBERT W. WOODRUFF FOUNDATION, INC.

RACE AND ETHNICITY

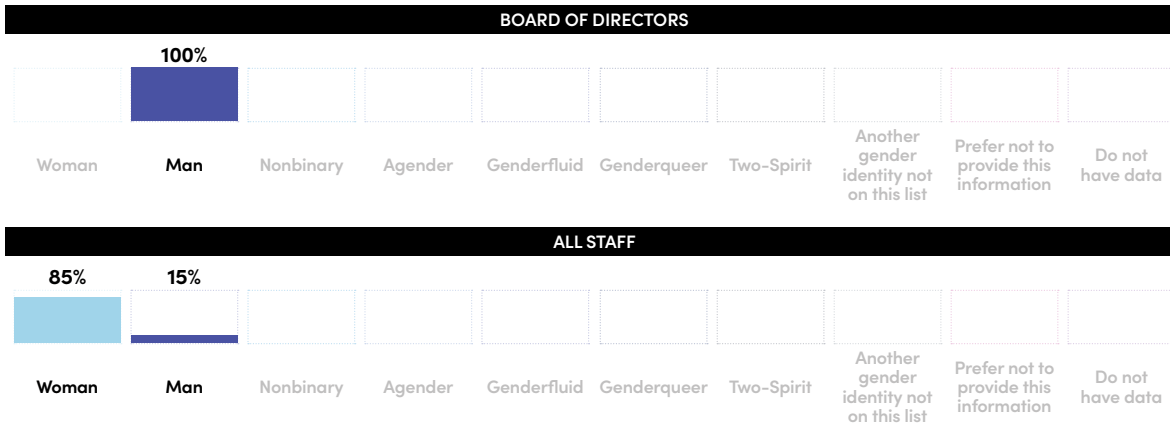


GENDER IDENTITY

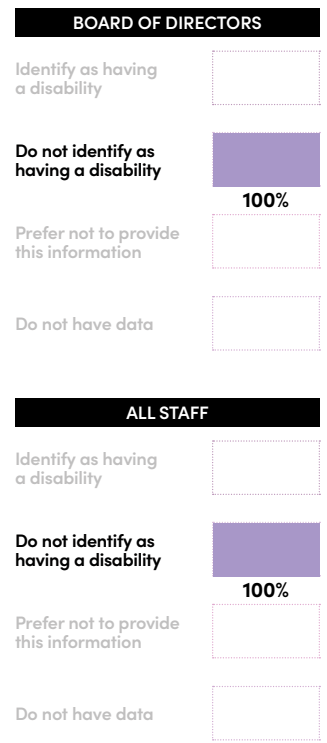
Do you identify with the gender assigned to you at birth?



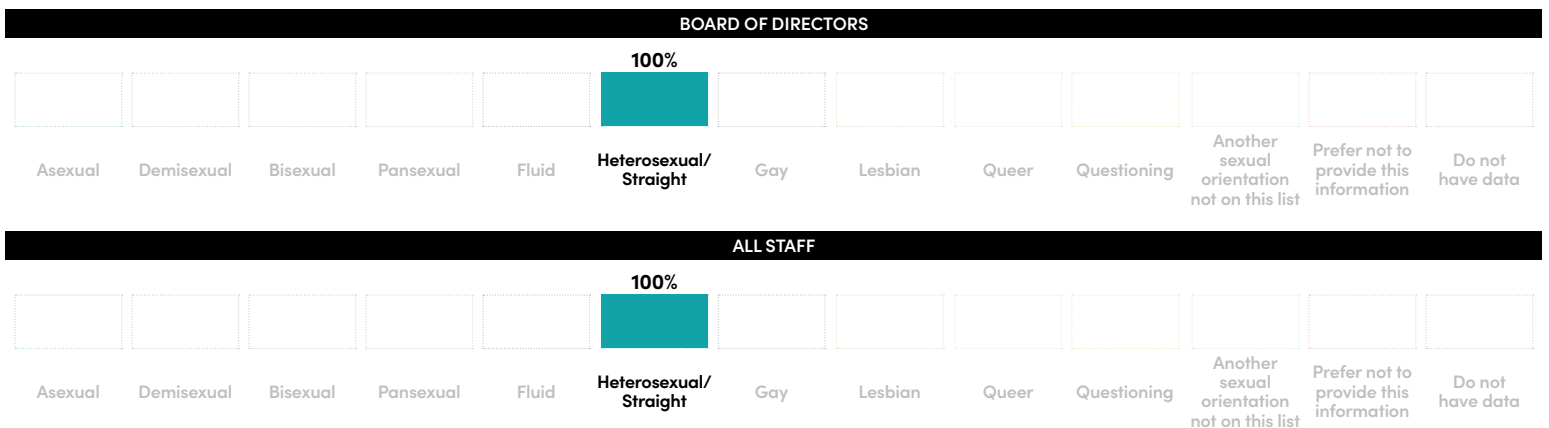
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



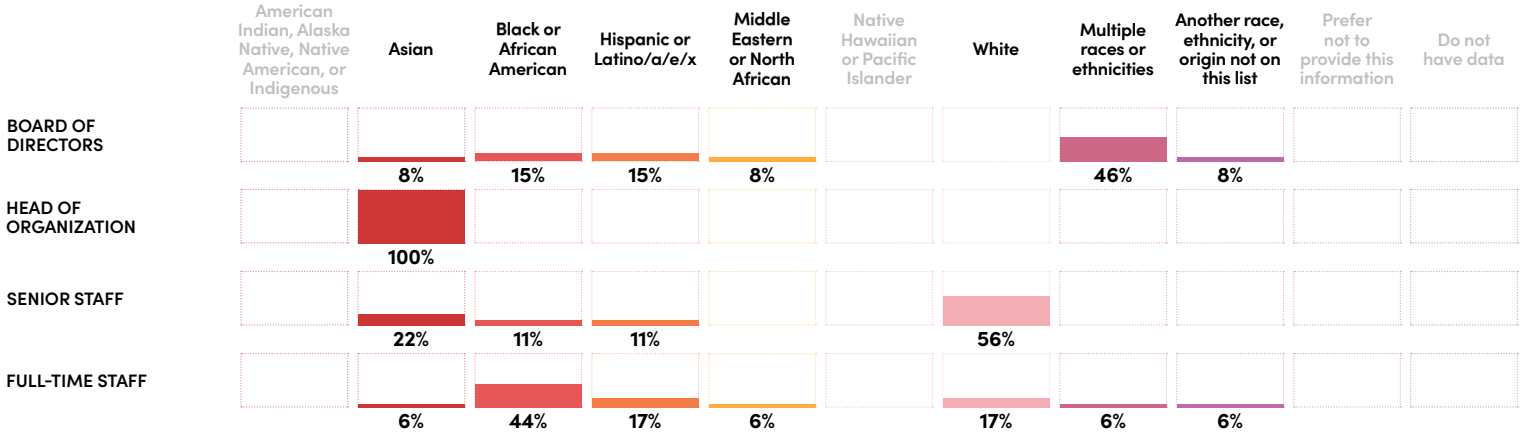
ROBERT W. WOODRUFF FOUNDATION, INC.

GRANTMAKING PRACTICES QUESTIONS

Do you collect demographic data on the staff of your grantees?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Have you implemented best practices regarding the accessibility of your grant application process?	YES	NO
Have you streamlined your grant application process to ensure it is concise to reduce the burden placed on organizations?	YES	NO
Do you provide transparent timelines, time estimates, and updates to organizations that apply for grants?	YES	NO
Do you offer stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications?	YES	NO
Do you offer support for applicants/non-grantees (e.g., grant writing support, connections to other funders, etc.)?	YES	NO
Do you offer support other than funding for grantees? (e.g., grant writing support, connections to other funders, etc.)?	YES	NO
Do you collect anonymous feedback from grantees and applicants to improve your grant application and monitoring processes? We routinely interview applicants about the application and reporting process. The conversations are open and not anonymous to promote deeper feedback.	YES	NO

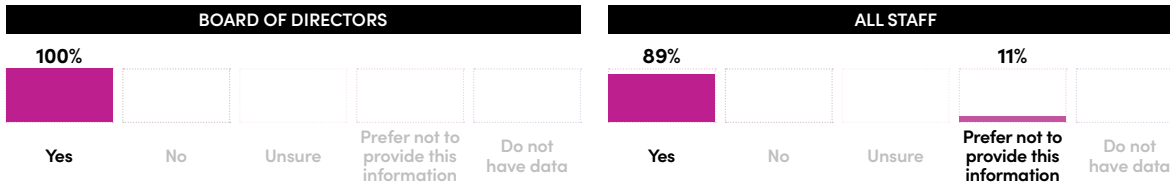
SURDNA FOUNDATION

RACE AND ETHNICITY

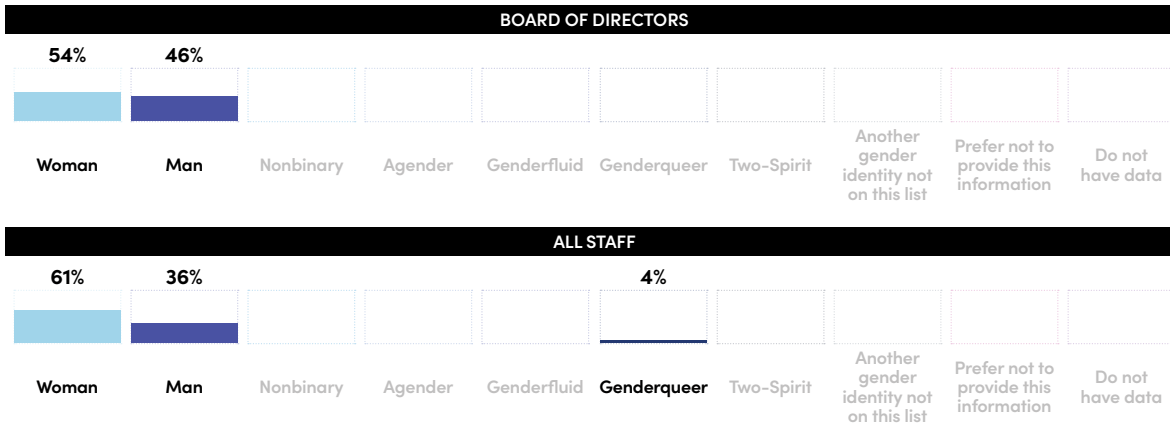


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



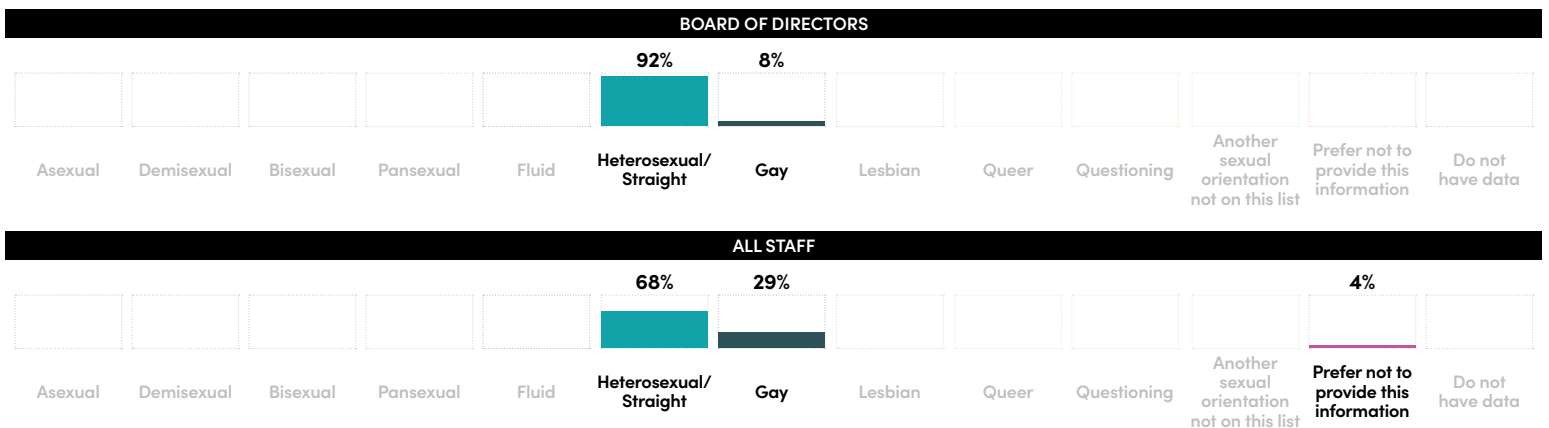
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



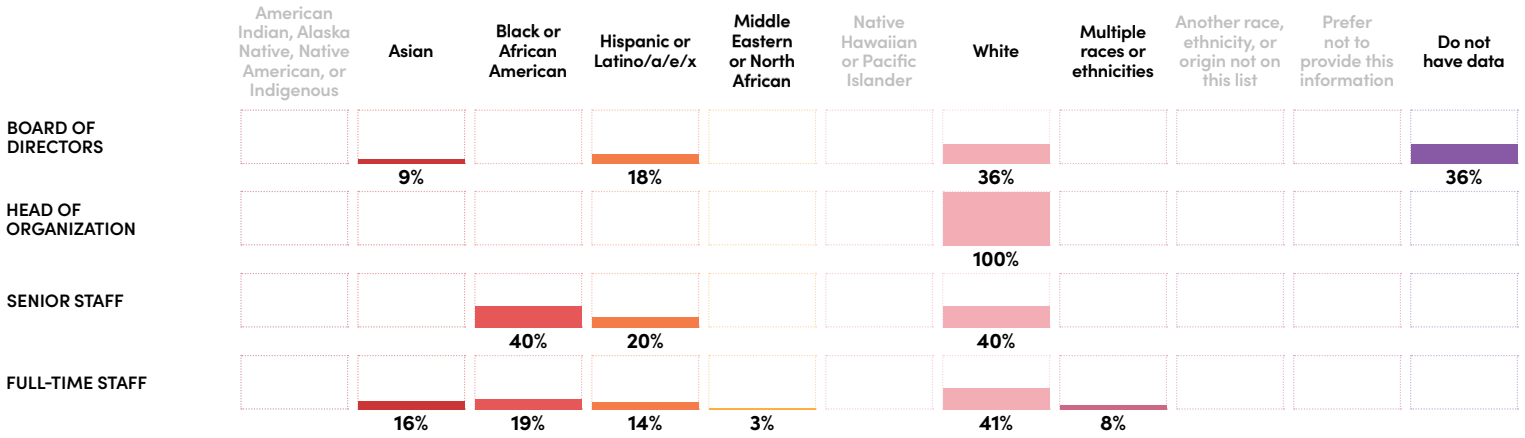
SURDNA FOUNDATION

GRANTMAKING PRACTICES QUESTIONS

Do you collect demographic data on the staff of your grantees?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Have you implemented best practices regarding the accessibility of your grant application process?	YES	NO
Have you streamlined your grant application process to ensure it is concise to reduce the burden placed on organizations?	YES	NO
Do you provide transparent timelines, time estimates, and updates to organizations that apply for grants?	YES	NO
Do you offer stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications?	YES	NO
Do you offer support for applicants/non-grantees (e.g., grant writing support, connections to other funders, etc.)?	YES	NO
Do you offer support other than funding for grantees (e.g., grant writing support, connections to other funders, etc.)?	YES	NO
Do you collect anonymous feedback from grantees and applicants to improve your grant application and monitoring processes?	YES	NO

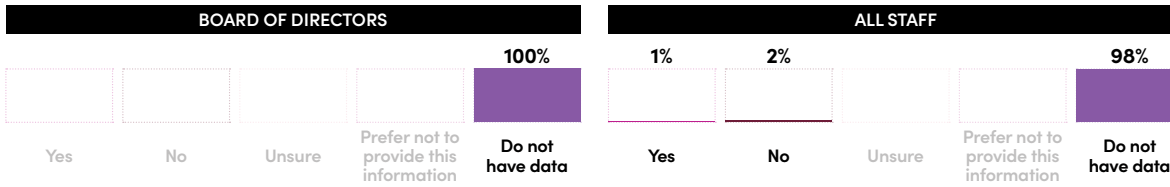
UNITED STATES ENERGY FOUNDATION

RACE AND ETHNICITY

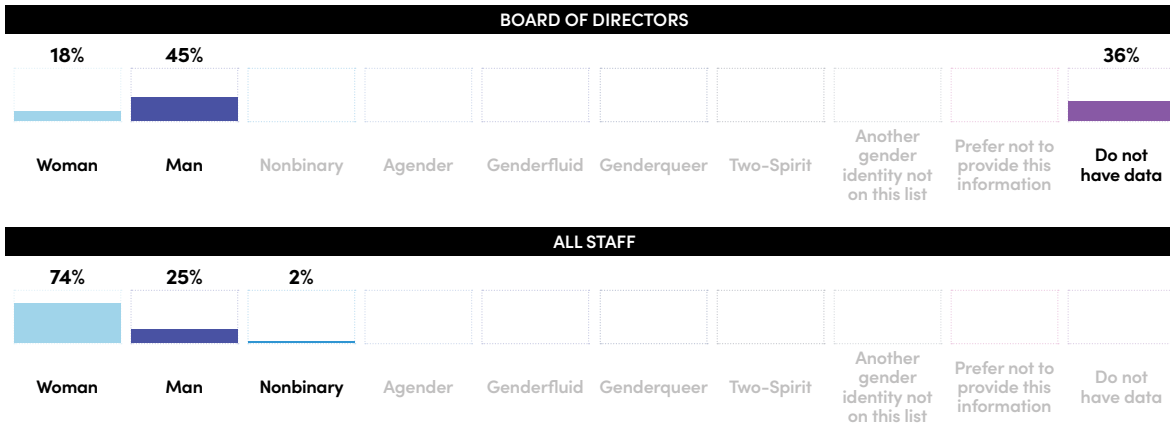


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



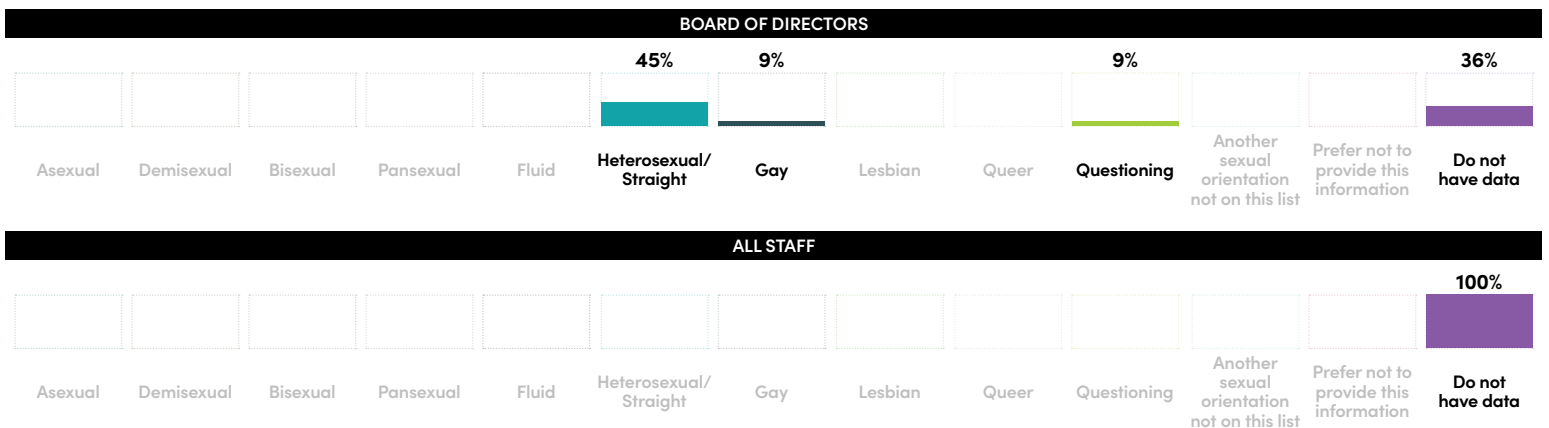
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



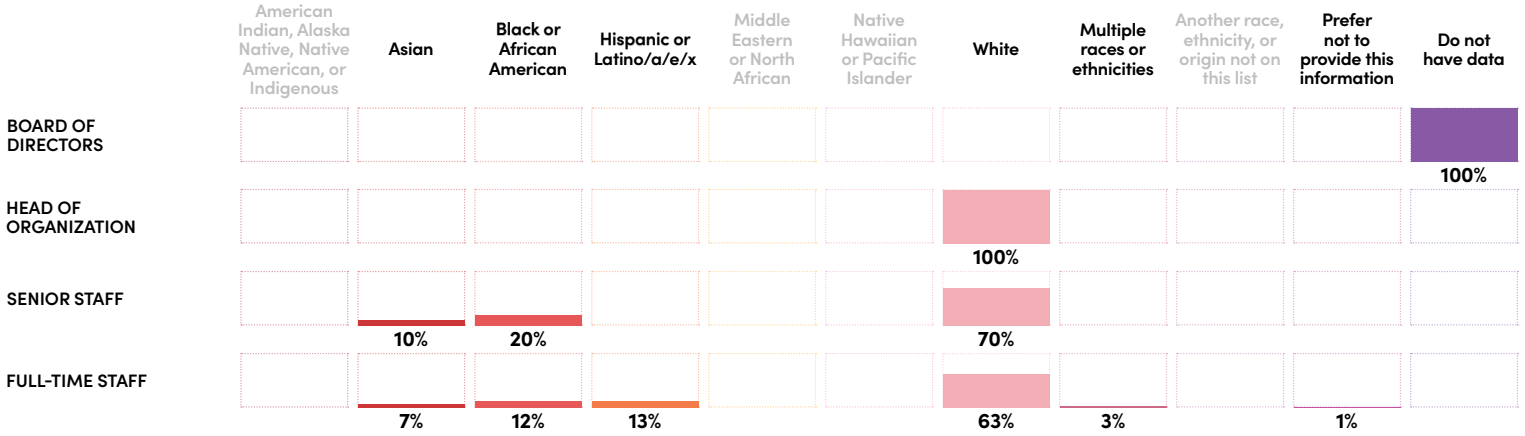
UNITED STATES ENERGY FOUNDATION

GRANTMAKING PRACTICES QUESTIONS

Do you collect demographic data on the staff of your grantees? We currently define/collect equity information at the org level, but not at the staff level. We hope to start using Candid's demographic application programming interfaces.	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete? We have recently rolled out a mandatory racial equity training that all staff must complete this year.	YES NO
Have you implemented best practices regarding the accessibility of your grant application process? We are in the process of revising our application form to make it easier and more streamlined for all users.	YES NO
Have you streamlined your grant application process to ensure it is concise to reduce the burden placed on organizations?	YES NO
Do you provide transparent timelines, time estimates, and updates to organizations that apply for grants? In nascent stages of building a grantee focused section on our website. Refining internal processes before beginning work-hopefully roll out in 2025.	YES NO
Do you offer stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications? Almost everyone we invite to submit a proposal receives a grant. We offer stipends for grantees for time for work that is not proposal related.	YES NO
Do you offer support for applicants/non-grantees (e.g., grant writing support, connections to other funders, etc.)? SP team keeps track of how many \$ they provide to orgs that did not receive a grant from Energy Foundation, around \$30M.	YES NO
Do you offer support other than funding for grantees (e.g., grant writing support, connections to other funders, etc.)?	YES NO
Do you collect anonymous feedback from grantees and applicants to improve your grant application and monitoring processes?	YES NO

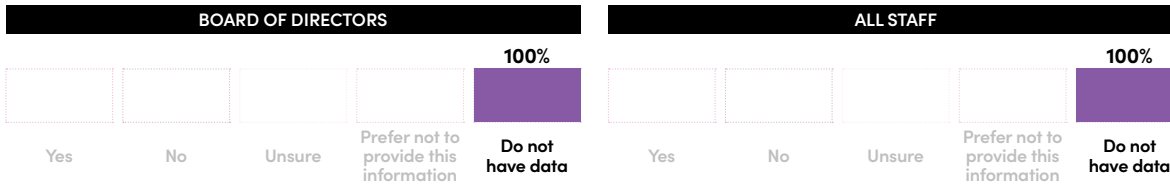
WALTON FAMILY FOUNDATION

RACE AND ETHNICITY

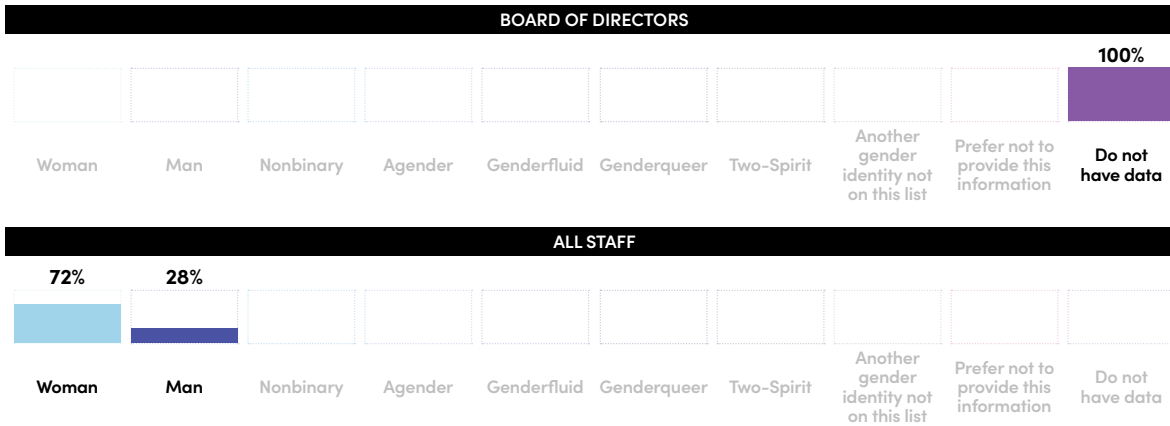


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



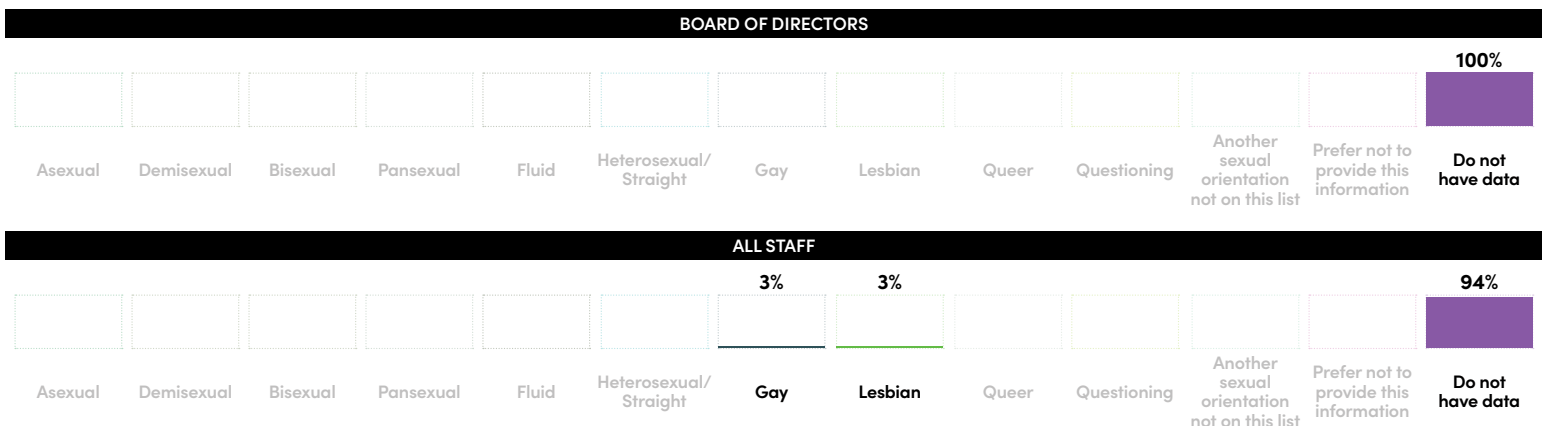
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



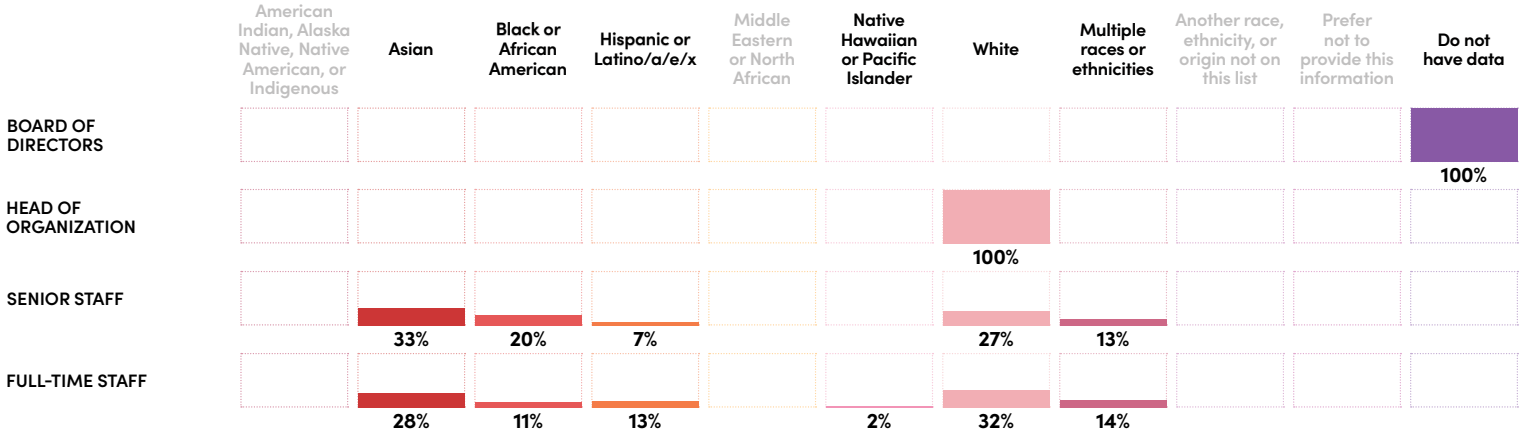
WALTON FAMILY FOUNDATION

GRANTMAKING PRACTICES QUESTIONS

Do you collect demographic data on the staff of your grantees? We have done one round of data collection and are currently evaluating next steps to improve the process.	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete? We offer this training as voluntary and are currently offering Inclusion Take Action for all associates on a highly recommended basis.	YES NO
Have you implemented best practices regarding the accessibility of your grant application process?	YES NO
Have you streamlined your grant application process to ensure it is concise to reduce the burden placed on organizations? We periodically review the application to reduce duplication of information and reduce burden on grantees.	YES NO
Do you provide transparent timelines, time estimates, and updates to organizations that apply for grants? We provide timelines on a case-by-case basis.	YES NO
Do you offer stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications?	YES NO
Do you offer support for applicants/non-grantees (e.g., grant writing support, connections to other funders, etc.)? Program officers support applicants in a variety of ways as needed.	YES NO
Do you offer support other than funding for grantees (e.g., grant writing support, connections to other funders, etc.)? Program officers support grantees in a variety of ways as needed.	YES NO
Do you collect anonymous feedback from grantees and applicants to improve your grant application and monitoring processes? We use the Center for Effective Philanthropy survey to collect data from grantees on a regular basis.	YES NO

THE WILLIAM AND FLORA HEWLETT FOUNDATION

RACE AND ETHNICITY

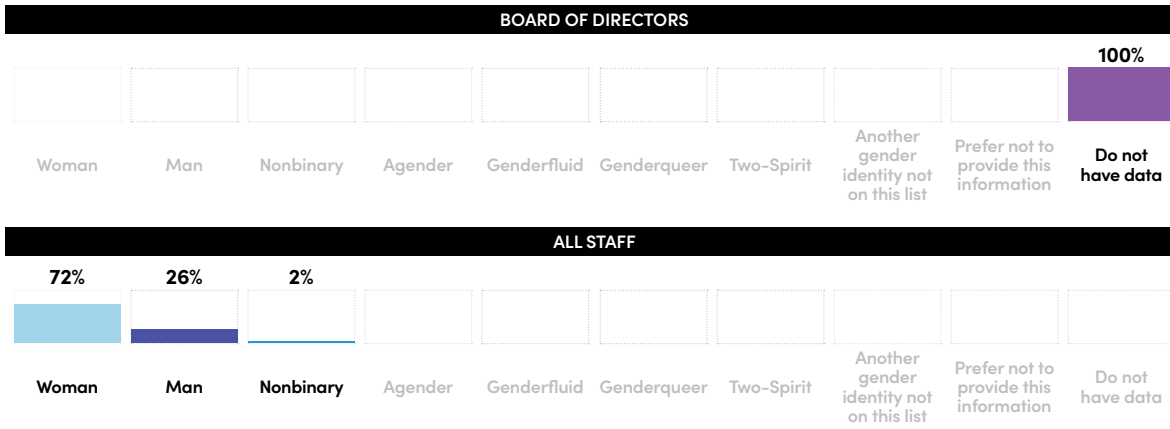


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



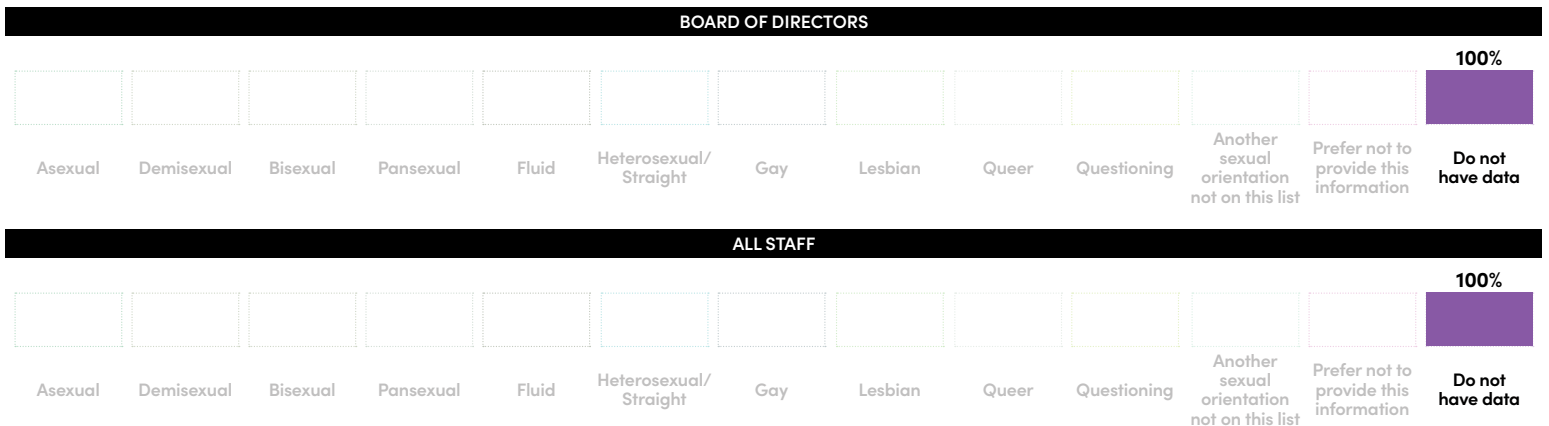
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



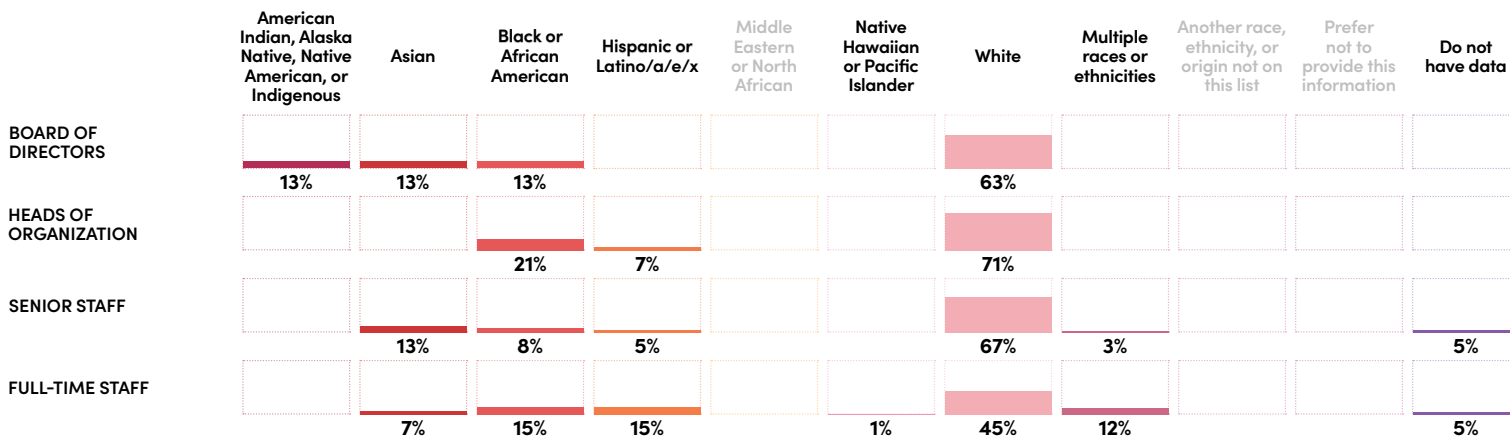
THE WILLIAM AND FLORA HEWLETT FOUNDATION

GRANTMAKING PRACTICES QUESTIONS

Do you collect demographic data on the staff of your grantees? Currently working to expand to collect data on sexual orientation and gender identity. Do not collect demographic data on international grantees.	YES NO
Do you have unconscious or implicit bias training that all employees are required to complete? Have plans to develop this training as it pertains to grantmaking in 2025.	YES NO
Have you implemented best practices regarding the accessibility of your grant application process? Grantee portal, documents were created to meet ADA standards. Additionally, support is available to anyone with accessibility needs.	YES NO
Have you streamlined your grant application process to ensure it is concise to reduce the burden placed on organizations?	YES NO
Do you provide transparent timelines, time estimates, and updates to organizations that apply for grants? We share a high level workflow and general timelines on our grantee portal.	YES NO
Do you offer stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications? We operate on an invitation only basis, so any grantee who completes a proposal is funded. Requests for docs takes place once due diligence is complete.	YES NO
Do you offer support for applicants/non-grantees (e.g., grant writing support, connections to other funders, etc.)? Connections to other funders.	YES NO
Do you offer support other than funding for grantees (e.g., grant writing support, connections to other funders, etc.)? Organizational Effectiveness grants, networking, legal technical assistance grants, legal technical assistance for existing grants, etc.	YES NO
Do you collect anonymous feedback from grantees and applicants to improve your grant application and monitoring processes? Grantee Perception Report (sent to grantee every 3 years), Grantee calls (annually).	YES NO

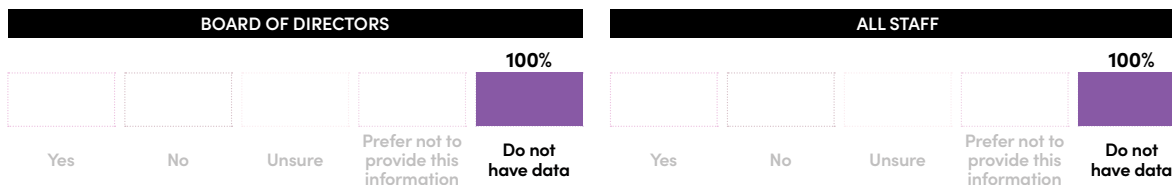
WINDWARD FUND

RACE AND ETHNICITY

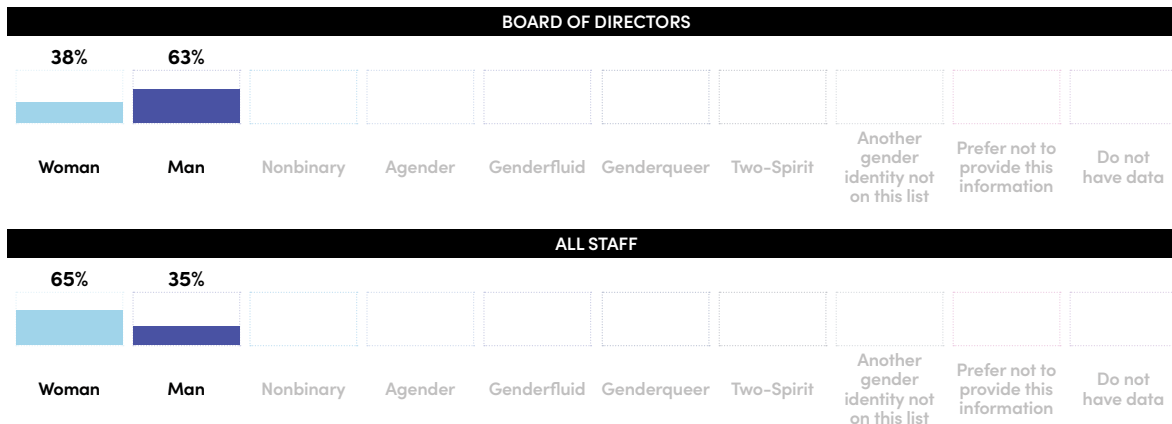


GENDER IDENTITY

Do you identify with the gender assigned to you at birth?



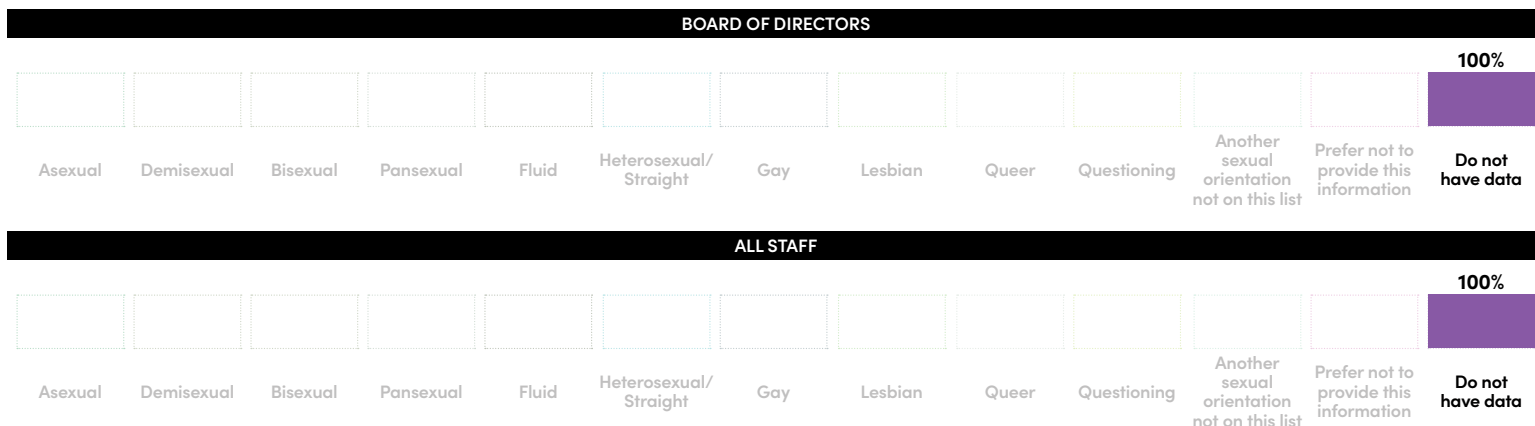
What gender do you identify with?



DISABILITY STATUS



SEXUAL ORIENTATION



WINDWARD FUND

GRANTMAKING PRACTICES QUESTIONS

Do you collect demographic data on the staff of your grantees?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? People Leaders are required to attend an Inclusive People Management training. It's currently optional for all other staff.	YES	NO
Have you implemented best practices regarding the accessibility of your grant application process?	YES	NO
Have you streamlined your grant application process to ensure it is concise to reduce the burden placed on organizations?	YES	NO
Do you provide transparent timelines, time estimates, and updates to organizations that apply for grants?	YES	NO
Do you offer stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications?	YES	NO
Do you offer support for applicants/non-grantees (e.g., grant writing support, connections to other funders, etc.)?	YES	NO
Do you offer support other than funding for grantees (e.g., grant writing support, connections to other funders, etc.)?	YES	NO
Do you collect anonymous feedback from grantees and applicants to improve your grant application and monitoring processes?	YES	NO

CONCLUSION

NGOS

For the first year, the data for NGOs showed that the representation of staff of color has decreased at all levels. For full-time staff, it was the largest decrease in the history of the report. The rate of progress after 2020, a pivotal point for racial equity and justice in the nation and in the sector, slowed year after year and now, four years later, there is a steep decline in representation at all NGO levels.

NGO staff across all levels report that they identify almost exclusively as cisgender, although this question had the most unavailable data in the report. This is the first year Green 2.0 structured their gender identity question as two parts, which may explain the lack of data, but points to an opportunity for NGOs to improve on their demographic surveying practices. This year's gender identity data confirms that women remain the majority of full-time staff, while gender expansive identities remain largely underrepresented at all staff levels.

This was the first year data on sexual orientation was collected and analyzed. NGOs reported LGBTQIA+ representation of 3% of board members, 7% of heads of organizations, 4% of senior staff, and 6.5% of full-time staff. Reports show that about 7% of Americans identify as LGBTQIA+ which points to a lack of representation of LGBTQIA+ individuals at many levels within NGOs.

Data on disability at NGOs was sparse, although response rates increased from last year. NGOs reported 2% of board of directors identify as having a disability as compared to 4% of all staff. With the increased response rate, there was a slight increase in those who identify as having a disability. However, since about 13% of Americans identify as having a disability, this group remains underrepresented.

This year's results from NGOs demonstrate that short term change, like organizational hiring, is not enough. Increasing and retaining staff with diverse identities and experiences in the field is an active process and not something that happens passively. The environmental sector has historically excluded marginalized communities, and this year's report demonstrates active work is needed to create long lasting change.

FOUNDATIONS

Foundations continue to make measurable progress at most levels for representation of staff of color. That representation has increased across full-time staff and board members significantly since 2022. While heads of organizations have stagnated and senior staff representation has decreased slightly, this is overall positive progress for the sector that has an outsized role in the direction of resources for environmental organizations.

Foundation staff across all levels identify almost exclusively as cisgender, although a considerable amount of the data from this question was unavailable. This year's data showed that women remain the majority of foundation staff. Their representation is about 10% more than NGOs at all levels. At foundations, 60% of heads of foundations, 60% senior staff, and 70% of full-time staff identify as women. Compared to last year, the number of women as full-time staff stagnated, the number of women as senior staff decreased slightly, and the number of women as heads of foundations increased by 20%.

For the first time, foundations also reported data on disability status for board of directors. Foundations report 1% of board of directors as having a disability as compared to 4% of all staff, which is an increase of 2% from 2023. Like at NGOs, people with disabilities remain underrepresented at all levels.

This was the first year sexual orientation data was collected. Foundations reported their LGBTQIA+ representation as 1% of board members, 3% of heads of foundations, 2.5% of senior staff, and 3% of full-time staff. Although much of the data was missing, from what was reported, LGBTQIA+ people are underrepresented at all levels.

Although foundations are improving representation in the areas of gender identity and racial and ethnic identity, there is opportunity to increase the representation of LGBTQIA+ staff, staff with gender expansive identities, and staff with disabilities.

NGOS & FOUNDATIONS

Though this year's report shows improvements in the representation of people of color at foundations, it demonstrates a disappointing decrease in progress for NGOs. Multiple racial and ethnic identities continue to remain underrepresented, and at most levels, White people still make up the majority of staff. This year's report also shows LGBTQIA+ staff and people with disabilities are underrepresented at NGOs and foundations. Studies have shown that people who belong to these communities—people of color, the LGBTQIA+ community, and people with disabilities—are disproportionately affected by and susceptible to the negative effects of climate change. Their inclusion in these spaces is integral in order to navigate the intersections of identity and climate change. Only by including these perspectives at all intersections of identities can we move towards successful climate futures.

METHODOLOGY

The 2024 Transparency Report was analyzed by Dr. Chandler Puritty. Dr. Puritty analyzed the data submitted by NGOs over the past eight years. She used information from only the organizations that had submitted data for all eight years for trends in POC over time. For foundations, there are only three years of data. These were analyzed by hand as the sample size was too low for full analysis.

Data for the Green 2.0 Transparency Report is voluntarily submitted and self reported by individual organizations. Organizations submitted data to Green 2.0 directly and if there were any questions about data, they were provided the opportunity to correct or update it. However, not all organizations corrected or updated their data when requested from Green 2.0. In this case, Green 2.0 excluded their data from the analysis and their profiles from the final report. Green 2.0 is continually working with reporting organizations to improve the reporting process for greater accuracy and consistency.

Green 2.0 requested 80 NGOs provide demographic data for this report, but 18 of those declined to participate. However, 18 NGOs volunteered to opt-in to the report, bringing the total number of NGOs to 80. Though this is the highest number of NGOs ever to report demographic data since the publication of the first report, there are still NGOs who refuse to release their data, and others who do not collect this information at all. Green 2.0 will continue to hold such organizations accountable, encouraging full transparency for the benefit of staff members and the environmental sector.

Of the 48 foundations Green 2.0 requested demographic data from, 32 declined. One foundation voluntarily opted in, for a total number of 17 participating foundations. This number decreased from last year, further highlighting the need for grantmakers to improve their transparency concerning the demographics of their staff and the organizations they fund.

ACKNOWLEDGEMENTS

Green 2.0 appreciates the hard work of all the individuals who made this report possible. Special thanks to Michelle Gin for her project management and incredible effort in leading the publication of this report. Gratitude for Adriane Alicea for her leadership, Shao Zhi Zhong for her design expertise, and Kevin Hernandez for his support. Thank you also to Juliana Ojeda for her significant contributions, and to fellows Ki'Ana Speights, Lisette Perez, Stephanie Stair, Maliyah Womack, and Layla Razek for their valuable input.

Thanks to Dr. Chandler Puritty for her thorough analysis of this year's report and her continued work using data to drive change in the environmental movement.

Finally, this report would not be possible without the organizations and foundations who participated in this year's survey. Your enthusiasm and transparency are essential to driving sustainable change within the sector, and we are grateful to all the groups who took these first steps towards improving diversity, equity, inclusion, and justice within the environmental movement.