



# 2023 NGO & FOUNDATION TRANSPARENCY REPORT CARD

## RACIAL AND ETHNIC DATA OF NGOS & FOUNDATIONS

- AMERICAN INDIAN OR ALASKA NATIVE
- ASIAN
- BLACK OR AFRICAN AMERICAN
- HISPANIC OR LATINO/A/E/X
- MIDDLE EASTERN OR NORTH AFRICAN
- NATIVE HAWAIIAN OR PACIFIC ISLANDER
- WHITE
- MULTIPLE RACES OR ETHNICITIES
- ANOTHER RACE, ETHNICITY, OR ORIGIN NOT ON THIS LIST
- PREFER NOT TO PROVIDE THIS INFORMATION
- DO NOT HAVE DATA

BOARD MEMBERS   HEADS OF ORGANIZATIONS   SENIOR STAFF   FULL-TIME STAFF

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# Introduction

For the seventh consecutive year, Green 2.0 presents data on the diversity of staff and inclusivity practices of non-profit organizations (“NGOs”) and foundations in the environmental sector.<sup>1</sup> After the murder of George Floyd and calls for racial and social justice in 2020, many sector organizations publicly committed to centering racial equity in internal staffing, organizational policies, and external programming. Three years later, this report serves as a key mechanism to hold organizations accountable for those promises.

This report card reflects data collected from NGOs and foundations on the racial and ethnic identities, gender identities, and disability statuses represented on their staffs. NGOs also reported their diversity, equity, inclusion, and justice practices (DEIJ), while foundations reported on their demographic data practices related to grantmaking. Understanding the critical importance of evaluating and obtaining more data relevant to progress across intersectional identities, this is the first year that Green 2.0 has gathered information on gender identity for staff of color and disability status.

Green 2.0 requested that 80 NGOs provide demographic data for this report, but 15 of those NGOs declined to participate. Additionally, eight NGOs volunteered to opt-in to the report, bringing the total number of NGOs to 73. 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 50 foundations that Green 2.0 requested demographic data from, 26 declined. Meanwhile, one foundation voluntarily opted in, for a total number of 25 participating foundations. Although this marks the largest documented number reporting their data, incremental improvements cannot hide the clear need for grantmakers to improve their transparency concerning the demographics of their staffs and the organizations they fund.

## Notes on Process and Categories

- Data in this report card reflects information submitted directly by NGOs and foundations. The full report shows individual data for each organization, as well as an aggregated analysis.
- Green 2.0 defines head of organization 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, while 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.
- We define “all staff” as 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. Since the survey was distributed, there have been improved practices used to survey gender identity, which we will employ in the 2024 survey.
- In many locales the mere act of reporting gender identity can introduce risk on a social, career, psychological or physical level, with staff navigating potential loss of medical care or housing. Therefore, our data may not accurately represent gender identity given the inherent risks that come with public declaration.
- 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, many organizations we survey still do not use this category, and it is a missed opportunity to accurately reflect this community.

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

## NGO Analysis

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Dr. Chandler Puritty analyzed data sets submitted to Green 2.0 and captured trends for NGOs from self-reported data between 2017-2023, including changes in racial and ethnic demographic data over time in boards, full-time staff, senior staff, and heads of organizations. Dr. Puritty also analyzed data for the new demographic categories of gender identity, gender identity for staff of color, and disability status. Additionally, she analyzed data on diversity, equity, inclusion, and justice (DEIJ) practices of NGOs.

This year's data indicates small increases in people of color (POC) on full-time staffs and as heads of organizations, but stagnation of progress on senior staffs and boards of NGOs:

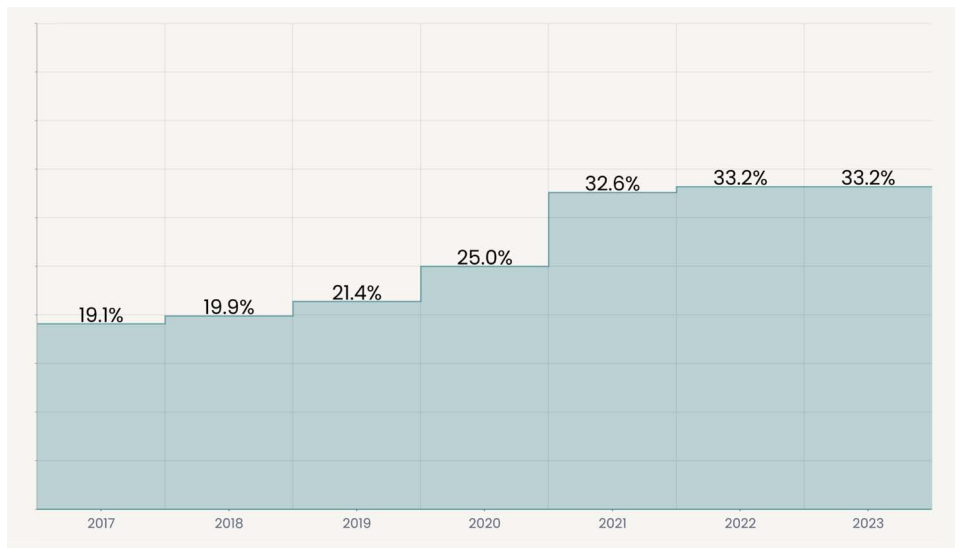
- **BOARD MEMBERS:** On average, reporting organizations added three people of color between 2017 and 2023, but no people of color were added between 2022-2023.
- **HEADS OF ORGANIZATIONS:** On average, reporting organizations added four people of color between 2021-2023, but only one person of color between 2022-2023.
- **SENIOR STAFF:** On average, reporting organizations added two people of color between 2017 and 2023, but no people of color were added between 2022-2023.
- **FULL-TIME STAFF:** On average, reporting organizations added 22 people of color between 2017 and 2023, but only one person of color added between 2022-2023.

## NGO Board Members

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Dr. Puritty examined trends of POC board members at NGOs from 2017-2023.

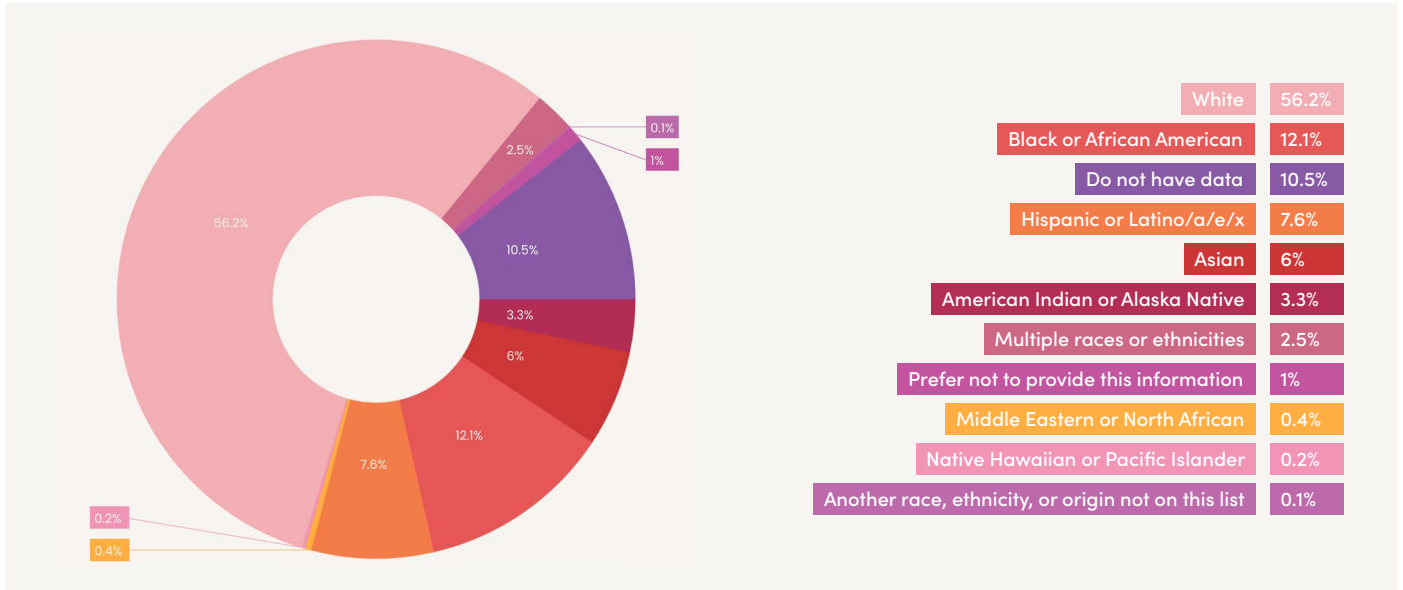
**Board Members Identifying as People of Color 2017-2023**



- The diversity of board members increased between 2017-2022, with 2021 representing most of the change. There was no change between 2022-2023.

# NGO Board Members

## 2023 Racial and Ethnic Data for Board Members

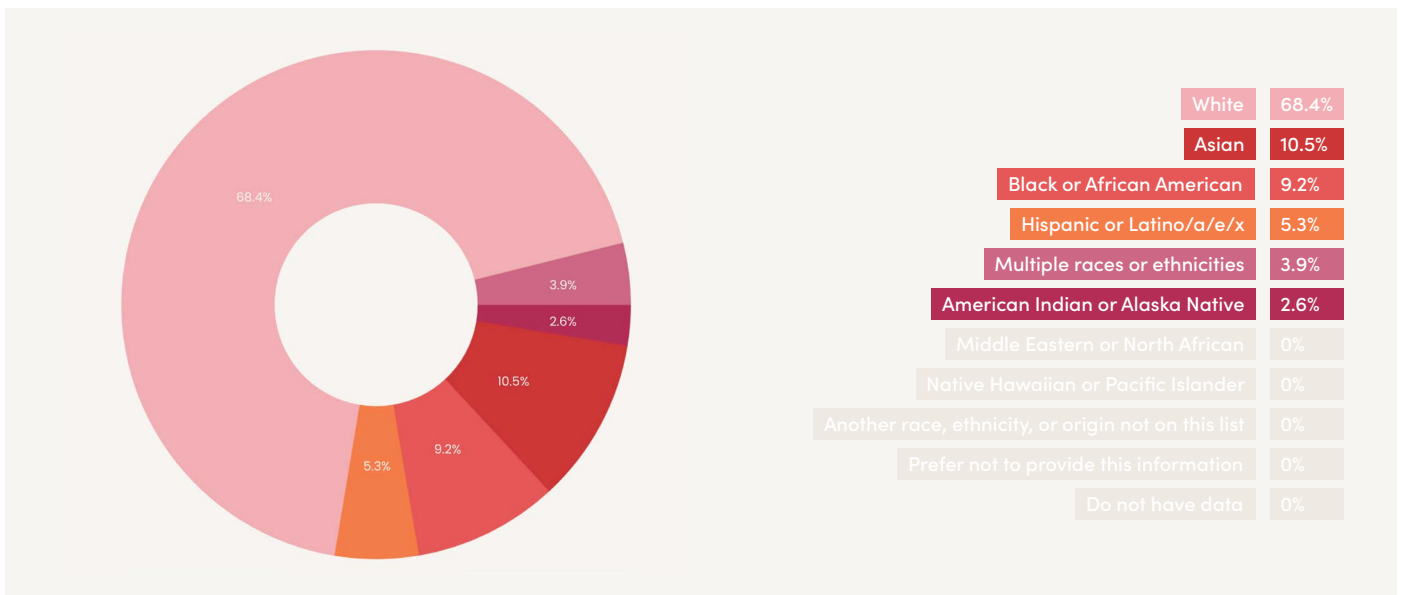


- Board members of NGOs remain predominantly White (56.2%).
- Black or African American board members are the most represented POC group (12.1%), followed by Hispanic/Latinx (7.6%), Asian (6%), and American Indian or Alaska Native (3.3%) and board members with multiple racial and ethnic identities (2.5%).
- Like previous years, NGOs have a high number of board members for which they do not have data. This is an area to spend additional efforts in surveying in the future.

# NGO Heads of Organizations

This is the third year Green 2.0 collected information about heads of organizations.

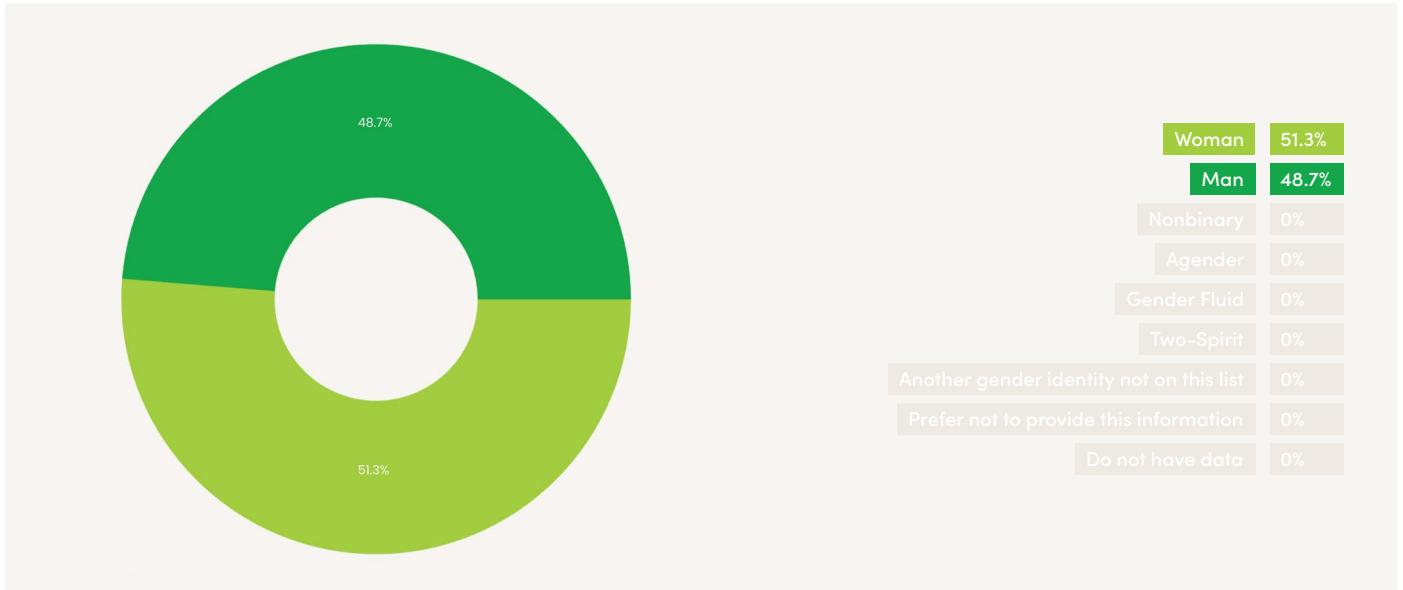
## 2023 Racial and Ethnic Data for Heads of Organizations



- Heads of NGOs were predominantly White (68.4%). From 2022 to 2023, POC heads of organizations increased from 31% to 31.5%. However, this was not a statistically significant change.
- Asian (10.5%) and Black or African American (9.2%) heads of NGOs were the most abundant POC groups.
- Hispanic/Latinx (5.3%) and individuals with multiple races or ethnicities (3.9%) were grossly underrepresented for their national baseline.
- Two racial and ethnic groups, Middle Eastern or North African and Native Hawaiian or Pacific Islander, were entirely missing from heads of organizations.

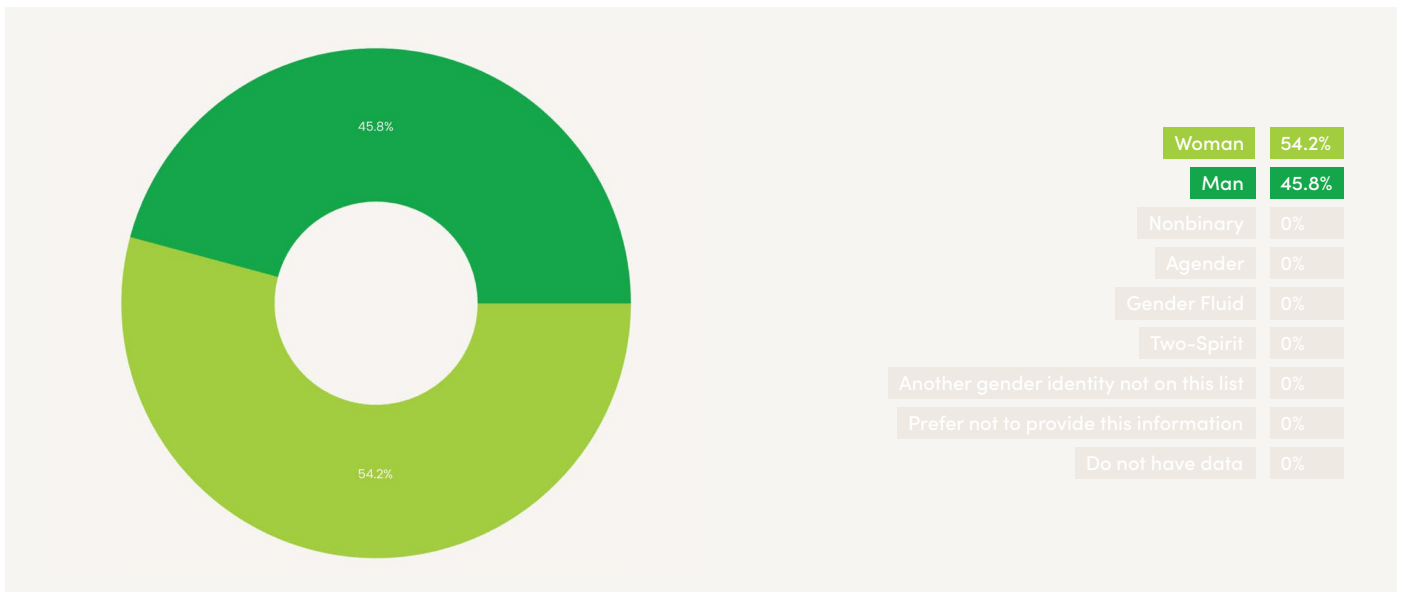
# NGO Heads of Organizations

## 2023 Gender Identity for Heads of Organizations



- All heads of organizations identified as either women (51.3%) or men (48.7%).
- There is no reported representation from nonbinary, agender, Two-Spirit, or gender fluid heads of organizations, and this is an identified area for increased support and investment.

## 2023 Gender Identity for Heads of Organizations of Color

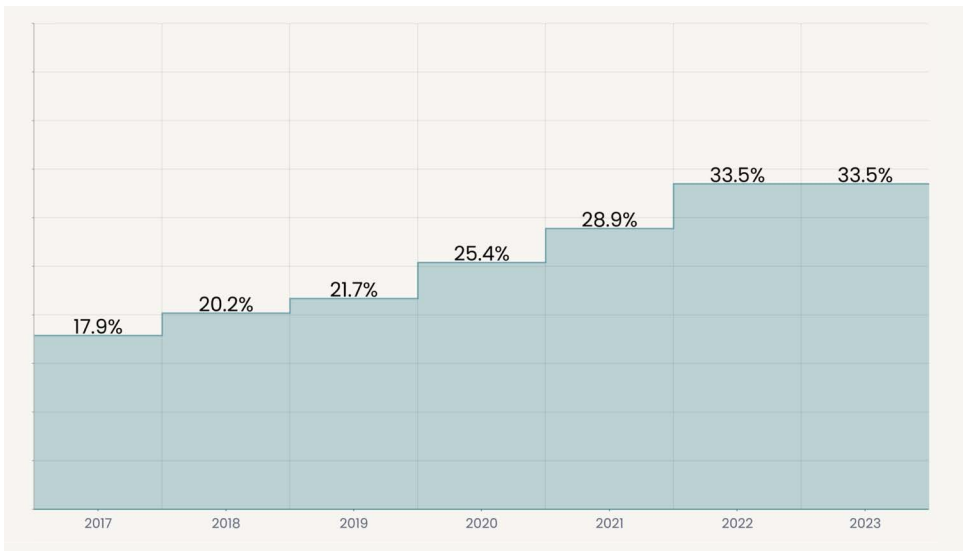


- Of the POC heads of NGOs, all identified as women (54.2%) and men (45.8%).
- Of all heads of organizations 17.1% are women of color and 14.5% are men of color.
- There is no reported representation from nonbinary, agender, Two-Spirit, or gender fluid heads of organizations of color, and this is also an identified area for increased support and investment.

# NGO Senior Staff

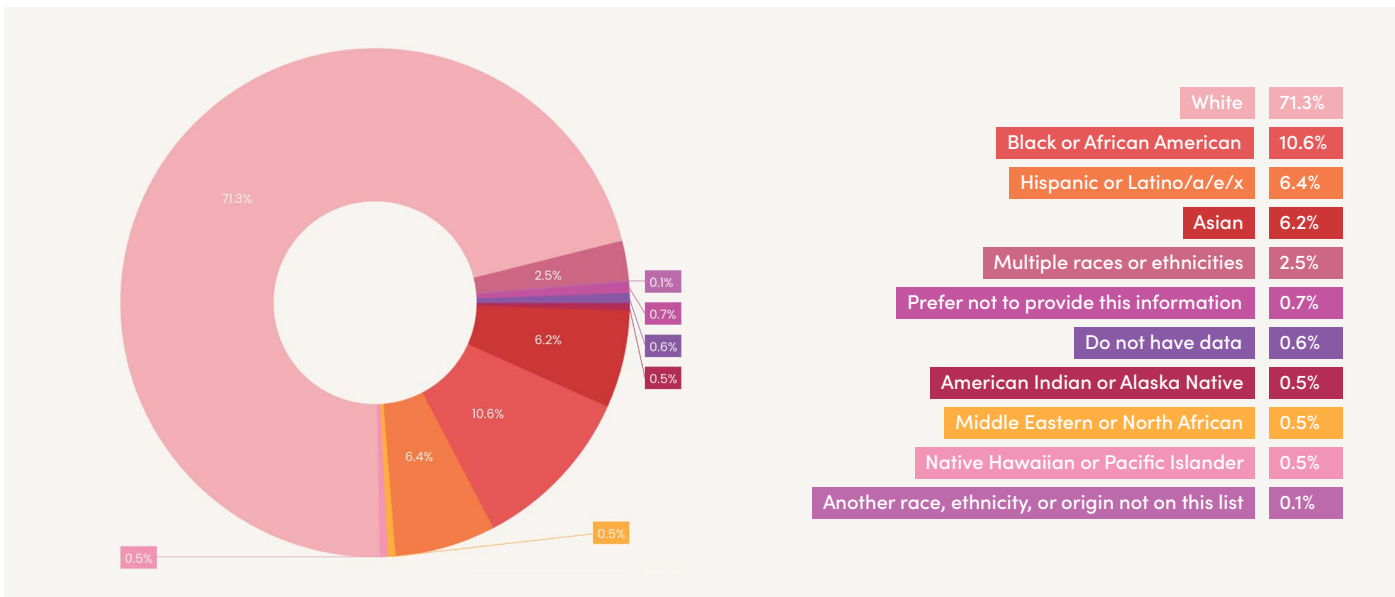
Dr. Puritty examined trends of POC senior staff at NGOs from 2017-2023.

## Senior Staff Identifying as People of Color 2017-2023



- The diversity of senior staff increased from 2017-2022, but between 2022 and 2023 there has been no change.

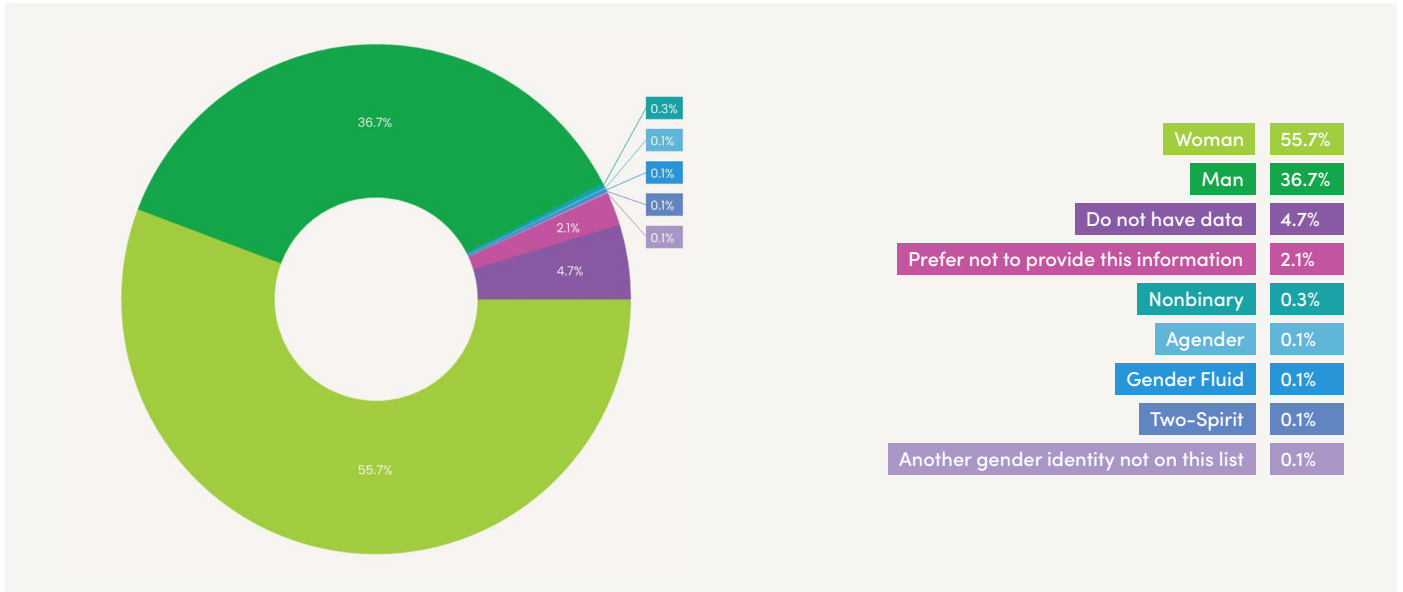
## 2023 Racial and Ethnic Data for Senior Staff



- Senior staff of NGOs remain predominantly White (71.3%).
- Among people of color, Black or African American senior staff are the most represented group (10.6%), followed by Hispanic/Latinx (6.4%), Asian (6.2%). Although, there has been a decrease between 2022 and 2023 in all three of these groups' representation.
- Native Hawaiian or Pacific Islander (0.5%), American Indian or Alaska Native (0.5%), and Middle Eastern or North African senior staff (0.5%) were least reported.

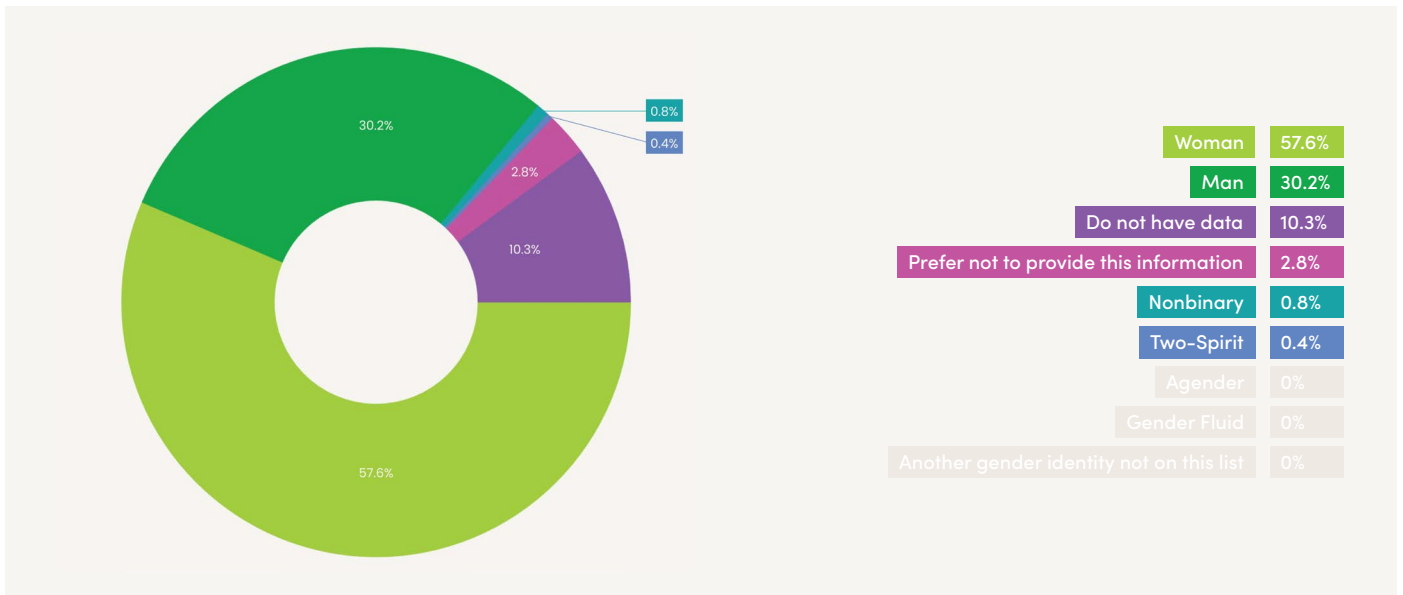


## 2023 Gender Identity for Senior Staff



- Senior staff at NGOs predominantly identify as women (55.7%) and men (36.7%). This is another area for investment in pathways for underrepresented gender identities to reach senior leadership.

## 2023 Gender Identity for Senior Staff of Color

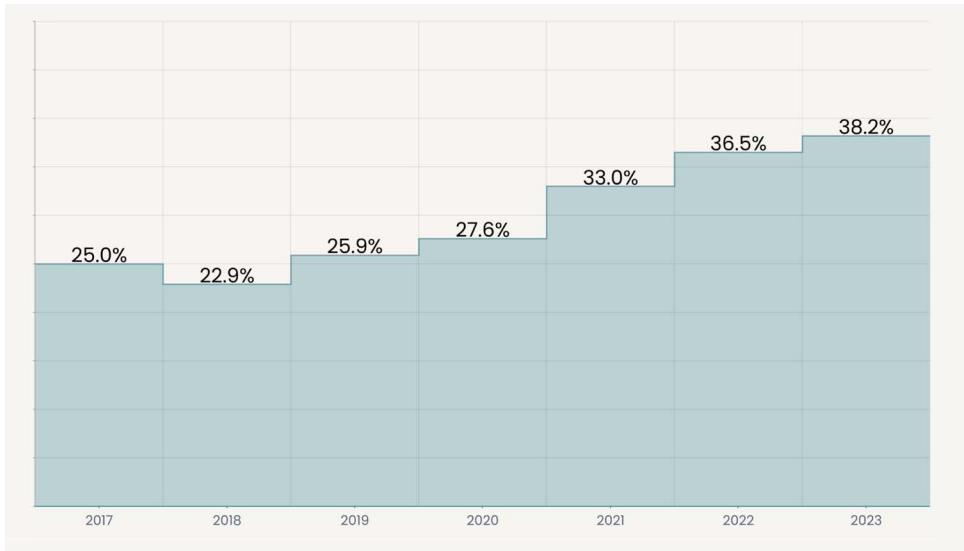


- People of color on NGO senior staff predominantly identify as women (57.6%) and men (30.2%). Non-binary people of color (0.8%) and Two-Spirit people (0.4%) are the least represented, while agender and gender fluid are missing from the data set entirely.

# NGO Full-Time Staff

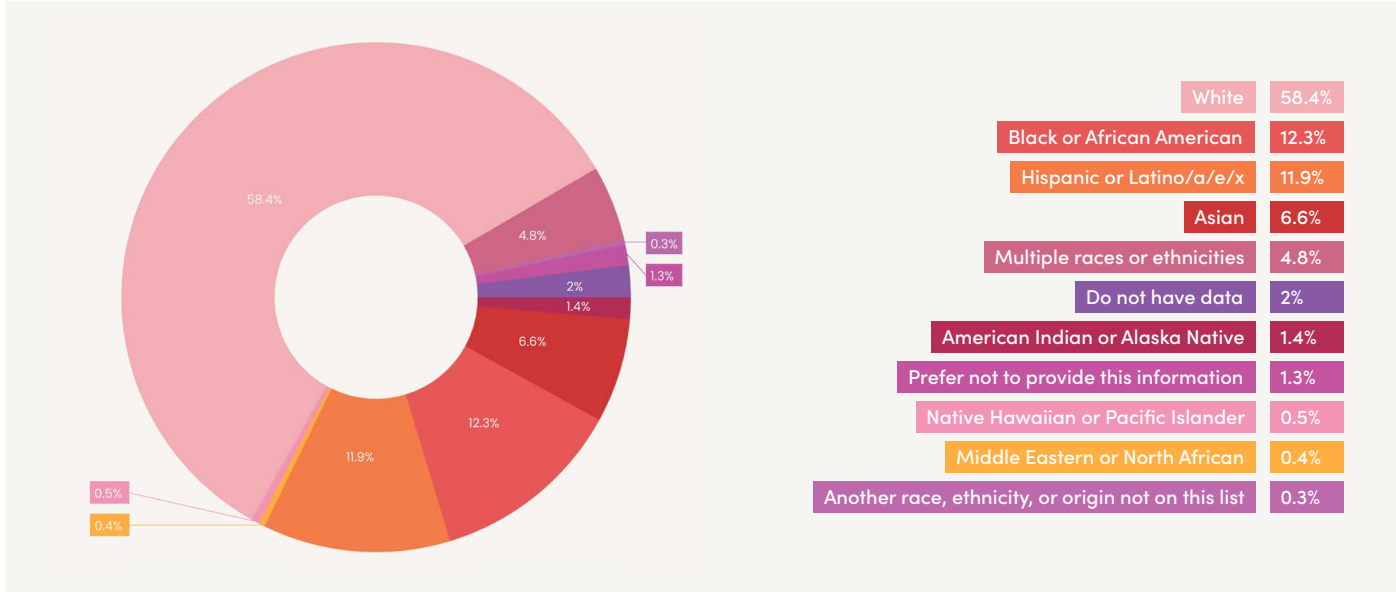
Dr. Puritty examined the trends of full-time staff who identified as people of color from 2017 to 2023.

## Full-Time Staff Identifying as People of Color 2017-2023



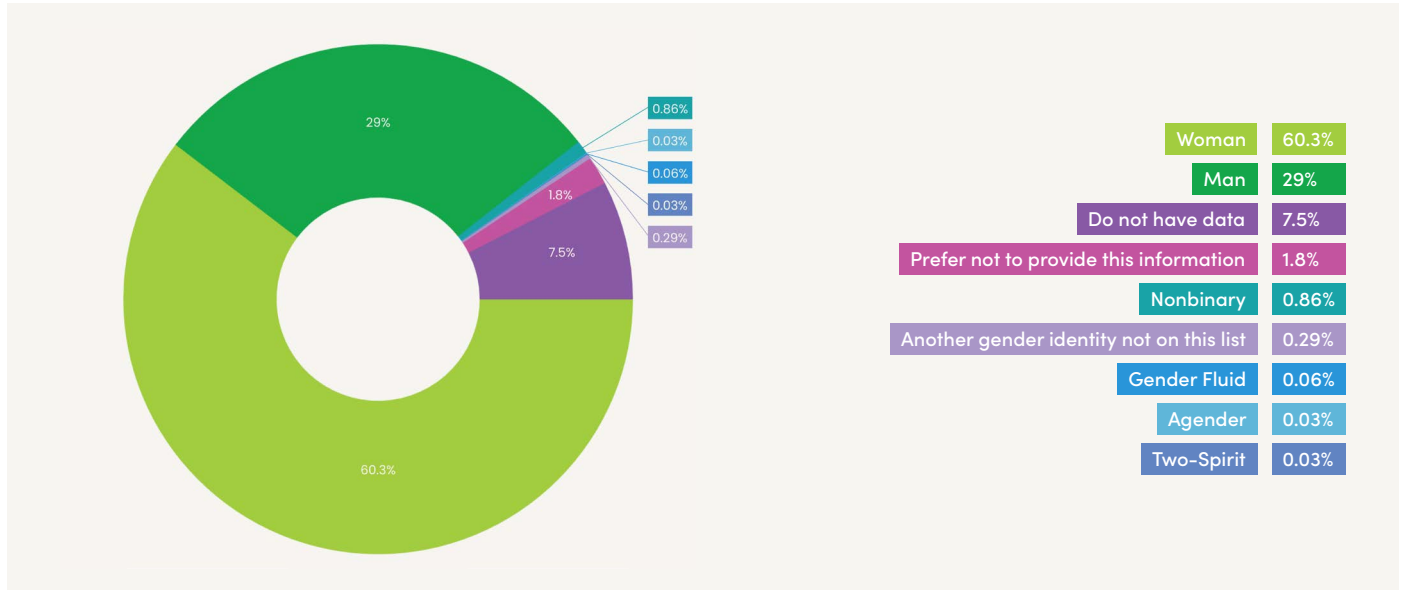
- Over a seven-year horizon the diversity of full-time staff increased overall (n=73, p=<0.005, R=0.06).
- 38.2% of full-time staff across NGOs identified as people of color (representing a 1.7% increase from 2022), and 58.4% of full-time staff identified as White.
- The analysis found that the increase in full-time staff of color has been driven by reporting organizations hiring more staff of color, not just by the addition of new organizations to the report.

## 2023 Racial and Ethnic Data for Full-Time Staff



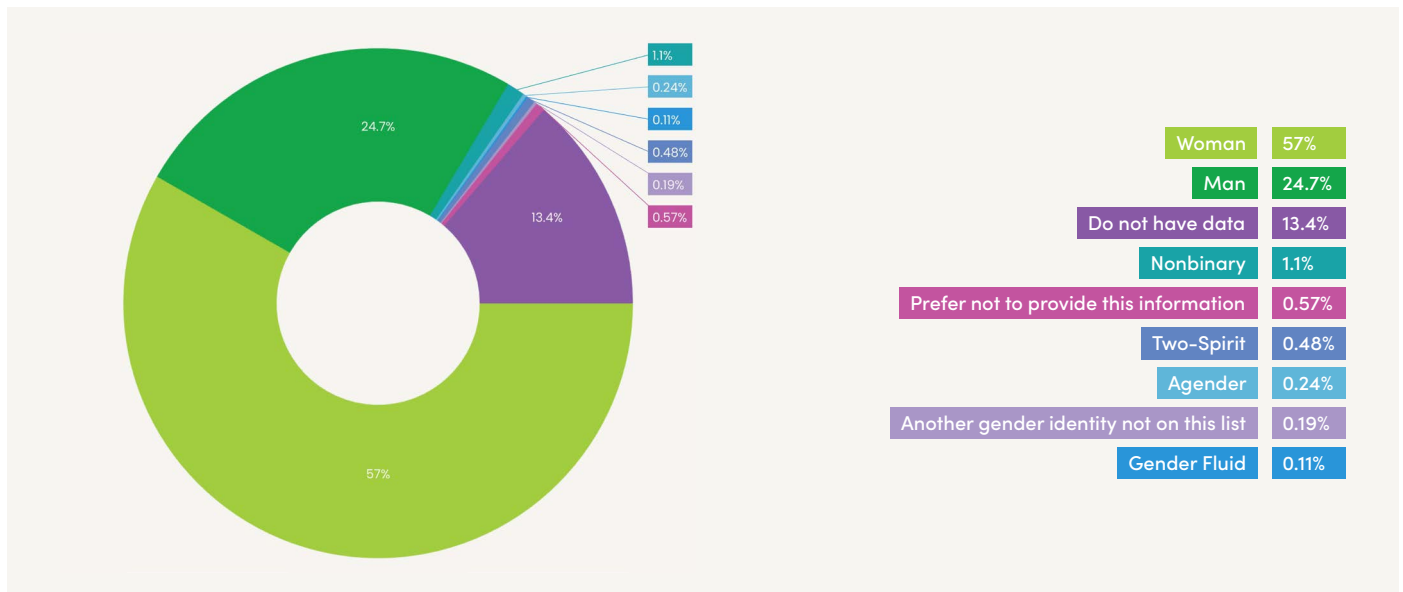
- Full-time staff for NGOs remain predominantly White (58.4%).
- Black or African American staff (12.3%), Hispanic/Latinx staff (11.9%), and Asian staff (6.6%) are the most represented groups of people of color. Between 2022 and 2023, Black or African American staff has increased by 3%. While Hispanic/Latinx staff has increased slightly (0.9%) they are still far below their national demographic baseline. Asian staff has decreased slightly by 0.6% between 2022 and 2023.
- American Indian or Native American (1.4%), Native Hawaiian or Pacific Islander (0.5%), and Middle Eastern or North African (0.4%) are the least represented on staff.
- Representation from American Indian or Native American staff decreased by 0.8% between 2022 and 2023.

## 2023 Gender Identity Data for Full-Time Staff



- Full-time staff at NGOs predominantly identify as women (60.3%) and men (29%).
- The combined number of staff who do not identify within the gender binary of man or woman is .98%.

## 2023 Gender Identity Data for Full-Time Staff of Color

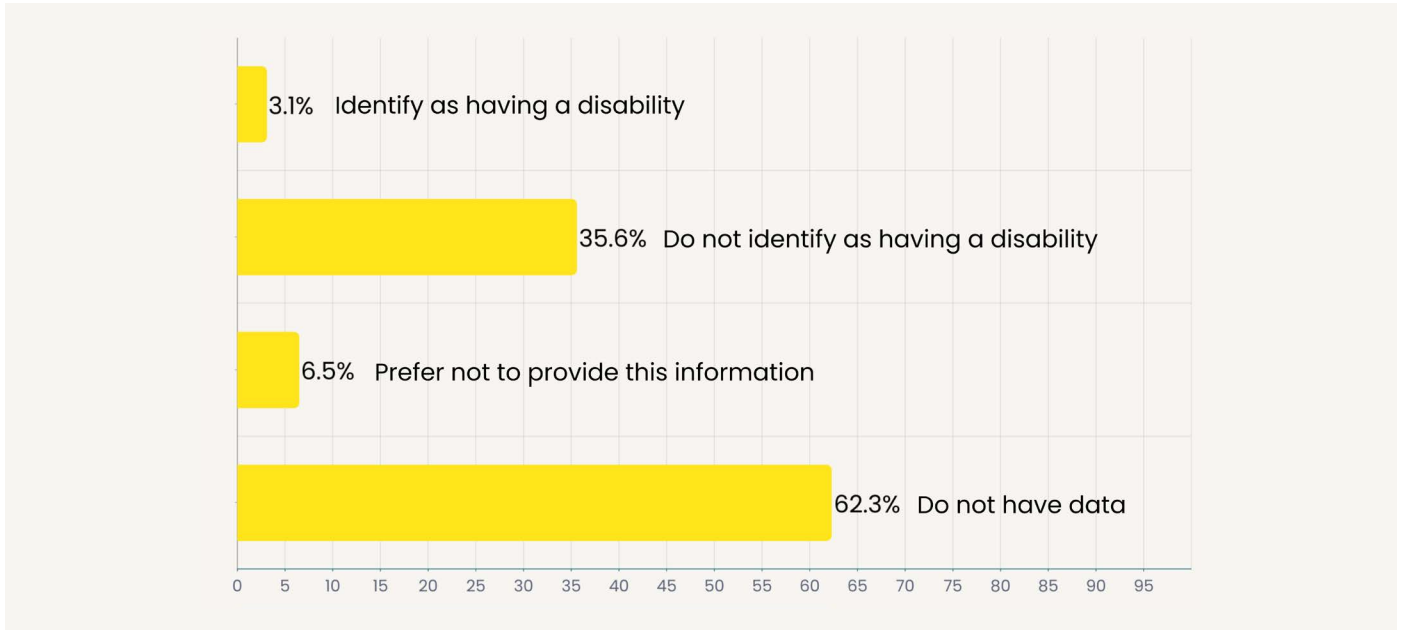


- People of color on NGO full-time staff predominantly identify as women (57%) and men (24.7%).
- Women of color are 18.7% of all full-time staff and men of color are 8.1% of all full-time staff.
- Gender-expansive identities were the most represented among full-time staff, but as staff becomes more senior, representation decreases which indicates a need for pathways and support of gender-expansive staff at all levels.

## NGO All Staff

Dr. Puritty analyzed the demographic data of all staff, which for the purposes of this report are a combined total of heads of organization, full-time staff, and senior staff.

### 2023 Disability Status Data for All Staff



- While 3.1% of staff report having a disability, 13% of the U.S. population identifies as having a disability. Since 62.3% of organizations did not have data about this demographic category, we do not have an accurate conclusion on representation of staff with disabilities across NGOs. This is by far the highest instance of missing data in the NGO analysis.

# NGO Diversity, Equity, Inclusion, and Justice Practices

Dr. Puritty examined diversity, equity, inclusion, and justice practices of NGOs.

Of the practices included in the survey, participating NGOs were most likely to have committed financial resources to their DEI efforts (100%), listed salaries in external job descriptions (95.9%), written DEI goals into their strategic plans (94.5%), codified processes for addressing racial discrimination, harassment, and microaggressions (94.5%), and evaluated their recruitment and hiring processes to address bias (90.4%).

Participating NGOs were least likely to have included DEI metrics in performance reviews for executive and senior leadership (49.3%), trained managers on how to provide culturally appropriate feedback to staff (47.9%) or instituted formal mentoring programs (16.4%). We hope to see organizations integrating the recommended DEI best practices so that all staff can thrive.

## Diversity, Equity, Inclusion, and Justice Practices

	NO	YES
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEI) efforts?	0	100%
Does your organization externally list salaries in job descriptions for potential job applicants?	4.1%	95.9%
Do you have diversity, equity, inclusion, and justice (DEI) goals written into your strategic plan?	5.5%	94.5%
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	5.5%	94.5%
Have you evaluated your recruitment and hiring processes to address bias?	9.6%	90.4%
Does staff have the opportunity to provide feedback on DEI initiatives?	11%	89%
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	13.7%	86.3%
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	15.1%	84.9%
Is measurable feedback on DEI progress used to adjust and modify efforts?	17.8%	82.2%
Do you conduct anonymous employee satisfaction and feedback surveys?	19.2%	80.8%
Does your organization pay all interns who work with you?	20.5%	79.5%
Do you have a diversity, equity, inclusion, and justice (DEI) committee?	24.7%	75.3%
Have you evaluated your board's recruiting process for bias and inclusivity?	37%	63%
Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	39.7%	60.3%
Do you have employee resource groups or affinity groups?	41.1%	58.9%
Do you have a transparent promotion process with guidelines for staff and supervisors?	45.2%	54.8%
Do you have unconscious or implicit bias training that all employees are required to complete?	47.9%	52.1%
Are DEI metrics included in performance reviews for executive and senior leadership?	50.7%	49.3%
Do you train managers on how to provide culturally appropriate feedback to staff?	52.1%	47.9%
Do you have formal mentoring programs for staff?	83.6%	16.4%
Do you ask for previous salary history when hiring staff?	98.6%	1.4%

### Average Paid Parental Leave of NGOs

Participating NGOs reported that they provide **eight weeks** of paid parental leave on average, which is the same as in 2022. The paid leave benefit ranged from **zero to 24 weeks**, with the most reported figure being **eight weeks**. This is an improvement for at least one organization, as last year the maximum reported paid parental leave was 20 weeks. Expanding paid parental leave should be a top priority for NGOs if they wish to retain and support their workforce, and we consider zero paid parental leave unacceptable if equitable staff support is the goal. Rather, we recommend that organizations take the time for a deliberate review and consideration of whether current paid leave policies provide enough time off to allow for the equitable, safe, and healthy support of staff and families.

## Non-Participating NGOs

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The following **15** NGOs did not participate in the 2023 Transparency Report Card:

- American Conservation Coalition\*
- Asian Pacific Environmental Network\*
- Center for Environmental Health
- Climate Jobs National Resource Center\*
- Climate Justice Alliance
- Communities for a Better Environment\*
- Earthwatch
- Earth Guardians\*
- Environment America\*
- Green America\*
- GreenRoots\*
- Indigenous Environmental Network
- Power Shift Network
- Root Capital\*
- SAFSF

Organizations with an asterisk have declined to participate in our reporting for 2 or more consecutive years.

## Participating NGOs

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- [350.org](#)
- [Action for the Climate Emergency \(Opt-In\)](#)
- [Alaska Wilderness League](#)
- [American Rivers](#)
- [Appalachian Voices](#)
- [Azul](#)
- [Bay Area Ridge Trail Council \(Opt-In\)](#)
- [BlueGreen Alliance](#)
- [Center for American Progress](#)
- [Center for Biological Diversity](#)
- [Center for International and Environmental Law](#)
- [Center on Race, Poverty & Environment](#)
- [Chesapeake Bay Foundation](#)
- [Chesapeake Climate Action Network](#)
- [Citizens' Climate Education](#)
- [Clean Water Action](#)
- [Climate Collaborative](#)
- [The Climate Reality Project](#)
- [Conservation Colorado \(Opt-In\)](#)
- [The Conservation Fund](#)
- [Conservation International](#)
- [Deep South Center for Environmental Justice](#)
- [Defenders of Wildlife](#)
- [Dream Corps](#)
- [Earth Island](#)
- [EarthEcho International](#)
- [Earthjustice](#)
- [Ecology Center \(Opt-In\)](#)
- [Environmental Defense Fund](#)
- [Environmental Working Group](#)
- [Friends of the Earth](#)
- [Genesee Land Trust, Inc. \(Opt-In\)](#)
- [GreenLatinos](#)
- [Greenpeace USA](#)
- [Interfaith Power & Light \(Opt-In\)](#)
- [League of Conservation Voters](#)
- [MN350.org](#)
- [National Audubon Society](#)
- [National Fish and Wildlife Foundation](#)
- [National Marine Sanctuary Foundation](#)
- [National Park Foundation](#)
- [National Parks Conservation Association](#)
- [National Recreation and Park Association](#)
- [National Wildlife Federation](#)
- [Natural Resources Defense Council](#)
- [The Nature Conservancy](#)
- [Nuestra Tierra Conservation Project](#)
- [Ocean Conservancy](#)
- [The Ocean Foundation](#)
- [Oceana](#)
- [Our Climate](#)
- [Partnership for Southern Equity](#)
- [The Pew Charitable Trusts](#)
- [Population Connection](#)
- [Rails-to-Trails Conservancy](#)
- [Rainforest Action Network](#)
- [Resources Legacy Fund](#)
- [Rising Sun Center for Opportunity](#)
- [River Network](#)
- [Rock Creek Conservancy, Inc.](#)
- [Sierra Club](#)
- [Sierra Club Foundation](#)
- [Sunrise Movement Education Fund](#)
- [Surfrider Foundation](#)
- [The Trust for Public Land](#)
- [Union of Concerned Scientists](#)
- [US Climate Action Network \(USCAN\)](#)
- [Washington Conservation Action \(Opt-In\)](#)
- [WildEarth Guardians](#)
- [The Wilderness Society](#)
- [Wisconsin Conservation Voters \(Opt-In\)](#)
- [World Resources Institute](#)
- [World Wildlife Fund](#)

**Race and Ethnicity**

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	This NGO does not have senior staff.										
<b>FULL-TIME STAFF</b>	0%	4%	15%	4%	0%	0%	33%	0%	0%	0%	44%

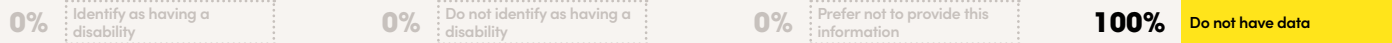
**Gender Identity**

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%		67%
Man	0%		26%
Nonbinary	0%		4%
Agender	0%	This NGO does not have senior staff.	0%
Gender Fluid	0%		0%
Two-Spirit	0%		0%
Another gender identity not on this list	0%		4%
Prefer not to provide this information	0%		0%
Do not have data	0%		0%

**Gender Identity for Staff of Color**

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A		83%
Man	N/A		17%
Nonbinary	N/A		0%
Agender	N/A	This NGO does not have senior staff.	0%
Gender Fluid	N/A		0%
Two-Spirit	N/A		0%
Another gender identity not on this list	N/A		0%
Prefer not to provide this information	N/A		0%
Do not have data	N/A		0%

**Disability Status for All Staff**





### Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
The promotion guidelines are being revised.		
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Performance assessments are done each fiscal year.		
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
It is an integral part of the organization's strategic framework and one of the main goals.		
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
We have a culture project team.		
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
We have a policy for how grievances or violations are conducted and handled by HR.		
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	
This policy is also under review and in the final stages of finalization.		
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
A morale survey is done twice in a year.		
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	
It is currently being organized for staff and executive team members.		
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	
Through 360 degree feedback and regular check-ins.		
Does 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

# Action for the Climate Emergency <sup>Opt-In</sup>

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	25%	0%	50%	0%	0%	25%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	4%	19%	12%	0%	0%	65%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	75%	73%
Man	0%	25%	27%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	67%	56%
Man	N/A	33%	44%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

# Action for the Climate Emergency <sup>Opt-In</sup>

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Everyone on staff has access to everyone's salary range and pay grade.		
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
We post a salary range in all of our positions.		
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
We conduct a performance review every year as well as a mid year review for all employees.		
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
We have a rotating committee of staff.		
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?	YES	NO
Every department has some budget allocated for professional and DEI development.		
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
All interns are paid \$20/hour.		
How many weeks of paid parental leave does your organization provide employees?	8	
Fully paid during time.		
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Management Center training, removed unnecessary qualifications, post salaries, diversity in posting sites.		
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
360 surveys annually.		
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Management Center training for all managers.		
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Surveys from the DEIJ committee.		
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

# Alaska Wilderness League

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	7%	0%	7%	7%	0%	0%	79%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	8%	0%	0%	0%	0%	92%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	40%	83%
Man	0%	60%	17%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	N/A	100%
Man	N/A	N/A	0%
Nonbinary	N/A	N/A	0%
Agender	N/A	N/A	0%
Gender Fluid	N/A	N/A	0%
Two-Spirit	N/A	N/A	0%
Another gender identity not on this list	N/A	N/A	0%
Prefer not to provide this information	N/A	N/A	0%
Do not have data	N/A	N/A	0%

## Disability Status for All Staff

0%

Identify as having a disability

89%

Do not identify as having a disability

6%

Prefer not to provide this information

6%

Do not have data

# Alaska Wilderness League

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?  YES  NO  
Given our small size and lack of position duplication.
- Does your organization externally list salaries in job descriptions for potential job applicants?  YES  NO
- Do you have a transparent promotion process with guidelines for staff and supervisors?  YES  NO  
Due to small size and lack of position duplication.
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization?  YES  NO  
We have a standardized annual review template and process to review core competencies and goals. Opportunity for 360 Reviews for lateral staff input.
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?  YES  NO  
Staff and board identify JEDI as an organization priority in all of the League's work. We have a JEDI strategic plan.
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?  YES  NO
- Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?  YES  NO  
Our JEDI work is a part of our most recent board approved budget.
- Do you have a process for addressing racial discrimination, harassment, and microaggressions?  YES  NO  
While our staff has access to external HR staff for such discussions, we have no designated process.
- Does your organization pay all interns who work with you?  YES  NO  
We partner with colleges to host students through their internship placement programs, and give nominal stipends in some cases.
- How many weeks of paid parental leave does your organization provide employees?   
Parents have the opportunity to take three months total.
- Have you evaluated your recruitment and hiring processes to address bias?  YES  NO  
We have diversity quotas in our hiring pool and have diversified our candidate search reach. We work with consultants to ensure our processes eliminate bias.
- Do you ask for previous salary history when hiring staff?  YES  NO
- Are DEIJ metrics included in performance reviews for executive and senior leadership?  YES  NO
- Have you evaluated your board's recruiting process for bias and inclusivity?  YES  NO  
We are presently in the process of doing this.
- Do you have employee resource groups or affinity groups?  YES  NO  
We have a staff JEDI book club that meets monthly and semi-monthly we host an all staff discussion on JEDI topics.
- Do you conduct anonymous employee satisfaction and feedback surveys?  YES  NO  
We have done an initial one, and are planning to make this a consistent annual survey.
- Do you have unconscious or implicit bias training that all employees are required to complete?  YES  NO  
All staff have had implicit bias training together. It is part of new staff onboarding package.

# Alaska Wilderness League

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## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have formal mentoring programs for staff?

YES  NO

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

YES  NO

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

YES  NO

Through our 360 Review process.

Does staff have the opportunity to provide feedback on DEIJ initiatives?

YES  NO

Through our JEDI Manager.

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

YES  NO

Through our JEDI Manager.

# American Rivers

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	17%	4%	9%	4%	0%	0%	65%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	4%	9%	0%	0%	0%	87%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	5%	0%	13%	4%	0%	0%	70%	5%	0%	0%	4%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	61%	75%
Man	100%	35%	21%
Nonbinary	0%	4%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	4%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	67%	87%
Man	N/A	0%	13%
Nonbinary	N/A	33%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

14%

Identify as having a disability

84%

Do not identify as having a disability

3%

Prefer not to provide this information

0%

Do not have data

# American Rivers

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
In FY23, we underwent a compensation survey with a consultant and acted, resulting in staff increases.		
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
In January 2023, we changed our practices and now transparently list salary ranges in job ads.		
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
In FY23, we developed a promotions pathway document.		
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
In June 2023, we developed and rolled out new process guidance, evaluation forms, and work plan forms for performance evaluation.		
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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
AR is a host site for university funded internships and fellowships and hosts donor funded fellows.		
How many weeks of paid parental leave does your organization provide employees?	6	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	10%	20%	0%	0%	0%	70%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	0%	3%	0%	0%	0%	94%	3%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	50%	59%
Man	100%	50%	41%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	N/A	0%
Man	N/A	N/A	100%
Nonbinary	N/A	N/A	0%
Agender	N/A	N/A	0%
Gender Fluid	N/A	N/A	0%
Two-Spirit	N/A	N/A	0%
Another gender identity not on this list	N/A	N/A	0%
Prefer not to provide this information	N/A	N/A	0%
Do not have data	N/A	N/A	0%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

# Appalachian Voices

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does your organization externally list salaries in job descriptions for potential job applicants?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does your organization pay all interns who work with you?	<input type="checkbox"/> YES <input type="checkbox"/> NO
How many weeks of paid parental leave does your organization provide employees?	<input type="text" value="8"/>
Have you evaluated your recruitment and hiring processes to address bias?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you ask for previous salary history when hiring staff?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Have you evaluated your board's recruiting process for bias and inclusivity?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have employee resource groups or affinity groups?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you conduct anonymous employee satisfaction and feedback surveys?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have unconscious or implicit bias training that all employees are required to complete?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have formal mentoring programs for staff?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you train managers on how to provide culturally appropriate feedback to staff?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on DEIJ initiatives?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	<input type="checkbox"/> YES <input type="checkbox"/> NO

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	20%	60%	0%	0%	0%	20%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	33%	0%	33%	33%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	0%	0%	80%	0%	20%	0%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	100%	80%
Man	0%	0%	20%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	100%	80%
Man	0%	0%	20%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

### Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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	
Due to the diverse portfolio of Multiplier projects and scale of potential financial impacts, Multiplier is not poised to offer paid parental leave.		
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	5%	10%	5%	5%	0%	0%	71%	0%	0%	0%	5%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	0%	0%	17%	0%	0%	83%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	50%	67%
Man	0%	50%	17%
Nonbinary	0%	0%	17%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	N/A	0%
Man	N/A	N/A	0%
Nonbinary	N/A	N/A	100%
Agender	N/A	N/A	0%
Gender Fluid	N/A	N/A	0%
Two-Spirit	N/A	N/A	0%
Another gender identity not on this list	N/A	N/A	0%
Prefer not to provide this information	N/A	N/A	0%
Do not have data	N/A	N/A	0%

## Disability Status for All Staff

0%

Identify as having a disability

100%

Do not identify as having a disability

0%

Prefer not to provide this information

0%

Do not have data

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view? YES NO
- 
- Does your organization externally list salaries in job descriptions for potential job applicants? YES NO  
 Salary ranges are posted with each job description when recruiting for open positions.
- 
- Do you have a transparent promotion process with guidelines for staff and supervisors? YES NO
- 
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization? YES NO  
 Staff receives an annual performance evaluation on the anniversary of their hire date. New hires also receive a 90-day performance evaluation.
- 
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan? YES NO  
 DEI objectives are written into our 2022-2025 Strategic Plan as a key theme and in more detailed goals and strategies.
- 
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee? YES NO  
 We have a DEI Task Force comprised of board and staff members.
- 
- Have you committed financial resources to your diversity, equity, inclusion, and justice (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  
 California-based employees are eligible to take California pregnancy disability (unpaid) leave due to a qualifying event.
- 
- Have you evaluated your recruitment and hiring processes to address bias? YES NO
- 
- Do you ask for previous salary history when hiring staff? YES NO
- 
- Are DEIJ metrics included in performance reviews for executive and senior leadership? YES NO
- 
- Have you evaluated your board's recruiting process for bias and inclusivity? YES NO
- 
- Do you have employee resource groups or affinity groups? YES NO
- 
- Do you conduct anonymous employee satisfaction and feedback surveys? YES NO
- 
- Do you have unconscious or implicit bias training that all employees are required to complete? YES NO
- 
- Do you have formal mentoring programs for staff? YES NO
- 
- Do you train managers on how to provide culturally appropriate feedback to staff? YES NO
- 
- Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? YES NO  
 All staff have the opportunity to provide feedback on their supervisors and senior leadership through anonymous annual evaluations.
- 
- Does staff have the opportunity to provide feedback on DEIJ initiatives? YES NO  
 All staff have the opportunity to comment anonymously during annual DEI surveys, join the DEI Task Force, and contribute to Strategic Planning.
- 
- Is measurable feedback on DEIJ progress used to adjust and modify efforts? YES NO  
 We survey board and staff annually on demographics and DEI attitudes.

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	14%	0%	0%	0%	0%	14%	71%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	2%	9%	2%	2%	0%	74%	4%	0%	7%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	57%	54%
Man	100%	43%	43%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	4%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	50%	40%
Man	N/A	50%	60%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

**23%** Identify as having a disability

**66%** Do not identify as having a disability

**11%** Prefer not to provide this information

**0%** Do not have data

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	11%	11%	0%	0%	78%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	20%	20%	0%	0%	0%	60%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0.4%	11%	14%	11%	0%	0.4%	54%	5%	0%	4%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	60%	60%
Man	100%	40%	35%
Nonbinary	0%	0%	3%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	2%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	50%	60%
Man	100%	50%	33%
Nonbinary	0%	0%	4%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	3%
Do not have data	0%	0%	0%

## Disability Status for All Staff

**9%** Identify as having a disability

**78%** Do not identify as having a disability

**9%** Prefer not to provide this information

**4%** Do not have data

# Center for American Progress

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view? YES NO  
Salary minimums are posted. Maximums are not posted, as they may be flexible.
- Does your organization externally list salaries in job descriptions for potential job applicants? YES NO
- Do you have a transparent promotion process with guidelines for staff and supervisors? YES NO
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization? YES NO
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan? YES NO
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee? YES NO
- Have you committed financial resources to your diversity, equity, inclusion, and justice (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  
We give an additional 4 weeks paid parental leave, if needed.
- Have you evaluated your recruitment and hiring processes to address bias? YES NO  
At minimum, all hiring managers must go through training. In that training, bias in recruiting is explicitly addressed.
- Do you ask for previous salary history when hiring staff? YES NO
- Are DEIJ metrics included in performance reviews for executive and senior leadership? YES NO  
Performance reviews are qualitative and don't involve metrics, but we separately collect DEI metrics to inform recruitment and retention efforts.
- Have you evaluated your board's recruiting process for bias and inclusivity? YES NO  
CAP continually evaluates the board's governance processes and composition to ensure it's maximally equipped to support CAP's mission and work.
- Do you have employee resource groups or affinity groups? YES NO
- Do you conduct anonymous employee satisfaction and feedback surveys? YES NO
- Do you have unconscious or implicit bias training that all employees are required to complete? YES NO  
CAP has several implicit bias trainings (like CAP's recruitment policies) required at different seniority levels (i.e., hiring managers, supervisors).
- Do you have formal mentoring programs for staff? YES NO  
We are in the process of building a formal mentorship program to roll out in 2024. Additionally, we pair new employees w/ CAP veterans at orientation.
- Do you train managers on how to provide culturally appropriate feedback to staff? YES NO
- Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? YES NO
- Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	22%	0%	0%	11%	0%	0%	67%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	11%	22%	0%	0%	0%	56%	11%	0%	0%	0%
<b>FULL-TIME STAFF</b>	1%	5%	4%	6%	0%	0%	80%	3%	0%	0%	1%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	56%	57%
Man	100%	44%	41%
Nonbinary	0%	0%	2%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	50%	75%
Man	N/A	50%	22%
Nonbinary	N/A	0%	3%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

# Center for Biological Diversity

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	56%	0%	0%	0%	33%	11%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	20%	20%	0%	0%	60%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	9%	17%	4%	0%	0%	57%	13%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	80%	65%
Man	100%	0%	35%
Nonbinary	0%	0%	0%
Agender	0%	20%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	100%	70%
Man	N/A	0%	30%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

**24%** Identify as having a disability

**76%** Do not identify as having a disability

**0%** Prefer not to provide this information

**0%** Do not have data

# Center for International Environmental Law

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?  YES  NO  
CIEL has always set its salary structure using an external salary consultant. We will share the levels of the new study with staff once completed.
- Does your organization externally list salaries in job descriptions for potential job applicants?  YES  NO
- Do you have a transparent promotion process with guidelines for staff and supervisors?  YES  NO  
We are nearly finished with implementing.
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization?  YES  NO  
Our eval process is undertaken at least once every twelve month period for staff. The evaluation dates are staggered based on date of hire.
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?  YES  NO  
These are written into the strategic plan that we are currently finalizing.
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?  YES  NO  
We are currently in discussions with staff about developing such a committee and defining its scope.
- Have you committed financial resources to your diversity, equity, inclusion, and justice (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
- Have you evaluated your recruitment and hiring processes to address bias?  YES  NO
- Do you ask for previous salary history when hiring staff?  YES  NO
- Are DEIJ metrics included in performance reviews for executive and senior leadership?  YES  NO
- Have you evaluated your board's recruiting process for bias and inclusivity?  YES  NO  
While CIEL has not done a formal eval, we have for many years worked to ensure that our board reflects the diversity of communities with which we work.
- Do you have employee resource groups or affinity groups?  YES  NO  
We are currently assessing goals and implementation for ERGs.
- Do you conduct anonymous employee satisfaction and feedback surveys?  YES  NO
- Do you have unconscious or implicit bias training that all employees are required to complete?  YES  NO  
We are implementing a training for equity/bias in the hiring process for committees, but do not have an implicit bias training required of all staff.
- Do you have formal mentoring programs for staff?  YES  NO
- Do you train managers on how to provide culturally appropriate feedback to staff?  YES  NO
- Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?  YES  NO
- Does 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 on Race, Poverty & Environment

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	17%	0%	50%	17%	0%	17%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	0%	0%	67%	0%	0%	11%	0%	22%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	50%	44%
Man	0%	50%	22%
Nonbinary	0%	0%	33%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	50%	50%
Man	N/A	50%	25%
Nonbinary	N/A	0%	25%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

# Center on Race, Poverty & Environment

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?  YES  NO
- Does your organization externally list salaries in job descriptions for potential job applicants?  YES  NO
- Do you have a transparent promotion process with guidelines for staff and supervisors?  YES  NO  
We have not created a clear ladder of advancement within our org. We have are a small org and have felt limited as to what advancement is available.
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization?  YES  NO
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?  YES  NO
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?  YES  NO
- Have you committed financial resources to your diversity, equity, inclusion, and justice (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  
When we can we have been in recent years.
- How many weeks of paid parental leave does your organization provide employees?
- Have you evaluated your recruitment and hiring processes to address bias?  YES  NO
- Do you ask for previous salary history when hiring staff?  YES  NO
- Are DEIJ metrics included in performance reviews for executive and senior leadership?  YES  NO
- Have you evaluated your board's recruiting process for bias and inclusivity?  YES  NO
- Do you have employee resource groups or affinity groups?  YES  NO
- Do you conduct anonymous employee satisfaction and feedback surveys?  YES  NO
- Do you have unconscious or implicit bias training that all employees are required to complete?  YES  NO
- Do you have formal mentoring programs for staff?  YES  NO
- Do you train managers on how to provide culturally appropriate feedback to staff?  YES  NO
- Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?  YES  NO
- Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	23%	3%	0%	0%	74%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	13%	0%	0%	0%	88%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	2%	6%	3%	0%	0%	88%	2%	0%	0.4%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	25%	68%
Man	0%	75%	31%
Nonbinary	0%	0%	0.4%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	0%	75%
Man	N/A	100%	21%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	4%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

100%

Do not identify as having a disability

0%

Prefer not to provide this information

0%

Do not have data

# Chesapeake Bay Foundation

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee? We have both a staff DEIJ committee and a Board DEIJ Committee.	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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 3 types of internships: paid through CBF, paid through external funding, and unpaid with college credit.	YES	NO
How many weeks of paid parental leave does your organization provide employees? We provide 8 weeks for a vaginal birth and 10 weeks for a cesarean birth.	8	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership? They are always presented to staff, but they are not included in performance reviews.	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity? The Nominating & Governance Committee of the Board has made a concerted effort to be more inclusive, but it has not been evaluated.	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	8%	0%	8%	0%	0%	54%	0%	0%	0%	31%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	50%	0%	50%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	0%	20%	7%	0%	0%	67%	7%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	50%	40%
Man	100%	50%	53%
Nonbinary	0%	0%	7%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	0%	20%
Man	N/A	100%	60%
Nonbinary	N/A	0%	20%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

**33%**

Identify as having a disability

**67%**

Do not identify as having a disability

**0%**

Prefer not to provide this information

**0%**

Do not have data

# Chesapeake Climate Action Network

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does your organization externally list salaries in job descriptions for potential job applicants?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	<input type="checkbox"/> YES <input type="checkbox"/> NO
We conduct annual evaluations on each person's work anniversary.	
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does your organization pay all interns who work with you?	<input type="checkbox"/> YES <input type="checkbox"/> NO
How many weeks of paid parental leave does your organization provide employees?	12
Have you evaluated your recruitment and hiring processes to address bias?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you ask for previous salary history when hiring staff?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Have you evaluated your board's recruiting process for bias and inclusivity?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have employee resource groups or affinity groups?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you conduct anonymous employee satisfaction and feedback surveys?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have unconscious or implicit bias training that all employees are required to complete?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have formal mentoring programs for staff?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you train managers on how to provide culturally appropriate feedback to staff?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on DEIJ initiatives?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	<input type="checkbox"/> YES <input type="checkbox"/> NO

# Citizens' Climate Education

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	11%	11%	0%	0%	0%	56%	11%	0%	11%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	0%	0%	14%	0%	0%	82%	4%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	55%	64%
Man	0%	45%	36%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	N/A	100%
Man	N/A	N/A	0%
Nonbinary	N/A	N/A	0%
Agender	N/A	N/A	0%
Gender Fluid	N/A	N/A	0%
Two-Spirit	N/A	N/A	0%
Another gender identity not on this list	N/A	N/A	0%
Prefer not to provide this information	N/A	N/A	0%
Do not have data	N/A	N/A	0%

## Disability Status for All Staff

15%

Identify as having a disability

80%

Do not identify as having a disability

3%

Prefer not to provide this information

3%

Do not have data

# Citizens' Climate Education

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does your organization externally list salaries in job descriptions for potential job applicants?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Does your organization pay all interns who work with you?	<input type="checkbox"/> YES <input type="checkbox"/> NO
We offer paid fellowship opportunities.	
How many weeks of paid parental leave does your organization provide employees?	8
Have you evaluated your recruitment and hiring processes to address bias?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you ask for previous salary history when hiring staff?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Have you evaluated your board's recruiting process for bias and inclusivity?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have employee resource groups or affinity groups?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you conduct anonymous employee satisfaction and feedback surveys?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have unconscious or implicit bias training that all employees are required to complete?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have formal mentoring programs for staff?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you train managers on how to provide culturally appropriate feedback to staff?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on DEIJ initiatives?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO

# Clean Water Action

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	20%	20%	0%	0%	60%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	43%	0%	0%	0%	57%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	4%	3%	5%	7%	1%	0%	60%	7%	0%	2%	10%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	86%	51%
Man	100%	14%	27%
Nonbinary	0%	0%	5%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	4%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	12%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	100%	44%
Man	N/A	0%	48%
Nonbinary	N/A	0%	8%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

**11%** Identify as having a disability

**75%** Do not identify as having a disability

**3%** Prefer not to provide this information

**11%** Do not have data

# Clean Water Action

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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?	3	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	14%	0%	14%	0%	71%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	This NGO does not have full-time staff.										

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	100%	
Man	0%	0%	
Nonbinary	0%	0%	
Agender	0%	0%	This NGO does not have full-time staff.
Gender Fluid	0%	0%	
Two-Spirit	0%	0%	
Another gender identity not on this list	0%	0%	
Prefer not to provide this information	0%	0%	
Do not have data	0%	0%	

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	N/A	N/A
Man	N/A	N/A	N/A
Nonbinary	N/A	N/A	N/A
Agender	N/A	N/A	N/A
Gender Fluid	N/A	N/A	N/A
Two-Spirit	N/A	N/A	N/A
Another gender identity not on this list	N/A	N/A	N/A
Prefer not to provide this information	N/A	N/A	N/A
Do not have data	N/A	N/A	N/A

## Disability Status for All Staff

0% Identify as having a disability

100% Do not identify as having a disability

0% Prefer not to provide this information

0% Do not have data

# Climate Collaborative

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?  YES  NO
- Does your organization externally list salaries in job descriptions for potential job applicants?  YES  NO
- Do you have a transparent promotion process with guidelines for staff and supervisors?  YES  NO
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization?  YES  NO
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?  
 YES  NO  
We are updating our Strategic Plan at the end of April 2023. We plan to incorporate DEIJ goals into the plan at that time.
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?  YES  NO
- Have you committed financial resources to your diversity, equity, inclusion, and justice (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.
- Have you evaluated your recruitment and hiring processes to address bias?  YES  NO
- Do you ask for previous salary history when hiring staff?  YES  NO
- Are DEIJ metrics included in performance reviews for executive and senior leadership?  YES  NO
- Have you evaluated your board's recruiting process for bias and inclusivity?  YES  NO
- Do you have employee resource groups or affinity groups?  YES  NO
- Do you conduct anonymous employee satisfaction and feedback surveys?  YES  NO
- Do you have unconscious or implicit bias training that all employees are required to complete?  YES  NO
- Do you have formal mentoring programs for staff?  YES  NO
- Do you train managers on how to provide culturally appropriate feedback to staff?  YES  NO
- Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?  YES  NO
- Does 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 Climate Reality Project

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	7%	7%	27%	0%	0%	0%	60%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	6%	17%	6%	0%	0%	61%	0%	6%	6%	0%
<b>FULL-TIME STAFF</b>	0%	3%	21%	8%	0%	0%	48%	0%	0%	21%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	56%	52%
Man	0%	39%	13%
Nonbinary	0%	0%	6%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	3%
Prefer not to provide this information	0%	6%	0%
Do not have data	0%	0%	25%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	67%	55%
Man	N/A	33%	0%
Nonbinary	N/A	0%	10%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	5%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	30%

## Disability Status for All Staff

**7%** Identify as having a disability

**65%** Do not identify as having a disability

**4%** Prefer not to provide this information

**24%** Do not have data

# The Climate Reality Project

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view? YES NO  
We have salary bands that have been shared with all-staff and we list pay on all new job descriptions.
- Does your organization externally list salaries in job descriptions for potential job applicants? YES NO
- Do you have a transparent promotion process with guidelines for staff and supervisors? YES NO
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization? YES NO
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan? YES NO
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee? YES NO  
We had a Diversity and Justice taskforce that was paid a stipend all of 2023, and we continue to have monthly DEIJ forums.
- Have you committed financial resources to your diversity, equity, inclusion, and justice (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  
We offer more depending on employee needs.
- Have you evaluated your recruitment and hiring processes to address bias? YES NO  
I have advised securing an HRIS system so that we can implement more equitable hiring practices.
- Do you ask for previous salary history when hiring staff? YES NO
- Are DEIJ metrics included in performance reviews for executive and senior leadership? YES NO
- Have you evaluated your board's recruiting process for bias and inclusivity? YES NO  
We have an extremely diverse board, but I'd like to assess the process to ensure that it continues to center diversity.
- Do you have employee resource groups or affinity groups? YES NO
- Do you conduct anonymous employee satisfaction and feedback surveys? YES NO
- Do you have unconscious or implicit bias training that all employees are required to complete? YES NO
- Do you have formal mentoring programs for staff? YES NO
- Do you train managers on how to provide culturally appropriate feedback to staff? YES NO
- Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? YES NO
- Does 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**

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	5%	10%	10%	14%	0%	0%	52%	5%	0%	5%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	50%	0%	0%	50%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	3%	0%	0%	30%	3%	0%	52%	12%	0%	0%	0%

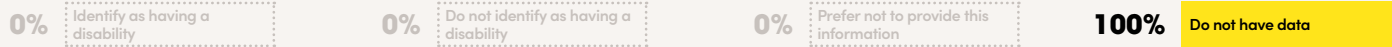
**Gender Identity**

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	100%	64%
Man	0%	0%	33%
Nonbinary	0%	0%	3%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

**Gender Identity for Staff of Color**

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	100%	81%
Man	N/A	0%	19%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

**Disability Status for All Staff**



**Diversity, Equity, Inclusion, and Justice (DEIJ) Practices**

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	11%	11%	0%	0%	79%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	6%	6%	0%	0%	89%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	5%	6%	4%	0%	0%	83%	2%	0%	0.7%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	28%	46%
Man	100%	72%	26%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0.7%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0.7%
Prefer not to provide this information	0%	0%	1.3%
Do not have data	0%	0%	26%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	50%	48%
Man	N/A	50%	52%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

**3%** Identify as having a disability

**73%** Do not identify as having a disability

**1%** Prefer not to provide this information

**23%** Do not have data

# The Conservation Fund

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Does your organization externally list salaries in job descriptions for potential job applicants?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Starting in 2023, all new job postings now include salary range.	
Do you have a transparent promotion process with guidelines for staff and supervisors?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
We are working on the creation and documentation of this process.	
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
The committee provides guidance & EDI metrics to the Board, produces a monthly newsletter and holds additional discussions, trainings and programs.	
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
We have a Whistleblower hotline hosted by an external vendor, an anti-harassment policy and internal harassment reporting structure.	
Does your organization pay all interns who work with you?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
We host multiple Charles Jordan Memorial Internships each year to implement Mr. Jordan's vision for a diverse & inclusive conservation movement.	
How many weeks of paid parental leave does your organization provide employees?	<input type="text" value="6"/>
Have you evaluated your recruitment and hiring processes to address bias?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
We post positions to diversity-focused sites. Our job description template was redesigned to remove barriers. Managers receive anti-bias training.	
Do you ask for previous salary history when hiring staff?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Have you evaluated your board's recruiting process for bias and inclusivity?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have employee resource groups or affinity groups?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
We are rolling out affinity groups in 2023.	
Do you conduct anonymous employee satisfaction and feedback surveys?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
We are rolling out an annual employee satisfaction survey in 2023.	
Do you have unconscious or implicit bias training that all employees are required to complete?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Throughout the year, we also offer additional implicit bias training opportunities.	
Do you have formal mentoring programs for staff?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
We are developing one.	
Do you train managers on how to provide culturally appropriate feedback to staff?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on DEIJ initiatives?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
We are currently developing metrics for this purpose.	



# Conservation International

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	13%	9%	13%	0%	0%	66%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	8%	4%	13%	0%	2%	71%	2%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	8%	7%	13%	0%	1%	66%	5%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	58%	65%
Man	100%	42%	35%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	67%	59%
Man	100%	33%	41%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

# Conservation International Foundation

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

# Deep South Center for Environmental Justice

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	0%	93%	0%	0%	0%	7%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	100%	86%
Man	0%	0%	14%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	100%	85%
Man	0%	0%	15%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

100%

Do not identify as having a disability

0%

Prefer not to provide this information

0%

Do not have data

# Deep South Center for Environmental Justice

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does your organization externally list salaries in job descriptions for potential job applicants?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does your organization pay all interns who work with you?	<input type="checkbox"/> YES <input type="checkbox"/> NO
How many weeks of paid parental leave does your organization provide employees?	6
Have you evaluated your recruitment and hiring processes to address bias?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you ask for previous salary history when hiring staff?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Have you evaluated your board's recruiting process for bias and inclusivity?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have employee resource groups or affinity groups?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you conduct anonymous employee satisfaction and feedback surveys?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have unconscious or implicit bias training that all employees are required to complete?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have formal mentoring programs for staff?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you train managers on how to provide culturally appropriate feedback to staff?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on DEIJ initiatives?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	<input type="checkbox"/> YES <input type="checkbox"/> NO

# Defenders of Wildlife

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	13%	0%	0%	87%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	8%	15%	0%	0%	0%	77%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	1%	6%	9%	4%	0%	0%	74%	3%	0%	3%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	62%	66%
Man	0%	38%	34%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	1%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	67%	72%
Man	N/A	33%	28%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0% Identify as having a disability

100% Do not identify as having a disability

0% Prefer not to provide this information

0% Do not have data

# Defenders of Wildlife

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does your organization externally list salaries in job descriptions for potential job applicants?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Does your organization pay all interns who work with you?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
How many weeks of paid parental leave does your organization provide employees?	<input type="text" value="2"/>
Have you evaluated your recruitment and hiring processes to address bias?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you ask for previous salary history when hiring staff?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Have you evaluated your board's recruiting process for bias and inclusivity?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have employee resource groups or affinity groups?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you conduct anonymous employee satisfaction and feedback surveys?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have unconscious or implicit bias training that all employees are required to complete?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have formal mentoring programs for staff?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Do you train managers on how to provide culturally appropriate feedback to staff?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on DEIJ initiatives?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO

# Dream Corps

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	13%	0%	0%	0%	75%	13%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	14%	29%	29%	0%	0%	29%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	9%	36%	11%	0%	0%	39%	5%	0%	0%	0%

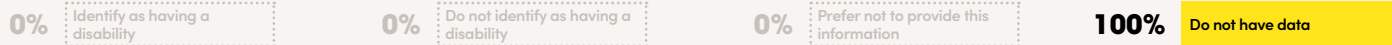
## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	71%	71%
Man	0%	29%	29%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	60%	65%
Man	0%	40%	35%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Disability Status for All Staff



# Dream Corps

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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
Most are paid, but some are placed through college programs for college credit.		
How many weeks of paid parental leave does your organization provide employees?	6	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	13%	13%	13%	0%	0%	63%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	33%	0%	0%	0%	67%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	24%	0%	18%	0%	0%	53%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	67%	76%
Man	0%	33%	24%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	100%	71%
Man	0%	0%	29%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Disability Status for All Staff



<sup>SM</sup> This data is based on Earth Island's Network Services, not their fiscally sponsored projects.

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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? The benefit pays the difference of the Paid Family Leave benefit to bring the salary to its full amount.	8	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	7%	14%	0%	0%	0%	57%	14%	0%	0%	7%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	This NGO does not have senior staff.										
<b>FULL-TIME STAFF</b>	0%	0%	20%	0%	0%	0%	80%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	50%		60%
Man	50%		20%
Nonbinary	0%		20%
Agender	0%	This NGO does not have senior staff.	0%
Gender Fluid	0%		0%
Two-Spirit	0%		0%
Another gender identity not on this list	0%		0%
Prefer not to provide this information	0%		0%
Do not have data	0%		0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A		100%
Man	N/A		0%
Nonbinary	N/A		0%
Agender	N/A	This NGO does not have senior staff.	0%
Gender Fluid	N/A		0%
Two-Spirit	N/A		0%
Another gender identity not on this list	N/A		0%
Prefer not to provide this information	N/A		0%
Do not have data	N/A		0%

## Disability Status for All Staff

0% Identify as having a disability

100% Do not identify as having a disability

0% Prefer not to provide this information

0% Do not have data

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
We are currently updating pay bands to share with all staff.		
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
The organization has grown organically, and we are just now finding the need for these types of guidelines.		
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Annual performance reviews are conducted for all staff using the same criteria at the close of each fiscal year.		
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
We have them written into our annual operating plan, as we do not currently have a formal strategic plan.		
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
The Youth Leadership Council has an DEIJ committee. The org writ large is currently soliciting apps for DEIJ comm with Board, staff & YLC members.		
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?	YES	NO
We have committed funds for training on DEIJ issues for staff and YLC, and have programs with DEIJ components at their core (e.g. ResilienSEA externship)		
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
Does your organization pay all interns who work with you?		N/A
We do not employ interns.		
How many weeks of paid parental leave does your organization provide employees?		8
Staff may use all (significant) annual & sick leave then we pay the difference on their disability payments to ensure full salary for 6-8 weeks.		
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Not formally, though we try to be aware of these issues.		
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Not formally, though we try to be aware of these issues.		
Do you have employee resource groups or affinity groups?	YES	NO
We are under 10 employees.		
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
We have covered these issues in past trainings, but no required formal training is required upon hiring at this time.		
Do you have formal mentoring programs for staff?	YES	NO

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

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

YES NO

All managers have attended The Management Training Center training that covers this.

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

YES NO

Primarily through the annual review process.

Does 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

We have included DEIJ goals in the operating plan for the first time this year, and will be using data to inform efforts.

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	7%	0%	7%	17%	0%	0%	70%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	17%	17%	0%	0%	0%	50%	17%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0.7%	14%	10%	12%	0%	0.9%	55%	6%	0%	1.5%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	50%	67%
Man	0%	50%	32%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	1.1%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	67%	69%
Man	N/A	33%	30%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0.8%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?  YES  NO  
All staff can see the pay grade and salary range for their individual role. We're in the process of making all pay tables available across the org.
- Does your organization externally list salaries in job descriptions for potential job applicants?  YES  NO
- Do you have a transparent promotion process with guidelines for staff and supervisors?  YES  NO
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization?  YES  NO  
Everyone gets a review. We have separate processes for attorneys and professional staff.
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?  YES  NO
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?  YES  NO
- Have you committed financial resources to your diversity, equity, inclusion, and justice (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  
Some schools do not allow students to be paid. They receive academic credit.
- How many weeks of paid parental leave does your organization provide employees?   
100% pay
- Have you evaluated your recruitment and hiring processes to address bias?  YES  NO
- Do you ask for previous salary history when hiring staff?  YES  NO
- Are DEIJ metrics included in performance reviews for executive and senior leadership?  YES  NO
- Have you evaluated your board's recruiting process for bias and inclusivity?  YES  NO  
The board has a transparent, equitable, and inclusive recruitment process, and has worked to reduce bias through implicit bias training.
- Do you have employee resource groups or affinity groups?  YES  NO
- Do you conduct anonymous employee satisfaction and feedback surveys?  YES  NO
- Do you have unconscious or implicit bias training that all employees are required to complete?  YES  NO
- Do you have formal mentoring programs for staff?  YES  NO
- Do you train managers on how to provide culturally appropriate feedback to staff?  YES  NO
- Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?  YES  NO
- Does 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**

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	10%	0%	0%	0%	80%	0%	0%	10%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	0%	0%	8%	8%	0%	75%	0%	0%	8%	0%

**Gender Identity**

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	100%	58%
Man	100%	0%	25%
Nonbinary	0%	0%	8%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	8%
Do not have data	0%	0%	0%

**Gender Identity for Staff of Color**

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	N/A	100%
Man	N/A	N/A	0%
Nonbinary	N/A	N/A	0%
Agender	N/A	N/A	0%
Gender Fluid	N/A	N/A	0%
Two-Spirit	N/A	N/A	0%
Another gender identity not on this list	N/A	N/A	0%
Prefer not to provide this information	N/A	N/A	0%
Do not have data	N/A	N/A	0%

**Disability Status for All Staff**

**6%** Identify as having a disability

**88%** Do not identify as having a disability

**6%** Prefer not to provide this information

**0%** Do not have data



**Diversity, Equity, Inclusion, and Justice (DEIJ) Practices**

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?  YES  NO

---

- Does your organization externally list salaries in job descriptions for potential job applicants?  YES  NO

---

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

---

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

We do have process, but it is not at the same time for all staff, it's scheduled by hire date.

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- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?  YES  NO

---

- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?  YES  NO

---

- Have you committed financial resources to your diversity, equity, inclusion, and justice (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?

---

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

---

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

---

- Are DEIJ metrics included in performance reviews for executive and senior leadership?  YES  NO

---

- Have you evaluated your board's recruiting process for bias and inclusivity?  YES  NO

---

- Do you have employee resource groups or affinity groups?  YES  NO

---

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

---

- Do you have unconscious or implicit bias training that all employees are required to complete?  YES  NO

---

- Do you have formal mentoring programs for staff?  YES  NO

---

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

---

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

---

- Does 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 Defense Fund

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	10%	2%	0%	0%	83%	2%	0%	2%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	4%	14%	2%	0%	0%	80%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0.1%	10%	8%	7%	0%	0.1%	70%	4%	0%	0.5%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	54%	68%
Man	100%	46%	31%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0.5%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	60%	67%
Man	N/A	40%	33%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

# Environmental Defense Fund

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?  YES  NO  
We have salary ranges aligned with our job levels and are working on making them transparent throughout the organization.
- Does your organization externally list salaries in job descriptions for potential job applicants?  YES  NO  
All job descriptions have salary ranges aligned with the job level and are available for applicants to review.
- Do you have a transparent promotion process with guidelines for staff and supervisors?  YES  NO  
Currently we hold calibration sessions with Team Leaders to help them identify when staff is ready to be promoted.
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization?  YES  NO
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?  YES  NO  
It is written into our Vision 2030 Strategic Plan.
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?  YES  NO  
We have a DEI Council and an EJ Council.
- Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?  YES  NO
- Do you have a process for addressing racial discrimination, harassment, and microaggressions?  YES  NO  
We have a Discrimination and Harassment Free workplace policy.
- Does your organization pay all interns who work with you?  YES  NO  
Pay Rates: Undergraduate: \$17 per hour Graduate: \$18-\$22 per hour PhD: \$20-\$25 per hour.
- How many weeks of paid parental leave does your organization provide employees?  12  
This is available for employees who have been with us 6 months or longer.
- Have you evaluated your recruitment and hiring processes to address bias?  YES  NO  
Our Talent Acquisition team is currently creating a Hiring Managers Portal which will help create more inclusive hiring practices.
- Do you ask for previous salary history when hiring staff?  YES  NO
- Are DEIJ metrics included in performance reviews for executive and senior leadership?  YES  NO  
We hope to have this implemented by 2024. Right now we have Senior Leaders identify their DEIJ goals in their performance reviews.
- Have you evaluated your board's recruiting process for bias and inclusivity?  YES  NO
- Do you have employee resource groups or affinity groups?  YES  NO  
We have 6 groups: Black and Green, Latinos@EDF, FEGE (Feminist for Environmental and Gender Equity), EDF Pride, and AsPIRE (Asian/Pacific).
- Do you conduct anonymous employee satisfaction and feedback surveys?  YES  NO  
We have employed an Inclusion Survey and an Engagement Survey. Both surveys are anonymous.

# Environmental Defense Fund

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## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have unconscious or implicit bias training that all employees are required to complete?  YES  NO

We have a DEI training curriculum that we are deploying in 5 phases. Within this curriculum we are discussing unconscious and implicit biases.

Do you have formal mentoring programs for staff?  YES  NO

We do not have a formal mentorship program. We do have a Sponsorship program which is in 2nd year, and we have launched our Peer Mentoring program.

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

This is part of our DEI Training curriculum. We also hold trainings that have inclusion leadership modules.

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

Through our performance review process staff can give feedback to direct managers.

Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	8%	8%	0%	0%	0%	77%	0%	0%	8%	0%
<b>FULL-TIME STAFF</b>	0%	11%	6%	2%	0%	0%	68%	6%	0%	8%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	31%	64%
Man	100%	62%	32%
Nonbinary	0%	0%	2%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	8%	2%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	0%	69%
Man	N/A	100%	31%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

# Environmental Working Group

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does your organization externally list salaries in job descriptions for potential job applicants?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Does your organization pay all interns who work with you?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
How many weeks of paid parental leave does your organization provide employees?	12
Have you evaluated your recruitment and hiring processes to address bias?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you ask for previous salary history when hiring staff?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Have you evaluated your board's recruiting process for bias and inclusivity?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have employee resource groups or affinity groups?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you conduct anonymous employee satisfaction and feedback surveys?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have unconscious or implicit bias training that all employees are required to complete?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have formal mentoring programs for staff?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you train managers on how to provide culturally appropriate feedback to staff?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on DEIJ initiatives?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO

# Friends of the Earth

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	5%	21%	11%	0%	0%	58%	5%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	33%	0%	0%	0%	0%	67%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	4%	11%	11%	11%	0%	0%	53%	8%	0%	0%	3%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	67%	80%
Man	100%	33%	20%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	100%	82%
Man	N/A	0%	18%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

# Friends of the Earth

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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
We offer internships throughout the year. Additionally, we have a six-month DEI Fellowship Program that we facilitate annually for 5 Fellows.		
How many weeks of paid parental leave does your organization provide employees?	16	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
We aim to implement a yearly training soon.		
Do you have formal mentoring programs for staff?	YES	NO
While there's no formal program, mentoring occurs throughout the organization as well as coaching.		
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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**

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	4%	4%	8%	0%	0%	84%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	25%	0%	0%	0%	75%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	0%	33%	0%	0%	0%	67%	0%	0%	0%	0%

**Gender Identity**

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	50%	33%
Man	0%	25%	67%
Nonbinary	0%	25%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

**Gender Identity for Staff of Color**

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	100%	0%
Man	N/A	0%	100%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

**Disability Status for All Staff**

0% Identify as having a disability

100% Do not identify as having a disability

0% Prefer not to provide this information

0% Do not have data

**Diversity, Equity, Inclusion, and Justice (DEIJ) Practices**

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?  YES  NO

---

- Does your organization externally list salaries in job descriptions for potential job applicants?  YES  NO

---

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

---

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

---

- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?  YES  NO

---

- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?  YES  NO

---

- Have you committed financial resources to your diversity, equity, inclusion, and justice (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.

---

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

---

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

---

- Are DEIJ metrics included in performance reviews for executive and senior leadership?  YES  NO

---

- Have you evaluated your board's recruiting process for bias and inclusivity?  YES  NO

---

- Do you have employee resource groups or affinity groups?  YES  NO  
There is a national affinity group for land trusts that staff of color are encouraged to join.

---

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

---

- Do you have unconscious or implicit bias training that all employees are required to complete?  YES  NO

---

- Do you have formal mentoring programs for staff?  YES  NO

---

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

---

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

---

- Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	71%	0%	0%	0%	29%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	0%	0%	50%	0%	0%	0%	50%	0%	0%	0%

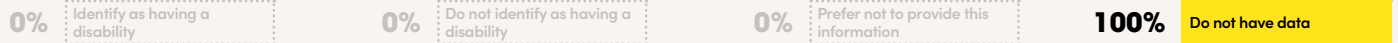
## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	57%	75%
Man	100%	29%	25%
Nonbinary	0%	14%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	57%	75%
Man	100%	29%	25%
Nonbinary	0%	14%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Disability Status for All Staff



## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view? We are working on one.	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts? Embedded in all the work we do and we have a Justicia y Equidad Fund.	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, but when we do have fellows they are compensated.		N/A
How many weeks of paid parental leave does your organization provide employees? After nine months of employment, staff are eligible for 12 weeks of paid parental leave to be taken within the first year of having the child.		12
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity? We should be doing that this year as we expand the board.	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? It is embedded in some of the training opportunities we have for staff such as management training and anti-racist trainings.	YES	NO
Do you have formal mentoring programs for staff? Our CEO meets with all staff at least once a month and provides mentorship during that set session and beyond.	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on DEIJ initiatives? Just started to implement this.	YES	NO
Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	8%	15%	38%	23%	0%	0%	15%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	14%	0%	14%	0%	57%	14%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0.7%	10%	17%	15%	1.4%	1.4%	45%	9%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	43%	64%
Man	0%	57%	33%
Nonbinary	0%	0%	3%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	33%	72%
Man	0%	67%	27%
Nonbinary	0%	0%	1%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Disability Status for All Staff

8%

Identify as having a disability

33%

Do not identify as having a disability

4%

Prefer not to provide this information

55%

Do not have data

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?  YES  NO
- Does your organization externally list salaries in job descriptions for potential job applicants?  YES  NO
- Do you have a transparent promotion process with guidelines for staff and supervisors?  YES  NO  
We have a promotion policy and are in the process adding additional clarity through a full evaluation of our talent management practices.
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization?  YES  NO
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?  YES  NO
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?  YES  NO  
We have established a Racial Justice Accountability Committee.
- Have you committed financial resources to your diversity, equity, inclusion, and justice (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  
We work with interns through established paid internship programs.
- How many weeks of paid parental leave does your organization provide employees?
- Have you evaluated your recruitment and hiring processes to address bias?  YES  NO
- Do you ask for previous salary history when hiring staff?  YES  NO
- Are DEIJ metrics included in performance reviews for executive and senior leadership?  YES  NO
- Have you evaluated your board's recruiting process for bias and inclusivity?  YES  NO
- Do you have employee resource groups or affinity groups?  YES  NO  
Informal groups exist which we hope to formalize in 2023.
- Do you conduct anonymous employee satisfaction and feedback surveys?  YES  NO
- Do you have unconscious or implicit bias training that all employees are required to complete?  YES  NO  
We have training available to all staff but it is only required for hiring managers and interview panelists.
- Do you have formal mentoring programs for staff?  YES  NO
- Do you train managers on how to provide culturally appropriate feedback to staff?  YES  NO
- Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?  YES  NO
- Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	17%	17%	8%	0%	0%	58%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	22%	11%	0%	0%	0%	56%	11%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	100%	89%
Man	0%	0%	11%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	N/A	100%
Man	N/A	N/A	0%
Nonbinary	N/A	N/A	0%
Agender	N/A	N/A	0%
Gender Fluid	N/A	N/A	0%
Two-Spirit	N/A	N/A	0%
Another gender identity not on this list	N/A	N/A	0%
Prefer not to provide this information	N/A	N/A	0%
Do not have data	N/A	N/A	0%

## Disability Status for All Staff

0%

Identify as having a disability

100%

Do not identify as having a disability

0%

Prefer not to provide this information

0%

Do not have data

**Diversity, Equity, Inclusion, and Justice (DEIJ) Practices**

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?  YES  NO

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- Does your organization externally list salaries in job descriptions for potential job applicants?  YES  NO

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

We do have a staff supervision policy for managers that includes an annual compensation review process.

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

Annual performance evaluations timing is based on hire dates, but we will begin doing them all at the same time later this year.

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- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?  YES  NO

---

- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?  YES  NO

---

- Have you committed financial resources to your diversity, equity, inclusion, and justice (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

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

The board will be considering an update to our policies this year and expanding this policy.

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

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

---

- Are DEIJ metrics included in performance reviews for executive and senior leadership?  YES  NO

This is something we are planning for future performance reviews.

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- Have you evaluated your board's recruiting process for bias and inclusivity?  YES  NO

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- Do you have employee resource groups or affinity groups?  YES  NO

---

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

---

- Do you have unconscious or implicit bias training that all employees are required to complete?  YES  NO

---

- Do you have formal mentoring programs for staff?  YES  NO

---

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

---

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

---

- Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	3%	13%	13%	7%	0%	0%	63%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	27%	9%	0%	0%	64%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	4%	14%	24%	0%	0%	49%	8%	0%	1%	1%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	73%	70%
Man	100%	27%	28%
Nonbinary	0%	0%	1%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	1%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	100%	77%
Man	N/A	0%	22%
Nonbinary	N/A	0%	1%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

100%

Prefer not to provide this information

0%

Do not have data

# League of Conservation Voters

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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?	16	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
We have workshops on specific forms of bias such as anti-blackness and antisemitism, in order to shed light on specific stereotypes.		
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
We've had workshops for managers on Anti-Oppression Communication & Facilitation that includes a focus on feedback to communicate across difference.		
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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**

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	50%	0%	20%	0%	0%	0%	30%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	22%	22%	0%	11%	0%	0%	44%	0%	0%	0%	0%

**Gender Identity**

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	75%	78%
Man	0%	25%	11%
Nonbinary	0%	0%	11%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

**Gender Identity for Staff of Color**

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	N/A	100%
Man	0%	N/A	0%
Nonbinary	0%	N/A	0%
Agender	0%	N/A	0%
Gender Fluid	0%	N/A	0%
Two-Spirit	0%	N/A	0%
Another gender identity not on this list	0%	N/A	0%
Prefer not to provide this information	0%	N/A	0%
Do not have data	0%	N/A	0%

**Disability Status for All Staff**

0% Identify as having a disability

100% Do not identify as having a disability

0% Prefer not to provide this information

0% Do not have data

**Diversity, Equity, Inclusion, and Justice (DEIJ) Practices**

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	9%	17%	0%	0%	74%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	6%	8%	4%	0%	0%	82%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0.3%	5%	6%	12%	0%	0%	73%	4%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	66%	65%
Man	0%	34%	35%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	78%	66%
Man	N/A	22%	34%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

**4%** Identify as having a disability

**69%** Do not identify as having a disability

**27%** Prefer not to provide this information

**0%** Do not have data

# National Audubon Society

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view? <input type="text" value="We are working towards sharing this information by summer 2023."/>	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Does your organization externally list salaries in job descriptions for potential job applicants?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Does your organization pay all interns who work with you?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
How many weeks of paid parental leave does your organization provide employees? <input type="text" value="6"/> <input type="text" value="This is in addition to any state paid family leave mandates and our income protection program (similar to traditional short term disability plans)."/>	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Have you evaluated your recruitment and hiring processes to address bias?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Do you ask for previous salary history when hiring staff?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Are DEIJ metrics included in performance reviews for executive and senior leadership? <input type="text" value="This is in the planning stages."/>	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Have you evaluated your board's recruiting process for bias and inclusivity?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Do you have employee resource groups or affinity groups?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Do you conduct anonymous employee satisfaction and feedback surveys?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Do you have unconscious or implicit bias training that all employees are required to complete? <input type="text" value="We share this information during our annual training on the performance management process which employees are encouraged but not required to take."/>	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Do you have formal mentoring programs for staff?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Do you train managers on how to provide culturally appropriate feedback to staff? <input type="text" value="As we build out our learning and development function, our goal is to include this and other trainings."/>	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? <input type="text" value="As we begin to revise our performance management process, it is our intention to have this in place by summer/fall 2024."/>	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Does staff have the opportunity to provide feedback on DEIJ initiatives? <input type="text" value="As we onboard a new Chief, Equity, Diversity, Inclusion and Belonging Officer, this could be potentially part of their mandate."/>	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts? <input type="text" value="As we onboard a new Chief, Equity, Diversity, Inclusion and Belonging Officer, this could be potentially part of their mandate."/>	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO

# National Fish and Wildlife Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	7%	0%	4%	11%	0%	4%	74%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	18%	9%	0%	0%	73%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	8%	12%	7%	0%	0%	68%	5%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	36%	62%
Man	100%	64%	37%
Nonbinary	0%	0%	1%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	33%	77%
Man	N/A	67%	23%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

**3%** Identify as having a disability

**97%** Do not identify as having a disability

**0%** Prefer not to provide this information

**0%** Do not have data

# National Fish and Wildlife Foundation

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
The Foundation has a pay scale, but is not available for staff to view.		
Does your organization externally list salaries in job descriptions for potential job applicants?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Does your organization pay all interns who work with you?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
The Foundation partners with another organization to provide a paid internship program.		
How many weeks of paid parental leave does your organization provide employees?	<input type="text" value="4"/>	
Have you evaluated your recruitment and hiring processes to address bias?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Do you ask for previous salary history when hiring staff?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Have you evaluated your board's recruiting process for bias and inclusivity?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
The Secretary of the Interior appoints our Board Members.		
Do you have employee resource groups or affinity groups?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Do you conduct anonymous employee satisfaction and feedback surveys?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Do you have unconscious or implicit bias training that all employees are required to complete?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Do you have formal mentoring programs for staff?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Do you train managers on how to provide culturally appropriate feedback to staff?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on DEIJ initiatives?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	<input type="checkbox"/> YES	<input type="checkbox"/> NO



# National Marine Sanctuary Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	6%	0%	0%	0%	0%	0%	71%	18%	0%	6%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	14%	14%	0%	0%	0%	71%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	2%	2%	2%	0%	5%	65%	2%	0%	0%	23%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	86%	80%
Man	100%	14%	20%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	100%	0%
Man	100%	0%	0%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	100%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

# National Marine Sanctuary Foundation

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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? Will start to do so in 2025.	0	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity? Having a board meeting to address this in June 2023.	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys? Not lately but would like to do so this calendar year.	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	12%	0%	4%	4%	0%	0%	81%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	9%	13%	3%	0%	0%	75%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	7%	14%	5%	1%	0%	73%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	75%	79%
Man	100%	25%	19%
Nonbinary	0%	0%	1%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	63%	60%
Man	N/A	38%	40%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

100%

Do not identify as having a disability

0%

Prefer not to provide this information

0%

Do not have data

# National Park Foundation

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

# National Parks Conservation Association

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	6%	3%	9%	13%	0%	0%	69%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	9%	18%	0%	0%	0%	64%	9%	0%	0%	0%
<b>FULL-TIME STAFF</b>	2%	6%	13%	7%	0%	0%	68%	3%	0%	1%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	64%	63%
Man	0%	36%	36%
Nonbinary	0%	0%	1%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	50%	63%
Man	N/A	50%	35%
Nonbinary	N/A	0%	2%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

100%

Do not identify as having a disability

0%

Prefer not to provide this information

0%

Do not have data

# National Parks Conservation Association

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?  YES  NO
- Does your organization externally list salaries in job descriptions for potential job applicants?  YES  NO
- Do you have a transparent promotion process with guidelines for staff and supervisors?  YES  NO
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization?  YES  NO
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?  YES  NO
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?  YES  NO
- Have you committed financial resources to your diversity, equity, inclusion, and justice (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?
- Have you evaluated your recruitment and hiring processes to address bias?  YES  NO
- Do you ask for previous salary history when hiring staff?  YES  NO
- Are DEIJ metrics included in performance reviews for executive and senior leadership?  YES  NO
- Have you evaluated your board's recruiting process for bias and inclusivity?  YES  NO
- Do you have employee resource groups or affinity groups?  YES  NO
- Do you conduct anonymous employee satisfaction and feedback surveys?  YES  NO
- Do you have unconscious or implicit bias training that all employees are required to complete?  YES  NO
- Do you have formal mentoring programs for staff?  YES  NO
- Do you train managers on how to provide culturally appropriate feedback to staff?  YES  NO
- Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?  YES  NO
- Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	9%	27%	18%	0%	0%	45%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	33%	17%	0%	0%	50%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	0%	19%	9%	0%	1%	69%	3%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	83%	71%
Man	0%	17%	27%
Nonbinary	0%	0%	1%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	100%	64%
Man	N/A	0%	32%
Nonbinary	N/A	0%	5%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

**1%** Identify as having a disability

**99%** Do not identify as having a disability

**0%** Prefer not to provide this information

**0%** Do not have data

# National Recreation and Park Association

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	6%	3%	9%	6%	0%	0%	62%	15%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	11%	33%	0%	0%	0%	33%	22%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0.8%	6%	9%	9%	0%	0.5%	72%	3%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	44%	75%
Man	100%	56%	25%
Nonbinary	0%	0%	0.3%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	50%	76%
Man	N/A	50%	23%
Nonbinary	N/A	0%	1%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

**6%** Identify as having a disability

**87%** Do not identify as having a disability

**7%** Prefer not to provide this information

**0%** Do not have data

... This organization may have employees that identify with the following demographic categories, but they do not currently collect this data: Middle Eastern or North African, Agender, Gender Fluid, Two-Spirit.

# National Wildlife Federation

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does your organization externally list salaries in job descriptions for potential job applicants?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization? We used to have one, this stopped during COVID, and we are currently working on revitalizing it.	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee? We have a team of six staff dedicated to this work, and we have a racial equity transformation team.	<input type="checkbox"/> YES <input type="checkbox"/> NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?	<input type="checkbox"/> YES <input type="checkbox"/> 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.	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does your organization pay all interns who work with you? All interns are non-exempt and paid hourly. However, they may choose to take the internship for credit only or paid by a stipend through their school.	<input type="checkbox"/> YES <input type="checkbox"/> NO
How many weeks of paid parental leave does your organization provide employees?	16
Have you evaluated your recruitment and hiring processes to address bias?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you ask for previous salary history when hiring staff?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Are DEIJ metrics included in performance reviews for executive and senior leadership? We did do this for 1 year and we hope to return to it as we return to regular performance reviews.	<input type="checkbox"/> YES <input type="checkbox"/> NO
Have you evaluated your board's recruiting process for bias and inclusivity?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have employee resource groups or affinity groups?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you conduct anonymous employee satisfaction and feedback surveys? This was a practice previously that we will return to.	<input type="checkbox"/> YES <input type="checkbox"/> 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.	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have formal mentoring programs for staff? This was a practice previously that we hope to return to.	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you train managers on how to provide culturally appropriate feedback to staff? This was a practice previously that we hope to return to.	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? That opportunity will be included in our performance evaluation process when it returns.	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on DEIJ initiatives? We do not have a formalized process to regularly ask staff for feedback, and there are moments where we solicit feedback.	<input type="checkbox"/> YES <input type="checkbox"/> NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	<input type="checkbox"/> YES <input type="checkbox"/> NO

# Natural Resources Defense Council

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	3%	6%	6%	6%	0%	0%	69%	6%	0%	3%	0%
<b>HEAD OF ORGANIZATION</b>	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	14%	0%	0%	0%	0%	71%	14%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0.1%	13%	11%	12%	0%	0%	58%	4%	0%	2%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	71%	67%
Man	100%	29%	33%
Nonbinary	0%	0%	0.4%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	100%	70%
Man	100%	0%	29%
Nonbinary	0%	0%	1%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Disability Status for All Staff

**1%** Identify as having a disability

**39%** Do not identify as having a disability

**3%** Prefer not to provide this information

**57%** Do not have data

# Natural Resources Defense Council

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
We post our full salary pay scale on our internal HR portal for all employees to access.		
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
We post a "good faith range" per pay transparency law.		
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?	YES	NO
Increased budget and headcount for DEIJ efforts.		
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
We have both paid and non-paid interns, with the latter getting school credit or being funded externally.		
How many weeks of paid parental leave does your organization provide employees?	18	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
In progress.		
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
This will be a new part of our upcoming performance review process.		
Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	10%	19%	5%	0%	0%	67%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	1%	5%	5%	6%	0.4%	0.4%	78%	3%	0%	2%	0%
<b>FULL-TIME STAFF</b>	1%	5%	4%	6%	1%	0%	76%	3%	0%	3%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	41%	46%
Man	0%	33%	23%
Nonbinary	0%	0%	1%
Agender	0%	0%	0.1%
Gender Fluid	0%	0.4%	0.2%
Two-Spirit	0%	0.4%	0.1%
Another gender identity not on this list	0%	0.4%	0.5%
Prefer not to provide this information	0%	7%	6%
Do not have data	0%	17%	24%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	37%	43%
Man	N/A	22%	17%
Nonbinary	N/A	0%	1%
Agender	N/A	0%	0.1%
Gender Fluid	N/A	0%	0.4%
Two-Spirit	N/A	2%	0.3%
Another gender identity not on this list	N/A	0%	0.3%
Prefer not to provide this information	N/A	4%	2%
Do not have data	N/A	35%	36%

## Disability Status for All Staff

**5%** Identify as having a disability

**19%** Do not identify as having a disability

**0%** Prefer not to provide this information

**76%** Do not have data

# The Nature Conservancy

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	17%	0%	0%	83%	0%	0%	0%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	50%	0%	0%	50%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	0%	0%	50%	0%	0%	50%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	50%	75%
Man	100%	50%	25%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	0%	50%
Man	100%	100%	50%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

# Nuestra Tierra Conservation Project

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?  YES  NO  
We are working on a compensation philosophy and salary banding this year which will lead to that transparency. Starting salary ranges are posted.
- Does your organization externally list salaries in job descriptions for potential job applicants?  YES  NO  
We continue to work on this piece. As a new organization, we are still working to ensure our policies are empowering our work culture.
- Do you have a transparent promotion process with guidelines for staff and supervisors?  YES  NO  
Working to get this in place.
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization?  YES  NO
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?  YES  NO  
We are still in the process of drafting our strategic plan. We do have a "Gap Plan" that does outline our EDI strategies.
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?  YES  NO  
As a new org (incorporated in 2019) many of these capacity building pieces are still in the works.
- Have you committed financial resources to your diversity, equity, inclusion, and justice (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  
We have not had any interns at Nuestra Tierra, but did work with one through Outdoor FUTURE who was paid.
- How many weeks of paid parental leave does your organization provide employees?   
We plan to offer parental leave, but we are still in the process of finalizing this policy.
- Have you evaluated your recruitment and hiring processes to address bias?  YES  NO  
We have worked with a third party consultant to take this piece on.
- Do you ask for previous salary history when hiring staff?  YES  NO
- Are DEIJ metrics included in performance reviews for executive and senior leadership?  YES  NO  
We are working on establishing this process.
- Have you evaluated your board's recruiting process for bias and inclusivity?  YES  NO
- Do you have employee resource groups or affinity groups?  YES  NO  
We have a DEIJ "Book Club" for all staff to discuss articles selected and facilitated by all.
- Do you conduct anonymous employee satisfaction and feedback surveys?  YES  NO  
We went through a stay interview process with a third party consultant this year.
- Do you have unconscious or implicit bias training that all employees are required to complete?  YES  NO
- Do you have formal mentoring programs for staff?  YES  NO
- Do you train managers on how to provide culturally appropriate feedback to staff?  YES  NO
- Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?  YES  NO
- Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	8%	8%	8%	0%	0%	77%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	2%	2%	6%	6%	0%	0%	79%	2%	0%	0%	2%
<b>FULL-TIME STAFF</b>	0%	6%	21%	10%	0%	0%	56%	4%	0%	0%	4%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	68%	75%
Man	0%	28%	21%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	4%	4%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	56%	72%
Man	N/A	33%	22%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	11%	7%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

# Ocean Conservancy

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants? Salary range is listed for all jobs posted.	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee? OC's J.E.D.I. taskforce is a cross functional team that helps address inequities in policies and practices across the organization.	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions? The process is in our employee handbook. OC also has a confidential hotline that allows employees to directly report any 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?	4	
Have you evaluated your recruitment and hiring processes to address bias? OC has a Hiring Manager Interview Training to address equity and biases during interviews and enforces diverse interview panels.	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity? OC is contracted with an agency to help recruit diverse board members and ensure an equitable interview process.	YES	NO
Do you have employee resource groups or affinity groups? OC has four communities of support: BIPOC, LGBTQ+, Immigrants/Expats and Spanish-Speaking Interests.	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys? OC conducts an Employee Engagement Survey annually and additional feedback surveys throughout the year.	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete? Unconscious bias training is offered and made available to all employees but is not a requirement.	YES	NO
Do you have formal mentoring programs for staff? OC currently has a mentoring program for our RAY fellows only.	YES	NO

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

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

YES  NO

New training program is scheduled to start in May 2023.

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

YES  NO

Feedback is collected in our annual Employee Engagement Survey.

Does staff have the opportunity to provide feedback on DEIJ initiatives?

YES  NO

Feedback is collected in our annual Employee Engagement Survey.

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

YES  NO

# The Ocean Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	7%	7%	0%	7%	0%	20%	0%	7%	0%	53%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	33%	33%	0%	0%	33%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	5%	14%	9%	0%	0%	59%	0%	0%	0%	14%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	100%	82%
Man	100%	0%	18%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	100%	67%
Man	N/A	0%	33%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

**4%** Identify as having a disability

**0%** Do not identify as having a disability

**0%** Prefer not to provide this information

**96%** Do not have data

# The Ocean Foundation

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?  YES  NO
- Does your organization externally list salaries in job descriptions for potential job applicants?  YES  NO
- Do you have a transparent promotion process with guidelines for staff and supervisors?  YES  NO
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization?  YES  NO
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?  YES  NO
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?  YES  NO
- Have you committed financial resources to your diversity, equity, inclusion, and justice (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?
- Have you evaluated your recruitment and hiring processes to address bias?  YES  NO
- Do you ask for previous salary history when hiring staff?  YES  NO
- Are DEIJ metrics included in performance reviews for executive and senior leadership?  YES  NO
- Have you evaluated your board's recruiting process for bias and inclusivity?  YES  NO
- Do you have employee resource groups or affinity groups?  YES  NO
- Do you conduct anonymous employee satisfaction and feedback surveys?  YES  NO
- Do you have unconscious or implicit bias training that all employees are required to complete?  YES  NO
- Do you have formal mentoring programs for staff?  YES  NO
- Do you train managers on how to provide culturally appropriate feedback to staff?  YES  NO
- Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?  YES  NO
- Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	4%	4%	4%	4%	0%	0%	83%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	1%	5%	9%	9%	0%	0%	74%	1%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	70%	72%
Man	100%	30%	28%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	50%	76%
Man	N/A	50%	24%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

100%

Do not identify as having a disability

0%

Prefer not to provide this information

0%

Do not have data

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view? YES NO  
 Oceana sets salaries based on internal and external data comparing wages paid for similar jobs.
- Does your organization externally list salaries in job descriptions for potential job applicants? YES NO  
 We list them in states where legally required.
- Do you have a transparent promotion process with guidelines for staff and supervisors? YES NO  
 Leaders justify promotions with performance assessments & increased responsibility information. Separate funding pool for promotions & equity increases.
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization? YES NO  
 We have a performance evaluation process conducted annually at the same time for all employees. We encourage and facilitate mid-year reviews.
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan? YES NO  
 Diversity, equity, and inclusion goals are written into our strategic plan.
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee? YES NO  
 A staff-led employee group was formed to stimulate internal discussion and action.
- Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts? YES NO  
 Committed staff time and funds to our DEI efforts. Engaged consultant and trained on implicit bias, allyship, and incorporating equity in campaigns.
- Do you have a process for addressing racial discrimination, harassment, and microaggressions? YES NO  
 Our Code of Ethics addresses racial discrimination, harassment, and microaggressions. We report illegal and unethical situations directly to our board.
- 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  
 This benefit is provided for all parents—mother, father, birth or adoption. This is in addition to any disability associated with child birth.
- Have you evaluated your recruitment and hiring processes to address bias? YES NO  
 A review of these processes was done with an external DEI consultant in 2021.
- Do you ask for previous salary history when hiring staff? YES NO  
 Offers are made on the basis of internal and external market reference points.
- Are DEIJ metrics included in performance reviews for executive and senior leadership? YES NO
- Have you evaluated your board's recruiting process for bias and inclusivity? YES NO
- Do you have employee resource groups or affinity groups? YES NO  
 Staff-led JEDI (Justice, Equity, Diversity and Inclusion) group is important to organizational progress. Updated mission and leadership structure.
- Do you conduct anonymous employee satisfaction and feedback surveys? YES NO

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have unconscious or implicit bias training that all employees are required to complete?

YES NO

All staff are required to take Preventing Harassment and Promoting Respect training, which includes implicit bias training.

Do you have formal mentoring programs for staff?

YES NO

We do offer a buddy system for new staff and coaching through an external provider.

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

YES NO

We train managers on giving feedback including on doing so in a culturally appropriate way.

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

YES NO

Feedback to supervisors and senior leadership can be given--and is encouraged-- through regular communications. Provide coaching to our management.

Does staff have the opportunity to provide feedback on DEIJ initiatives?

YES NO

What onboarding activities does your organization provide?

YES NO

Employee feedback is encouraged and can be sent anonymously. Oceana President meets regularly with employees.



# Our Climate

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	17%	33%	0%	0%	0%	33%	0%	0%	0%	17%
<b>HEAD OF ORGANIZATION</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	0%	0%	25%	0%	0%	75%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	100%	75%
Man	0%	0%	0%
Nonbinary	0%	0%	25%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	N/A	100%
Man	0%	N/A	0%
Nonbinary	0%	N/A	0%
Agender	0%	N/A	0%
Gender Fluid	0%	N/A	0%
Two-Spirit	0%	N/A	0%
Another gender identity not on this list	0%	N/A	0%
Prefer not to provide this information	0%	N/A	0%
Do not have data	0%	N/A	0%

## Disability Status for All Staff

0%	Identify as having a disability	0%	Do not identify as having a disability	0%	Prefer not to provide this information	100%	Do not have data
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# Our Climate

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
We have a transparent pay scale, we recognized that it was not often discussed or easy to find. Individual salaries are not shared.		
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
We use a consultant.		
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?	YES	NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	YES	NO
We have a zero tolerance policy.		
Does your organization pay all interns who work with you?	YES	NO
Either directly or through the program they are placed with us.		
How many weeks of paid parental leave does your organization provide employees?	12	
Our Climate offers paid leave to supplement existing state policies.		
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
We have acknowledged the need for it with plans to implement workshops.		
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

# Partnership for Southern Equity

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	8%	50%	0%	0%	0%	42%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	0%	85%	2%	0%	0%	10%	0%	0%	2%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	33%	76%
Man	100%	67%	22%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	2%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	33%	75%
Man	100%	67%	25%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

# Partnership for Southern Equity

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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
No interns are unpaid. Some receive stipends directly from associated organizations, some from our organization.		
How many weeks of paid parental leave does your organization provide employees?	4	
Employees are also able to use accumulated leave in addition to optional STD benefits to cover parental leave.		
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
We are a small organization.		
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
We are mostly people of color within our organization.		
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Not applicable.		
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO
Not applicable.		

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	15%	20%	0%	0%	0%	65%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0.1%	9%	15%	5%	0%	0.3%	64%	3%	0%	3%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	50%	64%
Man	0%	50%	36%
Nonbinary	0%	0%	0.4%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0.3%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	0%	0%
Man	N/A	0%	0%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	100%	100%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

This organization may have employees identifying with the following demographic category, but they do not currently collect this data: Middle Eastern or North African.

# The Pew Charitable Trusts

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does your organization externally list salaries in job descriptions for potential job applicants?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does your organization pay all interns who work with you?	<input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A
We do not have an internship program.	
How many weeks of paid parental leave does your organization provide employees?	<input type="text" value="16"/>
Have you evaluated your recruitment and hiring processes to address bias?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you ask for previous salary history when hiring staff?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Have you evaluated your board's recruiting process for bias and inclusivity?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have employee resource groups or affinity groups?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you conduct anonymous employee satisfaction and feedback surveys?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have unconscious or implicit bias training that all employees are required to complete?	<input type="checkbox"/> YES <input type="checkbox"/> NO
This is in our workplan for the coming fiscal year.	
Do you have formal mentoring programs for staff?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you train managers on how to provide culturally appropriate feedback to staff?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on DEIJ initiatives?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	<input type="checkbox"/> YES <input type="checkbox"/> NO

# Population Connection

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	8%	23%	15%	0%	0%	54%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	33%	0%	0%	67%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	10%	7%	10%	0%	0%	69%	3%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	83%	90%
Man	100%	17%	7%
Nonbinary	0%	0%	3%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	100%	100%
Man	N/A	0%	0%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

# Population Connection

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	17%	11%	6%	0%	0%	67%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	5%	11%	3%	0%	0%	74%	3%	0%	0%	5%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	80%	53%
Man	100%	20%	47%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	N/A	63%
Man	100%	N/A	38%
Nonbinary	0%	N/A	0%
Agender	0%	N/A	0%
Gender Fluid	0%	N/A	0%
Two-Spirit	0%	N/A	0%
Another gender identity not on this list	0%	N/A	0%
Prefer not to provide this information	0%	N/A	0%
Do not have data	0%	N/A	0%

## Disability Status for All Staff

**2%** Identify as having a disability

**98%** Do not identify as having a disability

**0%** Prefer not to provide this information

**0%** Do not have data

# Rails-to-Trails Conservancy

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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?	16	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
We have Culture Club and JEDI Groups.		
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

# Rainforest Action Network

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	11%	0%	11%	0%	0%	22%	0%	0%	11%	44%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	13%	13%	0%	0%	0%	50%	0%	0%	0%	25%
<b>FULL-TIME STAFF</b>	2%	5%	7%	12%	0%	2%	44%	5%	0%	5%	17%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	75%	51%
Man	0%	25%	27%
Nonbinary	0%	0%	10%
Agender	0%	0%	0%
Gender Fluid	0%	0%	5%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	7%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	100%	50%
Man	N/A	0%	21%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	14%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	14%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

**14%** Identify as having a disability

**52%** Do not identify as having a disability

**16%** Prefer not to provide this information

**18%** Do not have data

# Rainforest Action Network

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?  YES  NO
- Does your organization externally list salaries in job descriptions for potential job applicants?  YES  NO
- Do you have a transparent promotion process with guidelines for staff and supervisors?  YES  NO
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization?  YES  NO  
Quarterly based on anniversary date.
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?  YES  NO
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?  YES  NO
- Have you committed financial resources to your diversity, equity, inclusion, and justice (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?
- Have you evaluated your recruitment and hiring processes to address bias?  YES  NO
- Do you ask for previous salary history when hiring staff?  YES  NO
- Are DEIJ metrics included in performance reviews for executive and senior leadership?  YES  NO
- Have you evaluated your board's recruiting process for bias and inclusivity?  YES  NO
- Do you have employee resource groups or affinity groups?  YES  NO
- Do you conduct anonymous employee satisfaction and feedback surveys?  YES  NO
- Do you have unconscious or implicit bias training that all employees are required to complete?  YES  NO
- Do you have formal mentoring programs for staff?  YES  NO
- Do you train managers on how to provide culturally appropriate feedback to staff?  YES  NO  
We send our supervisors through The Management Center training that addresses this to some extent, which we would consider formal training.
- Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?  YES  NO
- Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	7%	21%	14%	7%	0%	0%	50%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	25%	0%	0%	0%	0%	50%	0%	0%	25%	0%
<b>FULL-TIME STAFF</b>	2%	5%	3%	12%	0%	1%	61%	2%	0%	3%	10%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	75%	68%
Man	100%	25%	20%
Nonbinary	0%	0%	1%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	2%
Do not have data	0%	0%	9%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	100%	88%
Man	N/A	0%	12%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

**1%** Identify as having a disability

**99%** Do not identify as having a disability

**0%** Prefer not to provide this information

**0%** Do not have data

# Resources Legacy Fund

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?  YES  NO  
We have a transparent pay scale for many positions, however, we do not currently have transparent pay scales for all fiscally sponsored projects.
- Does your organization externally list salaries in job descriptions for potential job applicants?  YES  NO
- Do you have a transparent promotion process with guidelines for staff and supervisors?  YES  NO
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization?  YES  NO
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?  YES  NO
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?  YES  NO
- Have you committed financial resources to your diversity, equity, inclusion, and justice (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?
- Have you evaluated your recruitment and hiring processes to address bias?  YES  NO
- Do you ask for previous salary history when hiring staff?  YES  NO
- Are DEIJ metrics included in performance reviews for executive and senior leadership?  YES  NO
- Have you evaluated your board's recruiting process for bias and inclusivity?  YES  NO
- Do you have employee resource groups or affinity groups?  YES  NO  
We plan to explore if there is employee interest and support employee affinity groups.
- Do you conduct anonymous employee satisfaction and feedback surveys?  YES  NO
- Do you have unconscious or implicit bias training that all employees are required to complete?  YES  NO
- Do you have formal mentoring programs for staff?  YES  NO  
We are developing a mentoring program.
- Do you train managers on how to provide culturally appropriate feedback to staff?  YES  NO
- Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?  YES  NO
- Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	7%	36%	7%	7%	0%	43%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	17%	83%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	22%	28%	28%	0%	0%	17%	6%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	50%	78%
Man	0%	50%	22%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	0%	80%
Man	N/A	100%	20%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

# Rising Sun Center for Opportunity

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Finalizing this policy and procedure is a priority for this year.		
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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?		N/A
We don't host interns.		
How many weeks of paid parental leave does your organization provide employees?	12	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	5%	14%	10%	10%	0%	0%	62%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	10%	0%	10%	0%	80%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	9%	0%	0%	0%	0%	91%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	100%	73%
Man	100%	0%	9%
Nonbinary	0%	0%	18%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	100%	0%
Man	100%	0%	0%
Nonbinary	0%	0%	100%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Disability Status for All Staff

**5%** Identify as having a disability

**5%** Do not identify as having a disability

**0%** Prefer not to provide this information

**91%** Do not have data

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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	
River Network has Health & Well Being Leave up to 31 days and short term disability insurance but not paid parental leave.		
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
This work is continuing and a focus this year.		
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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, Inc.

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	13%	20%	0%	0%	0%	67%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	0%	67%	33%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	0%	63%	13%	0%	0%	25%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	67%	63%
Man	0%	33%	38%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	0%	0%
Man	N/A	0%	0%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	100%	100%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

# Rock Creek Conservancy, Inc.

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Does your organization externally list salaries in job descriptions for potential job applicants?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
As a small organization, we have a team of 2 staff who have roles dedicated to JEDI work - they are a significantly committed to this work.	
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Does your organization pay all interns who work with you?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
If RCC engages unpaid interns, we ensure that they receive course credit with their college or university.	
How many weeks of paid parental leave does your organization provide employees?	1
Some employees are eligible for additional paid leave through their jurisdiction.	
Have you evaluated your recruitment and hiring processes to address bias?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you ask for previous salary history when hiring staff?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Have you evaluated your board's recruiting process for bias and inclusivity?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have employee resource groups or affinity groups?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you conduct anonymous employee satisfaction and feedback surveys?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have unconscious or implicit bias training that all employees are required to complete?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Do you have formal mentoring programs for staff?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Do you train managers on how to provide culturally appropriate feedback to staff?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on DEIJ initiatives?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO

**Race and Ethnicity**

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	7%	7%	13%	7%	0%	0%	40%	0%	0%	0%	27%
<b>HEAD OF ORGANIZATION</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	30%	20%	0%	0%	20%	0%	0%	0%	30%
<b>FULL-TIME STAFF</b>	0.6%	7%	8%	8%	1.4%	0%	58%	10%	0%	1%	6%

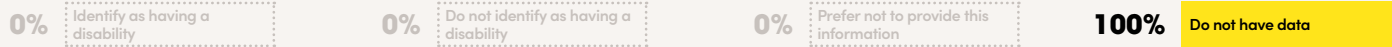
**Gender Identity**

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	60%	62%
Man	100%	40%	32%
Nonbinary	0%	0%	4%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	1%
Prefer not to provide this information	0%	0%	1%
Do not have data	0%	0%	0%

**Gender Identity for Staff of Color**

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	80%	65%
Man	100%	20%	31%
Nonbinary	0%	0%	4%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

**Disability Status for All Staff**



Head Of Organization information was updated after the Report Card was published so they are not included in the analysis.

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view? YES NO
- 
- Does your organization externally list salaries in job descriptions for potential job applicants? YES NO
- Our organization seeks to provide a salary range for all new positions.
- 
- Do you have a transparent promotion process with guidelines for staff and supervisors? YES NO
- 
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization? YES NO
- 
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan? YES NO
- 
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee? YES NO
- The organization has a board-level equity committee.
- 
- Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts? YES NO
- 
- Do you have a process for addressing racial discrimination, harassment, and microaggressions? YES NO
- The organization's Equal Opportunity Policy outlines a process for addressing bullying, harassing or other discriminatory behavior.
- 
- Does your organization pay all interns who work with you? YES NO
- Our National and Chapter policies outline compensation for interns that may include pay, course credit, or some combination.
- 
- How many weeks of paid parental leave does your organization provide employees? 12
- Time after 12 weeks can be paid through sick hours, then vacation hours if sick hours are exhausted.
- 
- Have you evaluated your recruitment and hiring processes to address bias? YES NO
- Sierra Club has developed guidance for equitable hiring, and staff in our Equitable Hiring Team review practices and outcomes for bias.
- 
- Do you ask for previous salary history when hiring staff? YES NO
- 
- Are DEIJ metrics included in performance reviews for executive and senior leadership? YES NO
- Staff are assessed on competencies, including "Commitment to and Demonstration of Sierra Club's Equity Values and Principles."
- 
- Have you evaluated your board's recruiting process for bias and inclusivity? YES NO
- Sierra Club's Board Nominating Committee screens applicants for their commitment to equity, inclusion, and justice.
- 
- Do you have employee resource groups or affinity groups? YES NO
- 
- Do you conduct anonymous employee satisfaction and feedback surveys? YES NO
- 
- Do you have unconscious or implicit bias training that all employees are required to complete? YES NO
- We have online modules for equity that all employees are invited to complete.
- 
- Do you have formal mentoring programs for staff? YES NO

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

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

YES NO

All managers are required to take a course titled "Managing for Racial Equity Inclusion and Results."

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

YES NO

Staff may request 360 reviews.

Does staff have the opportunity to provide feedback on DEIJ initiatives?

YES NO

With the release of equity initiatives (e.g. Equitable Hiring Guidance, Affinity groups policy, etc.) staff are provided contact info for feedback.

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

YES NO

The findings of staff and volunteer surveys are used to inform next steps on organization-wide equity efforts.

# Sierra Club Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	7%	20%	13%	7%	0%	0%	47%	7%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	20%	40%	0%	0%	0%	40%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	50%	0%	25%	0%	0%	0%	25%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	40%	100%
Man	100%	60%	0%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	33%	100%
Man	100%	67%	0%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Disability Status for All Staff

10%

Identify as having a disability

90%

Do not identify as having a disability

0%

Prefer not to provide this information

0%

Do not have data



## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
With our small staff size, we do annual reviews and adjust titles, job descriptions, and salaries as needed.		
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
All staff and board directors have integrated DEIJ goals from the annual organizational priorities, in committee descriptions, and in staff work plans.		
Have you committed financial resources to your diversity, equity, inclusion, and justice (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?		N/A
We do not have interns, so this is not applicable to our organization.		
How many weeks of paid parental leave does your organization provide employees?		12
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Our staff have access to participate in affinity groups with an external partner.		
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
We have completed trainings on unconscious bias, but it is not annually recurring.		
Do you have formal mentoring programs for staff?	YES	NO
While we do not have a formal mentoring program for staff, every staff member has a personal budget for professional growth each year.		
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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 Education Fund

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	20%	20%	20%	0%	0%	40%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	50%	0%	0%	0%	0%	0%	50%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	14%	14%	29%	0%	0%	43%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	2%	7%	12%	17%	5%	0%	26%	31%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	57%	40%
Man	0%	43%	14%
Nonbinary	0%	0%	10%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	7%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	29%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	50%	58%
Man	0%	50%	23%
Nonbinary	0%	0%	16%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	3%

## Disability Status for All Staff

**12%** Identify as having a disability

**29%** Do not identify as having a disability

**8%** Prefer not to provide this information

**51%** Do not have data

This organization has two heads of organization.

# Sunrise Movement Education Fund

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan? One of our main goals is to build a multi-racial, cross class movement.	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts? We are developing a fellowship this year to increase the numbers of lower class, BIPOC folks in our volunteer base and organization.	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 even have a program where over 150 volunteers get monthly stipends from Sunrise.	YES	NO
How many weeks of paid parental leave does your organization provide employees? Thanks to our union!	24	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups? We have a few identity based caucuses.	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts? We collect demographic data in the org and with volunteers, and we want to see the numbers of BIPOC folks and especially Black folks increase.	YES	NO

# Surfrider Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	18%	9%	9%	0%	5%	55%	5%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	13%	0%	0%	88%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	5%	2%	5%	4%	0%	70%	2%	0%	7%	5%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	38%	71%
Man	100%	63%	29%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	0%	60%
Man	N/A	100%	40%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

# Surfrider Foundation

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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
Surfrider Foundation does provide paid internships, unpaid internships must result in academic credit earned.		
How many weeks of paid parental leave does your organization provide employees?	6	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	11%	7%	0%	4%	59%	11%	0%	0%	7%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	14%	14%	0%	0%	0%	71%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0.3%	8%	6%	9%	0%	0.6%	72%	4%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	29%	65%
Man	0%	71%	35%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	50%	67%
Man	N/A	50%	33%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

100%

Do not have data

# The Trust for Public Land

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Does your organization externally list salaries in job descriptions for potential job applicants?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Does your organization pay all interns who work with you?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
How many weeks of paid parental leave does your organization provide employees?	8	
Have you evaluated your recruitment and hiring processes to address bias?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Do you ask for previous salary history when hiring staff?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Have you evaluated your board's recruiting process for bias and inclusivity?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Do you have employee resource groups or affinity groups?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Do you conduct anonymous employee satisfaction and feedback surveys?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Do you have unconscious or implicit bias training that all employees are required to complete?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Do you have formal mentoring programs for staff?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Do you train managers on how to provide culturally appropriate feedback to staff?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Does staff have the opportunity to provide feedback on DEIJ initiatives?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	<input type="checkbox"/> YES	<input type="checkbox"/> NO

# Union of Concerned Scientists

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	17%	0%	6%	0%	78%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	25%	13%	0%	6%	0%	44%	13%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0.5%	10%	8%	17%	0.5%	0%	61%	4%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	75%	58%
Man	0%	25%	31%
Nonbinary	0%	0%	3%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	10%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	67%	62%
Man	0%	33%	28%
Nonbinary	0%	0%	4%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	6%

## Disability Status for All Staff

**5%** Identify as having a disability

**24%** Do not identify as having a disability

**71%** Prefer not to provide this information

**0%** Do not have data



# Union of Concerned Scientists

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does staff have the opportunity to provide feedback on DEIJ initiatives?	YES	NO
Staff can provide feedback through our Ombuds, JEDI, affinity groups, and through processes such as exit interviews and topic-focused pulse surveys.		
Is measurable feedback on DEIJ progress used to adjust and modify efforts?	YES	NO

# US Climate Action Network (USCAN)

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	21%	37%	0%	0%	0%	42%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	11%	44%	22%	0%	0%	22%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	100%	89%
Man	0%	0%	11%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	100%	86%
Man	0%	0%	14%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Disability Status for All Staff

8%

Identify as having a disability

0%

Do not identify as having a disability

0%

Prefer not to provide this information

92%

Do not have data

# US Climate Action Network (USCAN)

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?  YES  NO  
We are half way there. We are looking to hire a consultant to help guide us to develop a equitable salary policy.
- Does your organization externally list salaries in job descriptions for potential job applicants?  YES  NO
- Do you have a transparent promotion process with guidelines for staff and supervisors?  YES  NO
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization?  YES  NO  
We do reviews twice a year. One is a "why you stay" review.
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?  YES  NO
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?  YES  NO
- Have you committed financial resources to your diversity, equity, inclusion, and justice (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?
- Have you evaluated your recruitment and hiring processes to address bias?  YES  NO
- Do you ask for previous salary history when hiring staff?  YES  NO
- Are DEIJ metrics included in performance reviews for executive and senior leadership?  YES  NO
- Have you evaluated your board's recruiting process for bias and inclusivity?  YES  NO
- Do you have employee resource groups or affinity groups?  YES  NO
- Do you conduct anonymous employee satisfaction and feedback surveys?  YES  NO
- Do you have unconscious or implicit bias training that all employees are required to complete?  YES  NO  
We offer it and all staff attend, however we have not clearly stated that it is required.
- Do you have formal mentoring programs for staff?  YES  NO
- Do you train managers on how to provide culturally appropriate feedback to staff?  YES  NO
- Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?  YES  NO
- Does 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

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	4%	15%	12%	0%	0%	0%	31%	12%	0%	0%	27%
<b>HEAD OF ORGANIZATION</b>	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	16%	3%	6%	0%	0%	0%	58%	13%	0%	3%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	0%	68%
Man	0%	100%	23%
Nonbinary	0%	0%	6%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	3%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	N/A	58%
Man	0%	N/A	25%
Nonbinary	0%	N/A	17%
Agender	0%	N/A	0%
Gender Fluid	0%	N/A	0%
Two-Spirit	0%	N/A	0%
Another gender identity not on this list	0%	N/A	0%
Prefer not to provide this information	0%	N/A	0%
Do not have data	0%	N/A	0%

## Disability Status for All Staff



This data is for Washington Conservation Action, a 501c4 organization, and Washington Conservation Action Education Fund, the affiliated 501c3 organization.

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view? YES NO  
We will update the salary pay scale after our union negotiations are completed.
- Does your organization externally list salaries in job descriptions for potential job applicants? YES NO
- Do you have a transparent promotion process with guidelines for staff and supervisors? YES NO
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization? YES NO  
Performance evaluations are conducted throughout the year according to work anniversaries.
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan? YES NO
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee? YES NO
- Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts? YES NO
- Do you have a process for addressing racial discrimination, harassment, and microaggressions? YES NO  
We have an open door policy to address these issues.
- 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  
Paid parental leave is administered by the state of Washington. However, the organization does not supplement the state's paid leave.
- Have you evaluated your recruitment and hiring processes to address bias? YES NO
- Do you ask for previous salary history when hiring staff? YES NO
- Are DEIJ metrics included in performance reviews for executive and senior leadership? YES NO  
Racial equity assessment is part of performance reviews process, however, we do not have metrics associated with the reviews.
- Have you evaluated your board's recruiting process for bias and inclusivity? YES NO
- Do you have employee resource groups or affinity groups? YES NO
- Do you conduct anonymous employee satisfaction and feedback surveys? YES NO
- Do you have unconscious or implicit bias training that all employees are required to complete? YES NO
- Do you have formal mentoring programs for staff? YES NO
- Do you train managers on how to provide culturally appropriate feedback to staff? YES NO
- Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods? YES NO
- Does staff have the opportunity to provide feedback on DEIJ initiatives? YES NO  
All staff are contributing members of a racial equity team as part of their job description.
- Is measurable feedback on DEIJ progress used to adjust and modify efforts? YES NO  
We are beginning to update our DEIJ plan. A new plan will include accountability measures.

# WildEarth Guardians

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	8%	0%	0%	0%	0%	0%	92%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	25%	0%	0%	0%	75%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	4%	0%	0%	0%	0%	96%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	75%	36%
Man	100%	25%	18%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	46%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	100%	100%
Man	N/A	0%	0%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

9%

Identify as having a disability

42%

Do not identify as having a disability

3%

Prefer not to provide this information

45%

Do not have data

# WildEarth Guardians

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

- Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?  YES  NO
- Does your organization externally list salaries in job descriptions for potential job applicants?  YES  NO
- Do you have a transparent promotion process with guidelines for staff and supervisors?  YES  NO  
We started creating standards and policies for the employee lifecycle, including succession planning and DEI-related, in '22. Most are in progress.
- Do you have a performance evaluation process for staff that is conducted at the same time across the organization?  YES  NO
- Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?  YES  NO
- Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?  YES  NO
- Have you committed financial resources to your diversity, equity, inclusion, and justice (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?
- Have you evaluated your recruitment and hiring processes to address bias?  YES  NO
- Do you ask for previous salary history when hiring staff?  YES  NO
- Are DEIJ metrics included in performance reviews for executive and senior leadership?  YES  NO
- Have you evaluated your board's recruiting process for bias and inclusivity?  YES  NO  
The Board is responsible for evaluating their recruiting process.
- Do you have employee resource groups or affinity groups?  YES  NO
- Do you conduct anonymous employee satisfaction and feedback surveys?  YES  NO  
We have mostly feedback surveys at this time.
- Do you have unconscious or implicit bias training that all employees are required to complete?  YES  NO
- Do you have formal mentoring programs for staff?  YES  NO
- Do you train managers on how to provide culturally appropriate feedback to staff?  YES  NO
- Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?  YES  NO
- Does staff have the opportunity to provide feedback on DEIJ initiatives?  YES  NO  
We started creating standards and policies for the employee lifecycle, including succession planning and DEI-related, in '22. Most are in progress.
- Is measurable feedback on DEIJ progress used to adjust and modify efforts?  YES  NO  
We started creating standards and policies for the employee lifecycle, including succession planning and DEI-related, in '22. Most are in progress.

# The Wilderness Society

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	7%	0%	10%	0%	0%	0%	63%	7%	0%	13%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	13%	38%	13%	0%	0%	38%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	6%	6%	9%	11%	0%	0%	65%	3%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	63%	62%
Man	100%	38%	38%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	60%	71%
Man	N/A	40%	29%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

**1%** Identify as having a disability

**38%** Do not identify as having a disability

**61%** Prefer not to provide this information

**0%** Do not have data



# The Wilderness Society

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

# Wisconsin Conservation Voters <sup>Opt-In</sup>

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	5%	0%	0%	5%	0%	0%	64%	5%	0%	5%	18%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	14%	0%	0%	0%	0%	86%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	25%	0%	0%	0%	0%	0%	63%	13%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	57%	50%
Man	0%	43%	50%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	100%	100%
Man	N/A	0%	0%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

**13%** Identify as having a disability

**88%** Do not identify as having a disability

**0%** Prefer not to provide this information

**0%** Do not have data

**Diversity, Equity, Inclusion, and Justice (DEIJ) Practices**

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?  YES  NO

We are actively creating a compensation philosophy and program with a focus on transparency.

Does your organization externally list salaries in job descriptions for potential job applicants?  YES  NO

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

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

Our performance evaluation process aligns with individual staff's original hire date/anniversary.

Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?  YES  NO

Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?  YES  NO

Have you committed financial resources to your diversity, equity, inclusion, and justice (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

We typically pay interns, but do also allow unpaid internships when a student requests one for course credit.

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

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

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.

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

Are DEIJ metrics included in performance reviews for executive and senior leadership?  YES  NO

Have you evaluated your board's recruiting process for bias and inclusivity?  YES  NO

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

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

Do you have unconscious or implicit bias training that all employees are required to complete?  YES  NO

Do you have formal mentoring programs for staff?  YES  NO

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

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

Does 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

This is an area we are aware needs attention. Beyond staff and board demographics, we have struggled to pick out measurable benchmarks from our goals.

# World Resources Institute

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	17%	17%	4%	0%	0%	54%	8%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	23%	8%	8%	0%	0%	54%	8%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0.2%	14%	4%	13%	0%	0%	65%	3%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	46%	68%
Man	100%	54%	32%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	67%	64%
Man	100%	33%	36%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Disability Status for All Staff

**3%** Identify as having a disability

**88%** Do not identify as having a disability

**9%** Prefer not to provide this information

**0%** Do not have data

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have a performance evaluation process for staff that is conducted at the same time across the organization?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan?	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (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	
Have you evaluated your recruitment and hiring processes to address bias?	YES	NO
Do you ask for previous salary history when hiring staff?	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership?	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups?	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	YES	NO
Do you have unconscious or implicit bias training that all employees are required to complete?	YES	NO
Do you have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff?	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

# World Wildlife Fund

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	4%	11%	11%	11%	0%	0%	64%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	6%	12%	12%	0%	0%	65%	6%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0.5%	10%	7%	9%	0%	0.2%	67%	3%	0%	3%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	59%	70%
Man	100%	41%	29%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	1%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	50%	70%
Man	N/A	50%	29%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	1%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

**2%** Identify as having a disability

**52%** Do not identify as having a disability

**46%** Prefer not to provide this information

**0%** Do not have data

## Diversity, Equity, Inclusion, and Justice (DEIJ) Practices

Do you have a transparent salary pay scale for all positions within the organization that is available for staff to view?	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants? WWF complies with all state requirements for job descriptions and postings. For potential applicants, including salaries in JDs is under consideration.	YES	NO
Does your organization externally list salaries in job descriptions for potential job applicants?	YES	NO
Do you have a transparent promotion process with guidelines for staff and supervisors?	YES	NO
Do you have diversity, equity, inclusion, and justice (DEIJ) goals written into your strategic plan? DEI is incorporated into CEO performance goals. DEIJ is a component in some instances at the program level.	YES	NO
Do you have a diversity, equity, inclusion, and justice (DEIJ) committee?	YES	NO
Have you committed financial resources to your diversity, equity, inclusion, and justice (DEIJ) efforts? Dedicated budget for DEIJ 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 DEIJ internship program, but in specific situations accommodate unpaid internships for school credit.	YES	NO
How many weeks of paid parental leave does your organization provide employees? We recently increased our parental leave benefit from 4 weeks to 8 weeks.	8	
Have you evaluated your recruitment and hiring processes to address bias? We have conducted training for talent acquisition and hiring managers on bias mitigation.	YES	NO
Do you ask for previous salary history when hiring staff? Our evaluation of full recruitment lifecycle is currently underway.	YES	NO
Are DEIJ metrics included in performance reviews for executive and senior leadership? Some leaders across the organization have DEIJ metrics included in their goals, but this is not yet done across the board.	YES	NO
Have you evaluated your board's recruiting process for bias and inclusivity?	YES	NO
Do you have employee resource groups or affinity groups? Over the last year we have increased from 8 to 10 ERGs.	YES	NO
Do you conduct anonymous employee satisfaction and feedback surveys?	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 have formal mentoring programs for staff?	YES	NO
Do you train managers on how to provide culturally appropriate feedback to staff? We are in the process of implementing a manager development approach that includes building cultural competency.	YES	NO
Does staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?	YES	NO
Does 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

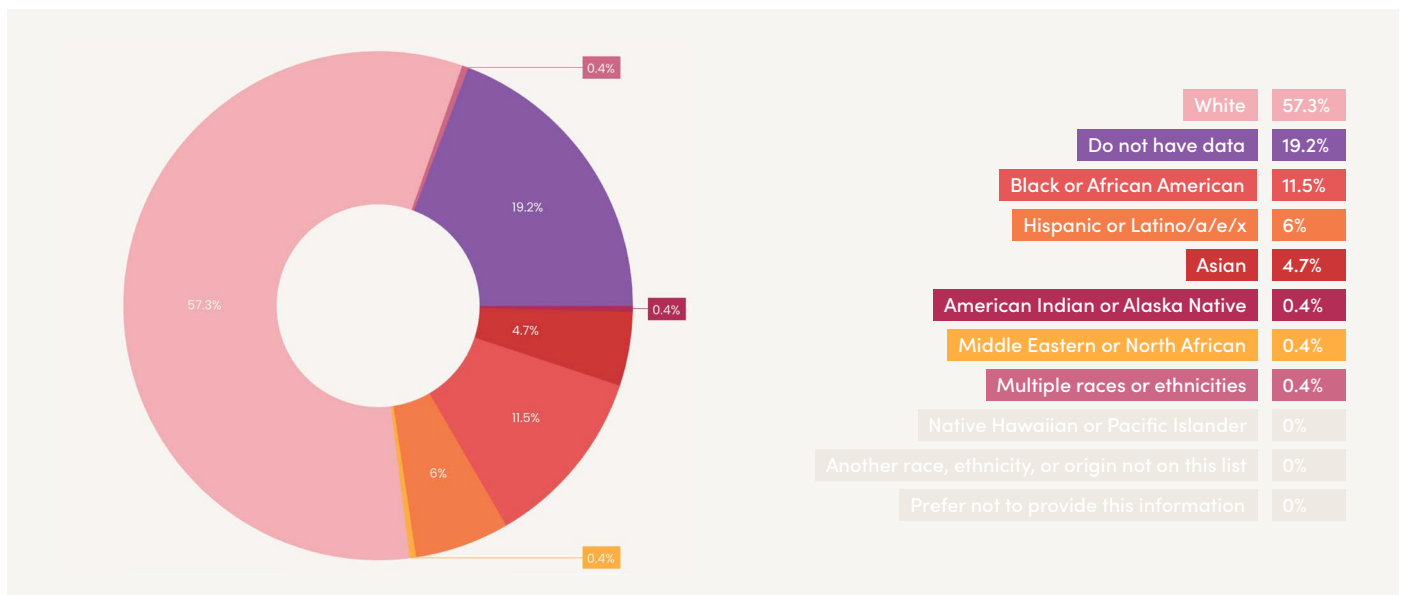
## Foundation Analysis

Dr. Chandler Puritty analyzed self-reported data submitted to Green 2.0 from foundations on the demographic categories of race and ethnicity, gender identity, gender identity for staff of color, and disability status. Additionally, she analyzed data related to a specific question concerning demographic data collection and grantmaking to determine whether foundations are using this data to inform their giving practices.

## Foundation Board Members

Dr. Puritty examined trends of POC board members at foundations for 2023.

### 2023 Racial and Ethnic Data for Board Members



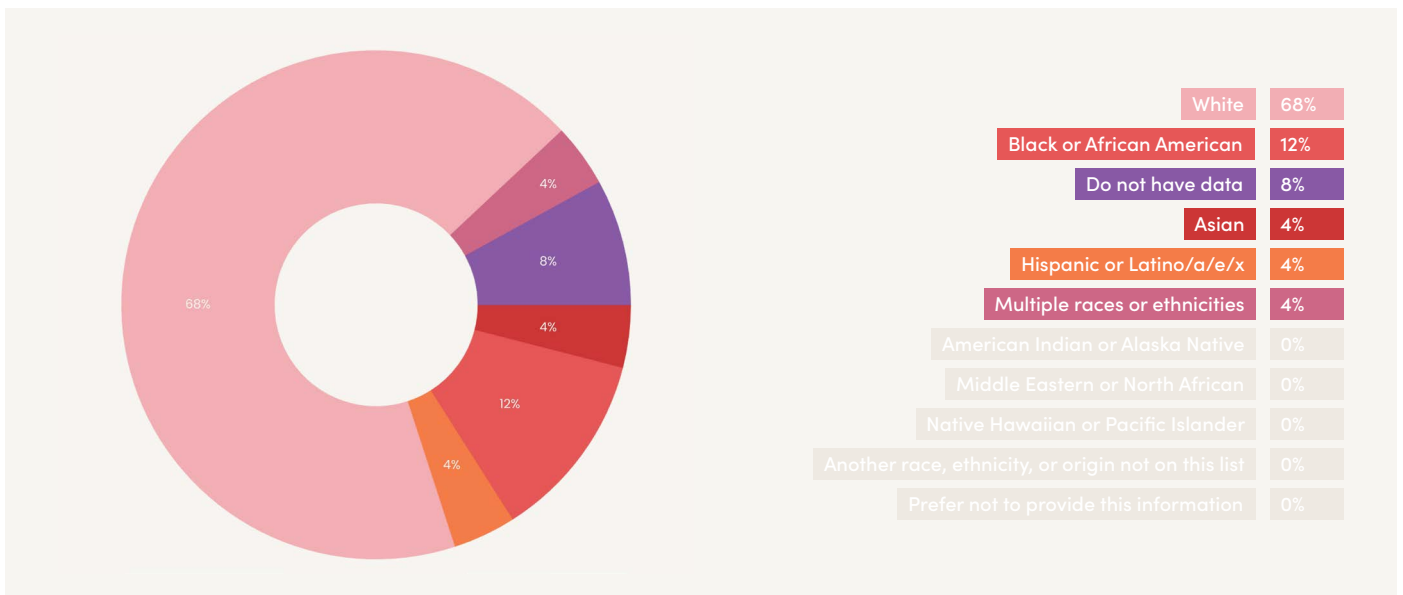
- White board members are the most represented at 57.3%. POC are only 23.5% of board members at foundations.
- 19.2% of board members did not report their demographic data, which represents an increase of 8.2% of board members reported as not having data since 2022. This is especially concerning, and an area where foundations need to educate and survey their boards about the importance and value of this information.
- For the second year in a row, Native Hawaiian or Pacific Islanders were not represented on a single foundation board.



# Foundation Heads of Organizations

For the second year in a row, Green 2.0 collected information about the heads of grantmaking foundations.

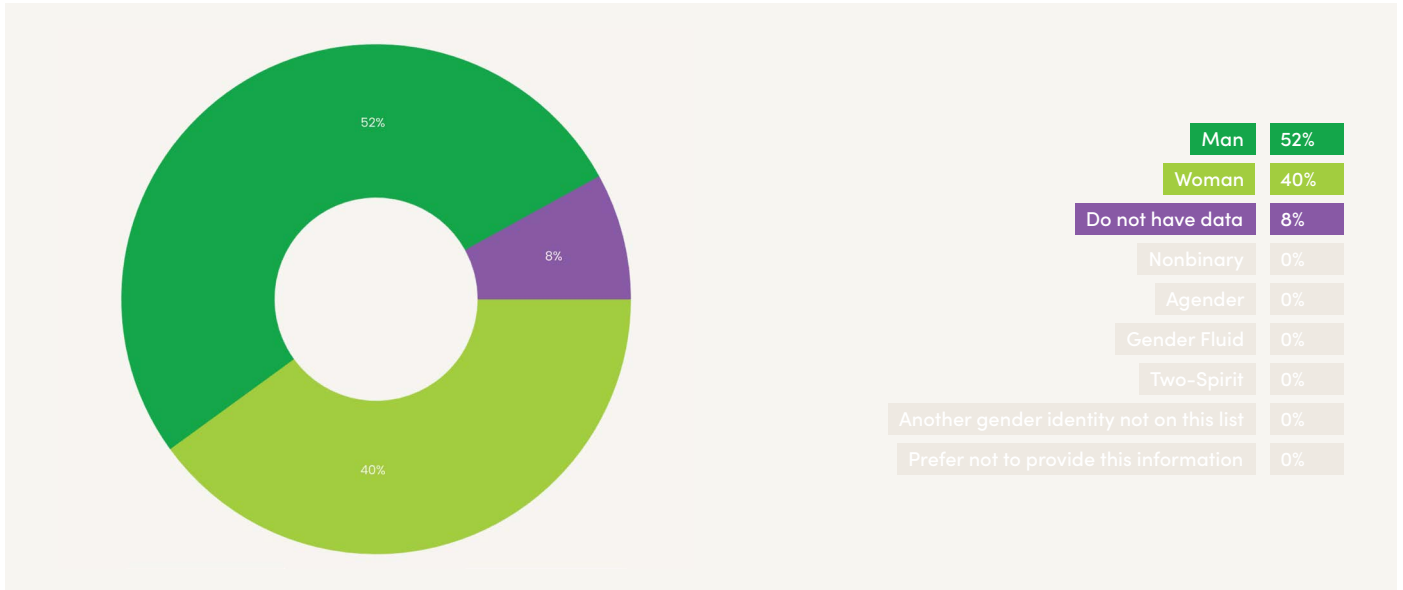
## 2023 Racial and Ethnic Data for Heads of Organizations



- Most foundations who reported their data are headed by White leaders (68%), a 2% decrease from 2022. Only 24% reported being headed by POC leaders.
- Black or African American at 12% is the largest group of people of color holding head of organization roles (a 3% decrease from 2022). This year, Hispanic/Latinx, Asian, and individuals reporting multiple races or ethnicities all reported at 4%—the first year that the two latter groups reported any representation as heads of organizations.
- For the second consecutive year, American Indian or Alaska Native, Middle Eastern or North African, and Native Hawaiian or Pacific Islander did not serve as heads of organizations at any foundations—a clear area for additional investment.

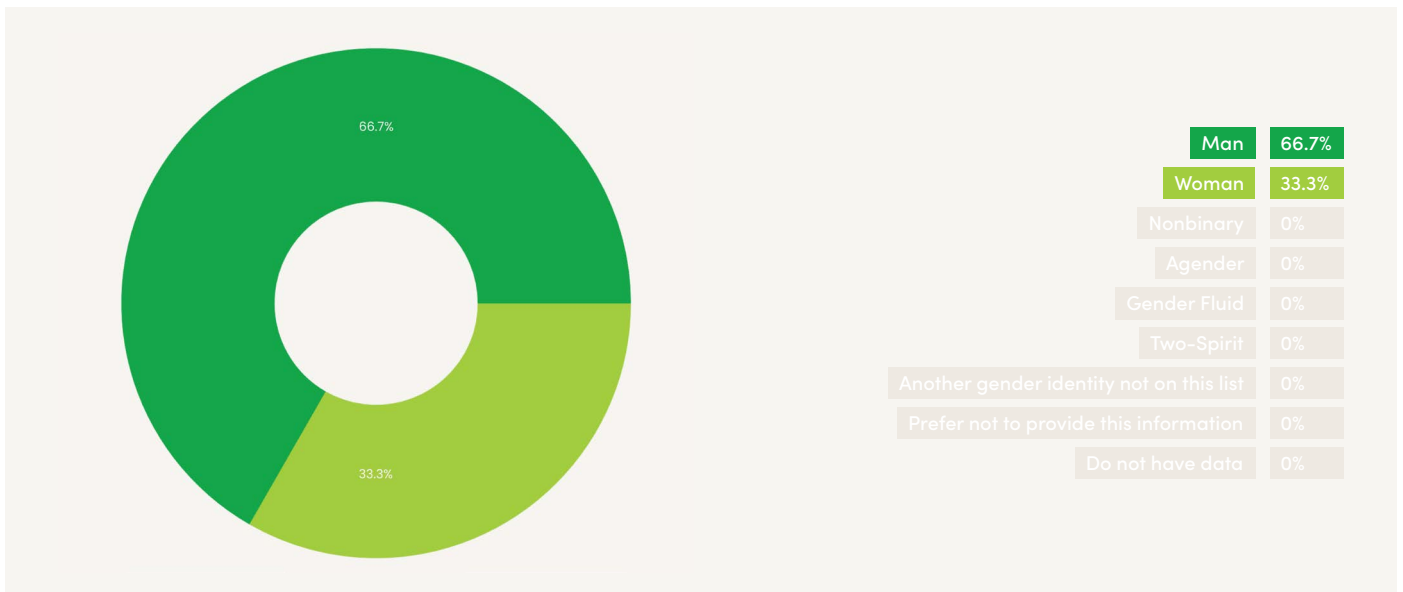
# Foundation Heads of Organizations

## 2023 Gender Identity for Heads of Organizations



- Heads of foundations identify as women (40%) or men (52%).
- There is a need for additional investment for all underrepresented and marginalized gender identities to gain pathways to executive leadership.

## 2023 Gender Identity for Heads of Organizations of Color

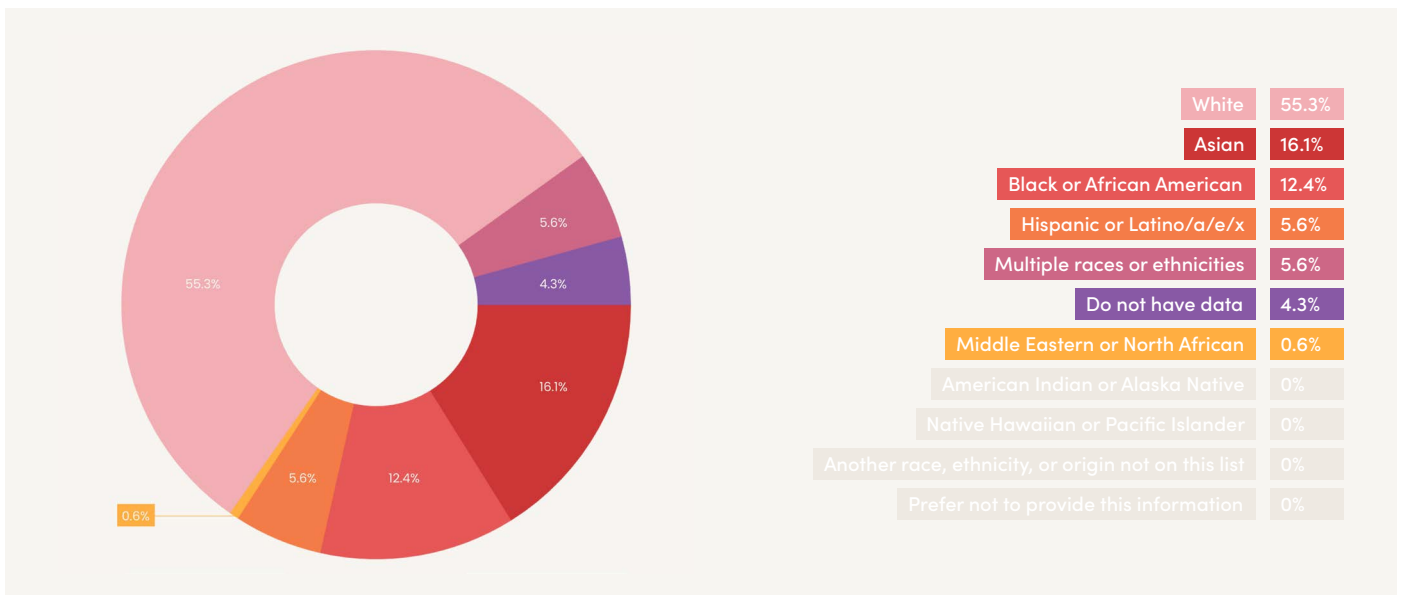


- Of the POC heads of foundations, 33.3% identify as women and 66.7% identify as men.
- Nonbinary, agender, gender fluid, and Two-Spirit are missing entirely from heads of organizations of color.

# Foundation Senior Staff

Dr. Puritty examined the number of senior staff who identified as people of color for 2023.

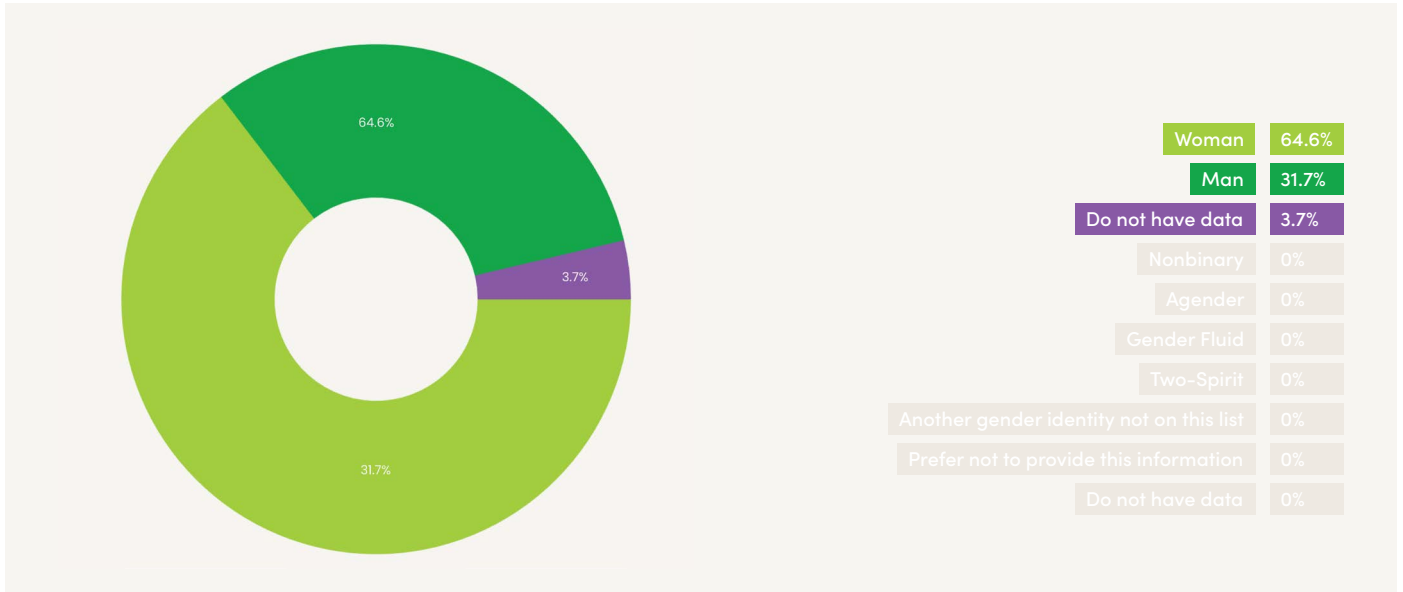
## 2023 Racial and Ethnic Data for Senior Staff



- Senior staff at foundations were predominantly, but not overwhelmingly, White (55.3%).
- Black or African American senior staff (16.1%) and Asian senior staff (12.4%) were the most represented senior staff of color for the second year in a row.
- Hispanic/Latinx senior staff (5.6%) and senior staff with multiple racial or ethnic identities (5.6%) were the least represented compared to their national baselines.
- For a second consecutive year, American Indian or Alaska Native and Native Hawaiian or Pacific Islander groups were missing entirely from foundation senior staff, demonstrating a need for increased representation.

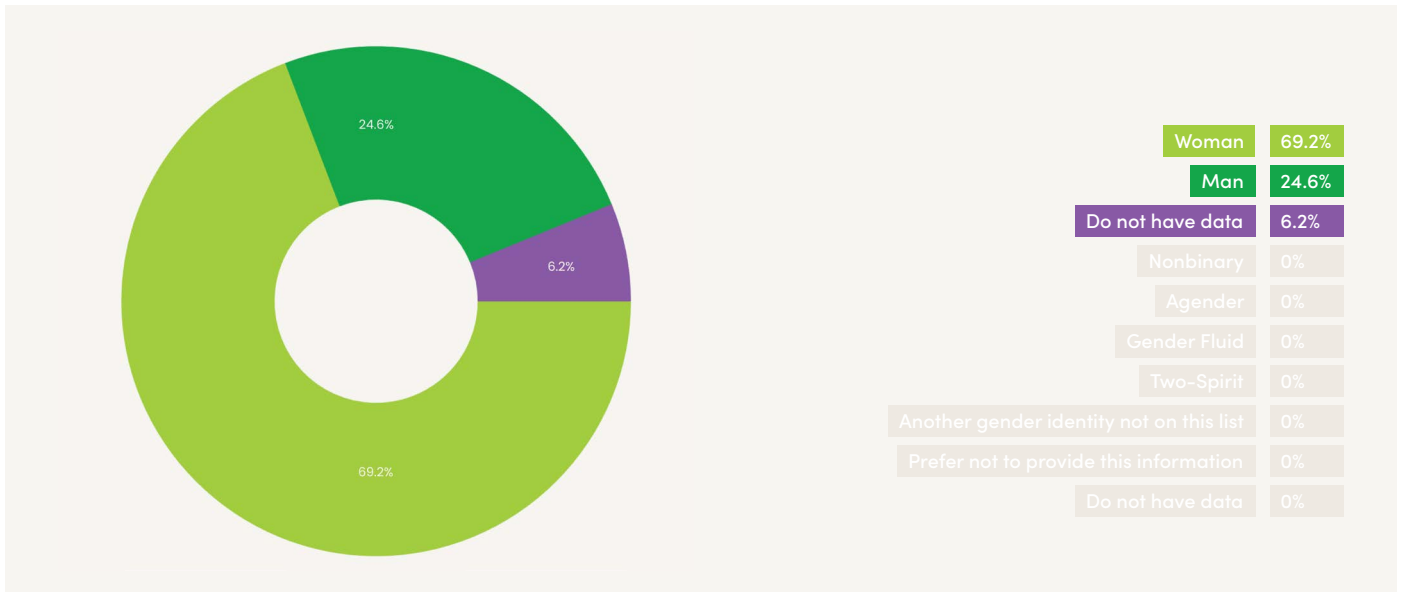
# Foundation Senior Staff

## 2023 Gender Identity for Senior Staff



- Senior staff at foundations identified overwhelmingly as women (64.6%) and men (31.7%).
- Nonbinary, agender, gender fluid, and Two-Spirit identities were missing entirely from senior staff.

## 2023 Gender Identity for Senior Staff of Color

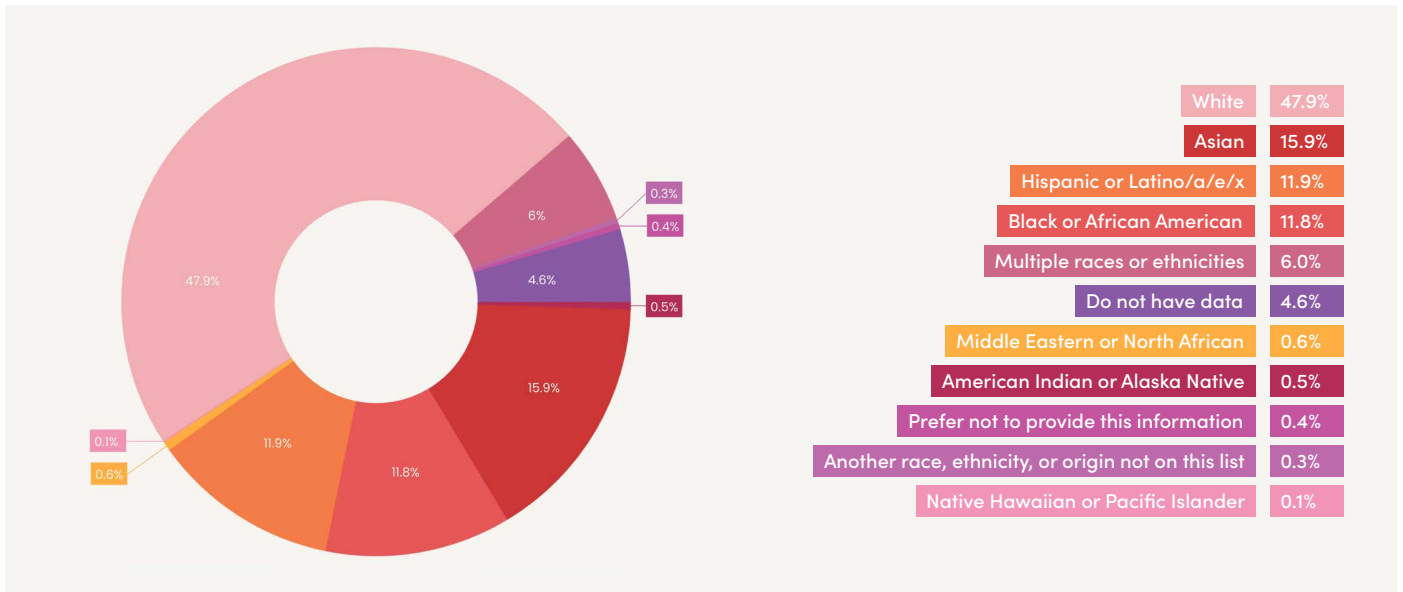


- POC senior staff predominantly identified as women (69.2%) followed by men (24.6%) and 6.2% did not have data.
- Nonbinary, agender, gender fluid, and Two-Spirit identities were missing entirely from senior staff of color.

## Foundation Full-Time Staff

Dr. Puritty examined the number of full-time staff members who identified as people of color for 2023. She found that 47.9% of full-time staff at foundations identify as White, whereas 47.1% identify as people of color.

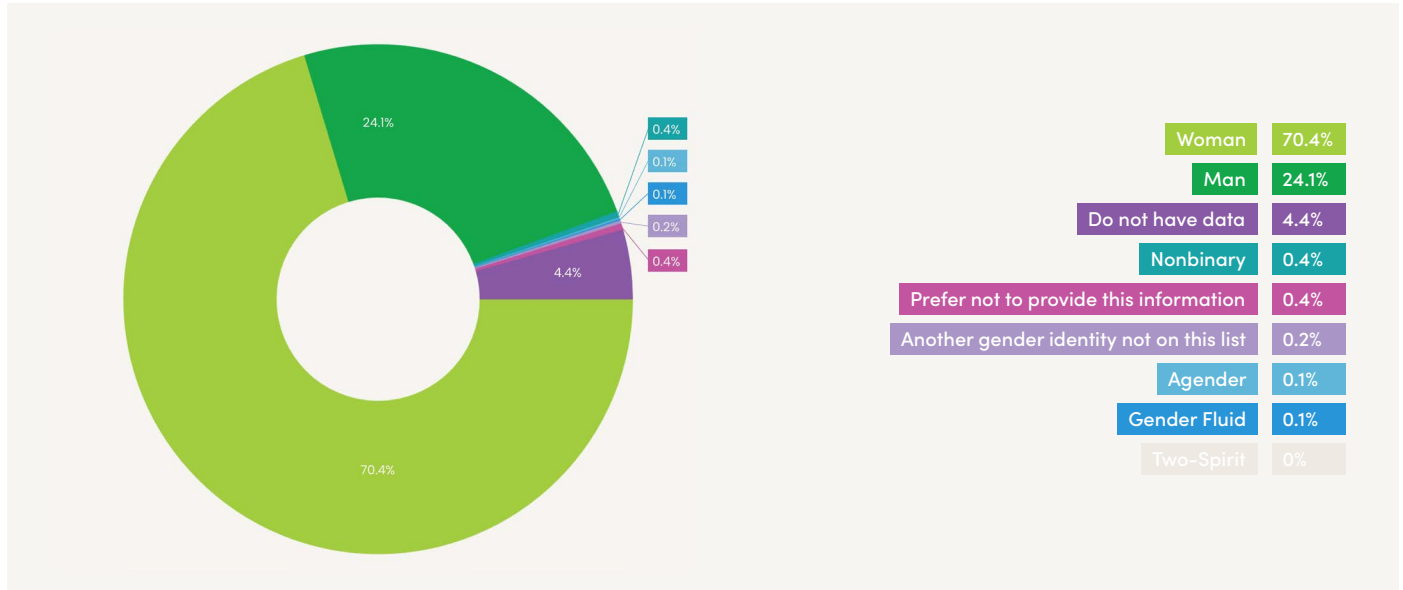
### 2023 Racial and Ethnic Data for Full-Time Staff



- POC comprise 47.1% of full-time staff. Asian full-time staff were the most represented POC group (15.9%) followed by Hispanic/Latinx (11.9%), Black (11.8%), and staff with multiple races or ethnicities (6%). Since 2022, these groups have increased their full-time staff representation (except for staff with multiple races or ethnicities, which has decreased by 1%).
- American Indian or Alaska Native (0.5%) and Native Hawaiian or Pacific Islander (0.1%) are also underrepresented given that they comprise 1.3% and 0.3% of the population, respectively. Both groups have remained the same in full-time staff representation since 2022.

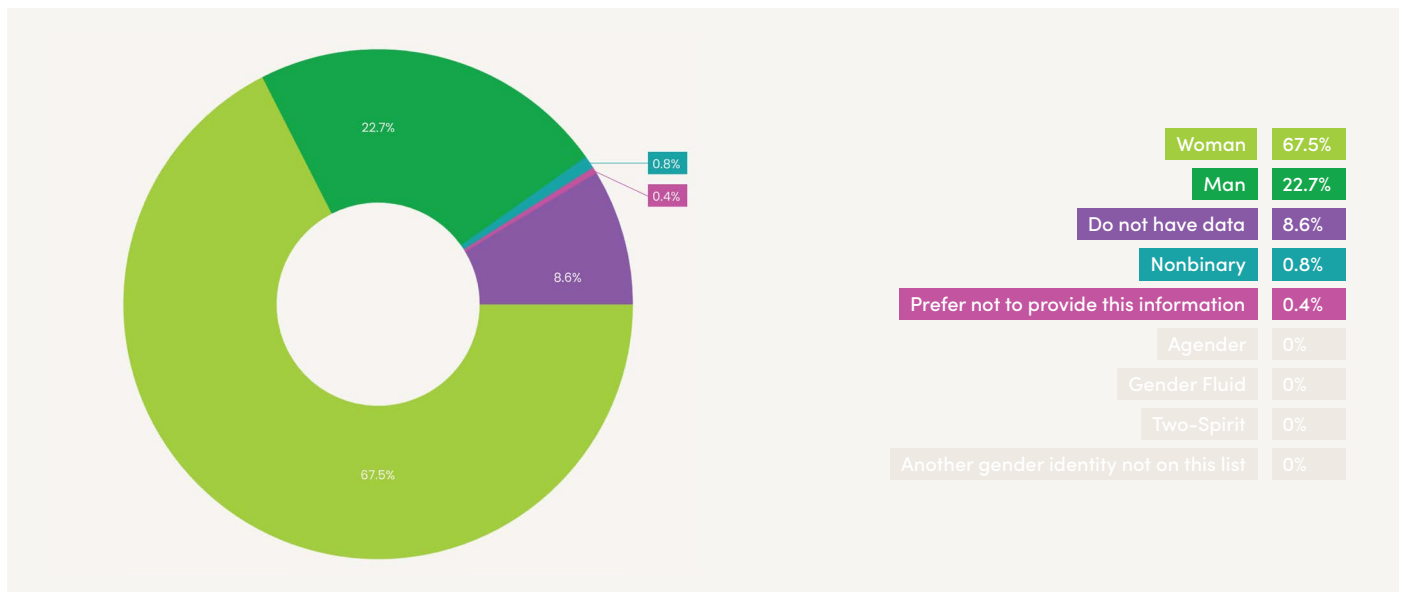
# Foundation Full-Time Staff

## 2023 Gender Identity Data for Full-Time Staff



- Most full-time staff members at foundations identify as women (70.4%) followed by men (24.1%), while 4.4% of foundations did not have this data.
- The combined number of staff who do not identify within the gender binary is 0.5%, this is lower than NGOs and represents an intense need for increased representation and support of gender expansive staff at foundations.

## 2023 Gender Identity for Full-Time Staff of Color

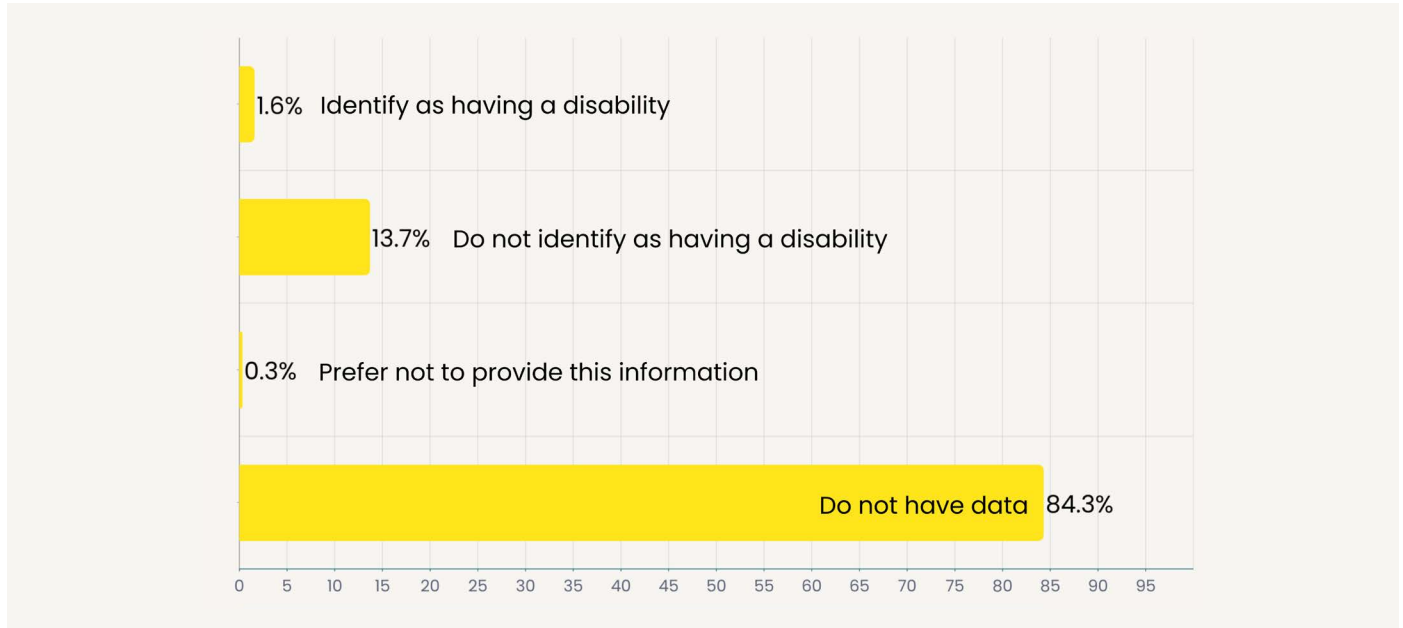


- For foundations, POC full-time staff largely identified as women (67.5%) and men (22.7%) with 9% of data unavailable. Nonbinary POC are the least represented (0.8%) in the data.
- Agender, gender-fluid, and Two-Spirit were missing entirely from the data and represents a need for increased investment and support.

## Foundation All Staff

Dr. Puritty analyzed the demographic data of all staff, which for the purposes of this report are a combined total of heads of organization, full-time staff, and senior staff.

### 2023 Disability Status Data of All Staff



- 1.6% of staff at foundations report having a disability, which is well below the national baseline of 13% of U.S. population. 13.7% indicated no disability and 0.3% preferred not to answer. However, 84.3% did not have data for this category—by far the highest instance of missing data in the foundation analysis.
- The amount of missing data is concerning because it demonstrates that organizations are not collecting critical information. We urge foundations to aim for more complete data, an essential condition for providing appropriate support to staff with disabilities.

## Grantmaking Practice

Of the foundations surveyed, 64% collected demographic data on their grantees. This is a crucial step foundations should take to ensure that their funds are going to groups that are led by and support communities of color most impacted by environmental issues. Most environmental funding has historically flowed to predominantly White organizations, and foundations will have to be proactive in their efforts to address this glaring inequity.

### Demographic Data Collection Practices of Foundations

	NO	YES
Do you collect demographic data on grantees?	36%	64%

## Non-Participating Foundations

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The following **26** foundations did not participate in the 2023 Transparency Report Card:

- 444S Foundation
- Alcoa Foundation
- The Andrew W. Mellon Foundation
- Arcus Foundation
- Bloomberg Philanthropies
- The Campbell Foundation
- Charles Stewart Mott Foundation
- The Coca-Cola Foundation
- Ford Foundation
- Gordon and Betty Moore Foundation
- The Heinz Endowments
- John D. and Catherine T. MacArthur Foundation
- The Joyce Foundation
- The JPB Foundation
- Julian Grace Foundation
- The Kendeda Fund
- Marin Community Foundation
- Oak Foundation USA
- Richard King Mellon Foundation
- Robert B. Daugherty Foundation
- The Rockefeller Brothers Fund, Inc.
- The Rockefeller Foundation
- The Schmidt Family Foundation
- Sea Change Foundation
- Sequoia Climate Foundation
- Windward Fund



## Participating Foundations

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- [Barr Foundation](#)
- [Ben & Jerry's Foundation](#)
- [Bezos Earth Fund](#)
- [Bullitt Foundation](#)
- [ClimateWorks Foundation](#)
- [The Cynthia and George Mitchell Foundation](#)
- [The David and Lucile Packard Foundation](#)
- [Doris Duke Foundation](#)
- [Energy Foundation](#)
- [The Heising-Simons Foundation](#)
- [Jacob and Terese Hershey Foundation \(Opt-In\)](#)
- [The Kresge Foundation](#)
- [Libra Foundation](#)
- [Margaret A. Cargill Philanthropies](#)
- [Marisla Foundation](#)
- [The Nathan Cummings Foundation](#)
- [NorthLight Foundation](#)
- [Patagonia](#)
- [Pisces Foundation](#)
- [The Solutions Project](#)
- [Surdna Foundation](#)
- [Walton Family Foundation](#)
- [Wilburforce Foundation](#)
- [The William and Flora Hewlett Foundation](#)
- [The William Penn Foundation](#)

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	25%	25%	0%	0%	50%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	33%	33%	0%	0%	0%	33%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	11%	24%	14%	3%	0%	49%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	67%	68%
Man	100%	33%	27%
Nonbinary	0%	0%	3%
Agender	0%	0%	0%
Gender Fluid	0%	0%	3%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	50%	53%
Man	100%	50%	42%
Nonbinary	0%	0%	5%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Disability Status for All Staff

0%	Identify as having a disability	0%	Do not identify as having a disability
0%	Prefer not to provide this information	100%	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES  NO

# Ben & Jerry's Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	25%	0%	75%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	100%	100%
Man	0%	0%	0%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	N/A	N/A
Man	N/A	N/A	N/A
Nonbinary	N/A	N/A	N/A
Agender	N/A	N/A	N/A
Gender Fluid	N/A	N/A	N/A
Two-Spirit	N/A	N/A	N/A
Another gender identity not on this list	N/A	N/A	N/A
Prefer not to provide this information	N/A	N/A	N/A
Do not have data	N/A	N/A	N/A

## Disability Status for All Staff

0%	Identify as having a disability	100%	Do not identify as having a disability
0%	Prefer not to provide this information	0%	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES NO

# Bezos Earth Fund

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	13%	13%	13%	0%	0%	50%	0%	0%	0%	13%
<b>FULL-TIME STAFF</b>	0%	5%	5%	21%	0%	0%	47%	5%	0%	0%	16%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	63%	47%
Man	100%	38%	37%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	16%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	33%	57%
Man	N/A	67%	43%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

**4%** Identify as having a disability  
**21%** Do not identify as having a disability  
**0%** Prefer not to provide this information  
**75%** Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES  NO

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	22%	22%	0%	0%	56%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	33%	0%	0%	0%	0%	67%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	50%	0%	0%	0%	0%	50%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	67%	100%
Man	100%	33%	0%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	100%	100%
Man	N/A	0%	0%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%	Identify as having a disability	100%	Do not identify as having a disability
0%	Prefer not to provide this information	0%	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES NO

We use other sources to determine info that does not burden the grantee.

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	33%	8%	0%	0%	0%	58%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	11%	5%	3%	3%	0%	76%	3%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	32%	6%	13%	0%	1%	41%	7%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	66%	69%
Man	0%	34%	31%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	89%	74%
Man	N/A	11%	26%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%	Identify as having a disability	0%	Do not identify as having a disability
0%	Prefer not to provide this information	100%	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES NO

We decided the privacy concerns raised by asking for that information from individuals all across the world were greater than the benefit.

# The Cynthia and George Mitchell Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	17%	17%	17%	0%	0%	50%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	100%	83%
Man	0%	0%	17%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	N/A	100%
Man	N/A	N/A	0%
Nonbinary	N/A	N/A	0%
Agender	N/A	N/A	0%
Gender Fluid	N/A	N/A	0%
Two-Spirit	N/A	N/A	0%
Another gender identity not on this list	N/A	N/A	0%
Prefer not to provide this information	N/A	N/A	0%
Do not have data	N/A	N/A	0%

## Disability Status for All Staff

0%	Identify as having a disability	100%	Do not identify as having a disability
0%	Prefer not to provide this information	0%	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES  NO

# The David and Lucile Packard Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	13%	13%	0%	0%	73%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	25%	13%	13%	0%	0%	38%	13%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	22%	4%	12%	0%	0%	50%	10%	0%	2%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	75%	74%
Man	0%	25%	25%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	2%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	100%	76%
Man	N/A	0%	23%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	2%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%	Identify as having a disability	0%	Do not identify as having a disability
0%	Prefer not to provide this information	100%	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES NO



# Doris Duke Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	25%	25%	8%	0%	0%	42%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	19%	12%	15%	0%	0%	38%	4%	0%	0%	12%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	83%	81%
Man	100%	17%	8%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	12%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	100%	92%
Man	100%	0%	8%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Disability Status for All Staff

8% Identify as having a disability

82% Do not identify as having a disability

3% Prefer not to provide this information

8% Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES NO

Please note, grantee demographic data has been piloted across a few programs.

# Energy Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	9%	27%	18%	0%	0%	45%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	40%	20%	0%	0%	40%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	13%	16%	13%	2%	0%	47%	9%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	60%	75%
Man	100%	40%	23%
Nonbinary	0%	0%	2%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	33%	75%
Man	N/A	67%	22%
Nonbinary	N/A	0%	4%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

4%	Identify as having a disability	0%	Do not identify as having a disability
0%	Prefer not to provide this information	96%	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES NO

# The Heising-Simons Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	20%	10%	10%	0%	0%	50%	10%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	15%	11%	15%	4%	0%	40%	8%	6%	0%	2%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	70%	77%
Man	0%	30%	21%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	2%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	80%	0%
Man	N/A	20%	0%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	100%

## Disability Status for All Staff

0%	Identify as having a disability	0%	Do not identify as having a disability
0%	Prefer not to provide this information	100%	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES  NO

**Race and Ethnicity**

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	29%	14%	0%	0%	57%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	33%	0%	33%	0%	0%	33%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	20%	0%	40%	0%	0%	40%	0%	0%	0%	0%

**Gender Identity**

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	67%	80%
Man	0%	33%	20%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

**Gender Identity for Staff of Color**

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	50%	67%
Man	N/A	50%	33%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

**Disability Status for All Staff**

0%	Identify as having a disability	100%	Do not identify as having a disability
0%	Prefer not to provide this information	0%	Do not have data

**Grantmaking Practices**

Do you collect demographic data on the staff of your grant recipients?

YES  NO

We are currently in the midst of a journey on anti-racist practices. We want to complete this before designing processes for such data collection.

# The Kresge Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	18%	27%	18%	0%	0%	27%	9%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	20%	20%	0%	0%	0%	60%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	7%	31%	7%	0%	0%	50%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	60%	73%
Man	100%	40%	27%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	50%	76%
Man	N/A	50%	24%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%	Identify as having a disability	0%	Do not identify as having a disability
0%	Prefer not to provide this information	100%	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES NO

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	14%	29%	43%	0%	0%	14%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	100%	86%
Man	0%	0%	14%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	100%	83%
Man	0%	0%	17%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Disability Status for All Staff

0%	Identify as having a disability	0%	Do not identify as having a disability
0%	Prefer not to provide this information	100%	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES NO

# Margaret A. Cargill Philanthropies

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	7%	7%	7%	0%	0%	0%	60%	0%	0%	0%	20%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	29%	0%	0%	0%	0%	71%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	3%	10%	6%	3%	0%	0%	77%	1%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	57%	75%
Man	100%	43%	25%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	0%	74%
Man	N/A	100%	26%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%	Identify as having a disability	0%	Do not identify as having a disability
0%	Prefer not to provide this information	100%	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES NO

We continue to assess whether and how to gather information to support our grantmaking and advance our DEIJ work.

# Marisla Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	This foundation does not have full-time staff.										

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	67%	
Man	0%	33%	
Nonbinary	0%	0%	
Agender	0%	0%	This foundation does not have full-time staff.
Gender Fluid	0%	0%	
Two-Spirit	0%	0%	
Another gender identity not on this list	0%	0%	
Prefer not to provide this information	0%	0%	
Do not have data	0%	0%	

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	N/A	
Man	N/A	N/A	
Nonbinary	N/A	N/A	
Agender	N/A	N/A	This foundation does not have full-time staff.
Gender Fluid	N/A	N/A	
Two-Spirit	N/A	N/A	
Another gender identity not on this list	N/A	N/A	
Prefer not to provide this information	N/A	N/A	
Do not have data	N/A	N/A	

## Disability Status for All Staff

0%	Identify as having a disability	100%	Do not identify as having a disability
0%	Prefer not to provide this information	0%	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES  NO



# Nathan Cummings Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	6%	11%	6%	0%	0%	56%	0%	0%	0%	22%
<b>HEAD OF ORGANIZATION</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	33%	0%	0%	0%	33%	33%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	0%	8%	33%	0%	0%	42%	17%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	67%	75%
Man	100%	33%	17%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	8%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	100%	100%
Man	100%	0%	0%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Disability Status for All Staff

<b>21%</b> Identify as having a disability	<b>74%</b> Do not identify as having a disability
<b>5%</b> Prefer not to provide this information	<b>0%</b> Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES  NO

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	This foundation does not currently have a head of organization.										
<b>SENIOR STAFF</b>	This foundation does not have senior staff.										
<b>FULL-TIME STAFF</b>	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman			50%
Man			50%
Nonbinary			0%
Agender	This foundation does not have head of organization.	This foundation does not have senior staff.	0%
Gender Fluid			0%
Two-Spirit			0%
Another gender identity not on this list			0%
Prefer not to provide this information			0%
Do not have data			0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman			0%
Man			100%
Nonbinary			0%
Agender	This foundation does not have head of organization.	This foundation does not have senior staff.	0%
Gender Fluid			0%
Two-Spirit			0%
Another gender identity not on this list			0%
Prefer not to provide this information			0%
Do not have data			0%

## Disability Status for All Staff

0%	Identify as having a disability	67%	Do not identify as having a disability
0%	Prefer not to provide this information	33%	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES NO

This foundation does not currently have a head of organization.

# Patagonia

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	11%	11%	0%	11%	0%	0%	67%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	50%	67%
Man	100%	50%	33%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	N/A	33%
Man	N/A	N/A	67%
Nonbinary	N/A	N/A	0%
Agender	N/A	N/A	0%
Gender Fluid	N/A	N/A	0%
Two-Spirit	N/A	N/A	0%
Another gender identity not on this list	N/A	N/A	0%
Prefer not to provide this information	N/A	N/A	0%
Do not have data	N/A	N/A	0%

## Disability Status for All Staff

<b>8%</b> Identify as having a disability	<b>67%</b> Do not identify as having a disability
<b>0%</b> Prefer not to provide this information	<b>25%</b> Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES  NO

We are undergoing a GMS change and will incorporate this into the system when it goes live in the next 1-2 years.

# Pisces Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	0%	18%	0%	9%	0%	55%	18%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	100%	82%
Man	100%	0%	9%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	9%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	100%	80%
Man	N/A	0%	0%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	20%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

<b>15%</b>	Identify as having a disability	<b>69%</b>	Do not identify as having a disability
<b>15%</b>	Prefer not to provide this information	<b>0%</b>	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES NO

We have a data collection pilot aligned with our Donors of Color Network's pledge. We are exploring expanding it with minimal burden on grantees.

# The Solutions Project

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	6%	31%	13%	0%	0%	50%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	20%	40%	20%	0%	0%	20%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	100%	100%
Man	0%	0%	0%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	N/A	100%
Man	0%	N/A	0%
Nonbinary	0%	N/A	0%
Agender	0%	N/A	0%
Gender Fluid	0%	N/A	0%
Two-Spirit	0%	N/A	0%
Another gender identity not on this list	0%	N/A	0%
Prefer not to provide this information	0%	N/A	0%
Do not have data	0%	N/A	0%

## Disability Status for All Staff

0%	Identify as having a disability	0%	Do not identify as having a disability
0%	Prefer not to provide this information	100%	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES NO

# Surdna Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	4%	17%	0%	0%	0%	79%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	13%	13%	13%	0%	0%	50%	13%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	13%	19%	38%	0%	0%	31%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	38%	56%
Man	100%	63%	38%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	6%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	0%	0%
Man	100%	0%	0%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	100%	100%

## Disability Status for All Staff

<b>20%</b>	Identify as having a disability	<b>80%</b>	Do not identify as having a disability
<b>0%</b>	Prefer not to provide this information	<b>0%</b>	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES NO

# Walton Family Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	10%	10%	0%	0%	0%	70%	10%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	7%	11%	13%	0%	0%	65%	2%	0%	1%	1%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	100%	60%	73%
Man	0%	40%	27%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	67%	64%
Man	N/A	33%	36%
Nonbinary	N/A	0%	0%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%	Identify as having a disability	0%	Do not identify as having a disability
0%	Prefer not to provide this information	100%	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES NO

We collected this data for the first time in 2022. We are working to include data collection in the grantmaking process.

# Wilburforce Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>FULL-TIME STAFF</b>	0%	13%	0%	13%	0%	0%	75%	0%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	100%	88%
Man	100%	0%	13%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	N/A	100%
Man	N/A	N/A	0%
Nonbinary	N/A	N/A	0%
Agender	N/A	N/A	0%
Gender Fluid	N/A	N/A	0%
Two-Spirit	N/A	N/A	0%
Another gender identity not on this list	N/A	N/A	0%
Prefer not to provide this information	N/A	N/A	0%
Do not have data	N/A	N/A	0%

## Disability Status for All Staff

0%	Identify as having a disability	0%	Do not identify as having a disability
0%	Prefer not to provide this information	100%	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES  NO



# The William and Flora Hewlett Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SENIOR STAFF</b>	0%	31%	19%	6%	0%	0%	31%	13%	0%	0%	0%
<b>FULL-TIME STAFF</b>	1%	32%	11%	14%	0%	0%	32%	11%	0%	0%	0%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	69%	75%
Man	100%	31%	25%
Nonbinary	0%	0%	1%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	0%	0%	0%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	N/A	64%	75%
Man	N/A	36%	24%
Nonbinary	N/A	0%	1%
Agender	N/A	0%	0%
Gender Fluid	N/A	0%	0%
Two-Spirit	N/A	0%	0%
Another gender identity not on this list	N/A	0%	0%
Prefer not to provide this information	N/A	0%	0%
Do not have data	N/A	0%	0%

## Disability Status for All Staff

0%	Identify as having a disability	0%	Do not identify as having a disability
0%	Prefer not to provide this information	100%	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES NO

# The William Penn Foundation

## Race and Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino/a/e/x	Middle Eastern or North African	Native Hawaiian or Pacific Islander	White	Multiple races or ethnicities	Another race, ethnicity, or origin not on this list	Prefer not to provide this information	Do not have data
<b>BOARD OF DIRECTORS</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>HEAD OF ORGANIZATION</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>SENIOR STAFF</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>FULL-TIME STAFF</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%

## Gender Identity

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	0%	0%
Man	0%	0%	0%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	100%	100%	100%

## Gender Identity for Staff of Color

	HEAD OF ORGANIZATION	SENIOR STAFF	FULL-TIME STAFF
Woman	0%	0%	0%
Man	0%	0%	0%
Nonbinary	0%	0%	0%
Agender	0%	0%	0%
Gender Fluid	0%	0%	0%
Two-Spirit	0%	0%	0%
Another gender identity not on this list	0%	0%	0%
Prefer not to provide this information	0%	0%	0%
Do not have data	100%	100%	100%

## Disability Status for All Staff

0%	Identify as having a disability	100%	Do not identify as having a disability
0%	Prefer not to provide this information	0%	Do not have data

## Grantmaking Practices

Do you collect demographic data on the staff of your grant recipients?

YES  NO

## Conclusion

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This is the first year Green 2.0 was able to successfully collect data from organizations on gender expansive identities and gender identity for people of color. This demonstrated an improvement over the previously too-common failure to utilize best practices on questions about gender identity as laid out in Green 2.0's Tracking Diversity Guide and other resources. Additionally, data on disability status is an area for increased attention and resources in future years—though as with gender identity—organizations must first create cultures and cultivate practices that enable staff to feel safe enough to disclose this information.

In exploratory analysis, the findings show that White women are the majority of full-time staff at NGOs. The data also shows that although women are the majority of staff across all levels, their representation falls by about 5% from full-time staff (60.3%) to senior staff (55.7%) and finally heads of NGOs (51.3%) at NGOs. Men of color and gender expansive people of color were least represented across NGOs.

This is also the first year that Green 2.0 reported on the disability status of NGO staff. We understand that not all NGOs may have collected this data previously, but we hope that they will implement processes to do so in future years. Whatever their contexts and challenges, NGOs should work towards creating safe spaces for their staff to feel comfortable reporting disabilities, providing resources for disabled employees, and collecting more complete data to report in future years.

The data for NGOs shows that POC staff are increasing at participating NGOs at some, but not all levels. On full-time staffs, POC representation grew to 38.2% and heads of NGOs remained essentially constant. However, while there were significant increases of POC senior staff and board members between 2020 to 2022, between 2022 and 2023 there was no movement at all. The 2020 resurgence of a movement for racial equity could have impacted the larger numbers of POC seen in senior staff and board members, however, the data shows that may have been a temporary shift that has stalled. This is concerning and an area of improvement to address within NGOs. DEI work requires sustainable long-term changes, not just reactive ones.

For the third year, we collected demographic data on heads of NGOs. We found that 31.5% of heads of organizations are people of color (a .5% increase). These percentages of POC heads of organizations are consistently lower than the demographic make-up of staff across all levels (full-time staff, senior staff, board members). Heads of NGOs are still overwhelmingly White, with significant progress needed before environmental leadership is representative of our nation's constituents and particularly those most affected by environmental injustice.

This being only the second year we collected demographic data on foundation staff members, we will need to wait to track and monitor emerging trends. The data for 2022–2023 shows that White staff are a small majority of full-time foundation staff (47.9%), with POC staff making up 47.1%. However, the proportion of POC staff decreases as we move up the ranks to senior staff (40.4% POC), board members (23.5% POC), and heads of foundations (24% POC). Although the full-time staff are almost equal in representation between staff of color and White staff, the higher ranking, more powerful staff remain predominantly White. Diversity is crucial at all levels of management.

In comparison to NGOs, foundations have a higher percentage of women at every management level. However, the representation of women again decreases as management levels increase, so that the highest percentage of women is on full-time staff with a subsequent decrease with every boost in management level. There is a lack of representation of gender expansive identities across all levels of foundations, and an area that foundations need to focus additional attention and thought.

Foundations must also improve their practices when it comes to collecting demographic data of grantees, since the passive approach of not collecting data contributes—whether intentionally or not—to upholding the status quo. The disability data for foundations followed a similar pattern to the data for NGOs, though disability status was the largest instance of missing data in the foundation report with 84.3% not reported. Again, we fully understand the sensitivity of collecting disability data, and encourage the foundations to do their best in coming years to complete this data, while also evaluating if their workplaces are inclusive and supportive of staff with disabilities.

This year's combined results pointed to some positive trends, but many persistent challenges for the environmental movement's diversity progress. Small positive increases in diversity among full-time staff and at heads of organizations are encouraging—but the stagnation in lasting change among board members and senior staff at NGOs is a concern if it develops into a longer-term trend.

Foundations, meanwhile, have shown increases in diversity across all levels. This could mark the beginning of a positive trend, and we hope that foundations invest in supporting their staff of color and creating environments that allow them to thrive after spending many years avoiding participating in DEI work. Regrettably, many foundations still decline to report their data, which we consider a key step towards transparency, internal evaluations, and ethical practices.

## Methodology

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The 2023 Transparency Report Card was analyzed by Dr. Chandler Puritty. Dr. Puritty analyzed the data submitted by NGOs over the past seven years using general linear mixed models using lme in the package nlme (Pinheiro et al, 2013). For between year comparisons, she used linear regressions using lm. All data were run in R version 3.2.3 (R Core Development Team 2016). She used information from only the organizations that had submitted data for all seven years for trends in people of color (POC) over time.

For foundations, this was the second year Green 2.0 received demographic data. These data sets were analyzed manually, as the sample size was too low for full analysis.

Data for the Green 2.0 Transparency Report Card is voluntarily submitted directly to Green 2.0 and self-reported by individual organizations. If there were any questions about data, organizations were provided with the opportunity to correct or update their submission; however, not all organizations offered that opportunity corrected or updated their data. Green 2.0 is continually working with reporting organizations to improve the data collection process for greater accuracy and consistency.

## Acknowledgements

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Finally, sincere thanks are due to all the organizations who participated in this year's report. Equity and inclusion cannot occur without organizations willing to be transparent about their demographics, processes and practices, and we are grateful to all the groups who took these first steps towards significant change.