

August 2022 – 2023

YEAR END REVIEW

Field Inclusive, INC.

EXECUTIVE SUMMARY 2023

OUR MISSION

Field Inclusive strives to provide tangible and actionable improvements in the natural resources by addressing social field safety issues related to justice, equity, diversity, and inclusion (JEDI). We seek to support all field biologists in the natural sciences through identifying and addressing field safety issues, developing field safety resources, and supporting marginalized researchers through financial aid and experiential learning opportunities.

THANKS FOR AN AMAZING FIRST YEAR!

In 2022, we had the idea to start a nonprofit in support of marginalized field researchers in the natural sciences. Fast forward to 2023, and we have accomplished so much more than we could have imagined!

This year, we focused on raising awareness of the unique issues faced by BIPOC, LGBTQ+, disabled, and other minority scientists in the field. We hosted webinars, workshops, and roundtable listening sessions to hear and address these issues. In response to common barriers, we gave in-person trainings to academic groups, raised funds for field safety gear, and developed online resources.

We also celebrated our amazing community! We hosted our 1st #FieldInclusiveWeek, where we highlighted the awesome careers of marginalized researchers. We were proud to be able to compensate all of our event speakers. In addition, we were able to financially support 4 marginalized students with research and travel awards and paid learning opportunities.

We envision a world in which the outdoors feels safe and welcoming for all, regardless of personal identity. With your continued support, we look forward to accomplishing even more next year!

Sincerely,
Murry and Lauren
Co-Founders



OUR GOALS

- Center and amplify voices, visibility, and experiences of Marginalized Field Researchers.
- Prioritize social field safety for all Field Researchers, both on an individual and institutional level.
- Provide a field safety training course.
- Support Marginalized Field Researchers with scholarships for research-related expenses.
- Work toward making natural science field work more accessible and inclusive for researchers with physical disabilities and chronic illnesses.
- Provide and organize safe training and experiential field opportunities for Marginalized Field Researchers through our partnerships.
- Work toward proper financial compensation.

OUR ACTIVITIES

FIELD INCLUSIVE WEEK RECAP

Field Inclusive Week is meant to highlight the diversity of field researchers in the natural sciences. With this event, we create community among field researchers and inspire future scientists of all backgrounds to achieve their dreams!

We kicked off the week with Sunday #RollCall to meet other field workers, followed by #FieldWorkJoy to share what we love the most about our jobs. Tuesday began our discussion of #FieldSafety, with a panel of graduate students sharing their experiences, conflicts, and safety tips. We also highlighted the importance of physical safety with a webinar on nutrition and hydration for the field. In addition, we dedicated a day to uplift those who are #DisabledInFieldWork and hosted a webinar on accessibility in (and beyond) the outdoors.

We entered into the weekend with #FieldWorkRecovery and tips on self care and mental health after a taxing field season. Finally, we finished the week with a #FutureOfFieldWork workshop on science communication and inspiring others to get into the field. Throughout the week, we also had a photo contest and merch giveaways!

Visit our website or YouTube channel for recorded webinars from the week. Follow our social media accounts (@FieldInclusive) on Instagram, Facebook, and Twitter for updates on #FieldInclusiveWeek 2024!

Event Highlights

Aug. 22, 2022
Public launch
of Field
Inclusive

Jan - Feb
NCSU Field
Safety Gear
Crowdfunding
Campaign

Feb. 23
Safety Panel at
Francis Marion

Mar. 8
NCSU Equity
Research
Symposium
Working Group

Mar. 24
NCSU Black
Research
Symposium
Roundtable

Apr. 24
Dorothea Dix
Park Earth
Day Event
Table

June 3
1st Beginning
Birders
Program at
Walnut Creek

Aug. 23, 2023
1st Anniversary
Webinar

OUR RESEARCH & TRAVEL GRANT RECIPIENTS



Derek McFarland



Maria Jose Navarrete



Jayshaun Talbert

FINANCIAL REPORT

Field Inclusive is a 501(c)(3), tax-exempt nonprofit.

Our Sponsors

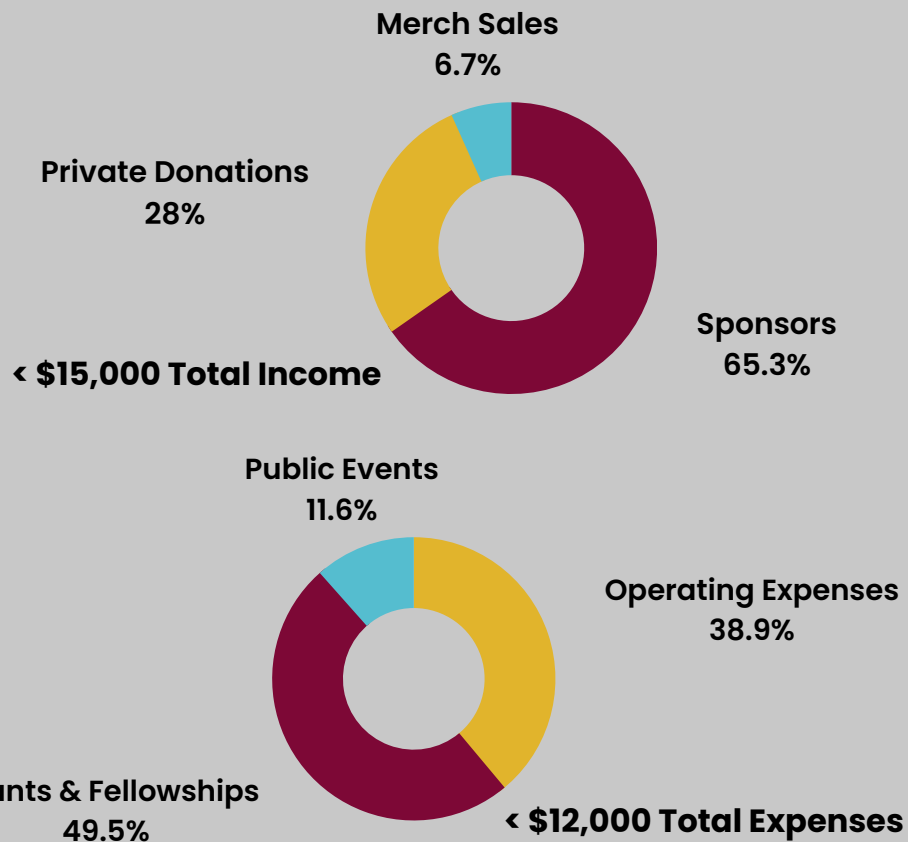
- The Nature Conservancy
- NC Sea Grant
- Wilson Ornithological Society
- Wake Audubon Society
- SE Climate Adaptation Science Center
- Tracy Aviary

OUR FELLOWSHIP RECIPIENT



Sofia Correa won our \$5000 Fellowship in partnership with Cape Fear Bird Observatory.

Sofia studied and banded Painted Buntings in Wilmington, NC. Visit our website for our next fellowship opportunity!



Our Partners

- Wilson Ornithological Society
- NCSU College of Natural Resources
- Walnut Creek Wetland Center
- Wake Audubon Society
- Cape Fear Bird Observatory

In 2023, You Funded:

3

Grants

3

Public Events

1

Student Fellowship



LOOKING FORWARD

Current Resources

- Relevant Journal Articles
- Code of Conduct Template
- Guidelines for Attracting Diverse Applicants
- In-person Workshops / Trainings
- Consultation for Resource and Workshop Development
- Informational Webinars

GOALS FOR 2023 – 2024

Our next major goal is to develop an online social field safety training course. This official training will be made available to purchase for anyone who works professionally outdoors. This course will include modules such as identifying potential field safety risks, communicating those risks, and steps to mitigation on individual, supervisory, and institutional levels. Field Inclusive is currently working on developing module content and applying for grants to fund online course creation.

In addition, Field Inclusive is looking to expand our operating team. We hope to bring on qualified board members and create various committees to address specific community needs, such as Fellowship Coordination,

Community Outreach and Event Planning, and International Student Support.

Throughout this next year, we will be seeking more partnerships with nature and wildlife organizations to provide experiential learning fellowships for marginalized students. We will continue to provide research grants and travel awards and to host public events that bring awareness, information, and a little bit of fun!

All of our current resources are available on fieldinclusive.org. If you have any resources you'd love to see developed, visit our website and use our Resource Suggestion Box to submit your idea. Thank you for helping us work toward a more safe and inclusive outdoors!

Resources in Development

- More Beginner and Advanced Birding Programs
- More Student Fellowship Opportunities
- Field Safety Gear Templates
- Online Field Safety Training Course
- Guidelines for Diverse Hiring

Thank you for your continued support of Field Inclusive!!