



# EXECUTIVE SUMMARY

## 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.

## GOALS

### **Center and Amplify:**

Center and amplify voices, visibility, and experiences of Marginalized Field Researchers.

### **Prioritize Social Field Safety:**

Prioritize social field safety for all Field Researchers, both on an individual and institutional level.

### **Training:**

Provide a field safety training course.

### **Proper Financial Compensation:**

Work toward proper financial compensation.

### **Scholarships and Expenses:**

Support Marginalized Field Researchers with scholarships for research-related expenses.

### **Accessibility and Inclusivity:**

Work toward making natural science field work more accessible and inclusive for researchers with physical disabilities and chronic illnesses.

### **Training and Experiential Opportunities:**

Provide and organize safe training and experiential field opportunities for Marginalized Field Researchers through our partnerships.

## WORDS FROM OUR 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 2026, 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 increased our virtual and in-person workshops on field safety issues. We also increased our workshop facilitator network with plans to continue expansion in 2027. Our online field safety training course is still in progress, with plans to complete it by the end of the year.

This year marked our 4th #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 four 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,  
Lauren D. Pharr, PhD (CFO)  
Murry Burgess, PhD (CEO)





**Field  
Inclusive,  
Inc.**

FY 2025–2026  
**July 1, 2025–June 30, 2026**

## #FIELDINCLUSIVeweek 2026 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 “Rooted in Resilience” this year, we hosted four webinars, two break-out group sessions, and one workshop. Highlights included our Allyship in Outdoor Spaces & Workplaces Panel, a Science Communication Workshop, and Together We Thrive - Joy in the Journey: Reclaiming Space and Finding Healing Through Birding (Closing Plenary).

Visit our website or YouTube channel to watch recorded webinars from the week. Be sure to follow us on Instagram, Facebook, and LinkedIn (@FieldInclusive) for updates on #FieldInclusiveWeek 2027!



**Illustration by Molly Schafer**

## OUR AWARD RECIPIENTS

**Alejandra Betancourt**

**Sponsor:** Tracy Aviary



**Mel Baldino**

**Sponsor:** New Hope Bird Alliance



**Inmagela “Inma” Abreu**

**Sponsor:** Tracy Aviary



**Sanai Barnes**

**Sponsors:** Cape Fear Bird Observatory & Wilson Ornithological Society



## OUR ‘25–‘26 SOCIAL MEDIA AND COMMUNICATIONS INTERN



Grace Albertson (she/her) joined Field Inclusive from 2025–2026 as our Social Media and Communications Intern. Throughout her internship, she contributed to foundational projects like developing a brand guide (including colors and fonts) and compiling data for the 2024 Executive Summary. She also developed and presented a poster focused on the shift from traditional “Universal Training” to a Universal Design approach.

**Sponsor:** Conservation Nation

## OUR ‘25 FI-CFBO JOINT FELLOW



Pauline Castro (she/her) is an undergraduate Environmental Science major at The University of North Carolina Wilmington and was the recipient of the 2025 joint fellowship from [Field Inclusive](#) and Cape Fear Bird Observatory. Castro 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.

**Sponsors:** Cape Fear Bird Observatory & Wilson Ornithological Society

## OUR ‘25–‘26 PARTNERS AND FUNDERS

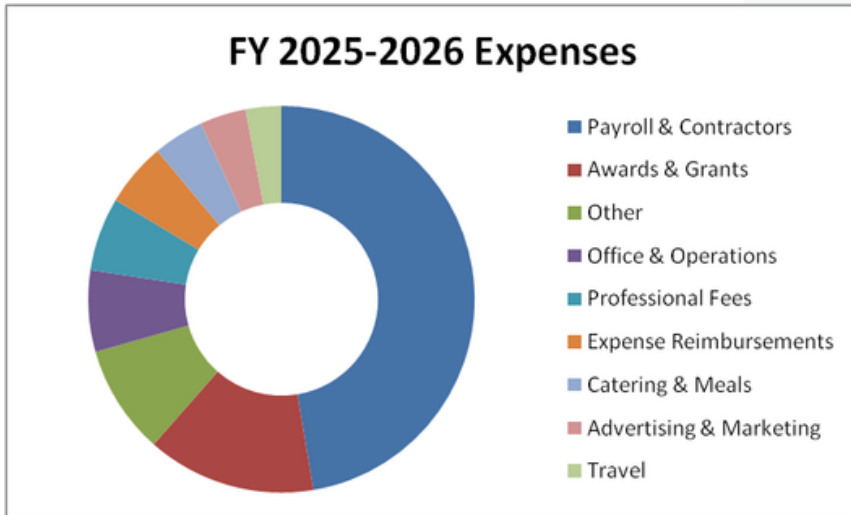
The Land at Hawkins Loop \* Raleigh Parks \* Noteworthy Lab \* Dameon Williams \* benco \* Universal SciCom \* Wake Audubon \* Cape Fear Bird Observatory \* North Carolina Museum of Natural Sciences \* Hollywild Community Conservation \* Friends of Chakchiuma Swamp \* Burroughs Wellcome Fund

## OUR SPONSORS

The Nature Conservancy - NC Chapter \* Tracy Aviary Conservation \* North Carolina Museum of Natural Sciences \* New Hope Bird Alliance \* Wilson Ornithological Society

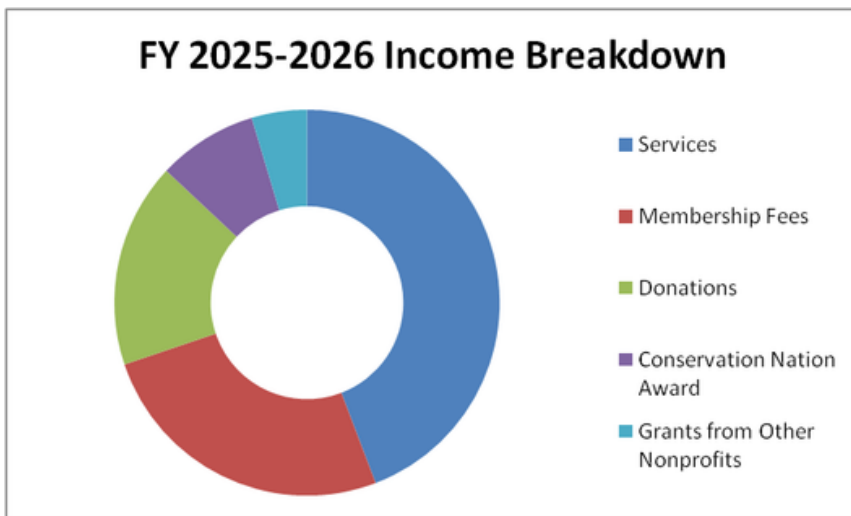


**EXPENSES**



Contractor expenses represented our largest area of investment, reflecting Field Inclusive's commitment to fairly compensating facilitators and other professionals who support our programs and services. Additional expenses supported awards and grants, organizational operations, travel, supplies, insurance, and other costs essential to advancing our mission.

**TOTAL INCOME**



In FY2025-2026, Field Inclusive, Inc. generated \$43,101 in income and incurred \$64,701 in expenses, resulting in a net deficit of \$21,600. These figures reflect continued investment in program delivery, personnel and contractor compensation, and organizational operations. The financial snapshot also highlights the importance of continued revenue growth, fundraising, and sustainable funding strategies to support Field Inclusive's long-term mission and impact.

**\$43.1K**

**TOTAL INCOME**

**\$64.7K**

**TOTAL EXPENSES**

**\$21.6K**

**NET DEFICIT**

**\$8.3K**

**YEAR-END CASH ASSETS**

**'25-'26 CONTRACTORS HIRED**

- Workshop Facilitators (5)**
- Professional Grant Writer (1)**
- Professional Outreach Representative (1)**
- Regional Outreach Coordinator (1)**





## '25-'26 INITIATIVE HIGHLIGHTS

### Launch of Mississippi Beginning Birders Programs

Field Inclusive expanded our Beginning Birder Series into Mississippi with partners HollyWild, and Friends of Chakchiuma Swamp, who are facilitating 4 beginning birding events throughout 2026 in the Grenada and Holly Springs area.

### Volunteer Network Expansion

Field Inclusive launched a volunteer recruitment initiative to support our programs, events, and community engagement efforts across the Triangle region. Thirteen individuals applied to join our volunteer network, and we look forward to welcoming these volunteers as we continue to grow our impact in 2027.

### Community Birding Programs

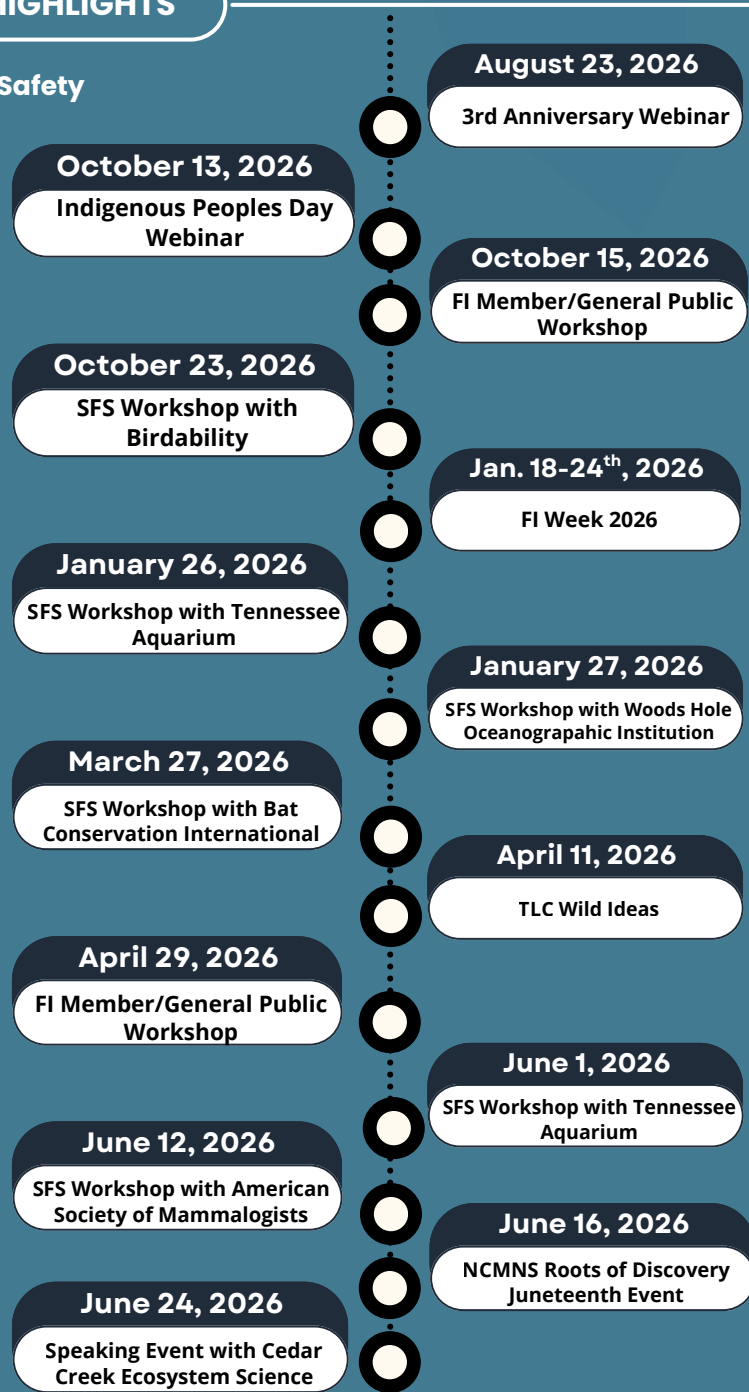
Field Inclusive partnered with the Bloomberg Center for Public Innovation at Johns Hopkins University, Raleigh Parks, Recreation and Cultural Resources, and Partners for Environmental Justice to offer inclusive community birding events in Raleigh. These programs welcomed participants of all experience levels to connect with nature, learn about birds, and build community through shared outdoor experiences.

### Workshop Facilitator Network Expansion

Field Inclusive launched a facilitator recruitment initiative to support our growing workshop program and advance conversations on inclusion, social field safety, and creating empowering environments. Twenty-four individuals applied to join our facilitator network, and we look forward to welcoming new facilitators as we expand our impact in 2027.

## '25-'26 EVENT HIGHLIGHTS

\*SFS = Social Field Safety



# LOOKING AHEAD

## CURRENT RESOURCES

- Relevant Journal Articles
- Code of Conduct Template
- Guidelines for Attracting Diverse Applicants
- Field Safety Gear Templates
- Field Gear Exchange Program How To
- In-person Workshops / Trainings
- Consultation for Resource and Workshop Development
- Informational Webinars
- Accessible Field Gear Checklist and Safety Plan
- Medical Cards
- Self Advocacy Guide

## RESOURCES IN DEVELOPMENT

- More Student Fellowship Opportunities
- Social Field Safety Publication
- Online Field Safety Training Course



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

## GOALS FOR 2027

Looking ahead to **FY 2027**, Field Inclusive will focus on strengthening our organizational capacity while continuing to expand the reach and sustainability of our programs. We plan to further develop our internal leadership and facilitator teams, strengthen our workshop and training infrastructure, and pursue grants, sponsorships, and other funding opportunities that can support paid positions and long-term organizational growth.

We will also continue expanding our volunteer network, community programming, and partnerships with nature, wildlife, and field-based organizations. Through these collaborations, Field Inclusive aims to create more accessible opportunities for experiential learning, professional development, and community engagement. We remain committed to providing research grants and travel awards, expanding our Beginning Birders programming, delivering Social Field Safety workshops and resources, and hosting events—including Field Inclusive Week 2027—that bring people together in welcoming and meaningful ways.

As Field Inclusive grows, we are committed to ensuring that our programs remain responsive to the needs of the communities we serve. Our current resources are available at [fieldinclusive.org](https://fieldinclusive.org), and we welcome ideas for new resources through our online Resource Suggestion Box.

Thank you for continuing to support our work toward safer, more accessible, and more inclusive outdoor and field experiences for all!

# THANK YOU FOR YOUR SUPPORT!