Green2.0

2021 NGO & FOUNDATION TRANSPARENCY REPORT CARD

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INTRODUCTION

For the fifth year in a row, Green 2.0—an independent 501(c)(3) campaign to increase racial and ethnic diversity within the environmental movement—presents data on diversity in staff from non-profit organizations ("NGOs") and data on diversity in grantmaking from foundations. The 2021 report card reflects data collected from NGOs on: a) the number of people of color (POC) on their full-time staff, boards, senior staff, and heads of organizations b) staff retention rates, and c) diversity, equity, and inclusion practices. The data on foundations was collected from a cadre of foundations and focuses on grantmaking and how funds are being directed toward communities of color.

2021 was the first year Green 2.0 requested that 80 NGOs provide their data (previously, 40 NGOs were asked to submit). Unfortunately, 19 of those organizations did not contribute, with 61 out of 80 invited NGOs participating. However, six NGOs opted-in to the report card this year, bringing the total number of NGOs represented in the data to 67. In 2021, there are also several new components of the NGO report card including a detailed breakdown of racial and ethnic demographics, data on heads of organizations, retention rates of staff, and data on diversity, equity, and inclusion practices of individual NGOs.

Green 2.0 requested data from over 30 foundations and received data from 20. This year, with the changes in reporting and in an attempt to obtain more data, foundations were asked to submit their data anonymously. While more foundations submitted their data than in years before, transparency in this sector continues to be a priority for Green 2.0.

Data in this report card reflects information submitted directly by NGOs and foundations for the period of January 1, 2020-December 31, 2020. The full report shows individual data for NGOs and aggregated data for foundations.

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[1] *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

This year, Green 2.0 partnered with Dr. Chandler Puritty, Adjunct Professor at University of California San Diego. Dr. Puritty analyzed data sets submitted to Green 2.0 and captured trends for NGOs from their self-reported data from 2017-2021. Given there was no previous data, Dr. Puritty analyzed data for all new categories only from 2021. She examined the change in racial and ethnic diversity over time in boards, full-time staff, and senior staff of NGOs.

This year indicates measurable increases in people of color on full-time staff, among senior staff and on the boards of NGOs:

FULL-TIME STAFF: On average, reporting organizations added **12 people of color** between 2017 and 2021.

SENIOR STAFF: On average, reporting organizations added **three people of color** between 2017 and 2021.

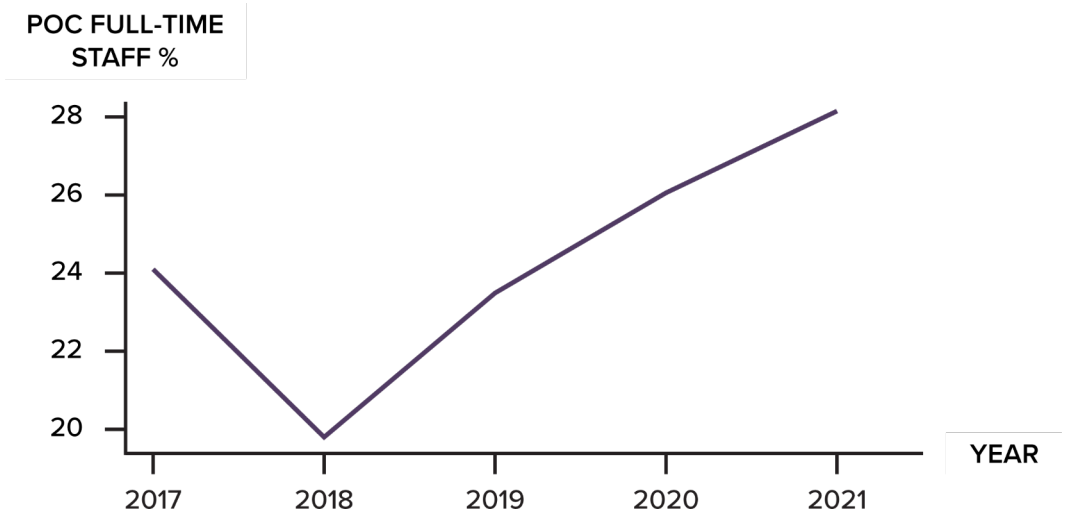
BOARD MEMBERS: On average, reporting organizations added **three people of color** between 2017 and 2021.

The 2021 report shows progress in racial and ethnic diversity data, although we should note that we are including data from 17 more NGOs this year.

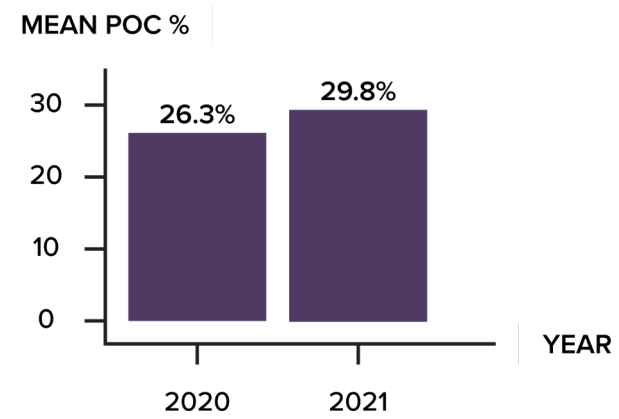
NGO FULL-TIME STAFF

Dr. Puritty examined the change in the number of full-time staff who identified as people of color from 2017 to 2021. She also examined trends specifically in the data for 2021.

FULL-TIME STAFF



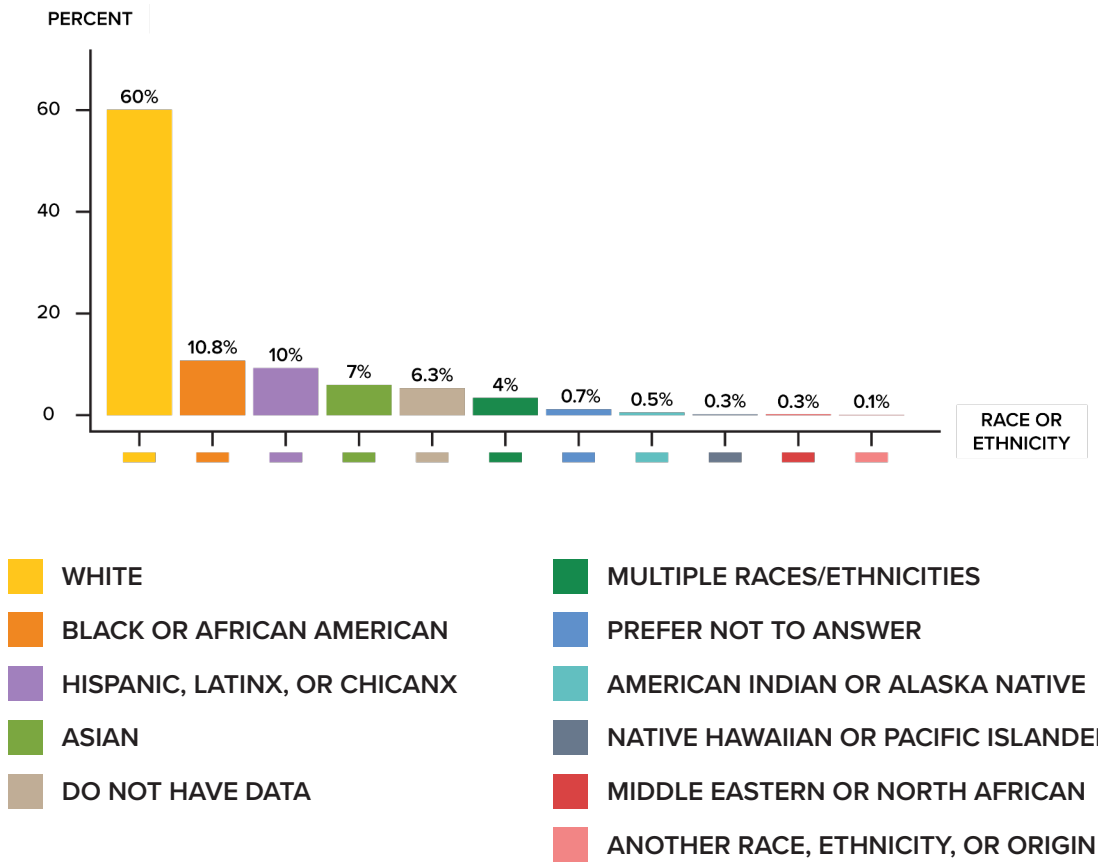
MEAN POC FULL-TIME STAFF



Diversity of full-time staff has increased over the past five years (n=27, p=<0.001, R=0.05). In 2017, there was an average of 75 POC on full-time staff. That number decreased to 62 in 2018, increased to 73 in 2019, increased to 81 in 2020 and increased to 88 in 2021. For POC senior staff, from 2017-2018, there was a 17.9% decrease, from 2018-2019, an 18.8% increase, from 2019-2020, an 11.1% increase, and from 2020-2021, an 8% increase.

NGO FULL-TIME STAFF

2021 DEMOGRAPHIC DATA OF FULL-TIME STAFF

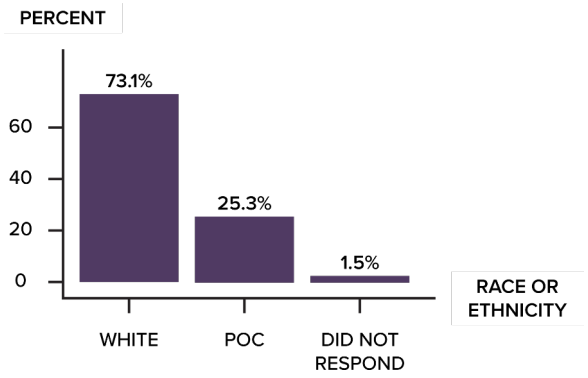


Full-time staff for NGOs remain predominately White (60%), Black staff (10.8%) and Hispanic/Latinx/Chicanx staff (10%) are the most represented POC groups although both fall below national demographic baselines. American Indian or Alaska Native staff (0.5%), Native Hawaiian or Pacific Islander staff (0.3%) and Middle Eastern or North African (0.3%) are the least represented on staff of participating NGOs.

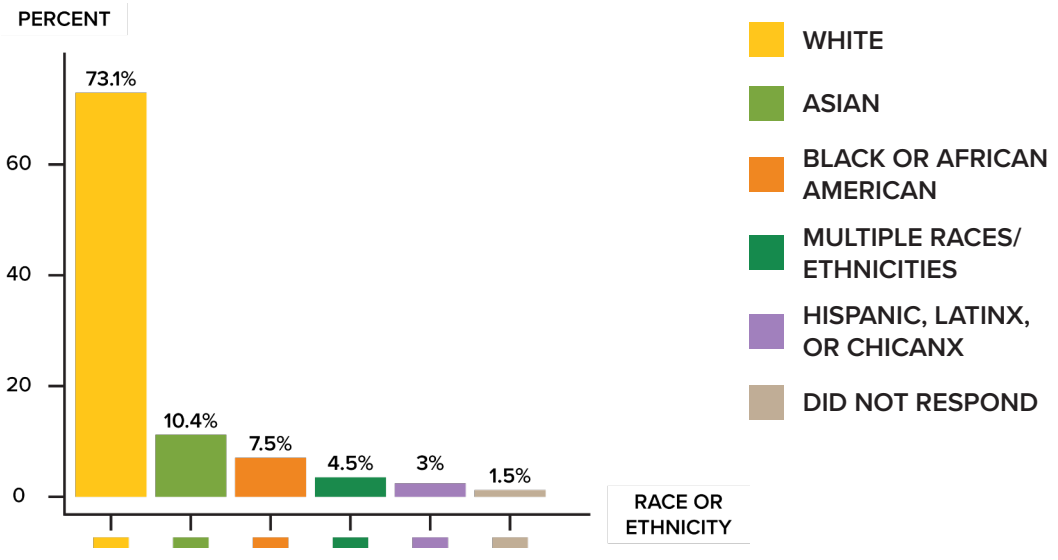
NGO HEADS OF ORGANIZATIONS

This is the first year Green 2.0 collected information about heads of organizations. 25.3% of heads of organizations are people of color, 73.1% are White, and 1.5% did not respond.

2021 DEMOGRAPHIC DATA OF HEADS OF ORGANIZATIONS



DETAILED RACIAL AND ETHNIC DATA OF HEADS OF ORGANIZATIONS

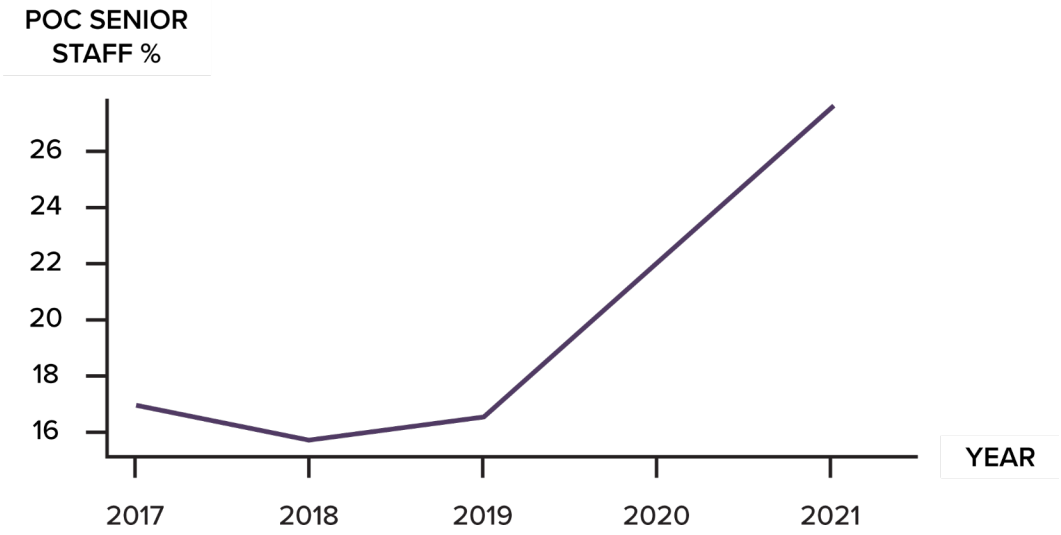


Heads of NGOs were predominately White (73.1%). Asian (10.4%) and Black (7.5%) heads of NGOs were the most first and second highest POC groups. There were no Native or Indigenous heads of NGOs in this analysis. Given that this is the first year this data was collected, Green 2.0 will analyze trends in progress of heads of organizations going forward.

NGO SENIOR STAFF

Dr. Puritty examined trends of POC senior staff at NGOs from 2017-2021.

SENIOR STAFF

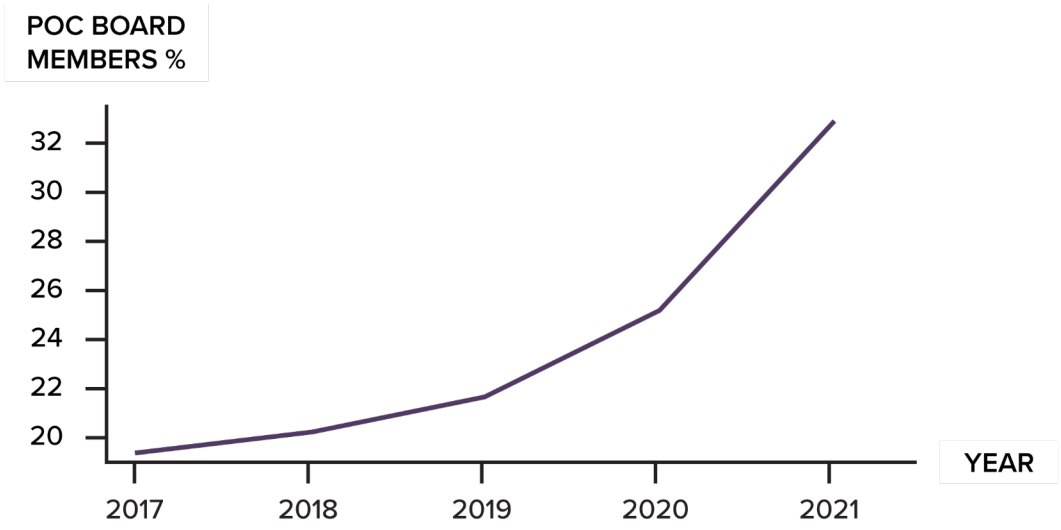


Diversity of senior staff has been increasing over the past five years (n=20, p=<0.001, R=0.09). The trends of 2021 seem to be driving this change. Between years, the increase in POC was not significant until 2020-2021 (p=0.008). From 2017-2018, there was a 12.5% decrease, from 2018-2019, a 5.8% increase, from 2019-2020, a 33.7% increase, and from 2020-2021, a 25.2% increase in POC senior staff.

NGO BOARD MEMBERS

Dr. Puritty examined trends of POC board members at NGOs from 2017-2021.

BOARD MEMBERS

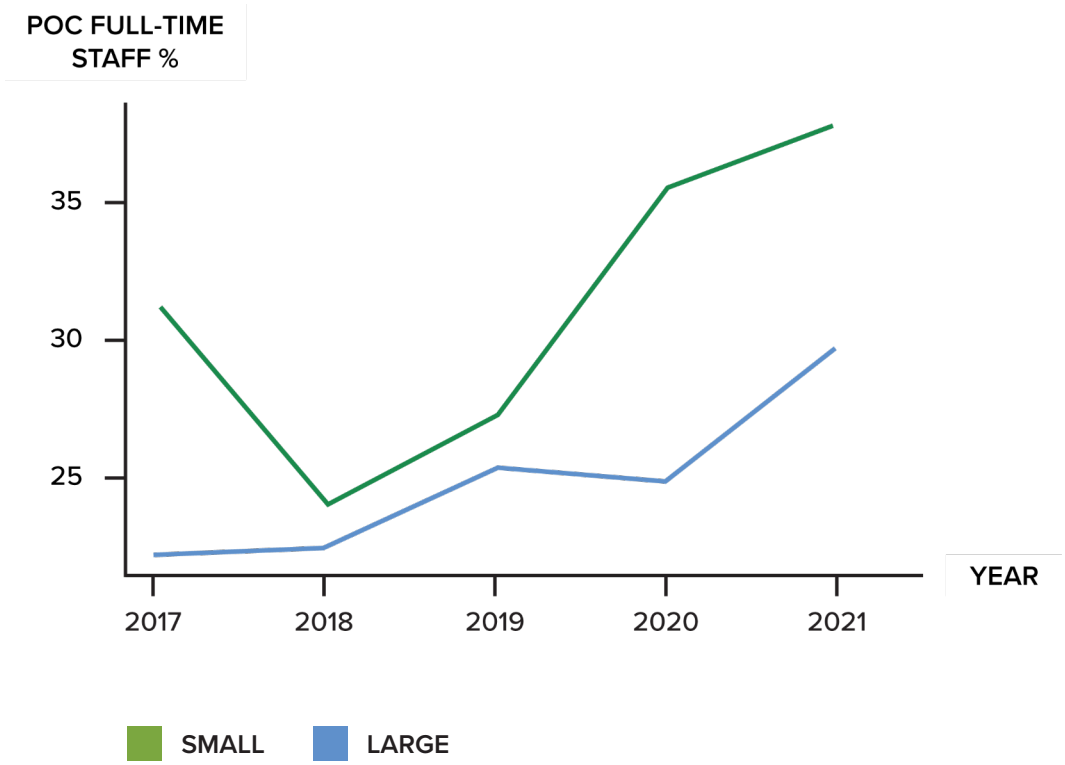


Diversity of board members has been increasing over the past five years (n=20, p=<0.001, R2=0.19). The trends of 2021 seem to be driving this change. Between years, the increase in POC was not significant until 2020-2021 (p=0.047). From 2017-2018, there was a 12.5% increase, from 2018-2019, an 18% increase, from 2019-2020, a 12% increase, and from 2020-2021, a 28% increase in POC board members.

LARGE AND SMALL NGO TRENDS

Dr. Puritty examined the trends of POC full-time staff at large NGOs (more than 50 full-time employees) compared to small NGOs (less than 50 full-time employees) from 2017-2021.

LARGE AND SMALL NGO TRENDS



Over time, large organizations have significantly increased their POC full-time staff (n=18, p=<0.001, R2=0.084). Full-time staff at large organizations also significantly increased between 2020 and 2021 (p=0.036). When separated from the large organizations, small organizations' increase in POC over time was not significant (n=5, p=0.023, R2=-0.1) with large organizations widely responsible for the increase in full-time staff of color. However, the proportion of POC full-time staff is higher for small organizations compared to large ones. Although small organizations have a higher proportion of POC staff (p=0.009), and both large and small organizations are increasing over time (p=0.025) the rate of increase in POC full-time staff between large and small organizations is about the same (p=ns).

NGO RETENTION RATES

Dr. Puritty examined average annual White compared with POC retention rates among full-time staff. The retention rate was calculated by dividing the number of staff on the last day of a given period (quarterly, annually, etc.) by the number present on the first day and multiplying by 100. The NGOs reported retention rates from January 1, 2020-December 31, 2020.

Retention rates of all staff were not significantly different ($p=0.132$) between POC staff (90.8%) and White staff (92.4%).

NGO ONBOARDING PRACTICES

Dr. Puritty examined NGO onboarding activities. Organizations selected from a drop-down bar which of the following they provide:

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

The findings indicate that NGOs have done work to retain POC staff during the onboarding process. Of the 67 NGOs that reported on their retention practices, 92.5% have scheduled check-ins for staff, 88.1% have organizational acclimation programs, 76.1% have goal-setting protocols, and 74.6% have relationship-building activities. These retention efforts are likely to increase retention for both POC and White staff.

The largest area for improvement in diversity and equity practices would be DEI training for staff, only 61.2% of organizations have prioritized this. Four organizations (6%) mentioned that they are working on creating DEI training for onboarding. This is an area for improvement for many NGOs.

NGO DIVERSITY, EQUITY, AND INCLUSION PRACTICES

Dr. Puritty examined diversity, equity, and inclusion practices of NGOs from a Yes/No/Other survey. Because of an issue with surveying, some NGOs answered "other" instead of "yes" or "no." The majority of those who answered "other" detailed their organization's policies and if their answers included "yes" or "no," their answers were changed from "other" to reflect that. Many of those that remain "other" responded that they were creating that process, policy, or activity.

	DIVERSITY, EQUITY, AND INCLUSION PRACTICES	YES	NO	OTHER	N/A
Transparency	Transparent salary pay-scale	57%	27%	16%	
	Transparent promotion policy	48%	25%	27%	
	Explicit DEI policy	84%	3%	13%	
Vision, Mission, Strategic Plans	DEI goals in strategic plans	88%	6%	6%	
	Resources to finance DEI efforts	99%	1%	0%	
Employee resources, mentorship, and feedback opportunities	Affinity or employee resource groups	63%	28%	9%	
	Conduct anonymous employee feedback survey	73%	17%	10%	
	Entry-level development opportunities	94%	3%	3%	
	Have a place where staff can find additional resources to learn more about DEI	90%	7%	3%	
	Conduct implicit bias training	70%	21%	9%	
	Mentoring programs for staff	39%	45%	16%	
	Have policy that addresses microaggressions or racial discrimination	84%	7%	9%	
	Feedback on DEI progress from staff used to adjust and modify efforts	91%	1%	8%	
	Organization frequently assesses DEI progress	87%	5%	7%	1%
	Paid Internships	82%	12%	6%	

NGOs are most likely to have resources set aside to finance their DEI efforts (99%), use feedback from previous assessments to inform decision-making (91%), and have entry level development opportunities for staff (94%). NGOs are least likely to have mentoring programs for staff (39%), transparent promotion processes (48%), transparent salary pay-scale (57%) and affinity or employee resource groups (63%).

NGO AND FOUNDATION METHODOLOGY

The 2021 Transparency Report Card was analyzed by Dr. Chandler Puritty, Adjunct Professor at University of California San Diego. Dr. Puritty analyzed the data submitted by NGOs over the past five years using general linear mixed models using the *lme* call in the package *nlme*. (Pinheiro et all, 2013) and for between year comparisons, she used linear regressions using the lm call in R version 3.2.3 (R Core Development Team 2016). She used information from only the organizations that had submitted data for all five years for trends in POC over time.

For foundations, this was the first year Green 2.0 received data on funding practices; however, very few foundations had this data on hand. These were analyzed by hand as the sample size was too low for full analysis.

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

CONCLUSION

This year gender analysis was removed from the report. However, in exploratory analysis, it was found that organizations are still overwhelmingly male. As Green 2.0's mission is to increase racial and ethnic diversity in the field, and it was not possible to separate White women from women of color, we focused exclusively on data from people of color.

The data for NGOs shows that POC staff are increasing at participating NGOs at all levels, full-time employees, board members, and senior staff. While the proportions of POC staff are increasing across all levels over time, the average percentage of POC remains around 30% for full-time staff, senior staff, and board members. There were significant increases of POC senior staff and board members between 2020 and 2021. The 2020 resurgence of the Black Lives Matter movement could have impacted the larger numbers of POC seen in senior staff and board member positions.

An important note is that the numbers for POC include over eight different racial and ethnic groups (American Indian or Alaska Native, Asian, Black or African American, Hispanic, Latinx, or Chicanx, Middle Eastern or North African, Native Hawaiian or Pacific Islander, individuals reporting multiple races/ethnicities, individuals reporting another race, ethnicity, or origin not on this list).

This was the first year demographic data for heads of NGOs was collected. It was found that 25.3% of heads of organizations are people of color, 73.1% heads are White, and 1.5% did not respond. This is only one year's data, and it is not yet possible to know if this is a positive trend, but these percentages of POC heads of organizations are similar to the demographic make-up of staff across all levels (full-time staff, senior staff, board members). NGOs are still overwhelmingly White-led and need to make progress in this area to be representative of our nation.

There are positive trends over time for POC staff at NGOs. However, the demographics of the United States are rapidly changing. The next generation (those under 16 in 2019 census) is majority POC, and only 49.1% White. Environmental organizations have increased their POC staff roughly 10% over the last five years (from ~20%-~30%) but will need to greatly increase their rate of change (from 30% POC to 50% POC) to keep up with the country's changing demographics.

NON-PARTICIPATING NGOS

The following 19 NGOs did not participate in the 2021 Transparency Report Card Survey:

Asian Pacific Environmental Network

Center for American Progress

Climate Collaborative

Climate Jobs National Resource Center

Climate Justice Alliance

Communities for a Better Environment

Deep South Center for Environmental Justice

Earth Island Institute

Environment America

Environmental Working Group

Green America

GreenRoots

Indigenous Environmental Network

National Park and Recreation Association

Nuestra Tierra Conservation Project

People's Climate Movement

Population Action International

The Conservation Coalition

WE ACT for Environmental Justice

PARTICIPATING NGOS

The following 67 NGOs participated in the 2021 Transparency Report Card Survey:

350.org

Acterra: Action for a Healthy Planet*

Alaska Wilderness League

American Council for an Energy-Efficient Economy (ACEEE)*

American Rivers

Appalachian Voices

Azul

Bluegreen Alliance

Center for Biological Diversity

Center for Diverse Leadership In Science*

Center for Environmental Health

Center for International Environmental Law

Center on Race, Poverty & the Environment

Chesapeake Bay Foundation

Chesapeake Climate Action Network

Citizens' Climate Lobby

Clean Water Action

ClimateWorks Foundation

COMPASS Science Communication*

Conservation International

Defenders of Wildlife

EarthEcho International

Earthjustice

Environmental Defense Fund

Friends of The Earth

Green for All/Dream Corps

GreenLatinos

Greenpeace, Inc.

League of Conservation Voters, Inc.

MN350

National Audubon Society

National Fish And Wildlife Foundation

National Marine Sanctuary Foundation

National Park Foundation

National Parks Conservation Association

National Wildlife Federation

Natural Resources Defense Council

Oceana

Ocean Conservancy

Our Climate Education Fund

Partnership for Southern Equity

Population Connection

Power Shift Network

Rails-To-Trails Conservancy

Rainforest Action Network

Resources Legacy Fund

Rising Sun Center for Opportunity

River Network

RMI*

Rock Creek Conservancy

Root Capital

Sierra Club

Sierra Club Foundation*

Sunrise Movement

Surfrider Foundation

Sustainable Agriculture and Food Systems Funders (SAFSF)

The Conservation Fund

The Nature Conservancy

The Ocean Foundation

The Pew Charitable Trusts

The Trust for Public Land

The Wilderness Society

Union of Concerned Scientists

US Climate Action Network

WildEarth Guardians

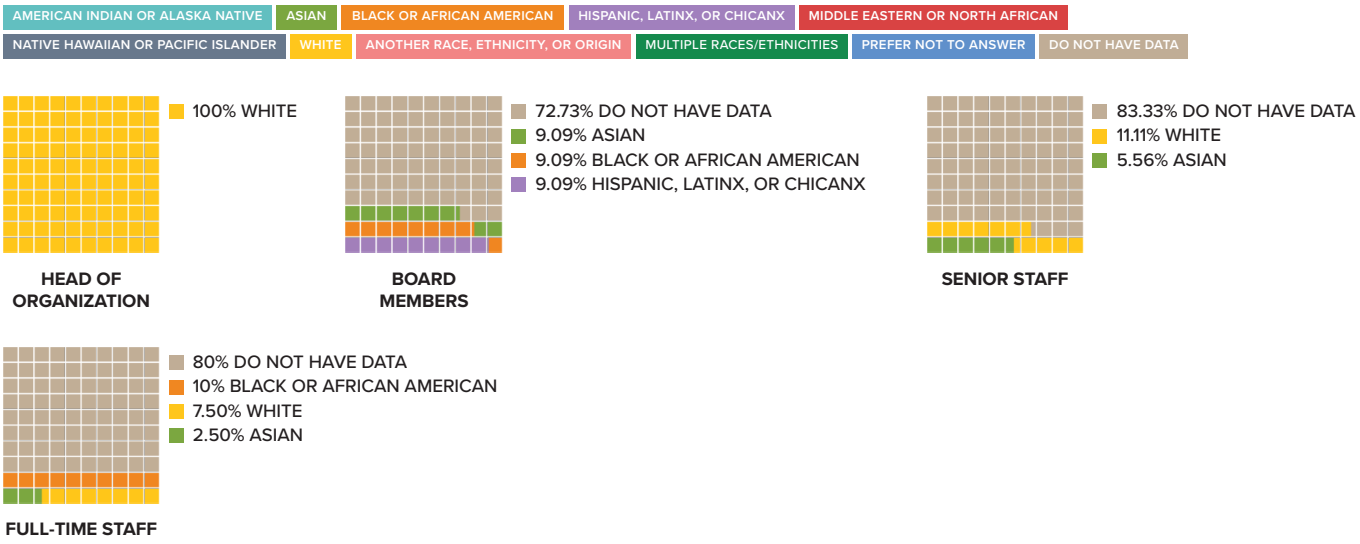
World Resources Institute

World Wildlife Fund

**Organizations who voluntary opt-in to this year's report card survey.*

NGO PROFILE: 350.ORG

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?		no	
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?		no	
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		

NGO PROFILE: **350.ORG**

Questions on Diversity and Inclusion Practices

	yes	no	other
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		

What onboarding activities does your organization provide?

Orientation, scheduled check-ins and a 3 month long onboarding system that gives resources to new staff about the organization.

Additional retention practices:

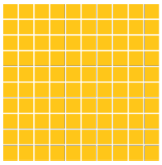
We have compassionate leave which is an additional 30 days of leave for staff members dealing with a serious medical illness or for caretakers. We also have 3 months paid sabbatical after 5 years of service.

NGO PROFILE: ACTERRA: ACTION FOR A HEALTHY PLANET

VOLUNTARY OPT-IN

Diversity by Race/Ethnicity

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

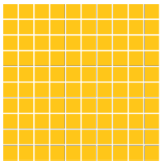


100% WHITE

HEAD OF ORGANIZATION

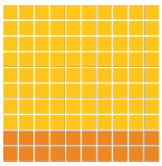
68.75% WHITE
12.50% HISPANIC, LATINX, OR CHICANX
6.25% AMERICAN INDIAN OR ALASKA NATIVE
6.25% ASIAN
6.25% BLACK OR AFRICAN AMERICAN

BOARD MEMBERS



100% WHITE

SENIOR STAFF



80% WHITE
20% BLACK OR AFRICAN AMERICAN

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	N/A	100%	N/A	N/A	N/A	90%	N/A	N/A	N/A	N/A

Questions on Diversity and Inclusion Practices

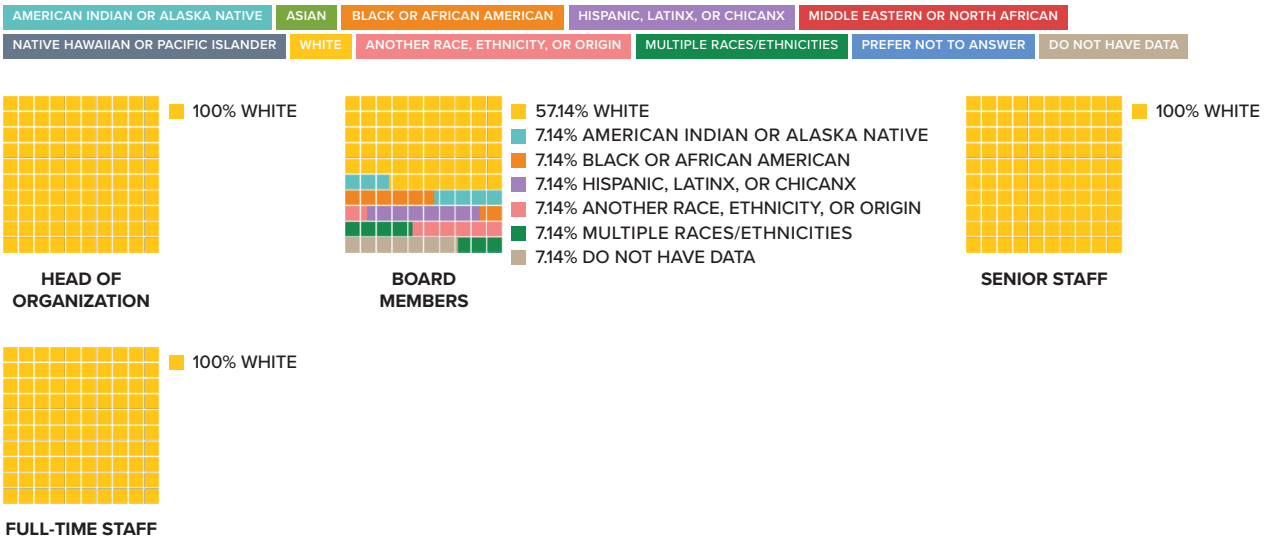
	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?		no	
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff? With direct supervisor.			other

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?			other
Monthly			
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide?			
DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices:			
Team building			

NGO PROFILE: ALASKA WILDERNESS LEAGUE

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	N/A	N/A	N/A	N/A	N/A	100%	N/A	N/A	N/A	N/A

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff? Given our small size and lack of position duplication.		no	
Do you have a transparent promotion process? We have a standardized annual self and manager review template and process to review core competencies and individual goals. Salary of each staff member is reviewed annually; COLA and merit adjustments, if any, are considered following that review process around January 1st of each year. Whether an employee receives a salary change is discretionary with the League and will depend upon factors such as the following: The employee's performance, including his or her growth in skill, effort; The ability of the League to support higher salaries in general; How the employee's salary compares to employees in the metropolitan area performing similar work.	yes		
Does your organization have a policy explicitly discussing diversity and inclusion? We have an external facing Commitment to Justice statement on our website. We have also approved our first annual internal JEDI plan with specific goals, benchmarks, tactics, and a board approved budget.	yes		

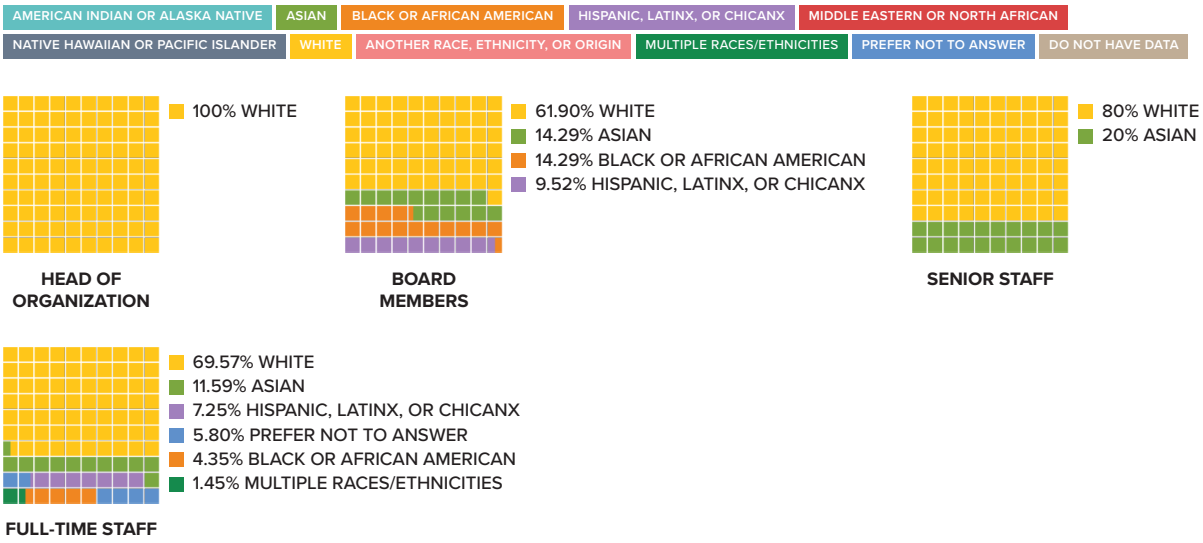
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Our current strategic plan has a commitment to prioritizing JEDI in our work. We are currently in the middle of a new strategic planning process into which our annual JEDI plan will be incorporated as part of each of our organizational and campaign goals.			
Have you committed financial resources to your DEI efforts?	yes		
Our JEDI work is a part of our most recent board approved budget.			
Do you have employee resource groups or affinity groups?		no	
We have a staff JEDI book club that meets monthly and semi-monthly all staff discussions during staff call on designated topics (articles, books, podcasts, etc.) or as needed.			
Do you conduct anonymous employee satisfaction and feedback surveys?		no	
This will be implemented in the coming year.			
Do you offer development opportunities to entry-level staff?	yes		
We have a staff budget for trainings. Staff can suggest trainings and are also be encouraged to take trainings at the behest of the organization or their manager. Certain JEDI trainings have been required for all staff.			
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
We have an internal shared folder to access recommended articles and regularly provide links to external resources.			
Do you have unconscious or implicit bias training?		no	
Our board and staff have all attended an external implicit bias training together.			
Do you have mentoring programs for staff?		no	
Do you have a process for addressing racial discrimination, harassment, and microaggressions?		no	
While our staff has access to external HR staff for such discussions, we have no designated process.			
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Annually, semiannually, and monthly.			
Does your organization offer paid internship opportunities?	yes		
Historically we have had paid internships and more recently we have partnered with colleges and universities to host students through their internship placement programs.			
What onboarding activities does your organization provide?			
Organization acclimation, Scheduled check-ins, Relationship-building activities, Other			
Additional retention practices:			
We do an annual review of our benefits to make sure we are exceeding industry standards. These benefits include but are not limited to generous PTO and work flexibility, parental/family leave, sabbatical, and excellent health insurance.			

NGO PROFILE: AMERICAN COUNCIL FOR AN ENERGY-EFFICIENT ECONOMY (ACEEE)

VOLUNTARY OPT-IN

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

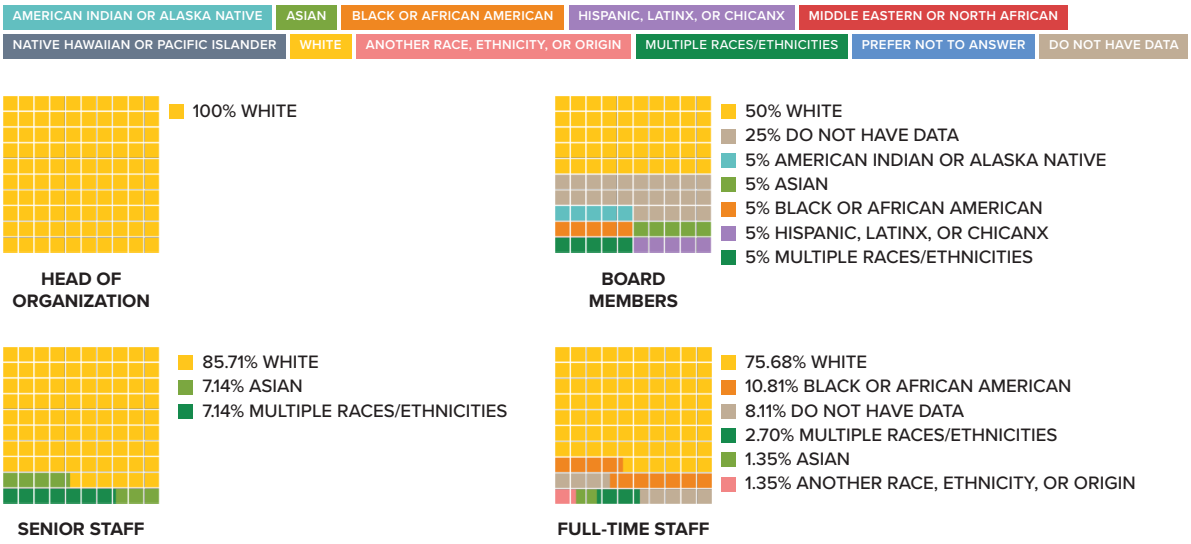
	yes	no	other
Do you have a transparent salary pay scale for staff? Staff are provided with the pay scale for their particular position. We have a total of 6 pay zones.			other
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have unconscious or implicit bias training? ACEEE is offering implicit bias training in fall 2021.			other
Do you have mentoring programs for staff?	yes		
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress? Annually; Each year ACEEE assess DEI progress and documents in our Strategic Plan Progress Report.			other
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities, Other. (All items here are offered at the time of onboarding, including matching new hire with a mentor. Goal setting happens at the 3-month review.)			
Additional retention practices: ACEEE is offering a Post-COVID opportunity for a hybrid work environment, with staff being allowed to work remotely with supervisor's approval.			

NGO PROFILE: AMERICAN RIVERS

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

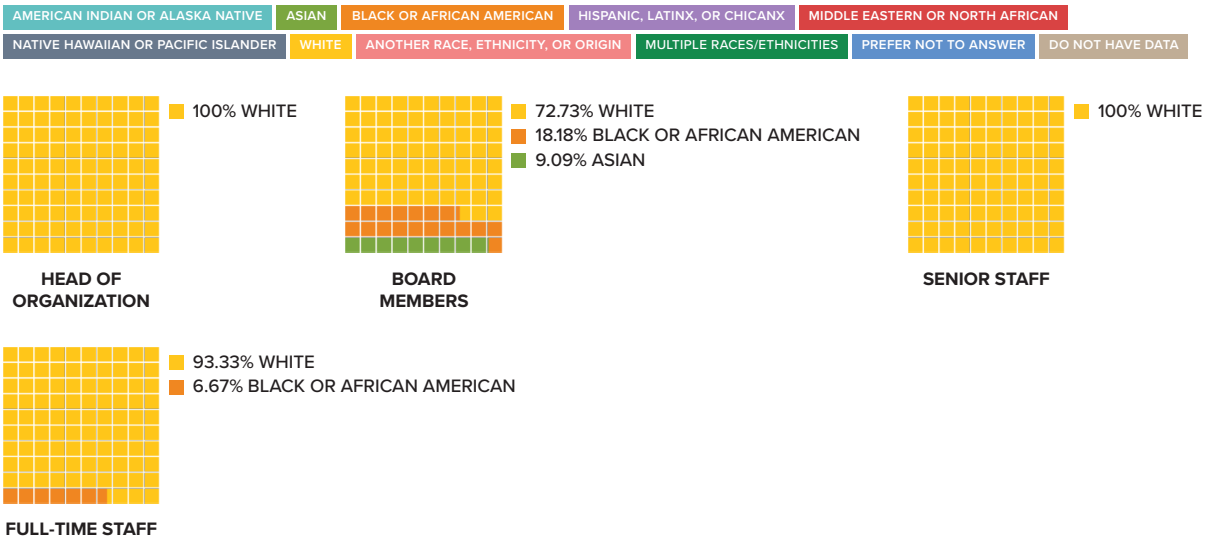
	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?		no	
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities, Other			
Additional retention practices: No response.			

NGO PROFILE: APPALACHIAN VOICES

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	N/A	100%	N/A	N/A	N/A	100%	N/A	N/A	N/A	N/A

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?		no	
Do you have a transparent promotion process? Performance reviews are conducted annually and upon request.			other
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		

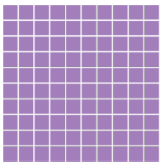
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have unconscious or implicit bias training? Prior to 2020 had an all staff DEI training but because of the pandemic we were unable to do an all staff DEI retreat in 2020, which means some new staff have not participated in an all staff training. We encourage and provide resources for staff to participate in external DEI trainings as well.			other
Do you have mentoring programs for staff?		no	
Do you have a process for addressing racial discrimination, harassment, and microaggressions? Harassment and grievances yes, one of our goals is to expand our support systems for addressing racial discrimination and microagressions.			other
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins,Other			
Additional retention practices: We strive to maintain generous benefit policies, audit salaries to remain competitive, offer a lot of flexibility and understanding in terms of work hours and remote work (long before COVID). Our annual eval includes setting annual professional development goals and each staff has an annual budget allocation for professional development. We encourage staff relationship building by hosting an annual staff retreat and other in person gatherings that prioritize informal time together.			

NGO PROFILE: AZUL

Diversity by Race/Ethnicity

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

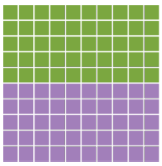


100% HISPANIC, LATINX, OR CHICANX

HEAD OF ORGANIZATION

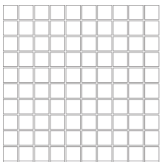
60% HISPANIC, LATINX, OR CHICANX
20% BLACK OR AFRICAN AMERICAN
20% MULTIPLE RACES/ETHNICITIES

BOARD MEMBERS



50% ASIAN
50% HISPANIC, LATINX, OR CHICANX

SENIOR STAFF



☐ DOES NOT HAVE FULL-TIME STAFF

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	100%	N/A	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys? Plan to execute by Q4FY21.			other
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		

NGO PROFILE: **AZUL**

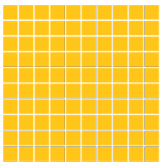
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have mentoring programs for staff?	yes		
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?			other
Plans to implement in Q4FY21.			
What onboarding activities does your organization provide?			
DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices:			
No response.			

NGO PROFILE: BLUEGREEN ALLIANCE

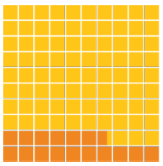
Diversity by Race/Ethnicity

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



100% WHITE

HEAD OF ORGANIZATION

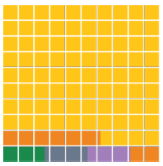


83.33% WHITE
16.67% BLACK OR AFRICAN AMERICAN

BOARD MEMBERS

85.71% WHITE
14.29% NATIVE HAWAIIAN OR PACIFIC ISLANDER

SENIOR STAFF



83.78% WHITE
8.11% BLACK OR AFRICAN AMERICAN
2.70% HISPANIC, LATINX, OR CHICANX
2.70% NATIVE HAWAIIAN OR PACIFIC ISLANDER
2.70% MULTIPLE RACES/ETHNICITIES

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	N/A	100%	NO DATA	N/A	100%	96%	N/A	N/A	N/A	N/A

Questions on Diversity and Inclusion Practices

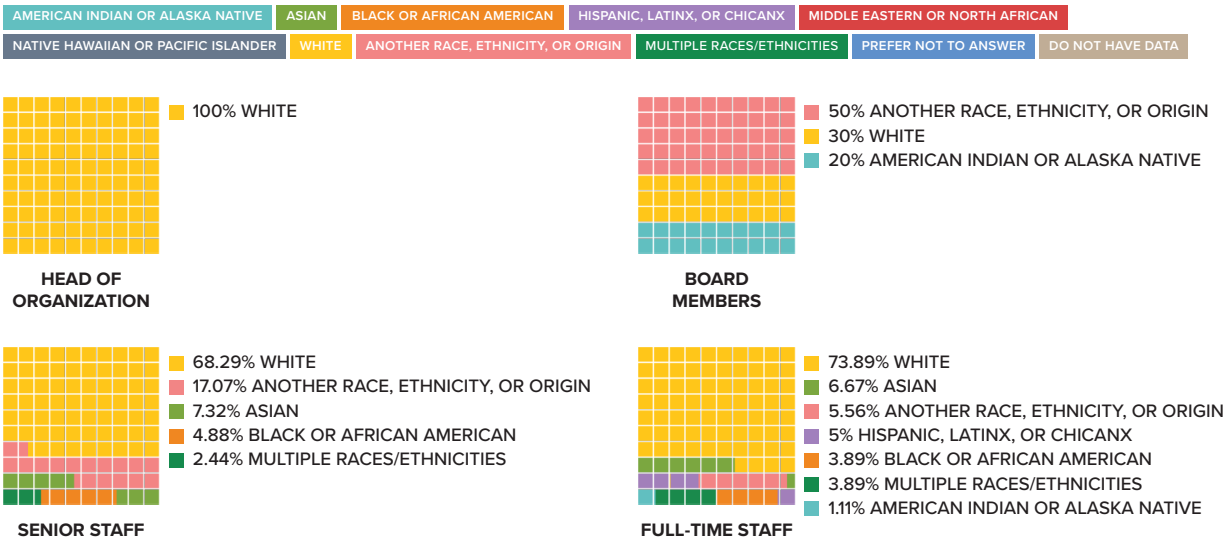
	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process? In practice we promote internally as often as possible.			other
Does your organization have a policy explicitly discussing diversity and inclusion? We intend to create a policy upon the completion of our current DEIJ work and process.			other
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?		no	
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?		no	

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have mentoring programs for staff?		no	
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices: In employees' annual reviews managers explicitly discuss staff career goals and ambitions to grow within the organization.			

NGO PROFILE: CENTER FOR BIOLOGICAL DIVERSITY

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?	yes		

Questions on Diversity and Inclusion Practices

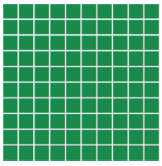
	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices: No response.			

NGO PROFILE: CENTER FOR DIVERSE LEADERSHIP IN SCIENCE

VOLUNTARY OPT-IN

Diversity by Race/Ethnicity

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

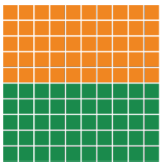


100% MULTIPLE RACES/ETHNICITIES

HEAD OF ORGANIZATION

52% BLACK OR AFRICAN AMERICAN
16% ASIAN
16% WHITE
8% HISPANIC, LATINX, OR CHICANX
4% AMERICAN INDIAN OR ALASKA NATIVE
4% NATIVE HAWAIIAN OR PACIFIC ISLANDER

BOARD MEMBERS



50% BLACK OR AFRICAN AMERICAN
50% MULTIPLE RACES/ETHNICITIES

SENIOR STAFF

50% HISPANIC, LATINX, OR CHICANX
25% BLACK OR AFRICAN AMERICAN
25% MULTIPLE RACES/ETHNICITIES

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	N/A	100%	100%	N/A	N/A	N/A	N/A	100%	N/A	N/A

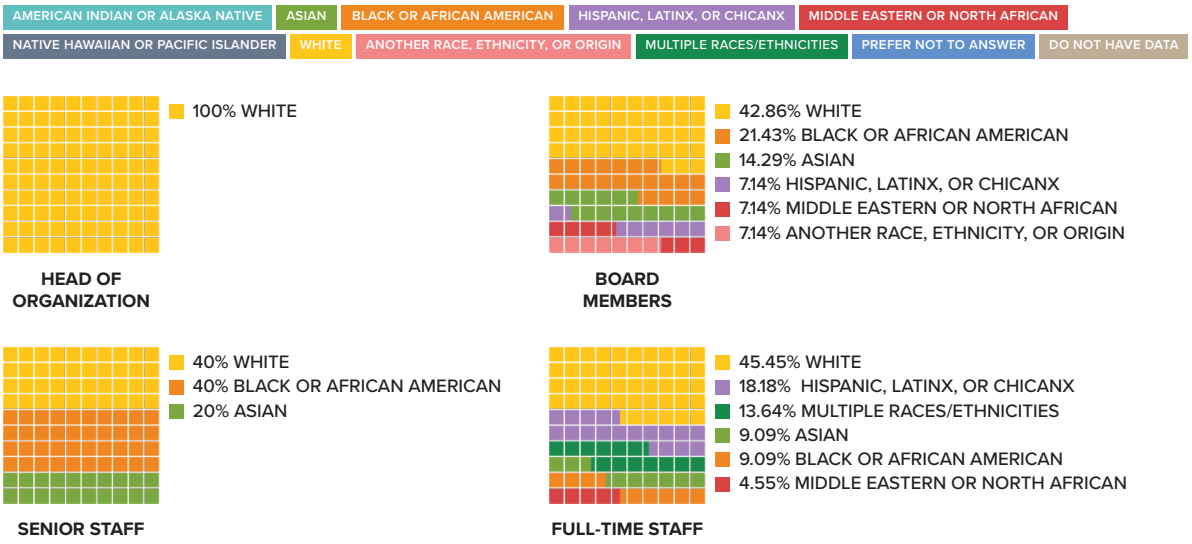
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?		no	
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? Employee goal-setting, Scheduled check-ins			
Additional retention practices: No response.			

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

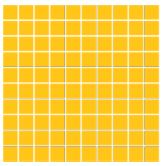
	yes	no	other
Do you have a transparent salary pay scale for staff?		no	
Do you have a transparent promotion process?		no	
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups? It's in our DEI plan, but we haven't executed it yet.			other
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have mentoring programs for staff? Each staff member has funds to use for a coach.			other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?		no	
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices: Hybrid work environment and funds available to set up home office.			

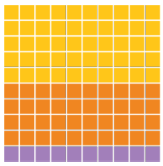
Diversity by Race/Ethnicity

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



100% WHITE

HEAD OF ORGANIZATION

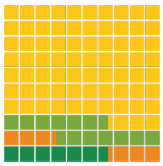


50% WHITE
40% BLACK OR AFRICAN AMERICAN
10% HISPANIC, LATINX, OR CHICANX

BOARD MEMBERS

75% WHITE
25% HISPANIC, LATINX, OR CHICANX

SENIOR STAFF



73.33% WHITE
13.33% ASIAN
6.67% BLACK OR AFRICAN AMERICAN
6.67% MULTIPLE RACES/ETHNICITIES

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	NO DATA	NO DATA	100%	N/A	N/A	100%	N/A	NO DATA	N/A	N/A

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff? Salary scales are set with external compensation consultant to ensure competitiveness and internal equity within and across positions. In 2021, CIEL began posting salary ranges for all new/open positions.	yes		
Do you have a transparent promotion process? Annual salary increases have historically been applied to all staff on an equal percentage basis. Promotions to Senior Attorney status are applied consistently and transparently based on time since completion of professional education. Staff may be promoted into new positions as a result of competitive hiring processes including external candidates. In 2021, CIEL introduced a new tier of management to allow continued organizational growth and provide new professional development opportunities within the organization.	yes		
Does your organization have a policy explicitly discussing diversity and inclusion? This policy is currently being drafted, and will be added to the personnel policies.		no	
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan? We are undertaking a strategic plan in 2022 and anticipate DEI goals to emerge in that process.		no	

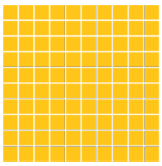
Questions on Diversity and Inclusion Practices

	yes	no	other
Have you committed financial resources to your DEI efforts? The primary resources committed to date have been increased staff and board time, including investments of staff time in trainings and DEI discussions.		no	
Do you have employee resource groups or affinity groups? Looking to implement in 2022.		no	
Do you conduct anonymous employee satisfaction and feedback surveys? All staff provide extensive and anonymous input and feedback as part of the President's annual evaluation process. Anonymous staff feedback is occasionally solicited on specific issues, systems or processes. CIEL is planning to implement more routine employee satisfaction surveys beginning in 2022.		no	
Do you offer development opportunities to entry-level staff? All staff have a professional development stipend and are encouraged to seek relevant training opportunities.	yes		
Do you have a place where staff can find additional resources to learn more about DEI?		no	
Do you have unconscious or implicit bias training?		no	
Do you have mentoring programs for staff?		no	
Do you have a process for addressing racial discrimination, harassment, and microaggressions? CIEL has explicit policies on non-discrimination, anti-harassment, and minimum standards of conduct, supported by policies and procedures for complaints and grievances, including whistleblower protection and explicit non-retaliation policies. The policy does not explicitly include microaggressions but extends to any conduct, including speech, that harms, threatens, is abusive, or disrespectful to others.	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress? Semiannually	yes		
Does your organization offer paid internship opportunities? $2600/month for full time interns		no	
What onboarding activities does your organization provide? Employee goal-setting, Organization acclimation Scheduled check-ins, Relationship-building activities			
Additional retention practices: No response.			

NGO PROFILE: CENTER ON RACE, POVERTY & THE ENVIRONMENT

Diversity by Race/Ethnicity

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



100% WHITE

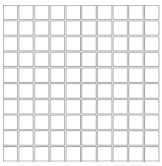
HEAD OF ORGANIZATION

33.33% WHITE
33.33% HISPANIC, LATINX, OR CHICANX
16.67% ASIAN
16.67% MIDDLE EASTERN OR NORTH AFRICAN

BOARD MEMBERS

66.67% WHITE
33.33% HISPANIC, LATINX, OR CHICANX

SENIOR STAFF



☐ Data not shown because data did not add up. Green 2.0 requested this organization to correct or update their data, but we did not receive updated data.

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	100%	N/A	100%	N/A	N/A	100%	N/A	N/A	N/A	N/A

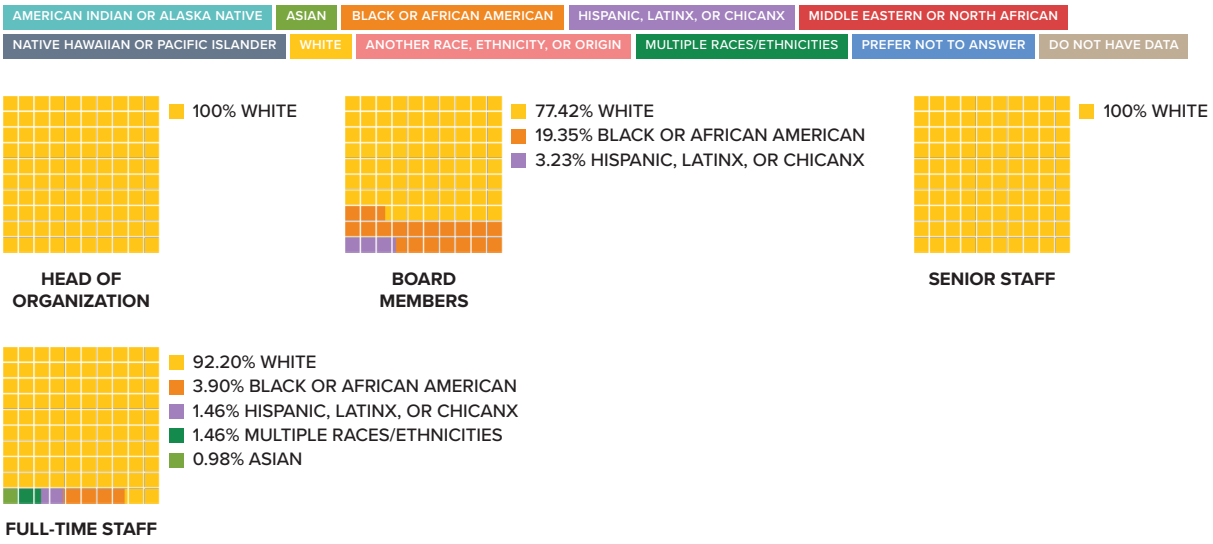
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff? We have a salary range. But is rather wide and we need to better articulate steps to advancing up the salary ladder.			other
Do you have a transparent promotion process?		no	
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?		no	
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?		no	
Do you have unconscious or implicit bias training?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have mentoring programs for staff?			other
we have some mentoring programs but they are very informal.			
Do you have a process for addressing racial discrimination, harassment, and microaggressions?			other
We have started to develop some tools and a process, but it is still very new.			
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?			other
Not frequently but we do look at progress on a semi-annual basis at least.			
Does your organization offer paid internship opportunities?			other
We have when we have resources. We help potential interns apply for funding from other sources as well.			
What onboarding activities does your organization provide?			
Employee goal-setting, Organization acclimation, Scheduled check-ins			
Additional retention practices:			
We offer good benefits and a flexible work environment.			

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?		no	
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?		no	
Do you have mentoring programs for staff?	yes		
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		

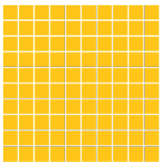
Questions on Diversity and Inclusion Practices

	yes	no	other
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?			other
Quarterly			
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide?			
DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices:			
"Stay" Interviews with POC staff to help assess organizational retention for employees of color, formal Board Committee advising out recruitment and retention efforts, DEI consultants who advise on our recruitment and retention departmental committees to promote racially diverse recruitment/retention, ATS system that disseminates job postings to smaller organizations and diverse networks.			

NGO PROFILE: CHESAPEAKE CLIMATE ACTION NETWORK

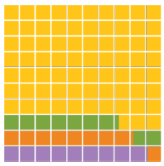
Diversity by Race/Ethnicity

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



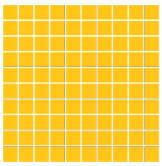
100% WHITE

HEAD OF ORGANIZATION



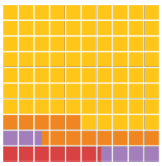
72.73% WHITE
9.09% ASIAN
9.09% BLACK OR AFRICAN AMERICAN
9.09% HISPANIC, LATINX, OR CHICANX

BOARD MEMBERS



100% WHITE

SENIOR STAFF



75% WHITE
12.50% BLACK OR AFRICAN AMERICAN
6.25% HISPANIC, LATINX, OR CHICANX
6.25% MIDDLE EASTERN OR NORTH AFRICAN

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	N/A	100%	100%	NO DATA	N/A	100%	N/A	N/A	N/A	N/A

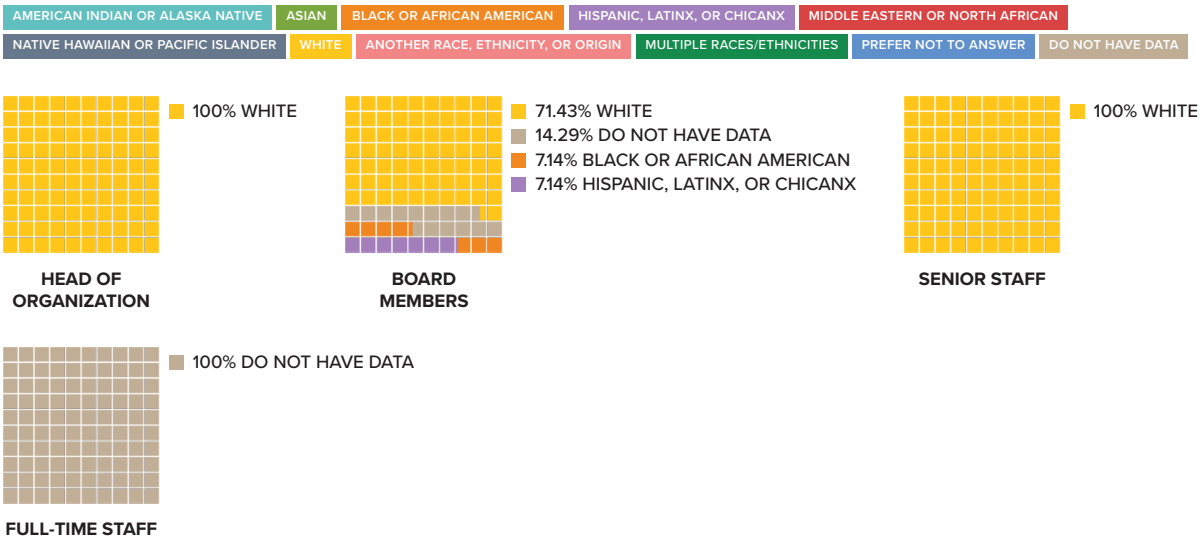
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?		no	
Do you have a transparent promotion process?		no	
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?		no	
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training? Usually - the training we sent all new staff shut down during the pandemic.			other
Do you have mentoring programs for staff?		no	

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities, Other			
Additional retention practices: Skills trainings, job appropriate			

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA

Questions on Diversity and Inclusion Practices

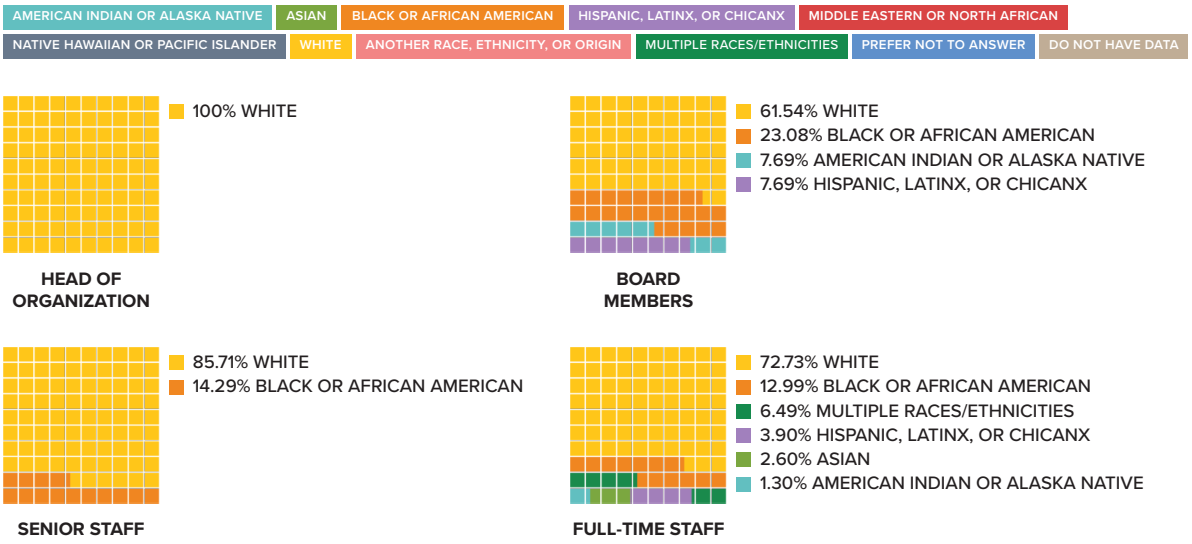
	yes	no	other
Do you have a transparent salary pay scale for staff? This information will be available in the future.			other
Do you have a transparent promotion process? This information will be available in the future.			other
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?		no	
Do you conduct anonymous employee satisfaction and feedback surveys? This survey is currently being audited.			other
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have unconscious or implicit bias training?		no	
Do you have mentoring programs for staff?		no	
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?			other
Monthly			
Does your organization offer paid internship opportunities?			other
We offer paid fellowships.			
What onboarding activities does your organization provide?			
Organization acclimation, Relationship-building activities, Other (These programs are currently being audited and developed.)			
Additional retention practices:			
CCL has recently experienced significant growth in employee size, leading us to hire our first Human Resources Director in 2021 to increase DEI efforts amongst staff and audit current processes. The HR Director will also work on providing thorough demographic information in the future that accounts for the rapid changes within the organization. With the Diversity and Inclusion Director, CCL plans to initiate and track existing DEI efforts to continue upholding our core values, while making it transparent in future reports.			

NGO PROFILE: CLEAN WATER ACTION

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

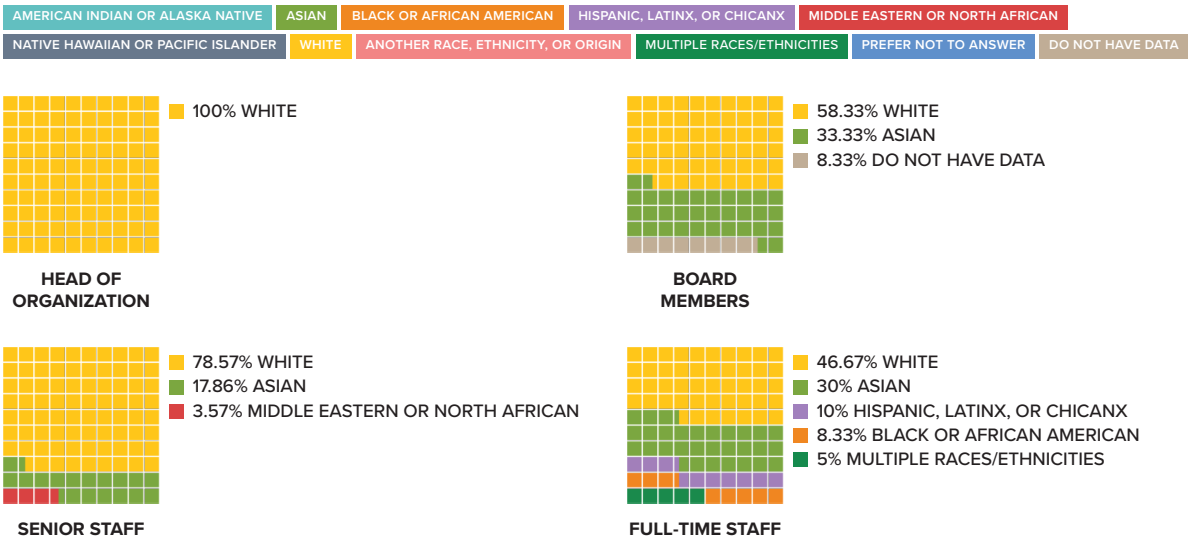
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices: No response.			

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?		no	
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?		no	
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups? DEI Working Group			other
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?	yes		

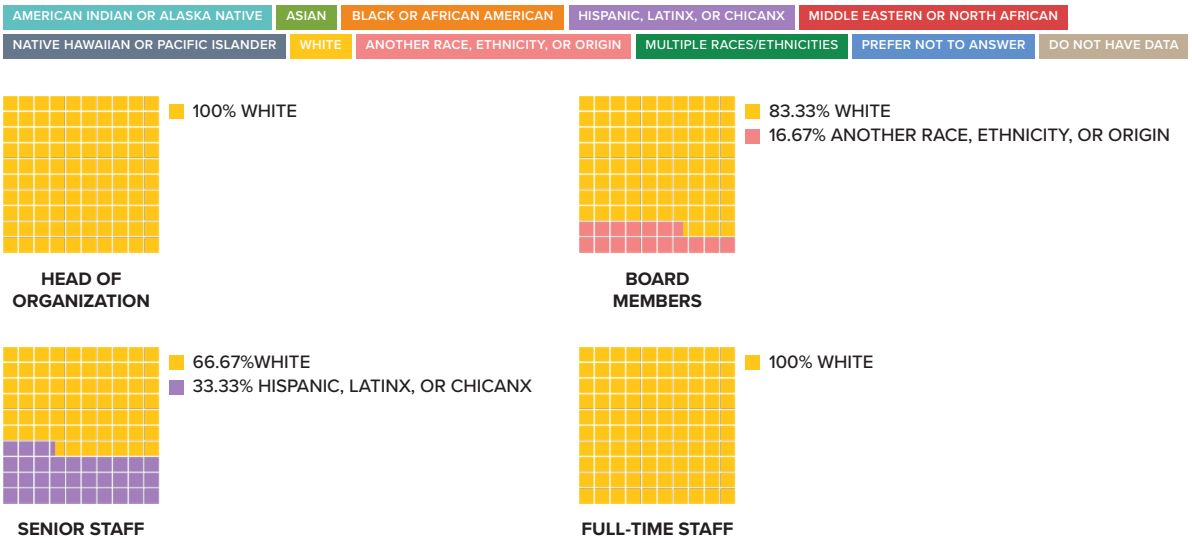
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?			other
We are in the process of identifying metrics.			
Does your organization frequently assess DEI progress?			other
We are in the process of identifying metrics			
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide?			
DEI training, Organization acclimation, Scheduled check-ins, Relationship-building activities, Other			
Additional retention practices:			
No response.			

NGO PROFILE: COMPASS SCIENCE COMMUNICATION

VOLUNTARY OPT-IN

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	N/A	N/A	100%	N/A	N/A	100%	N/A	N/A	N/A	N/A

Questions on Diversity and Inclusion Practices

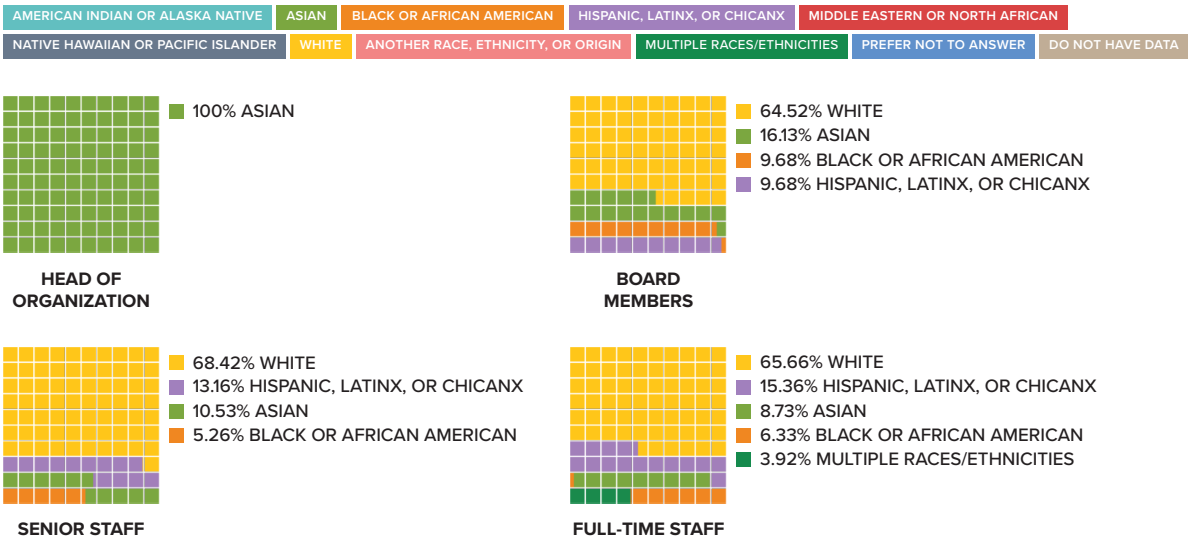
	yes	no	other
Do you have a transparent salary pay scale for staff? Yes, we have shared salary range for different categories of positions, but could do a better job of ensuring that all staff have that knowledge and understand where they fit within the scale.	yes		
Do you have a transparent promotion process?		no	
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?		no	
Do you conduct anonymous employee satisfaction and feedback surveys?		no	
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have mentoring programs for staff?		no	
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?			other
We don't offer regular opportunities for internships. However, if we do have internships they are paid.			
What onboarding activities does your organization provide?			
DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices:			
COMPASS provides a generous benefits package that includes 100% paid medical and dental coverage, a contribution to retirement benefits and an unlimited paid time off policy. This robust benefits package is a substantial reason why many employees stay at COMPASS.			

NGO PROFILE: CONSERVATION INTERNATIONAL

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

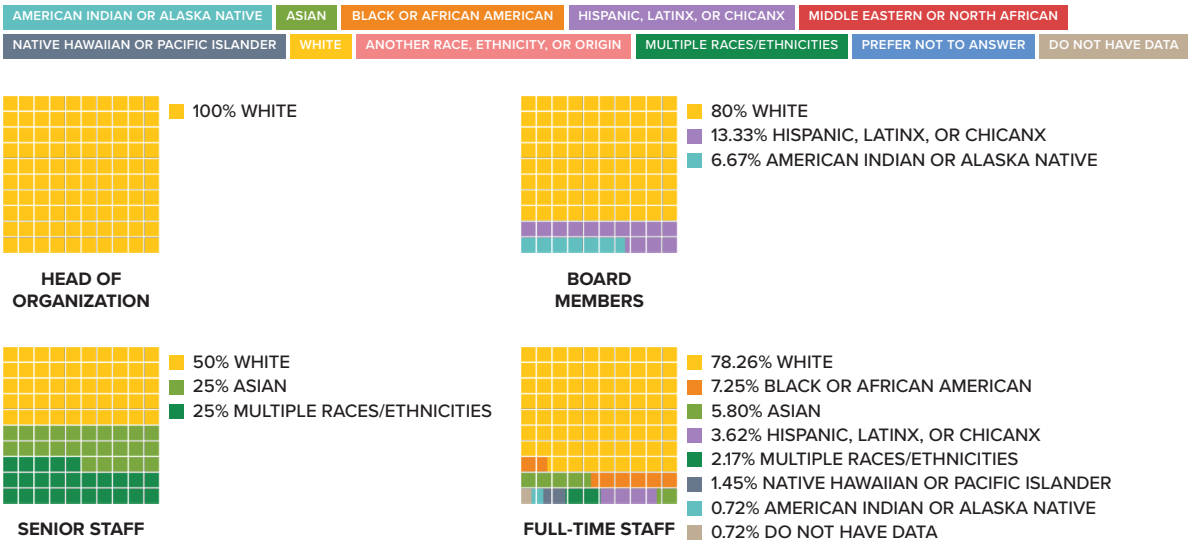
	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices: Increased Benefits for staff, Flexible work arrangements, Spot Bonuses			

NGO PROFILE: DEFENDERS OF WILDLIFE

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?		no	
Do you have a transparent promotion process?		no	
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?		no	
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?		no	

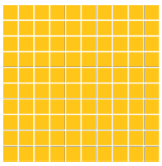
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?			other
Does your organization frequently assess DEI progress?		no	
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? Manager training			
Additional retention practices: No response.			

NGO PROFILE: EARTHECHO INTERNATIONAL

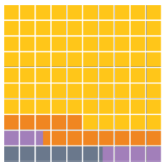
Diversity by Race/Ethnicity

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



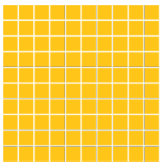
100% WHITE

HEAD OF ORGANIZATION



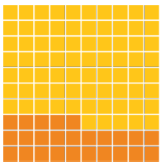
75% WHITE
12.50% BLACK OR AFRICAN AMERICAN
6.25% HISPANIC, LATINX, OR CHICANX
6.25% NATIVE HAWAIIAN OR PACIFIC ISLANDER

BOARD MEMBERS



100% WHITE

SENIOR STAFF



75% WHITE
25% BLACK OR AFRICAN AMERICAN

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	N/A	100%	N/A	N/A	N/A	100%	N/A	N/A	N/A	N/A

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?		no	
Do you have a transparent promotion process?		no	
Does your organization have a policy explicitly discussing diversity and inclusion? We are currently working with a group to assist us in crafting this policy.			other
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan? We are currently in the process of updating our strategic direction, and DEIJ is factored into the work we are doing.			other
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?		no	
Do you conduct anonymous employee satisfaction and feedback surveys?		no	
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?		no	

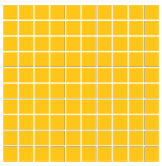
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have mentoring programs for staff?		no	
Do you have a process for addressing racial discrimination, harassment, and microaggressions?			other
We are in the process of creating our employee manual with our HR consultant, and this process will be included.			
Is feedback on DEI progress used to adjust and modify efforts?			other
It has not specifically been to date, but will be moving forward.			
Does your organization frequently assess DEI progress?			other
We are trying to do so every 6 months.			
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide?			
Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices:			
We offer a strong benefits package, including full health coverage (100% premiums paid on health, dental & vision), generous leave policy, and flexible working schedules.			

NGO PROFILE: EARTHJUSTICE

Diversity by Race/Ethnicity

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

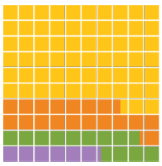


100% WHITE

HEAD OF ORGANIZATION

62.50% WHITE
9.38% AMERICAN INDIAN OR ALASKA NATIVE
9.38% MIDDLE EASTERN OR NORTH AFRICAN
9.38% PREFER NOT TO ANSWER
6.25% BLACK OR AFRICAN AMERICAN
3.13% ASIAN

BOARD MEMBERS



62.50% WHITE
18.75% BLACK OR AFRICAN AMERICAN
12.50% ASIAN
6.25% HISPANIC, LATINX, OR CHICANX

SENIOR STAFF

52.20% WHITE
14.98% ASIAN
11.01% BLACK OR AFRICAN AMERICAN
10.57% HISPANIC, LATINX, OR CHICANX
8.15% MULTIPLE RACES/ETHNICITIES
1.76% PREFER NOT TO ANSWER
0.66% AMERICAN INDIAN OR ALASKA NATIVE
0.66% NATIVE HAWAIIAN OR PACIFIC ISLANDER

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

100% AMERICAN INDIAN OR ALASKA NATIVE	100% ASIAN	100% BLACK OR AFRICAN AMERICAN	100% HISPANIC, LATINX, OR CHICANX	N/A MIDDLE EASTERN OR NORTH AFRICAN	100% NATIVE HAWAIIAN OR PACIFIC ISLANDER	100% WHITE	N/A ANOTHER RACE, ETHNICITY, OR ORIGIN	100% MULTIPLE RACES/ ETHNICITIES	N/A PREFER NOT TO ANSWER	N/A DO NOT HAVE DATA

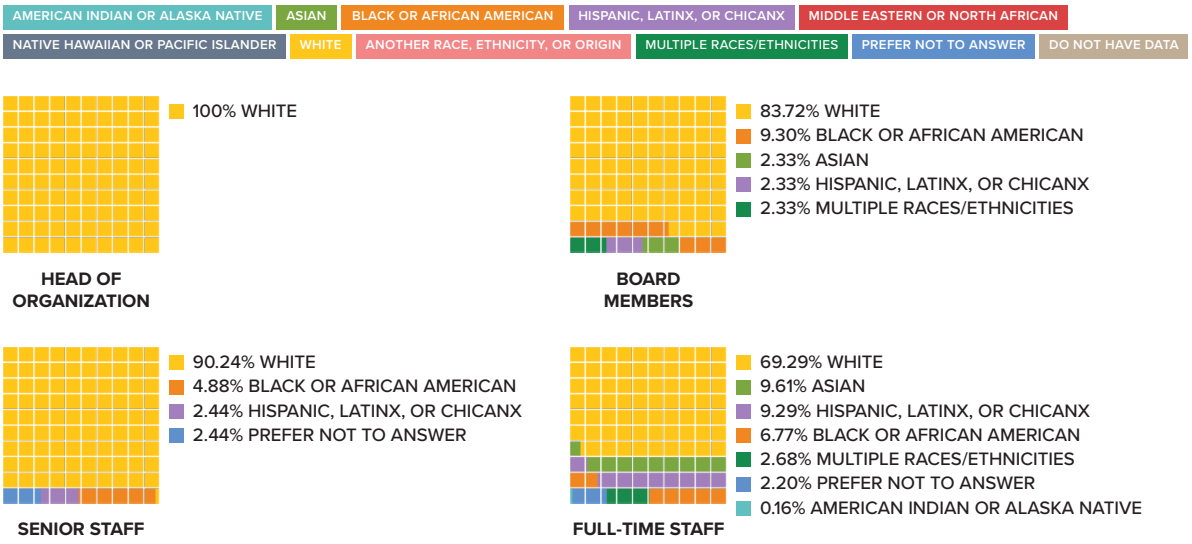
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices: No response			

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

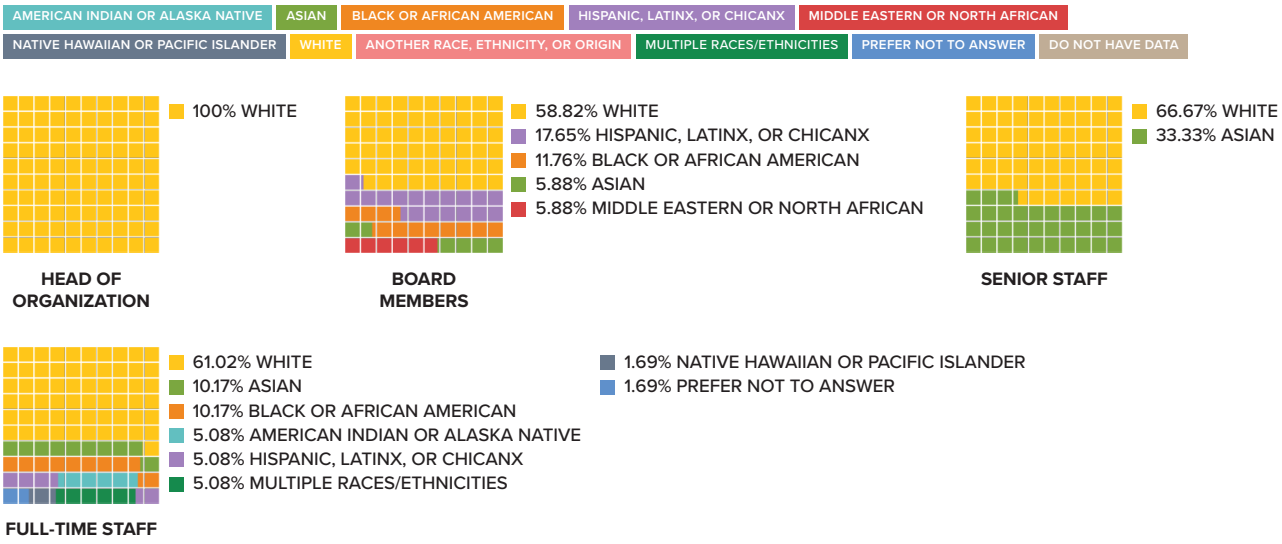
	yes	no	other
Do you have a transparent salary pay scale for staff? Through our DEI Strategic plan, we hope to create one.		no	
Do you have a transparent promotion process? Through our DEI Strategic plan, we hope to create one.		no	
Does your organization have a policy explicitly discussing diversity and inclusion? It states "EDF is committed to excellence and results, which we can only achieve by becoming an organization that includes all segments of society. Incorporating an ongoing focus on diversity, equity, and inclusion among our workforce strengthens our ability to develop durable solutions to our programmatic goals. We are dedicated to broadening the constituencies we serve and developing and maintaining a workforce that reflects those we serve. By creating a culture where all employees are appreciated and have the opportunity to reach their full potential and achieve their personal goals, we will attract and retain the best talent. A diverse workforce makes our work more relevant and effective, enriches the work environment, and helps EDF be the best at what we do."	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Yes, we are about to launch our new strategic plan which we are internally referring to as the Org Refresh. The refresh will include our DEI strategy.			
Have you committed financial resources to your DEI efforts?	yes		
We have a DEI team headed by an AVP and 3 Senior Specialists. The team itself has an established budget. The team has invested in staff-wide training series and other initiatives. DEI Council and ERG have allocated budgets for their programming needs as well.			
Do you have employee resource groups or affinity groups?	yes		
We identify these cohorts as Innovation Diversity Efforts Alliance. IDEA is a collective of employee resources groups seeking to foster a diverse, inclusive workplace aligned with organizational mission, values, goals, business practices, and objectives. IDEA's mission is to provide a safe space for members, enhance professional development, and lend a diverse perspective to EDF's strategic plan and initiatives. Each group works to achieve this by creating activities to support our strategic objectives. Strategic Objectives: • EDF Culture: Enhance cultural competency and sense of EDF pride. • Professional Development: Enhance member professional development and support diversity recruitment and retention efforts for EDF • Innovation: Support EDF's initiatives and strategic plan. • Community Involvement: Enhance EDF's brand by collaborating with communities and external ERGs.			
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
We have an employee portal we call Insider. The EDF Insider intranet serves employees and the organization by creating and curating content about EDFers and EDF news, events, and policies, as well as integrating, showcasing, and advancing themes from other internal communication vehicles.			
Do you have unconscious or implicit bias training?			other
Training will be complete by 2022.			
Do you have mentoring programs for staff?		no	
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide?			
Employee goal-setting, Organization acclimation, Scheduled check-ins, Other (scheduled check-ins, new hire orientation, we do have goal setting attached to PMP but not onboarding. We do however recommend that new hires create goals with their managers in the first 4-6 weeks but it is not required in the onboarding process.)			
Additional retention practices:			
After completing our recent inclusion survey, staff generated many action items to increase belonging. Our goal is to incorporate these ideas into the culture of EDF and operationalize them.			

NGO PROFILE: FRIENDS OF THE EARTH

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?		no	
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI? Information is shared regularly, but we do not have dedicated space for resources. We will implement this step ASAP.			other
Do you have unconscious or implicit bias training?		no	

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have mentoring programs for staff?			other
While there is no formal program, mentoring occurs throughout the organization as well as coaching. Many newly promoted managers have had the benefit of dedicated coaching.			
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?			other
We offer internships throughout the year. Additionally, we have a six-month DEI Fellowship Program that we facilitate annually for 5 Fellows. Our vision of the Arlie Schardt Memorial (ASM) Fellowship program is to create career experience, pathways, and opportunities for Black, Indigenous, People of Color in underrepresented communities interested in environmental advocacy.			

What onboarding activities does your organization provide?

Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities

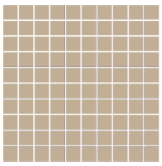
Additional retention practices:

Friends of the Earth is committed to creating an environment that is supportive and provides staff the opportunity to perform the work they are passionate about and providing opportunities to develop and grow their skills and experience. Over the past year, we've enhanced our performance process to include asking employees two essential questions: How well does Friends of the Earth recognize my value? What would have the most significant impact on my ability to do my best work more often? The employee responses are reviewed by HR, the leadership team, and supervisors. As part of the performance review, supervisors engage in dialogue to understand each employee's perspective to ensure clarity and determine where opportunities exist to enhance the employee experience. The organization commits to career development and internal growth, resulting in several employees being positioned for promotions, advancing to management positions, and career changes from operations to programs. We also pivoted and adjusted to employees' needs collectively and individually during the pandemic providing space to prioritize family, medical, wellness, and personal situations while balancing work commitments. The organization with supervisors and staff took the time to evaluate and prioritize the work commitments that made a difference. Lastly, we completed comprehensive salary benchmark assessments (conducted every three years) on all positions, demonstrating our commitment to equitable pay and taking action to adjust employee compensation to match market adjustments.

NGO PROFILE: GREEN FOR ALL/DREAM CORPS

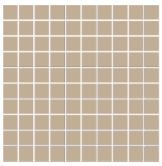
Diversity by Race/Ethnicity

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



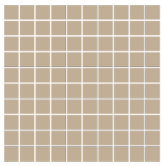
100% DO NOT HAVE DATA

HEAD OF ORGANIZATION



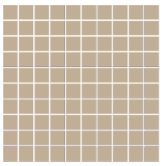
100% DO NOT HAVE DATA

BOARD MEMBERS



100% DO NOT HAVE DATA

SENIOR STAFF



100% DO NOT HAVE DATA

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

This organization did not provide this information

Retention rates by race/ethnicity**

NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?		no	

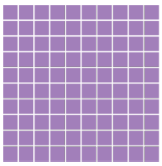
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins			
Additional retention practices: No response			

NGO PROFILE: GREENLATINOS

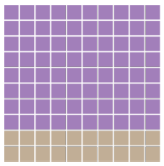
Diversity by Race/Ethnicity

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



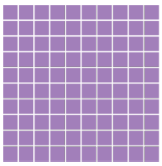
100% HISPANIC, LATINX, OR CHICANX

HEAD OF ORGANIZATION



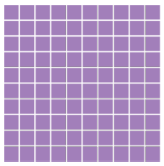
80% HISPANIC, LATINX, OR CHICANX
20% DO NOT HAVE DATA

BOARD MEMBERS



100% HISPANIC, LATINX, OR CHICANX

SENIOR STAFF



100% HISPANIC, LATINX, OR CHICANX

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	N/A	N/A	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?		no	
Do you conduct anonymous employee satisfaction and feedback surveys?		no	
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?		no	
Do you have unconscious or implicit bias training?		no	
Do you have mentoring programs for staff?		no	
Do you have a process for addressing racial discrimination, harassment, and microaggressions?		no	

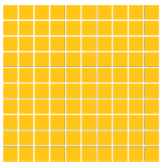
Questions on Diversity and Inclusion Practices

	yes	no	other
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?		no	
Does your organization offer paid internship opportunities?		no	
What onboarding activities does your organization provide? Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices: Because we're a small team, senior management is flexible, open to feedback, and willing to institute changes, initiatives, and programs that are initiated by staff members and consultants.			

NGO PROFILE: GREENPEACE, INC.

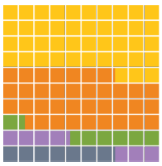
Diversity by Race/Ethnicity

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



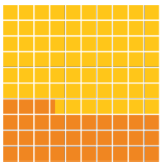
100% WHITE

HEAD OF ORGANIZATION



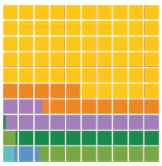
42.86% WHITE
35.71% BLACK OR AFRICAN AMERICAN
7.14% ASIAN
7.14% HISPANIC, LATINX, OR CHICANX
7.14% NATIVE HAWAIIAN OR PACIFIC ISLANDER

BOARD MEMBERS



66.67% WHITE
33.33% BLACK OR AFRICAN AMERICAN

SENIOR STAFF



54.26% WHITE
12.40% BLACK OR AFRICAN AMERICAN
12.40% HISPANIC, LATINX, OR CHICANX
9.30% MULTIPLE RACES/ETHNICITIES
8.53% ASIAN
1.55% PREFER NOT TO ANSWER
0.78% AMERICAN INDIAN OR ALASKA NATIVE

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?			other
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?			other
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		

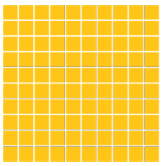
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?	yes		
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?		no	
What onboarding activities does your organization provide? DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities, Other			
Additional retention practices: We make intentional investments in staff development.			

NGO PROFILE: LEAGUE OF CONSERVATION VOTERS, INC.

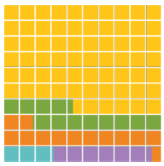
Diversity by Race/Ethnicity

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



100% WHITE

HEAD OF ORGANIZATION



65.63% WHITE
12.50% ASIAN
12.50% BLACK OR AFRICAN AMERICAN
6.25% HISPANIC, LATINX, OR CHICANX
3.13% AMERICAN INDIAN OR ALASKA NATIVE

BOARD MEMBERS

76.92% WHITE
23.08% BLACK OR AFRICAN AMERICAN

SENIOR STAFF

56.20% WHITE
20.44% HISPANIC, LATINX, OR CHICANX
13.14% BLACK OR AFRICAN AMERICAN
5.11% MULTIPLE RACES/ETHNICITIES
4.38% ASIAN
0.73% PREFER NOT TO ANSWER

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	100%	100%	100%	N/A	N/A	100%	N/A	100%	NO DATA	N/A

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?		no	
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan? We have 5 goals all have DEI Strategies			other
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?		no	
Do you have mentoring programs for staff?	yes		

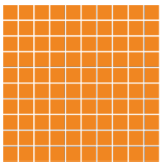
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? Organization acclimation, Scheduled check-ins			
Additional retention practices: Union, Benefits, and Remote Work			

NGO PROFILE: MN350

Diversity by Race/Ethnicity

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

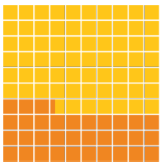


100% BLACK OR AFRICAN AMERICAN

HEAD OF ORGANIZATION

33.33% WHITE
25% AMERICAN INDIAN OR ALASKA NATIVE
25% BLACK OR AFRICAN AMERICAN
8.33% HISPANIC, LATINX, OR CHICANX
8.33% MIDDLE EASTERN OR NORTH AFRICAN

BOARD MEMBERS



66.67% WHITE
33.33% BLACK OR AFRICAN AMERICAN

SENIOR STAFF

53.85% WHITE
15.38% AMERICAN INDIAN OR ALASKA NATIVE
15.38% ASIAN
15.38% BLACK OR AFRICAN AMERICAN

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
100%	100%	100%	N/A	N/A	N/A	100%	N/A	N/A	N/A	N/A

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process? We are in the process of co-creating this with staff.			other
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys? Not yet. We are upgrading our HR policy which includes this. It will be effective Q4.			other
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		

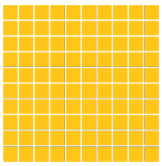
NGO PROFILE: **MN350**

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have unconscious or implicit bias training?			other
We are working to get this in place in 2022. We have hired a healing justice organizer to anchor this process.			
Do you have mentoring programs for staff?			other
We have a policy and a self select process. A part of our HR upgrades is this program, effective 2022.			
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?			other
We do it on a needs basis. The frequency has not been institutionalized, although it has been a feedback we've received and are working on a grounded policy.			
Does your organization offer paid internship opportunities?		no	
What onboarding activities does your organization provide?			
Organization acclimation, Scheduled check-ins, Relationship-building activities, Other			
Additional retention practices:			
Our org has been very relational, and support is offered as and when needed and identified in weekly checkins with supervisors. We are growing and are bringing more internally facing capacity to institutionalize processes that have worked in the past. An addition to these indicators is the ownership that staff members feel in order to bring campaigns in that excite them and meet the values of the org.			

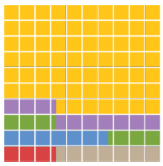
Diversity by Race/Ethnicity

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



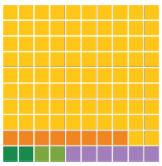
100% WHITE

HEAD OF ORGANIZATION



66.67% WHITE
10% HISPANIC, LATINX, OR CHICANX
6.67% ASIAN
6.67% PREFER NOT TO ANSWER
6.67% DO NOT HAVE DATA
3.33% MIDDLE EASTERN OR NORTH AFRICAN

BOARD MEMBERS



82% WHITE
8% BLACK OR AFRICAN AMERICAN
6% HISPANIC, LATINX, OR CHICANX
2% ASIAN
2% MULTIPLE RACES/ETHNICITIES

SENIOR STAFF

72.23% WHITE
11.59% HISPANIC, LATINX, OR CHICANX
6.15% BLACK OR AFRICAN AMERICAN
5.10% MULTIPLE RACES/ETHNICITIES
4.75% ASIAN
0.18% AMERICAN INDIAN OR ALASKA NATIVE

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

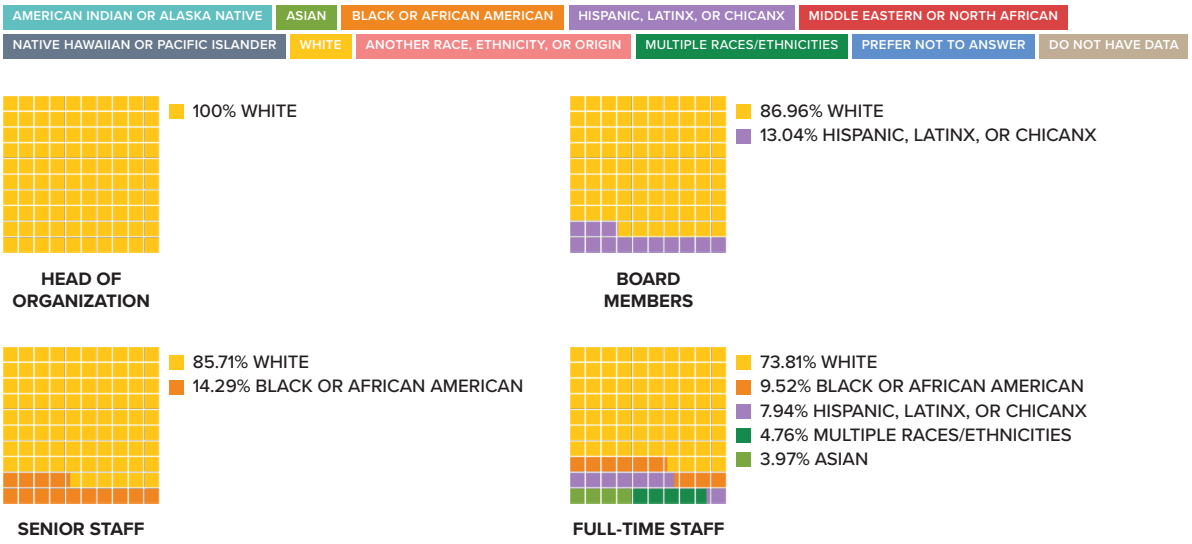
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?			other
No, we are currently in the process of building a salary structure.			
Do you have a transparent promotion process?			other
Managers work with their respective HR business partners to analyze and assess the promotion. In tandem with the salary structure project, we are revisiting the promotion process.			
Does your organization have a policy explicitly discussing diversity and inclusion?			other
We don't necessarily have a policy but we do have a statement.			
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you offer development opportunities to entry-level staff?			other
Currently working on scaling and developing more career pathways for entry-level staff. Managers are encouraged to provide specific growth learning opportunities to entry-level staff.			
Do you have a place where staff can find additional resources to learn more about DEI?			other
Staff can reach out to our DEI resource group or intranet site. Our weekly communications have a section dedicated to DEI resources. We have recently hired a Chief EDIB Officer to continue to building out this important initiative.			
Do you have unconscious or implicit bias training?			other
We have done these trainings in the past and are currently looking to engage a vendor for more robust and consistent training.			
Do you have mentoring programs for staff?		no	
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide?			
Employee goal-setting, Scheduled check-ins, Other			
Additional retention practices:			
No response.			

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff? Currently in process/Part DEI strategic planning.			other
Do you have a transparent promotion process? Currently in process/Part DEI strategic planning.			other
Does your organization have a policy explicitly discussing diversity and inclusion? Currently in process/Part DEI strategic planning.			other
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		

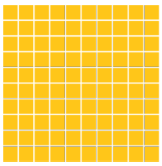
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a place where staff can find additional resources to learn more about DEI? Currently in process/Part DEI strategic planning.			other
Do you have unconscious or implicit bias training? Currently in process/Part DEI strategic planning.			other
Do you have mentoring programs for staff?	yes		
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices: Student Loan Repayment, Tuition Reimbursement, Professional Development, 403B Contribution, Generous leave, Free snacks, Gym, Transportation Subsidy, Health Insurance, Employee Monthly Events			

NGO PROFILE: NATIONAL MARINE SANCTUARY FOUNDATION

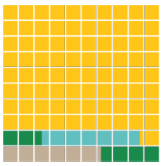
Diversity by Race/Ethnicity

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



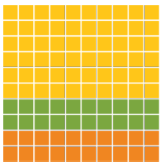
100% WHITE

HEAD OF ORGANIZATION



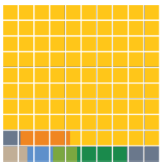
81.25% WHITE
6.25% AMERICAN INDIAN OR ALASKA NATIVE
6.25% MULTIPLE RACES/ETHNICITIES
6.25% DO NOT HAVE DATA

BOARD MEMBERS



60% WHITE
20% ASIAN
20% BLACK OR AFRICAN AMERICAN

SENIOR STAFF



85.71% WHITE
3.17% BLACK OR AFRICAN AMERICAN
3.17% NATIVE HAWAIIAN OR PACIFIC ISLANDER
3.17% MULTIPLE RACES/ETHNICITIES
1.59% ASIAN
1.59% PREFER NOT TO ANSWER
1.59% DO NOT HAVE DATA

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	NO DATA	NO DATA	N/A	N/A	NO DATA	NO DATA	N/A	NO DATA	NO DATA	NO DATA

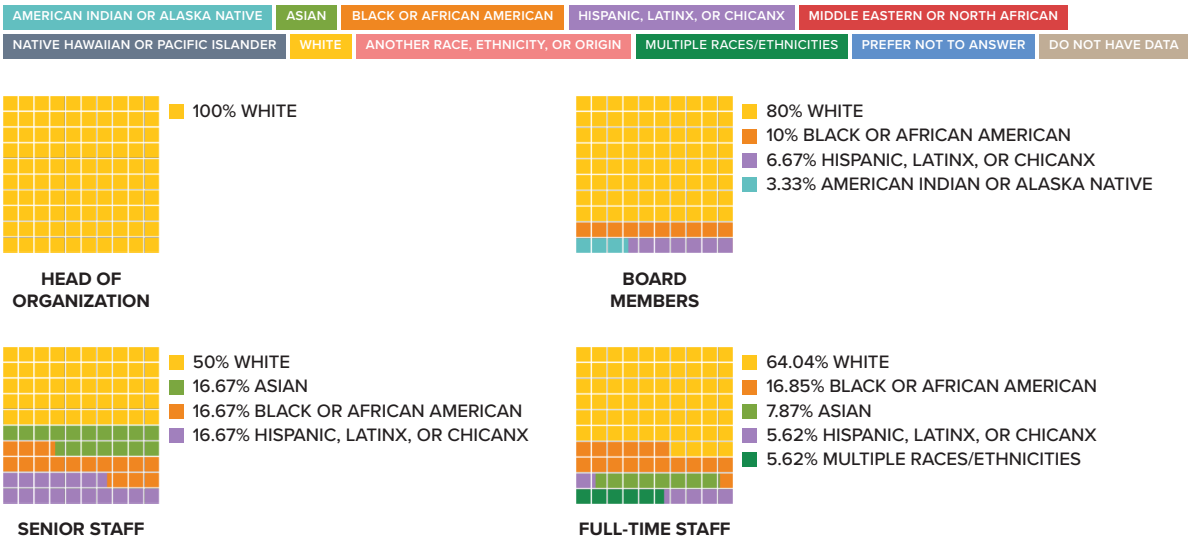
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?		no	
Do you have a transparent promotion process?		no	
Does your organization have a policy explicitly discussing diversity and inclusion?		no	
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?		no	
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?		no	
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?		no	
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?		no	
Do you have mentoring programs for staff?		no	
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?			other
We are starting the process this year and conducted our first assessment this year.			
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide?			
Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices:			
Employee engagement activities, outreach efforts from CEO and senior staff.			

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

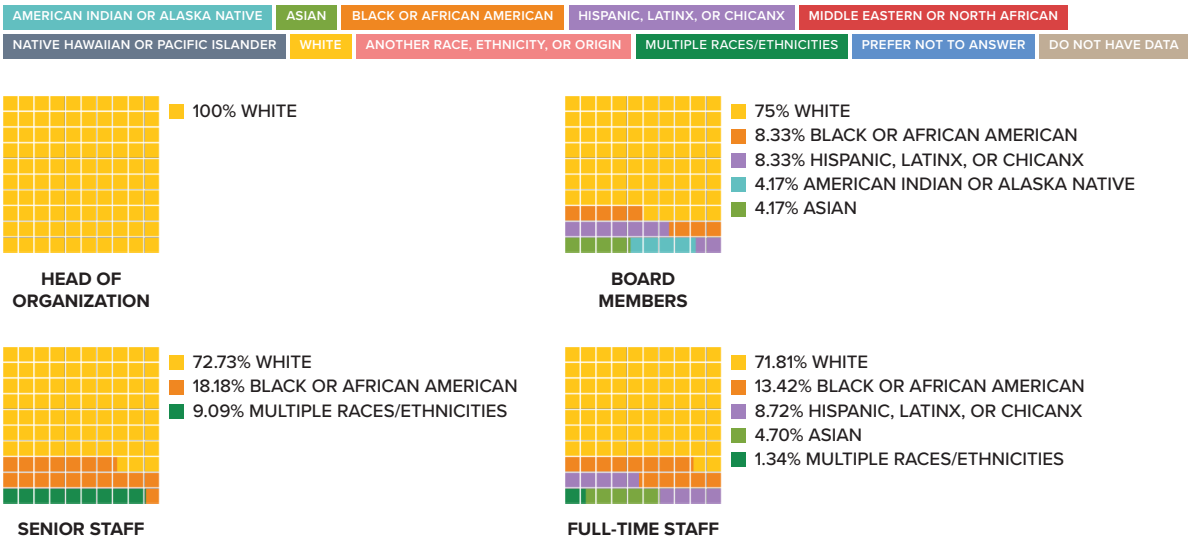
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?		no	
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?		no	
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?			other
In development.			
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?			other
In development.			
Does your organization frequently assess DEI progress?			other
In development.			
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide?			
DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities, Other (DEI Training to be included through online ADP training portal)			
Additional retention practices:			
Employee rewards and recognition for contributions along with $2,000 professional development annual stipend to advance learning and careers.			

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	NO DATA	NO DATA	NO DATA	N/A	N/A	NO DATA	N/A	NO DATA	N/A	N/A

Questions on Diversity and Inclusion Practices

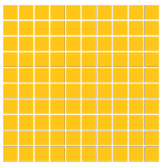
	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?		no	
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff? We have a buddy system for new hires.			other

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?			other
Annually			
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide?			
DEI training, Employee goal-setting, Scheduled check-ins			
Additional retention practices:			
No			

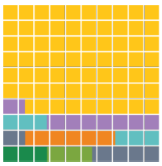
Diversity by Race/Ethnicity

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



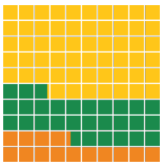
100% WHITE

HEAD OF ORGANIZATION



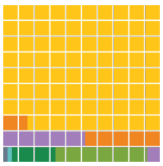
68.57% WHITE
8.57% HISPANIC, LATINX, OR CHICANX
5.71% AMERICAN INDIAN OR ALASKA NATIVE
5.71% BLACK OR AFRICAN AMERICAN
5.71% NATIVE HAWAIIAN OR PACIFIC ISLANDER
2.86% ASIAN
2.86% MULTIPLE RACES/ETHNICITIES

BOARD MEMBERS



57.14% WHITE
28.57% MULTIPLE RACES/ETHNICITIES
14.29% BLACK OR AFRICAN AMERICAN

SENIOR STAFF



78.42% WHITE
6.38% BLACK OR AFRICAN AMERICAN
6.08% HISPANIC, LATINX, OR CHICANX
5.78% ASIAN
2.74% MULTIPLE RACES/ETHNICITIES
0.30% AMERICAN INDIAN OR ALASKA NATIVE
0.30% NATIVE HAWAIIAN OR PACIFIC ISLANDER

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

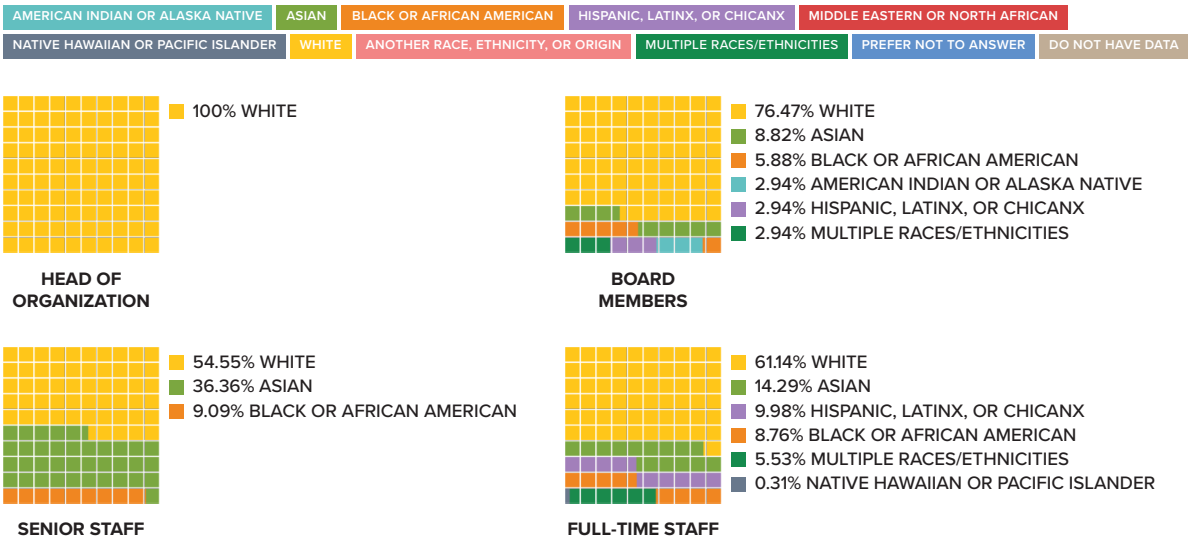
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?		no	
Do you have a transparent promotion process?		no	
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?			other
We have a process that we recognize needs to be more robust in order to recognize racial discrimination or microaggressions.			
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?			other
Yes in qualitative ways, less in quantitative.			
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide?			
Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices:			
Responding to feedback from the employee resource groups.			

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

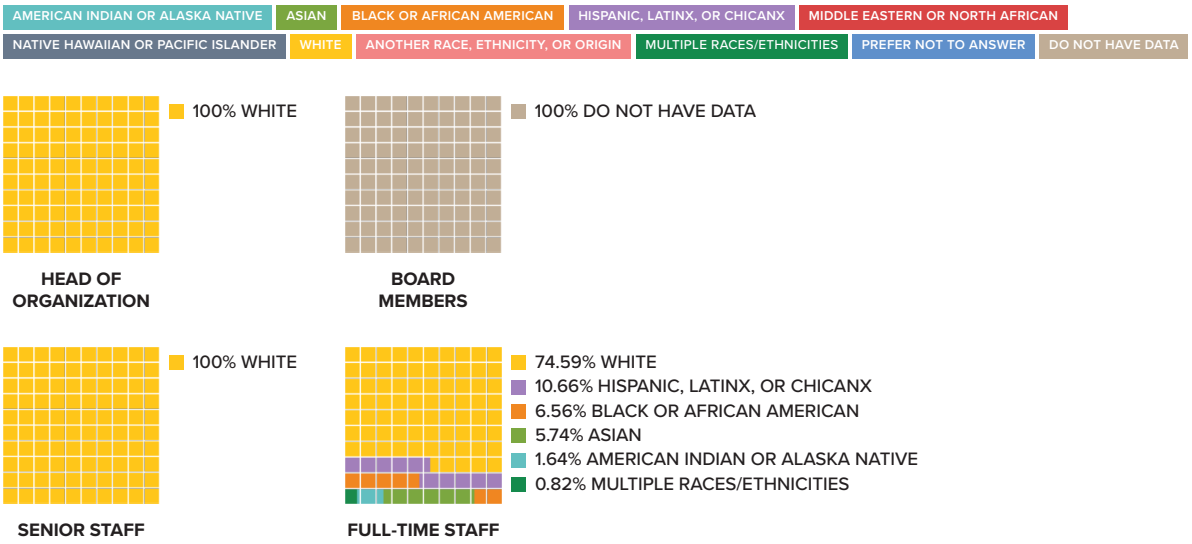
	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups? Committees exist and have partially filled this void. We are working to establish currently.			other
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have mentoring programs for staff?			other
We are committed to implementing a mentoring program once we're further along our DEI/cultural humility learning journey. Doing so beforehand, we believe, would be potentially more harmful.			
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Quarterly, or as data and/or staff identify a need to do so.			
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide?			
Employee goal-setting, Organization acclimation, Scheduled check-ins			
Additional retention practices:			
No response.			

NGO PROFILE: OCEANA

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff? Oceana sets competitive salaries based on internal and external comparative data on fair market wages.			other
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?		no	
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		

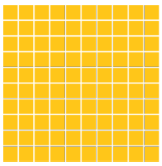
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have unconscious or implicit bias training?			other
We have been engaged in staff discussions and training on diversity, inclusion, and equity, and are planning training specifically on unconscious bias.			
Do you have mentoring programs for staff?			other
We have a buddy system for new hires, which has been particularly effective during the pandemic when staff were hired and not able to meet or interact with other staff in person.			
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?			other
Continually. Progress on campaign goals with equity implications is reported to our board 3 times a year at each board meeting, and other DEI issues are discussed weekly in HR meetings with the President.			
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide?			
DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities, Other (We use an onboarding checklist for activities that are completed by the employee, the manager, and HR. All new employees attend a week-long new employee orientation program, which is currently being held virtually.)			
Additional retention practices:			
We have an excellent benefits program. All staff from our 12 international offices attend a bi-annual offsite meeting for 4 days designed to enhance collaboration and satisfaction. We also offer coaching services to senior and middle management, as well as employees aspiring to be managers.			

NGO PROFILE: OCEAN CONSERVANCY

Diversity by Race/Ethnicity

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

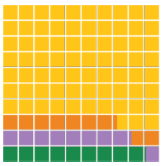


100% WHITE

HEAD OF ORGANIZATION

86.67% WHITE
13.33% HISPANIC, LATINX, OR CHICANX

BOARD MEMBERS



72.73% WHITE
9.09% BLACK OR AFRICAN AMERICAN
9.09% HISPANIC, LATINX, OR CHICANX
9.09% MULTIPLE RACES/ETHNICITIES

SENIOR STAFF

66.94% WHITE
12.10% BLACK OR AFRICAN AMERICAN
9.68% HISPANIC, LATINX, OR CHICANX
8.06% ASIAN
3.23% MULTIPLE RACES/ETHNICITIES

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	100%	100%	99.9%	N/A	N/A	95.9%	N/A	98.4%	N/A	N/A

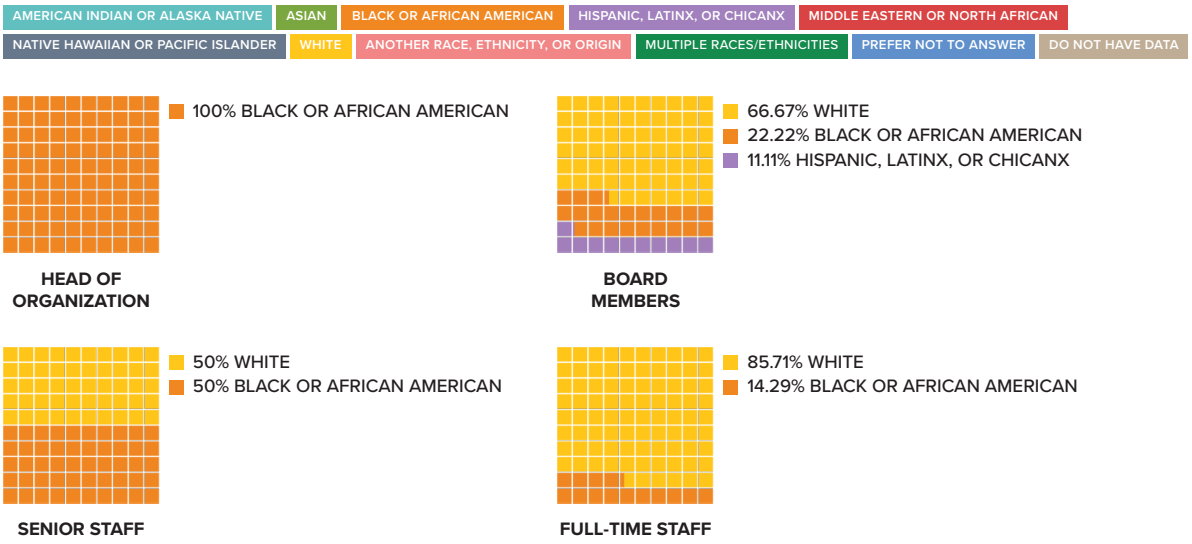
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?			other
New job architecture/pay ranges will be implemented and communicated in September 2021.			
Do you have a transparent promotion process?			other
New promotion process will be implemented and communicated in September 2021.			
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?			other
We currently don't but we have identified key dashboard indicators that will help us monitor demographic changes and will be incorporated into future organizational strategic plans.			
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
We currently have parents, JEDI learning and book club. We anticipate standing out additional affinity groups/community of support.			
Do you conduct anonymous employee satisfaction and feedback surveys?			other

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?	yes		
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?			other
Quarterly			
What onboarding activities does your organization provide?			
Yes			
Additional retention practices:			
DEI training, Scheduled check-ins, Days of pause, above average/very competitive benefits			

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	N/A	100%	N/A	N/A	N/A	100%	N/A	N/A	N/A	N/A

Questions on Diversity and Inclusion Practices

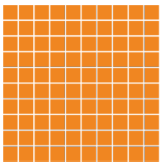
	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process? In process of creating a promotion process.			other
Does your organization have a policy explicitly discussing diversity and inclusion? In process of creating one.			other
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?		no	
Do you conduct anonymous employee satisfaction and feedback surveys?		no	
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?		no	

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have mentoring programs for staff?		no	
Do you have a process for addressing racial discrimination, harassment, and microaggressions?		no	
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices: No			

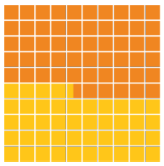
Diversity by Race/Ethnicity

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



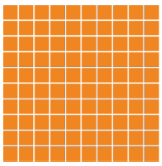
100% BLACK OR AFRICAN AMERICAN

HEAD OF ORGANIZATION



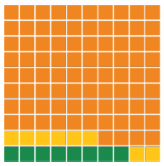
55.56% BLACK OR AFRICAN AMERICAN
44.44% WHITE

BOARD MEMBERS



100% BLACK OR AFRICAN AMERICAN

SENIOR STAFF



84% BLACK OR AFRICAN AMERICAN
8% WHITE
8% MULTIPLE RACES/ETHNICITIES

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	N/A	91.5%	N/A	N/A	N/A	100%	N/A	100%	N/A	N/A

Questions on Diversity and Inclusion Practices

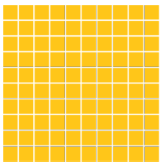
	yes	no	other
Do you have a transparent salary pay scale for staff? In progress.			other
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion? No, See PSE Theory of Change.			other
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?		no	
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have mentoring programs for staff?	yes		
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?			other
N/A			
Does your organization frequently assess DEI progress?			other
N/A			
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide?			
DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices:			
PSE's mission is focused explicitly on advancing racial equity, and all employees are provided extensive opportunities to learn about racial equity considerations, including those in the workplace. It is simply a part of the culture - not an annual add on.			

Diversity by Race/Ethnicity

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



100% WHITE

HEAD OF ORGANIZATION

75% WHITE
16.67% HISPANIC, LATINX, OR CHICANX
8.33% BLACK OR AFRICAN AMERICAN

BOARD MEMBERS

80% WHITE
20% HISPANIC, LATINX, OR CHICANX

SENIOR STAFF

57.50% WHITE
17.50% HISPANIC, LATINX, OR CHICANX
12.50% BLACK OR AFRICAN AMERICAN
10% ASIAN
2.50% MULTIPLE RACES/ETHNICITIES

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?		no	
Do you have a transparent promotion process?		no	
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?		no	
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?		no	
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?		no	

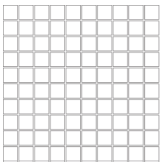
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?		no	
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Employee goal-setting, Organization acclimation, Relationship-building activities			
Additional retention practices: No response.			

NGO PROFILE: POWER SHIFT NETWORK

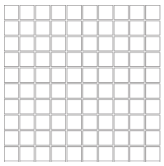
Diversity by Race/Ethnicity

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



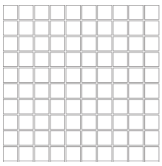
☐ Data not shown because data did not add up. Green 2.0 requested this organization to correct or update their data, but we did not receive updated data.

HEAD OF ORGANIZATION



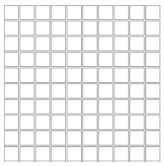
☐ Data not shown because data did not add up. Green 2.0 requested this organization to correct or update their data, but we did not receive updated data.

BOARD MEMBERS



☐ Data not shown because data did not add up. Green 2.0 requested this organization to correct or update their data, but we did not receive updated data.

SENIOR STAFF



☐ Data not shown because data did not add up. Green 2.0 requested this organization to correct or update their data, but we did not receive updated data.

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA

Questions on Diversity and Inclusion Practices

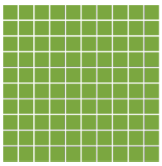
	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process? We're still really small, so it's case by case but we try to be transparent throughout the process.			other
Does your organization have a policy explicitly discussing diversity and inclusion? It's at the core of all of our work, so one policy in a book somewhere isn't necessary.			other
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan? It's at the core of all of our work, so one policy in a book somewhere isn't necessary.			other
Have you committed financial resources to your DEI efforts? It's our whole organization.			other
Do you have employee resource groups or affinity groups?		no	
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff? The majority of our PD funds go to junior staff.			other

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?		no	
Do you have mentoring programs for staff?	yes		
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?		no	
Does your organization frequently assess DEI progress?			other
Within our larger Network, yes. bringing groups led by marginalized people into the center of our org is central to our mission.			
Does your organization offer paid internship opportunities?			other
We don't have internships.			
What onboarding activities does your organization provide?			
Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities, Other (Network Theory + overview of our guiding principles which are grounded in antiracism)			
Additional retention practices:			
No response.			

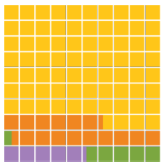
Diversity by Race/Ethnicity

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



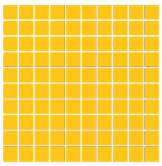
100% ASIAN

HEAD OF ORGANIZATION



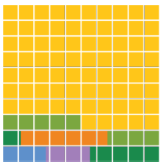
73.68% WHITE
15.79% BLACK OR AFRICAN AMERICAN
5.26% ASIAN
5.26% HISPANIC, LATINX, OR CHICANX

BOARD MEMBERS



100% WHITE

SENIOR STAFF



75% WHITE
8.33% ASIAN
5.56% BLACK OR AFRICAN AMERICAN
5.56% MULTIPLE RACES/ETHNICITIES
2.78% HISPANIC, LATINX, OR CHICANX
2.78% PREFER NOT TO ANSWER

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	NO DATA	NO DATA	NO DATA	N/A	N/A	NO DATA	N/A	NO DATA	NO DATA	N/A

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?		no	
Do you have a transparent promotion process?		no	
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?	yes		

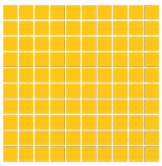
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?		no	
Does your organization offer paid internship opportunities?			other
Too soon to answer this.			
What onboarding activities does your organization provide?			
DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities.			
Additional retention practices:			
No response			

NGO PROFILE: RAINFOREST ACTION NETWORK

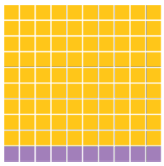
Diversity by Race/Ethnicity

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



100% WHITE

HEAD OF ORGANIZATION



90% WHITE
10% HISPANIC, LATINX, OR CHICANX

BOARD MEMBERS

77.78% WHITE
11.11% ASIAN
11.11% HISPANIC, LATINX, OR CHICANX

SENIOR STAFF

69.05% WHITE
11.90% HISPANIC, LATINX, OR CHICANX
9.52% ASIAN
9.52% MULTIPLE RACES/ETHNICITIES

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	100%	N/A	100%	N/A	N/A	96%	N/A	80%	N/A	N/A

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?		no	
Do you have a transparent promotion process? Can't answer.			other
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups? We have offered to support them, so far none have come into existence.			other
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		

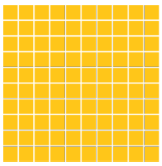
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have mentoring programs for staff? Informally; the buddy for new employees could be such.			other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?		no	
What onboarding activities does your organization provide? DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins			
Additional retention practices: Flexibility of work hours and location.			

NGO PROFILE: RESOURCES LEGACY FUND

Diversity by Race/Ethnicity

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



100% WHITE

HEAD OF ORGANIZATION

57.14% WHITE
21.43% ASIAN
7.14% AMERICAN INDIAN OR ALASKA NATIVE
7.14% BLACK OR AFRICAN AMERICAN
7.14% HISPANIC, LATINX, OR CHICANX

BOARD MEMBERS

50% WHITE
25% ASIAN
25% HISPANIC, LATINX, OR CHICANX

SENIOR STAFF

45.12% WHITE
35.37% DO NOT HAVE DATA
6.10% BLACK OR AFRICAN AMERICAN
4.88% AMERICAN INDIAN OR ALASKA NATIVE
4.88% MULTIPLE RACES/ETHNICITIES
2.44% ASIAN
1.22% HISPANIC, LATINX, OR CHICANX

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff? At annual salary review, employees are provided with the current salary range for their position.			other
Do you have a transparent promotion process? We are currently working on developing a more transparent promotion process.			other
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups? We plan to explore if there is employee interest and support employee affinity groups.			other
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?		no	
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		

What onboarding activities does your organization provide?

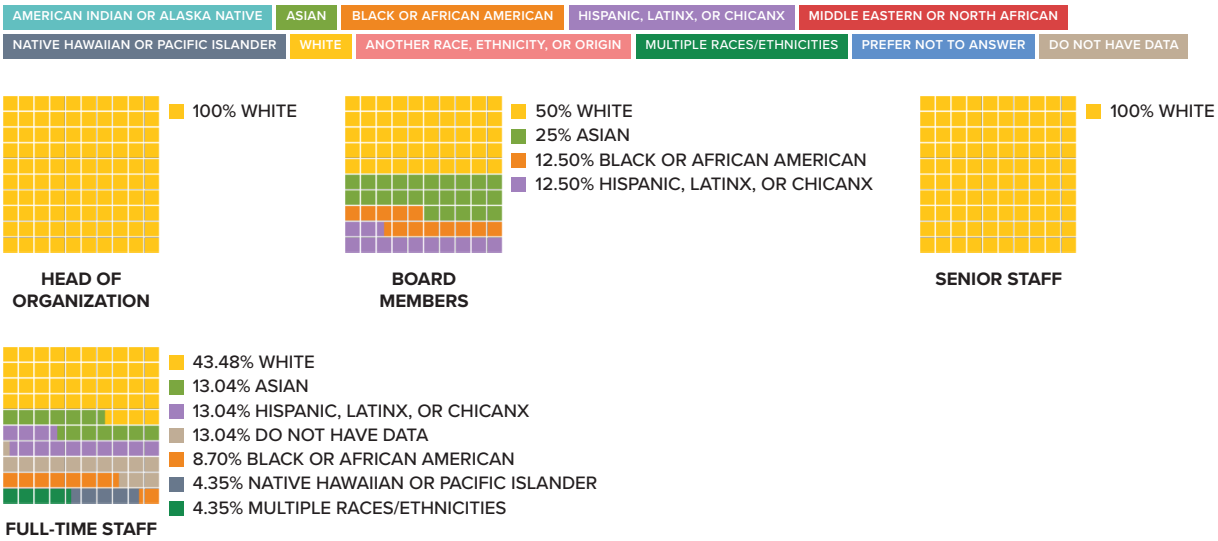
DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities, Other (We coordinate buddies for new employees to help them learn about our organization and their role.)

Additional retention practices:

Excellent benefits, trainings on work/life balance and avoiding burnout, social relationship building opportunities, extra time off and increased flexibility during the pandemic, resources for mental health.

NGO PROFILE: RISING SUN CENTER FOR OPPORTUNITY

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?		no	
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?		no	
Do you have unconscious or implicit bias training?		no	
Do you have mentoring programs for staff?		no	

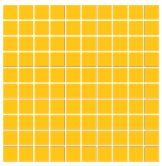
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices: No response.			

NGO PROFILE: RIVER NETWORK

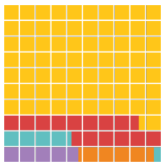
Diversity by Race/Ethnicity

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



100% WHITE

HEAD OF ORGANIZATION



71.43% WHITE
14.29% MIDDLE EASTERN OR NORTH AFRICAN
4.76% AMERICAN INDIAN OR ALASKA NATIVE
4.76% BLACK OR AFRICAN AMERICAN
4.76% HISPANIC, LATINX, OR CHICANX

BOARD MEMBERS

66.67% WHITE
33.33% HISPANIC, LATINX, OR CHICANX

SENIOR STAFF

80% WHITE
13.33% HISPANIC, LATINX, OR CHICANX
6.67% MIDDLE EASTERN OR NORTH AFRICAN

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

N/A	N/A	N/A	100%	100%	N/A	100%	N/A	N/A	N/A	N/A
AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?	yes		

Questions on Diversity and Inclusion Practices

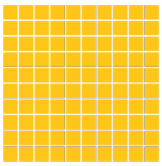
	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices: DEI is integrated throughout our programmatic deliverables as well as within organizational processes and indicators.			

NGO PROFILE: RMI

VOLUNTARY OPT-IN

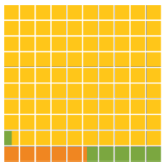
Diversity by Race/Ethnicity

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



100% WHITE

HEAD OF ORGANIZATION



89.47% WHITE
5.26% ASIAN
5.26% BLACK OR AFRICAN AMERICAN

BOARD MEMBERS

85.71% WHITE
14.29% PREFER NOT TO ANSWER

SENIOR STAFF

60.16% WHITE
15.04% ASIAN
15.04% PREFER NOT TO ANSWER
4.47% MULTIPLE RACES/ETHNICITIES
2.85% HISPANIC, LATINX, OR CHICANX
1.63% BLACK OR AFRICAN AMERICAN
0.81% DO NOT HAVE DATA

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

N/A	NO DATA	NO DATA	NO DATA	N/A	N/A	NO DATA	N/A	NO DATA	NO DATA	NO DATA
AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?	yes		

NGO PROFILE: **RMI**

VOLUNTARY OPT-IN

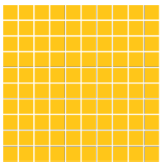
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Organization acclimation, Scheduled check-ins, Relationship-building activities.			
Additional retention practices: Training on power, privileges, and communicating across difference.			

NGO PROFILE: ROCK CREEK CONSERVANCY

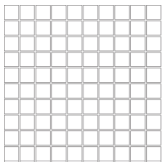
Diversity by Race/Ethnicity

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



100% WHITE

HEAD OF ORGANIZATION



Data not shown because data did not add up. Green 2.0 requested this organization to correct or update their data, but we did not receive updated data.

BOARD MEMBERS

75% WHITE
25% HISPANIC, LATINX, OR CHICANX

SENIOR STAFF

40% WHITE
40% BLACK OR AFRICAN AMERICAN
20% HISPANIC, LATINX, OR CHICANX

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	N/A	NO DATA	NO DATA	N/A	N/A	NO DATA	N/A	N/A	N/A	N/A

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process? This is a work in progress, as we are so small there are very few promotion opportunities.			other
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups? We work with a consultant who has offered support to staff of color.			other
Do you conduct anonymous employee satisfaction and feedback surveys?		no	
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?		no	

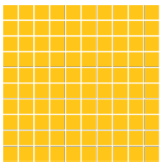
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?		no response	
Does your organization offer paid internship opportunities?			other
When funds are available - we don't offer unpaid internships.			
What onboarding activities does your organization provide?			
Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices:			
No response.			

NGO PROFILE: ROOT CAPITAL

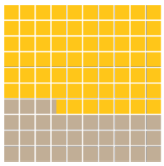
Diversity by Race/Ethnicity

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



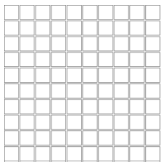
100% WHITE

HEAD OF ORGANIZATION



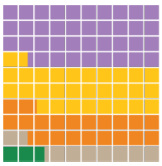
66.67% WHITE
33.33% DO NOT HAVE DATA

BOARD MEMBERS



Organization did not provide this data

SENIOR STAFF



38.39% HISPANIC, LATINX, OR CHICANX
29.46% WHITE
20.54% BLACK OR AFRICAN AMERICAN
8.93% DO NOT HAVE DATA
2.68% MULTIPLE RACES/ETHNICITIES

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	N/A	NO DATA	NO DATA	N/A	N/A	NO DATA	N/A	NO DATA	NO DATA	NO DATA

Questions on Diversity and Inclusion Practices

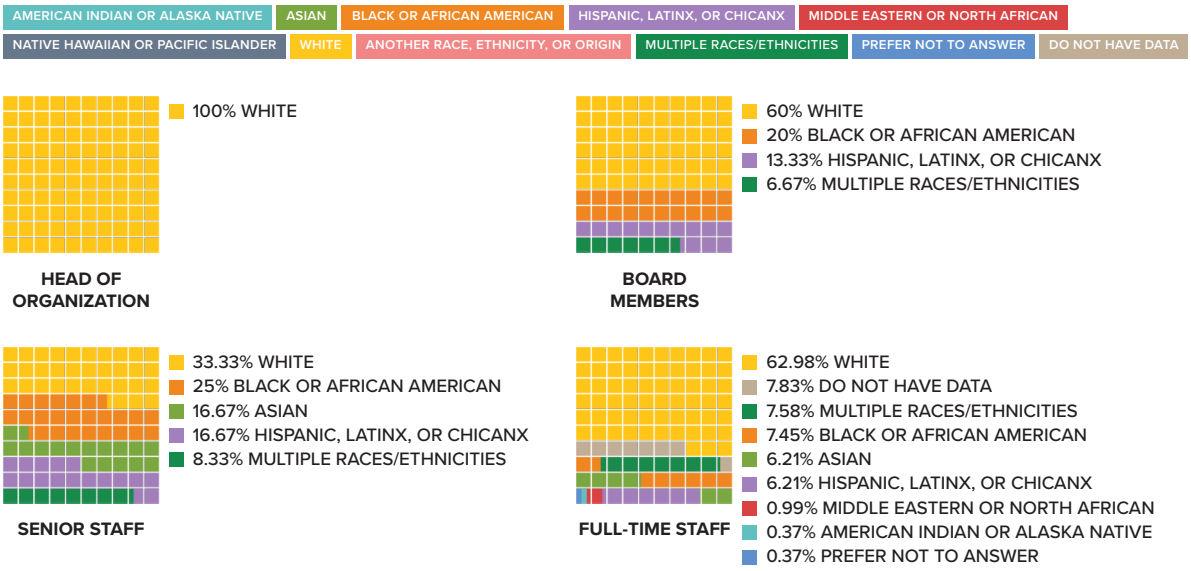
	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff? Case by case basis. Based on manager.			other
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?		no	
Do you have mentoring programs for staff?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?		no	
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?		no	
What onboarding activities does your organization provide? Scheduled check-ins.			
Additional retention practices: No response.			

NGO PROFILE: SIERRA CLUB

Diversity by Race/Ethnicity



** Reported as 100% if above 100%*

Retention Rates

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?		no	
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?		no	

Questions on Diversity and Inclusion Practices

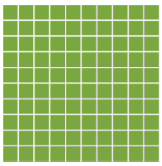
	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Employee goal-setting ,Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices: No response.			

NGO PROFILE: SIERRA CLUB FOUNDATION

VOLUNTARY OPT-IN

Diversity by Race/Ethnicity

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

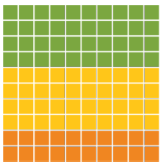


100% ASIAN

HEAD OF ORGANIZATION

62.50% WHITE
12.50% BLACK OR AFRICAN AMERICAN
12.50% HISPANIC, LATINX, OR CHICANX
6.25% AMERICAN INDIAN OR ALASKA NATIVE
6.25% ASIAN

BOARD MEMBERS



40% ASIAN
40% WHITE
20% BLACK OR AFRICAN AMERICAN

SENIOR STAFF

44.44% ASIAN
22.22% HISPANIC, LATINX, OR CHICANX
22.22% WHITE
11.11% BLACK OR AFRICAN AMERICAN

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?		no	

What onboarding activities does your organization provide?

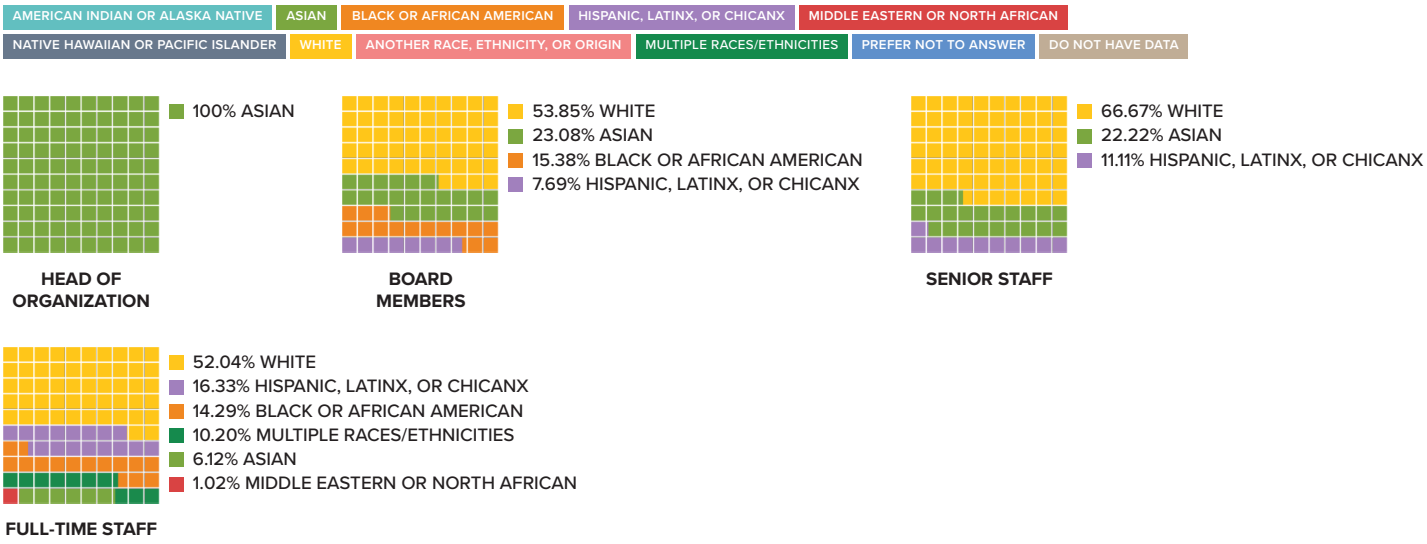
DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities

Additional retention practices:

Being very supportive of personal time off requests to deal with family, and mental/physical health needs, offer a sabbatical program for staff that have been with the organization for 5 years or more.

NGO PROFILE: SUNRISE MOVEMENT

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

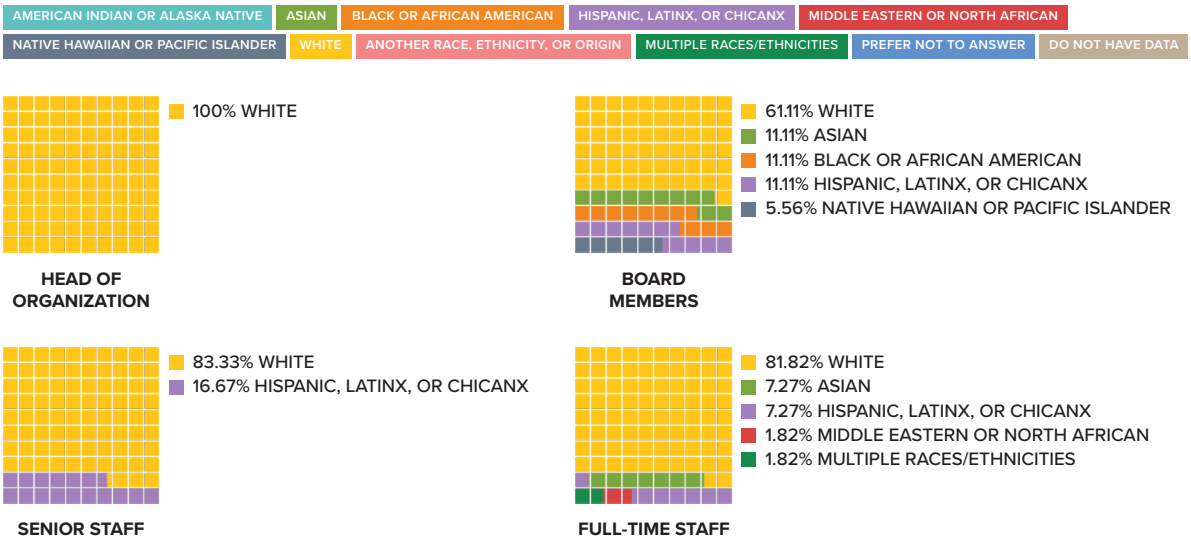
	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?		no	
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups? We do not have ongoing affinity groups, but we break into groups by racial identity as a facilitation tool during political education or challenging conversations.			other
Do you conduct anonymous employee satisfaction and feedback surveys? We don't have a regular employee satisfaction survey, but we regularly survey our staff to get their input into staff training, policy changes, etc.			other
Do you offer development opportunities to entry-level staff?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?			other
We ran a 10-session political education series throughout 2020 and into 2021 about many topics related to oppression, privilege, and bias.			
Do you have mentoring programs for staff?			other
We have a directory of coaches with social movement experience including BIPOC coaches so that our staff can find mentors, and all of our staff members receive professional development stipends they can use to fund coaching. Our managers check in with our staff during staff evaluations twice a year about their leadership development goals, and support them to find the trainings, coaching or other resources they might need to get there.			
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?		no	
What onboarding activities does your organization provide?			
DEI training, Employee goal-setting, Scheduled check-ins, Relationship-building activities			
Additional retention practices:			
We have a relational culture and invest in spaces in which people can get to know each other, discuss current political events, have fun, sing together, and talk about our stake in our work. We provide food stipends for all online retreats. We offer a strong benefits package, including that the organization pays for 100% of healthcare, dental, and vision coverage.			

NGO PROFILE: SURFRIDER FOUNDATION

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT AVE DATA
N/A	100%	N/A	100%	100%	N/A	96.50%	N/A	NO DATA	N/A	N/A

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?		no	
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?	yes		

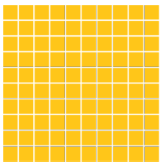
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices: No response.			

NGO PROFILE: SUSTAINABLE AGRICULTURE AND FOOD SYSTEMS FUNDERS (SAFSF)

Diversity by Race/Ethnicity

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

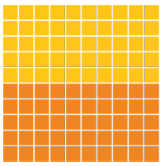


100% WHITE

HEAD OF ORGANIZATION

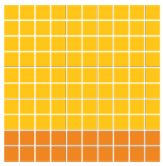
75% WHITE
12.50% AMERICAN INDIAN OR ALASKA NATIVE
12.50% BLACK OR AFRICAN AMERICAN

BOARD MEMBERS



50% WHITE
50% BLACK OR AFRICAN AMERICAN

SENIOR STAFF



80% WHITE
20% BLACK OR AFRICAN AMERICAN

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
N/A	N/A	NO DATA	N/A	N/A	N/A	NO DATA	N/A	N/A	N/A	N/A

Questions on Diversity and Inclusion Practices

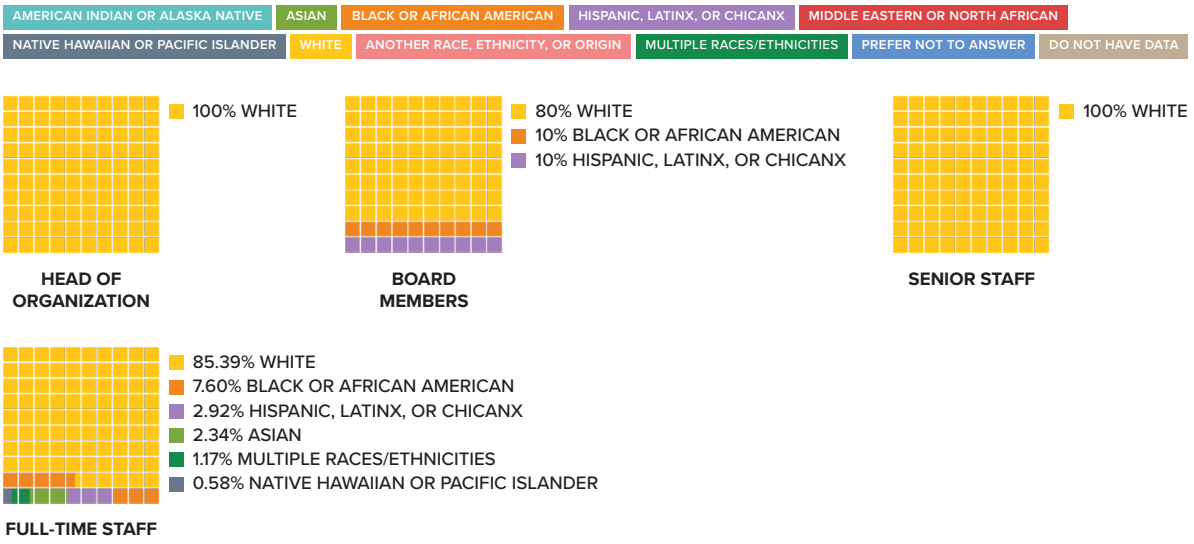
	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?		no	
Do you conduct anonymous employee satisfaction and feedback surveys? working on putting this in place			other
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?		no	

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?			other
working on putting this in place			
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide?			
DEI training, Employee goal-setting,Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices:			
We offer staff retreats; professional development opportunities for all staff; regular opportunities to reassess staff interests/passions/skills to line up with organizational needs.			

NGO PROFILE: THE CONSERVATION FUND

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?		no	
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?		no	
Do you conduct anonymous employee satisfaction and feedback surveys?		no	
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?		no	

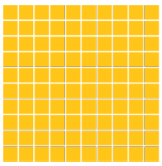
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices: Other benefits: medical, dental, 403(b) contribution, flexible leave, paid parental leave, tuition assistance			

NGO PROFILE: THE NATURE CONSERVANCY

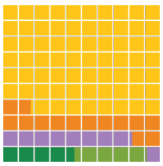
Diversity by Race/Ethnicity

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



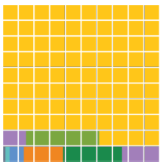
HEAD OF ORGANIZATION

- 100% WHITE



BOARD MEMBERS

- 68.18% WHITE
- 13.63% BLACK OR AFRICAN AMERICAN
- 9.09% HISPANIC, LATINX, OR CHICANX
- 4.55% ASIAN
- 4.55% MULTIPLE RACES/ETHNICITIES



SENIOR STAFF

- 83.88% WHITE
- 4.63% ASIAN
- 3.88% HISPANIC, LATINX, OR CHICANX
- 3.73% MULTIPLE RACES/ETHNICITIES
- 2.54% BLACK OR AFRICAN AMERICAN
- 0.90% PREFER NOT TO ANSWER
- 0.29% AMERICAN INDIAN OR ALASKA NATIVE
- 0.15% NATIVE HAWAIIAN OR PACIFIC ISLANDER

FULL-TIME STAFF

- 80.22% WHITE
- 5.30% HISPANIC, LATINX, OR CHICANX
- 4.90% ASIAN
- 4.22% MULTIPLE RACES/ETHNICITIES
- 3.58% BLACK OR AFRICAN AMERICAN
- 0.84% PREFER NOT TO ANSWER
- 0.44% NATIVE HAWAIIAN OR PACIFIC ISLANDER
- 0.41% AMERICAN INDIAN OR ALASKA NATIVE
- 0.10% MIDDLE EASTERN OR NORTH AFRICAN

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

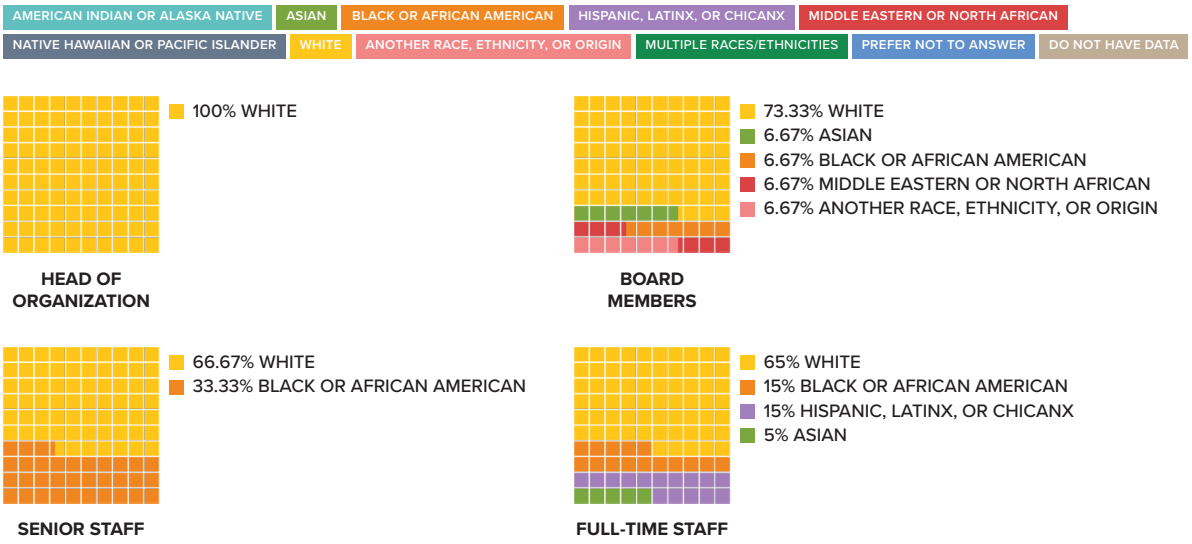
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?		no	
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?	yes		
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Employee goal-setting, Organization acclimation, Relationship-building activities			
Additional retention practices: No response.			

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

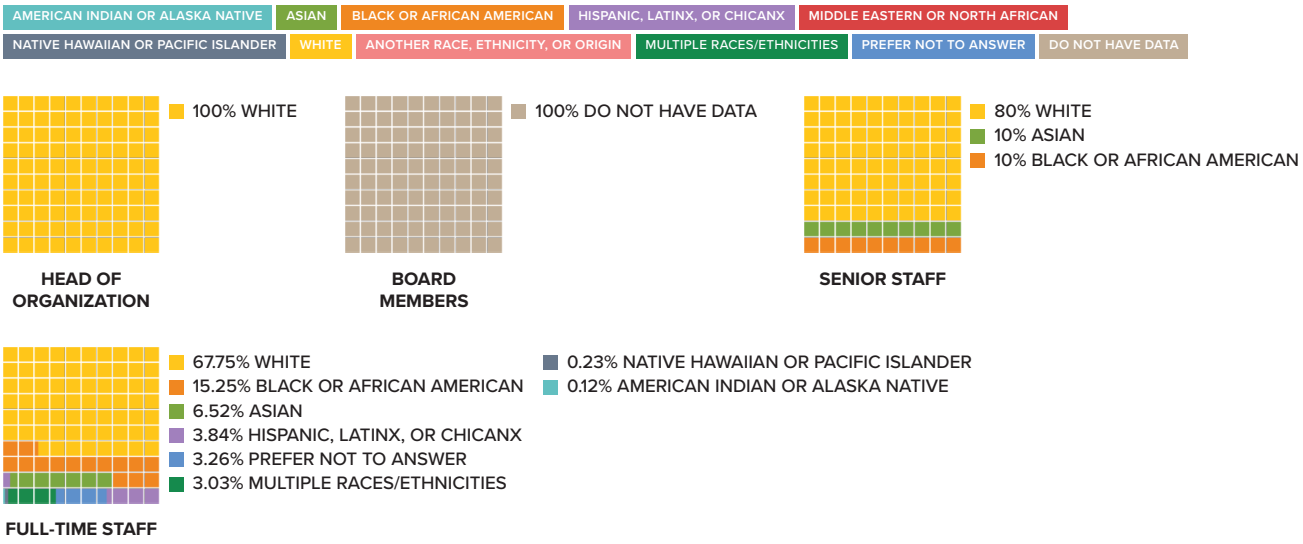
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups? Our organization has talked about this and is working towards it thanks to our efforts to support DEIJ internally.			other
Do you conduct anonymous employee satisfaction and feedback surveys?		no	
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have mentoring programs for staff?			other
In a technical sense we do not, however, we encourage our employees to connect with individuals across the sector but we could do more. When new employees are hired, we pair them with a training buddy who essentially supports them throughout onboarding and beyond if they'd like.			
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?			other
Annually since 2016.			
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide?			
DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices:			
The Ocean Foundation hosts diversity, equity, inclusion, and justice trainings and roundtables to educate our staff, fiscally sponsored projects, and partners to ensure that DEIJ is at the core of our values. In addition, we also involve the all levels of the organization from Board members to interns in our efforts to address DEIJ. Lastly, we're bringing in an outside consultant, to help us identify ways to improve our organizational culture to be more inclusive for all backgrounds and people.			

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA
NO DATA	NO DATA	NO DATA	NO DATA	N/A	NO DATA	NO DATA	N/A	NO DATA	NO DATA	N/A

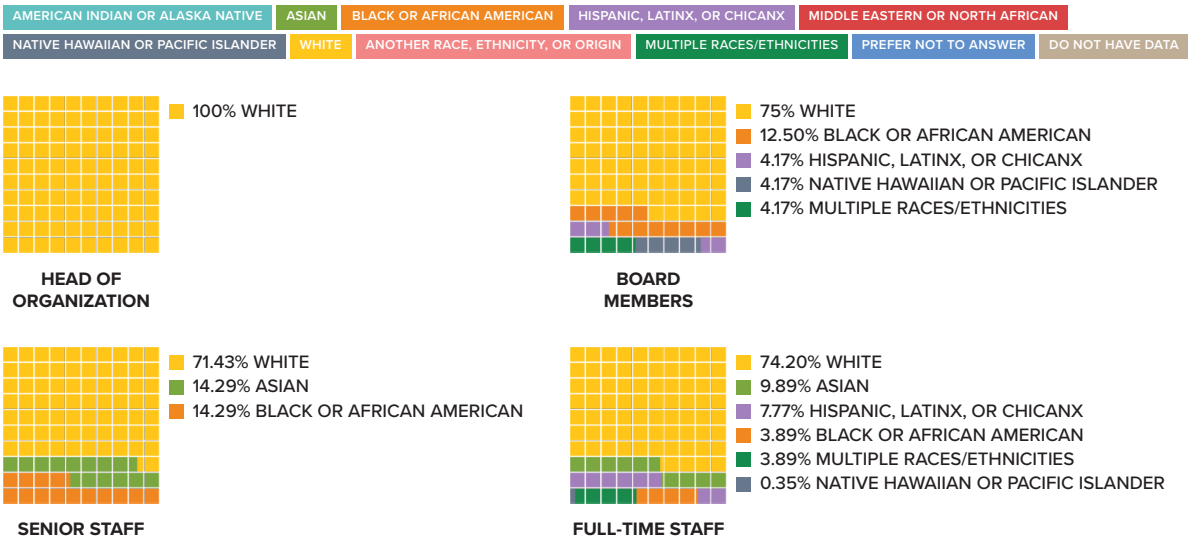
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?		no	
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?		no	

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?			other
Quarterly			
Does your organization offer paid internship opportunities?		no	
What onboarding activities does your organization provide?			
DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices:			
No response.			

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

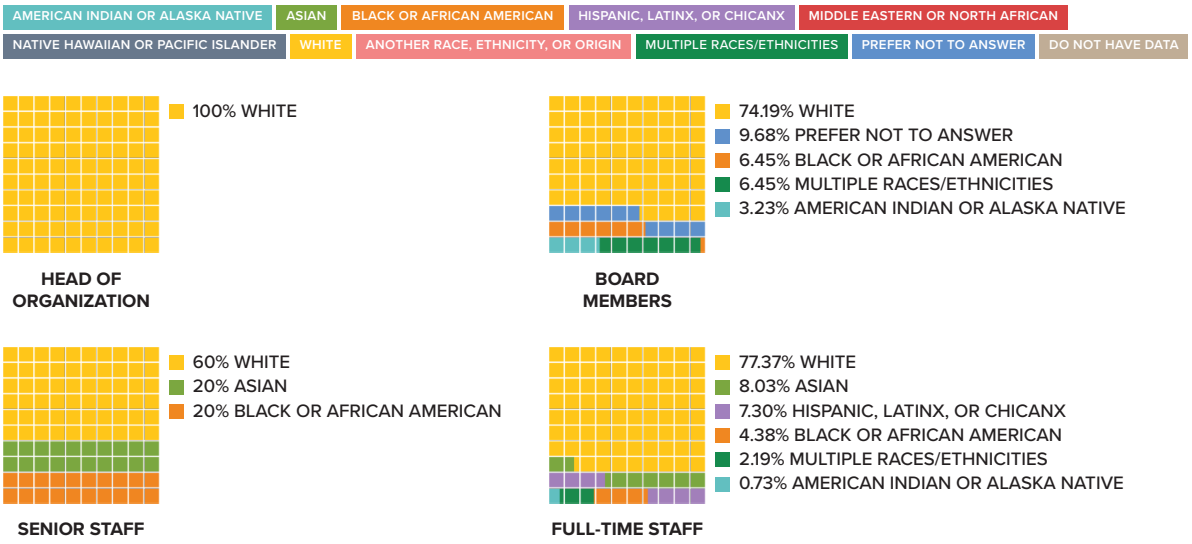
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?		no	
Do you have a transparent promotion process? Not sure what this question is asking.			other
Does your organization have a policy explicitly discussing diversity and inclusion? We welcome discussion and don't currently feel the need for a policy.			other
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups? It's in our plan to set these up and we've begun the process.			other
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have unconscious or implicit bias training?			other
It's available and encouraged, but not mandated at this point.			
Do you have mentoring programs for staff?	yes		
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide?			
Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices:			
The executive team is being led through a process by a consultant. We also have an Equity Director dedicated to insuring more equitable outcomes in our mission delivery.			

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

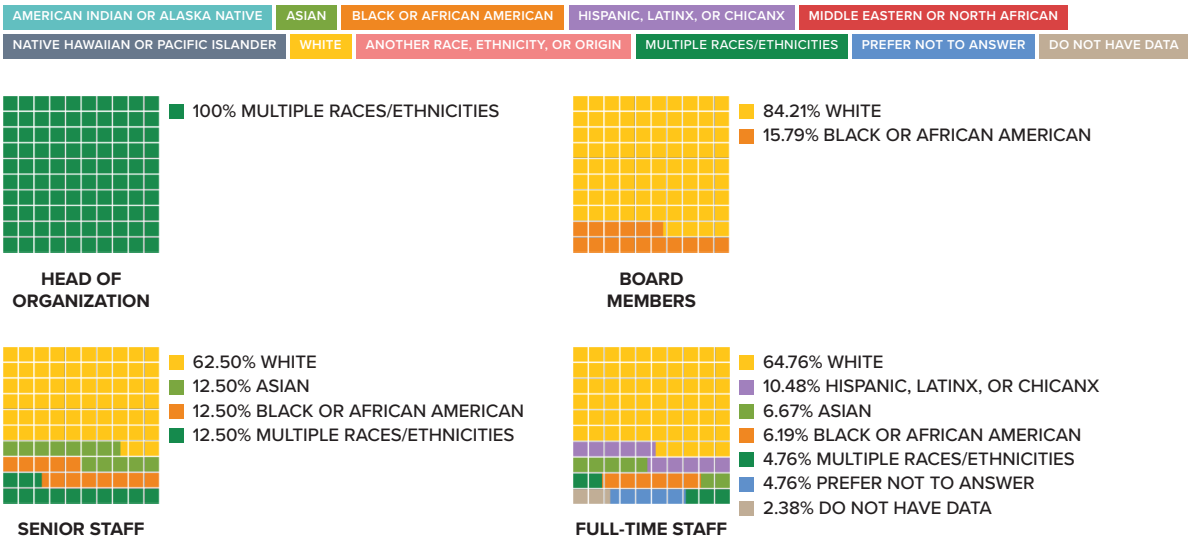
	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process? New promotion policy is under review by Executive Team.			other
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?		no	
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?	yes		

NGO PROFILE: THE WILDERNESS SOCIETY

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities.			
Additional retention practices: No response.			

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

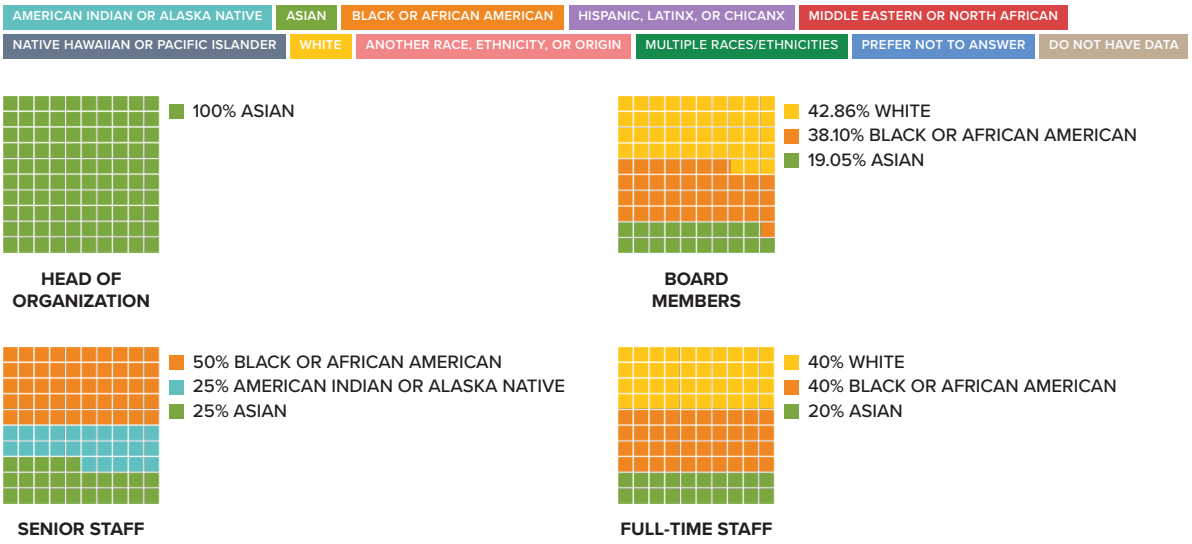
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?		no	
Do you have a transparent promotion process?		no	
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?		no	
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? Organization acclimation, Scheduled check-ins			
Additional retention practices: No response			

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

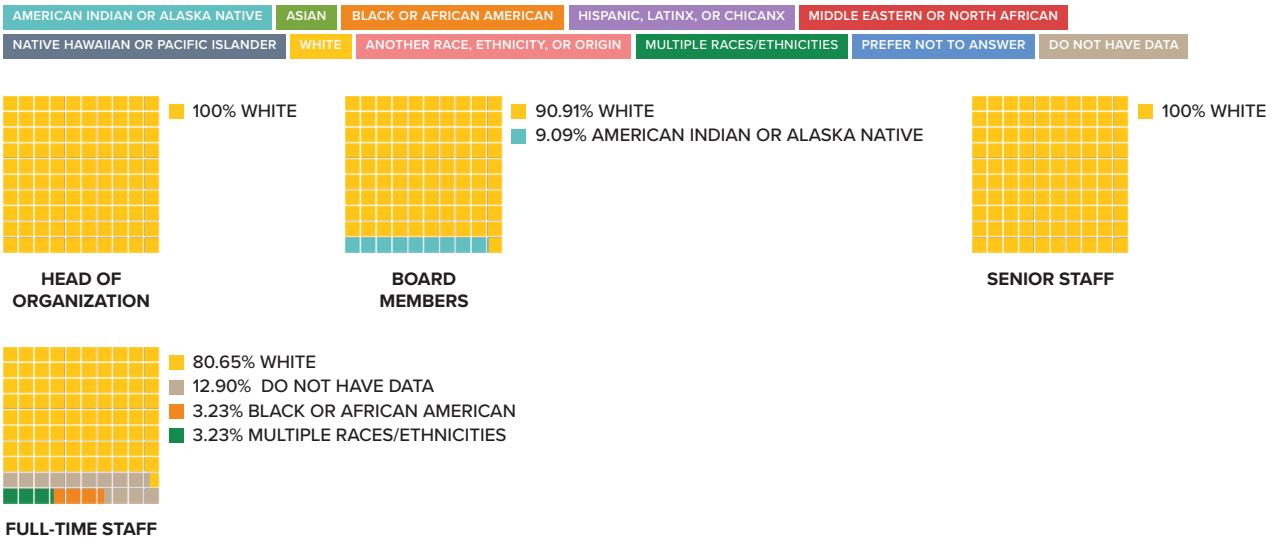
	yes	no	other
Do you have a transparent salary pay scale for staff? We post salaries for open positions.			other
Do you have a transparent promotion process?		no	
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?		no	

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?			other
Monthly with our JEDI Committee and twice a year with staff reviews.			
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide?			
DEI training, Employee goal-setting, Organization acclimation, Scheduled check-ins, Relationship-building activities.			
Additional retention practices:			
We created shared team values that we read at our weekly all staff meetings and reevaluate during our twice a year staff retreats.			

NGO PROFILE: WILDEARTH GUARDIANS

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

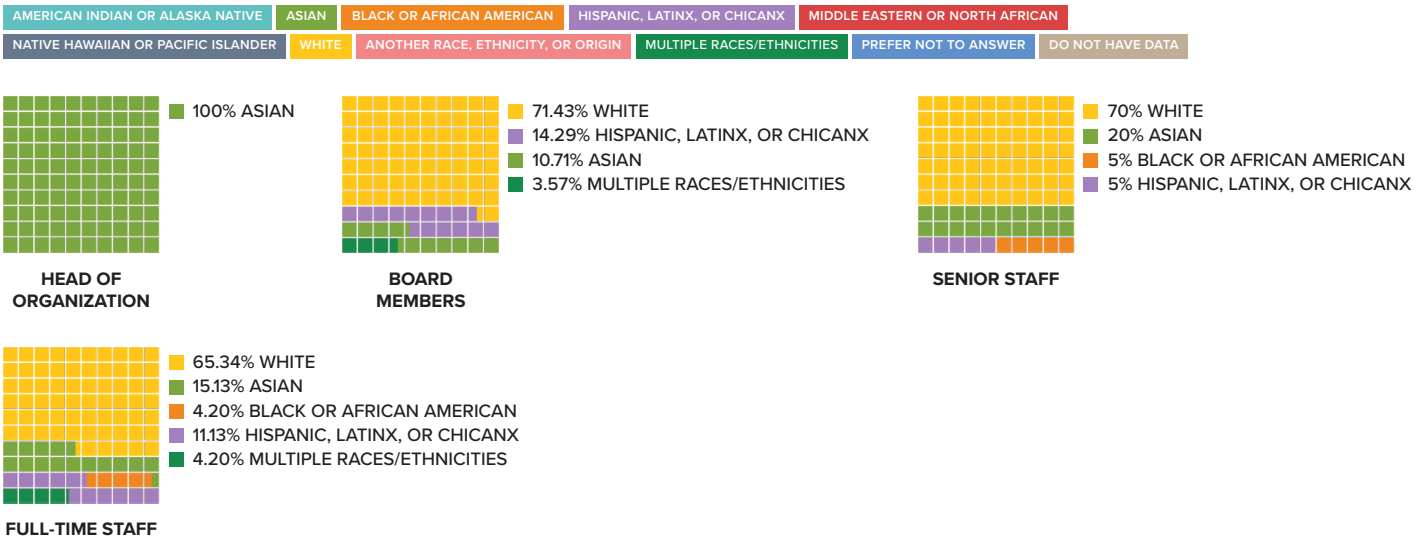
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?		no	
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training? Only in our hiring process.			other
Do you have mentoring programs for staff?		no	

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions? Not microaggressions, but will soon.			other
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress? At least annually.			other
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Organization acclimation, Scheduled check-ins, Relationship-building activities			
Additional retention practices: No response.			

Diversity by Race/Ethnicity



Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion?	yes		
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan?	yes		
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?		no	

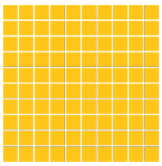
Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress?	yes		
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? Employee goal-setting, Organization acclimation, Scheduled check-ins			
Additional retention practices: Alternative Work Schedule, Rest & Recharge Period, etc.			

NGO PROFILE: WORLD WILDLIFE FUND

Diversity by Race/Ethnicity

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



100% WHITE

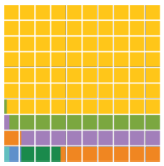
HEAD OF ORGANIZATION

74.07% WHITE
14.81% ASIAN
7.41% BLACK OR AFRICAN AMERICAN
3.70% HISPANIC, LATINX, OR CHICANX

BOARD MEMBERS

70.59% WHITE
11.76% HISPANIC, LATINX, OR CHICANX
5.88% ASIAN
5.88% BLACK OR AFRICAN AMERICAN
5.88% MULTIPLE RACES/ETHNICITIES

SENIOR STAFF



69.82% WHITE
9.82% ASIAN
9.27% HISPANIC, LATINX, OR CHICANX
7.45% BLACK OR AFRICAN AMERICAN
2.55% MULTIPLE RACES/ETHNICITIES
0.73% PREFER NOT TO ANSWER
0.36% AMERICAN INDIAN OR ALASKA NATIVE

FULL-TIME STAFF

Retention Rates

** Reported as 100% if above 100%*

Retention rates by race/ethnicity*

100%	100%	100%	100%	N/A	N/A	100%	N/A	100%	100%	N/A
AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC, LATINX, OR CHICANX	MIDDLE EASTERN OR NORTH AFRICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE	ANOTHER RACE, ETHNICITY, OR ORIGIN	MULTIPLE RACES/ ETHNICITIES	PREFER NOT TO ANSWER	DO NOT HAVE DATA

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have a transparent salary pay scale for staff?	yes		
Do you have a transparent promotion process?	yes		
Does your organization have a policy explicitly discussing diversity and inclusion? Organizational statement under development.			other
Do you have diversity, equity, and inclusion (DEI) goals written into your strategic plan? DEI is incorporated into CEO performance goals. Strategic plan being revised, factoring in DEI considerations.			other
Have you committed financial resources to your DEI efforts?	yes		
Do you have employee resource groups or affinity groups?	yes		
Do you conduct anonymous employee satisfaction and feedback surveys?	yes		
Do you offer development opportunities to entry-level staff?	yes		
Do you have a place where staff can find additional resources to learn more about DEI?	yes		

Questions on Diversity and Inclusion Practices

	yes	no	other
Do you have unconscious or implicit bias training?	yes		
Do you have mentoring programs for staff?	yes		
Do you have a process for addressing racial discrimination, harassment, and microaggressions?	yes		
Is feedback on DEI progress used to adjust and modify efforts?	yes		
Does your organization frequently assess DEI progress? Monthly, Quarterly and Annually			other
Does your organization offer paid internship opportunities?	yes		
What onboarding activities does your organization provide? DEI training, Employee goal-setting, Organization acclimation.			
Additional retention practices: Total compensation/benefits package; flexible work arrangements/schedule options.			

FOUNDATIONS ANALYSIS

Dr. Puritty examined the funding practices of surveyed foundations. The survey included questions on the demographic data of board members and senior staff of grantee organizations, and comparison data of funding practices to POC-led compared with White-led foundations. Only two foundations (29%) reported both demographic data of the boards and senior staff of their grantee organizations and their funding practices for White-led compared with POC-led organizations.

NINE FOUNDATIONS REPORTED THAT THEY COLLECT NO DATA

In a concerning finding, nearly half of surveyed foundations reported that they collect no demographic data. Financial inequalities represent a large part of systemic racial inequity, and foundations are directly positioned to address this disparity. Any foundation that is not already collecting demographic data or at least planning to be is at risk of reinforcing or even increasing the gap between POC-led and White-led organizations.

FOUR FOUNDATIONS ARE BUILDING AN ACTIVE PROCESS

Some foundations provided anonymous information on their plans to collect diversity and demographic data going forward. These quotes are directly from those foundations.

> While cognizant of which grantees are BIPOC staffed and led, we do not collect and categorize information on board, leadership and staff that would allow us to answer the questions on the survey.

> We currently ask whether the organization reports its staff and board demographic information to GuideStar. We are in the process of developing our own set of demographic questions to collect this information directly as part of our application process.

> We have collected staff demographic data and are in the process of collecting grantee demographic data. This data will not be available to us until spring 2022. Currently, we do not have counts for senior staff or board members within each grantee organization, so we were unable to complete the survey.

> Our foundation does not collect DEI data and we are in the process of discussing how we can collect data without being burdensome or onerous.

RESULTS FOR FOUNDATIONS THAT COLLECT DEMOGRAPHIC DATA

Only two foundations (29%) reported both demographic data of the boards and senior staff of their grantee organizations and their funding practices for White-led versus POC-led organizations.

DEMOGRAPHICS OF BOARDS AND SENIOR STAFF OF GRANTEES

Five organizations (71%) reported the demographic data of the senior staff and board members of their grantees.

BOARD MEMBERS

On average, the reporting foundations found that board members of grantee organizations were 34% POC and 50% White. It is important to note that although POC represent eight different groups of race and ethnicities, this grouping still pales in comparison to the representation of White people. Of these groups, Black or African-American had the highest representation of about 13% of board members while Native Hawaiian or Pacific Islander the lowest at less than 1%.

SENIOR STAFF

Senior staff showed a similar spread, with 37% POC and 55% White. Of the POC groups, Black or African-American again were the most represented groups at about 10.6% and Native Hawaiian or Pacific Islander again had the lowest at less than 1%.

RESULTS FOR FOUNDATIONS THAT COLLECT FUNDING DATA OF WHITE-LED AND POC-LED GRANTEES

AVERAGE ANNUAL FUNDING

The amount of average annual grantmaking to White-led organizations is much higher than for organizations led by POC. On average foundations are funding White-led organizations at nearly 40% more annually than POC-led organizations. With one exception, the foundations awarding the largest grants (of $100,000+) disproportionately funded White-led over POC-led organizations.

AVERAGE OPERATIONAL BUDGET

The average operational budget for POC-led organizations is a mere 3% of the operational budgets for White-led organizations. Put another way, White-led organizations received 97% more funding for general operating budgets than POC-led organizations. Almost all foundations reported higher general operating budgets for White-led organizations than those led by POC.

AVERAGE OPERATIONAL BUDGET FOR MULTIYEAR FUNDING

The average operational budget for multiyear funding showed disparities between White-led and POC-led organizations. On average across foundations, POC-led organizations received 0.8% of the multiyear operational budget grants, meaning White-led organizations received over 99% more funding than POC-led organizations. Foundations also reported funding twice as many multiyear grants to White-led organizations. when compared to POC-led organizations. On average, foundations reported awarding 13.5 multiyear grants to POC-led organizations and 26.7 multiyear grants to White-led organizations. One foundation reported funding multi-year grants exclusively to White-led organizations and one foundation reported funding exclusively to POC-led organizations.

Of the foundations that report funding multiyear grants for both POC-led and White-led organizations, only one foundation reported funding 30% more grants to POC-led organizations (27 organizations) than White-led (19 organizations) although the amount of these grants were 48% of what White-led organizations received. Another foundation reported funding multiyear grants for 66% more White-led organizations (129 organizations) than POC-led (44 organizations).

RESULTS FOR FOUNDATIONS THAT COLLECT FUNDING DATA OF WHITE-LED AND POC-LED GRANTEES

Another foundation reported funding only one multiyear budget for both POC-led and White-led organizations, although budgets for White-led organizations were 99% higher than POC-led organizations. This was illustrated by a foundation that reported funding White-led (24 organizations) and POC-led organizations (23 organizations) at similar rates, but which granted less than 1% multiyear grants to organizations led by POC. A final foundation reported funding twice as many White-led organizations (six organizations) than POC-led (three organizations), with the size of grants awarded to POC-led organizations being less than 1% of the funding awarded to White-led organizations.

TYPES OF GRANTS AWARDED TO POC-LED GRANTEES

Foundations reported on the types of funding awarded to POC-led organizations. All foundations reported funding general operating (313 grantees total, 39 grantees average) and programmatic funding (280 grantees total, 35 grantees average) for their grantees of color. Only two reported funding capacity building (four grantees total, one grantee average) for their grantees led by POC. Three reported unrestricted funding for their grantees of color (a total of 67 grantees and average of 11 grantees).

CONCLUSION

In 2021, reporting foundations funded White-led organizations at nearly double the rate of POC-led organizations. Given that this is the first year that Green 2.0 has gathered relevant foundation data, it is impossible to be certain whether this pattern, though an obvious disparity, represents an increase in funding toward POC-led organizations. What is certain is that even the foundations that collect this data are susceptible to huge funding inequities between White-led and POC-led organizations; it is therefore troubling that many foundations do not collect this data at all.

Green 2.0 is grateful to the foundations that shared their demographic data with us for this report. Their transparency and willingness to engage in uncomfortable conversations is integral to creating systemic change.

ACKNOWLEDGEMENTS

The 2021 Transparency Report Card was made possible thanks to the support of many individuals. Green 2.0 would like to thank everyone who contributed to this project.

We would like to thank our team members for their guidance and work at all stages of the report. Thank you, Andres Jimenez, Adriane Alicea, Raviya Ismail, Juliana Ojeda, Andrew Beahrs, Alejandro Galicia Cervantes, Grace Edelen, Sage Renninger, Kalina Browne, and Chante Lee. A special thanks to Shao Zhi Zhong for her work leading the design and graphics of this report. We would also like to thank Keecha Harris and Associates (KHA) and their team for their work, especially Mikhiela Sherrod and Sierra Fernandez.

A special thanks to Dr. Chandler Puritty for her work analyzing the data.

Lastly, thank you to all the organizations and foundations who participated in this report, it is through your willingness to be transparent that we are able to work towards a more inclusive present and future.