



Year End Review

Field Inclusive, Inc,

2024-2025

Executive Summary

Our Mission

Support marginalized field researchers with safety, equity, and inclusion.

2024 Highlights

3rd #FieldInclusiveWeek, 7 student awards, new workshops, growing partnerships.

Financials

\$23,299 income, \$34,688 expenses.

2026 Goals

Expand Board, add committees, grow volunteer network, secure funding for paid roles.

Get Involved

Visit fieldinclusive.org and follow @FieldInclusive.



OUR MISSION

Field Inclusive strives to provide tangible and actionable improvements in the natural resources by addressing social field safety issues related to equity, diversity, inclusion, and accessibility. 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.

OUR GOALS

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

WORDS FROM OUR CO-FOUNDERS

With the current state of the world, our organization remains committed to our mission. Understanding the importance of diversity, equity, and inclusion is more critical now than ever. In 2022, we had the idea to start a nonprofit supporting marginalized field researchers in the natural sciences.

Fast forward to 2025, and we have accomplished more than we could have imagined! This year, we continued to provide awareness and safety resources addressing the unique challenges faced by BIPOC, LGBTQIA+, disabled, and other underrepresented scientists in the field. We hosted webinar discussions, as well as virtual and in-person workshops on field safety issues. We also continued developing and updating our free online resources. Our online field safety training course is still in progress, with plans to complete it by the end of the year. We also welcomed a new social media and communications intern to our team!

This year marked our 3rd #FieldInclusiveWeek, where we highlighted numerous marginalized researchers and covered topics related to social field safety and accessibility. We were proud to be able to compensate all of our event speakers.

In addition, we provided financial support to seven marginalized students through research grants, travel awards, and fellowships for 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 Burgess and Lauren D. Pharr

#FIELD INCLUSIVE WEEK 2025 RECAP

Field Inclusive Week celebrates the diversity of field researchers in the natural sciences while also addressing issues related to social field safety. Through this event, we build community among field researchers and inspire future scientists of all backgrounds to achieve their goals!

Under our theme **“United by Nature”** this year, we hosted four webinars and introduced a new feature: workshops! Highlights included our LGBTQIA+ Inclusivity Panel, the 2024 FI Awardees Panel, an Accessibility Workshop, our Social Field Safety Workshop, a webinar on Navigating Graduate School Opportunities, and a conversation with Dr. J. Drew Lanham and Matthew Morgan on “What do we do about John James Audubon?”

Visit our website or YouTube channel to watch recorded webinars from the week. Be sure to follow us on Instagram, Facebook, X, and LinkedIn (@FieldInclusive) for updates on #FieldInclusiveWeek 2026!



Illustration by Casey Girard

OUR AWARD RECIPIENTS



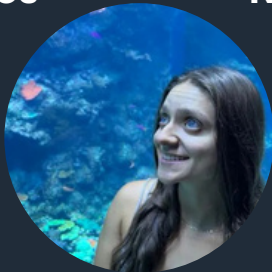
Samantha Davies



Kassandra Townsend



Amanda Potts



Isabel Pen



Ponchanok Weeriyannun



Alexis Flores



Nathália Susin Streher



Pauline Castro

OUR SOCIAL MEDIA AND COMMUNICATIONS INTERN

Grace Albertson (she/her) has joined Field Inclusive as our new Social Media and Communications Intern. Based in Raleigh, NC, she will manage our social media presence and communications and will help Field Inclusive with growing demands for our services, partnership, and engagement. Grace will have the opportunity to learn and enhance her communications and program facilitation skills and experience including program coordination, public speaking and leadership, public education and outreach, administration, communications through various media with diverse audiences, and more.



OUR FELLOWSHIP RECIPIENT

Killian Yevtyeyev (he/they), an undergraduate biology major at The Ohio State University, is the recipient of the 2024 joint fellowship from Field Inclusive and Cape Fear Bird Observatory. Yevtyeyev helped with Painted Bunting (PABU) banding on public and private properties as well as helped establish a point count and banding study on six sites from Wilmington to Sunset Beach.

OUR PARTNERS AND FUNDERS

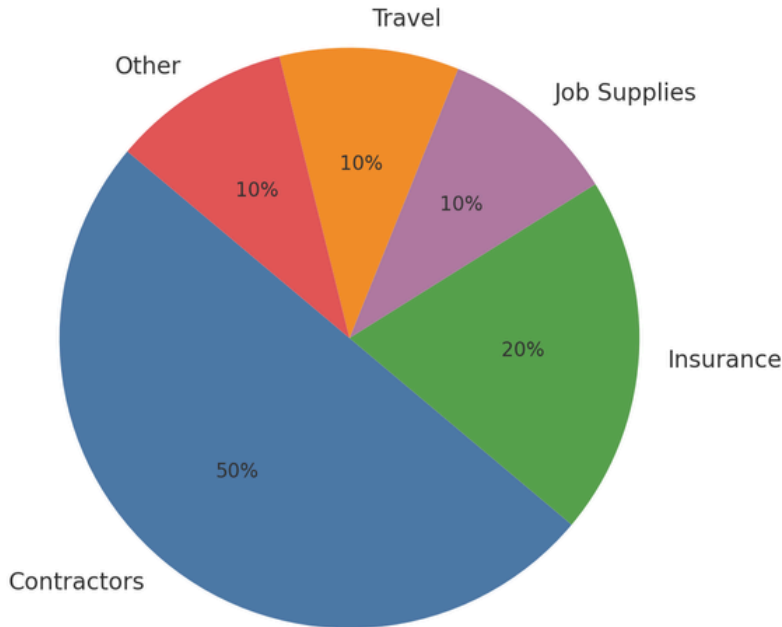
- Sphyrnas Organization
- Universal SciCom
- Burroughs Wellcome Fund
- Wake Audubon Society
- Cape Fear Bird Observatory
- Wilson Ornithological Society
- The Land at Hawkins Loop

OUR SPONSORS

- Conservation Nation
- The Nature Conservancy - NC Chapter
- Tracy Aviary
- New Hope Bird Alliance
- Wake Audubon Society
- Wilson Ornithological Society
- Cape Fear Bird Observatory
- The Sierra Foundation
- Tangled Bank Conservation
- ADVANCEGeo PARTNERSHIP

EXPENSES

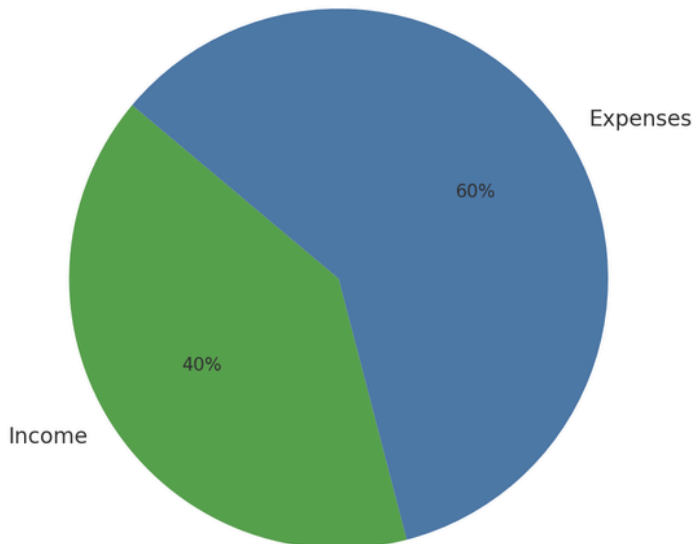
Field Inclusive FY24 Expense Breakdown
Total Expenses: \$34,688



Contractors were the largest expense category, reflecting our commitment to compensating event speakers and service providers. Other costs supported insurance, supplies, travel, and general operations.

TOTAL INCOME

Field Inclusive FY24 Profit & Loss
Income: \$23,299 | Expenses: \$34,688 | Net: -\$11,389



In FY24, Field Inclusive, Inc. recorded \$23,299 in income and \$34,688 in expenses, resulting in a net loss of -\$11,389. This chart highlights the proportional gap between income and expenses, underscoring the importance of ongoing fundraising and sustainable funding strategies to support our mission.

2024 EVENT HIGHLIGHTS

September 14, 2024

FI Supporter Social

August 23, 2024

2nd Anniversary Webinar

September 14, 2024

Workshop with East Carolina University

October 1, 2024

Workshop at AOS Conference

October 16, 2024

Member/Non-Member Workshop

January 12th-18th 2025

FI Week 2025

March 25, 2025

Workshop with Amphibian and Reptile Conservancy

April 28, 2025

Member/Non-Member Workshop

LOOKING FORWARD

CURRENT RESOURCES

1. Relevant Journal Articles
2. Code of Conduct Template
3. Guidelines for Attracting Diverse Applicants
4. Field Safety Gear Templates
5. Field Gear Exchange Program How To
6. In-person Workshops / Trainings
7. Consultation for Resource and Workshop Development
8. Informational Webinars
9. Accessible Field Gear Checklist and Safety Plan
10. Medical Cards
11. Self Advocacy Guide

RESOURCES IN DEVELOPMENT

1. More Student Fellowship Opportunities
2. Social Field Safety Publication
3. Workshop Facilitator Trainings
4. Online Field Safety Training Course



Donate to Field Inclusive to support the development of these resources and more!

GOALS FOR 2026

Field Inclusive's major focus for 2026 is to continue expanding our internal leadership and team capacity. We hope to grow our Board and create dedicated committees for our services, such as a Workshop Committee and an International Student Support Committee. We are also actively seeking grants and funding to create paid positions within our organization.

In addition, we plan to keep expanding our volunteer network and creating more social opportunities. Field Inclusive will also continue building partnerships with nature and wildlife organizations to provide experiential learning fellowships for marginalized students. We remain committed to offering research grants, travel awards, and public events that bring awareness, share information, and foster a fun, welcoming community environment!

All of our current resources are available at fieldinclusive.org. If you have ideas for resources you'd like to see developed, please visit our website and use our Resource Suggestion Box to share your ideas.

Thank you for helping us work toward a safer and more inclusive outdoors!

THANK YOU FOR YOUR SUPPORT!