

Embracing Diversity and Inclusion at TIRN

At TIRN, we are committed to fostering a diverse, equitable, and inclusive workplace where all employees feel empowered to contribute their unique perspectives and experiences. This report showcases the impressive diversity and progress we've achieved over the past few years, while also highlighting areas where we can continue to grow and improve.



Racial and Ethnic Representation

2021 Results

The survey results showed a relatively diverse racial and ethnic makeup, with 63% of respondents identifying as White, 13% as Asian or Asian American, 10% as Black, 13% as Latinx, and 13% as Jewish. This highlights TIRN's commitment to fostering an inclusive environment that celebrates diversity.

2022 Results

The 2022 survey respondents represented an even wider range of racial and ethnic backgrounds, including 75% White, 17% Asian, Black, Latinx, and Indigenous American, and 8% Jewish. This diversity allows TIRN to benefit from a variety of cultural perspectives and understandings, which is crucial for our success.

2024 Results

The survey results showed a relatively diverse racial and ethnic makeup, with 60% of respondents identifying as White, 10% as Asian or Asian American, 10% as Black or African, 10% as Latinx, and 10% as Jewish. This highlights TIRN's commitment to fostering an inclusive environment that celebrates diversity.



Gender Representation

1 2021 Results

The survey found that 62.5% of TIRN staff identify as cis-female, while the remaining 37.5% identify as cis-male. This gender diversity is a positive step, but we recognize the need to further support and empower employees of all gender identities.

2 2022 Results

The 2022 survey results show that TIRN's gender representation has expanded to include a range of identities, including 55% cisgender women, 46% cisgender men, and non-binary individuals. This diversity contributes to a more inclusive and equitable work environment.

3 2024 Results

The 2024 survey results show that TIRN's gender representation has expanded to include a range of identities, including 80% cisgender women, 10% cisgender men, and 10% non-binary individuals. This diversity contributes to a more inclusive and equitable work environment.

LGBTQIA+ Representation

2021 Results

The survey found that a small percentage (12.5%) of TIRN staff identify as lesbian, gay, bisexual or queer, indicating a need to further support and celebrate LGBTQ+ employees. By creating a more inclusive environment, we can ensure that all employees feel comfortable and empowered to be their authentic selves.

2022 Results

The 2022 survey results show that a significant portion of TIRN's staff identify as lesbian, gay, bisexual, or queer. This reflects the organization's commitment to supporting and celebrating diverse sexual orientations, which is crucial for creating a welcoming and inclusive workplace.

2024 Goals

While the 2024 survey results indicate that all respondents do not identify as LGBTQ+, this suggests a need to further promote LGBTQ+ inclusion and representation within the organization. By reviewing and strengthening our policies and practices, we can ensure that TIRN is a safe and supportive environment for employees of all sexual orientations and gender identities.



Educational Attainment

1

2021 Results

The survey found that TIRN staff have a high level of educational attainment, with 50% holding a master's degree and another 50% holding a bachelor's degree. This diverse educational experience brings valuable perspectives and knowledge to the organization.

2

2022 Results

The 2022 survey respondents also represent a range of educational backgrounds, with the majority holding bachelor's or master's degrees. This diversity in educational experience can contribute to a more innovative and well-rounded approach to our work.

3

2024 Goals

While the survey results show that the majority of TIRN staff hold bachelor's or master's degrees, we recognize the importance of promoting educational equity and supporting employees with diverse educational backgrounds. By providing access to professional development opportunities, we can ensure that all employees have the tools they need to succeed and grow within the organization.



Disability Representation



1

2021 Results

The survey found that 25% of TIRN staff identify as having a disability, highlighting the organization's commitment to accessibility and inclusion. By creating a workplace that is welcoming and accommodating for employees with diverse needs, TIRN can foster a more equitable and supportive environment.

2

2022 Results

The 2022 survey results indicate that 23% of TIRN's staff identify as having a disability while 77% do not. This demonstrates the organization's ongoing efforts to ensure that our workplace is accessible and inclusive for all employees, regardless of their abilities.

3

2024 Results

The 2024 survey results show that 30% of TIRN staff have a disability, further emphasizing the importance of maintaining and strengthening our inclusive policies and practices. By continuing to prioritize accessibility and accommodations, we can create a work environment where all employees can thrive and contribute their unique talents and perspectives.



Underrepresented Groups



Racial Diversity

While the racial diversity at TIRN is encouraging, we recognize the need to continue improving representation of underrepresented groups, such as SWANA (Southwest Asian/North African) and Native American individuals. By setting specific diversity goals and implementing targeted recruitment and retention strategies, we aim to create a truly inclusive and racially equitable workplace.



Gender Inclusivity

To create a truly inclusive workplace, TIRN will review and strengthen our policies and practices around gender-neutral language, pronoun usage, and LGBTQIA+allyship. By fostering a culture of respect and understanding, we can ensure that all employees feel valued and empowered to bring their authentic selves to work.



Disability Representation

The high percentage of TIRN staff who identify as having a disability highlights the organization's commitment to accessibility and inclusion. By continuing to prioritize accommodations and inclusive practices, we can create a work environment where all employees can thrive and contribute their unique talents.



Cultivating a Culture of Belonging

Inclusive Policies

TIRN is committed to reviewing and strengthening our policies and practices to ensure that all employees, regardless of their race, gender, sexual orientation, or disability status, feel welcomed, supported, and empowered to contribute their unique perspectives.

Professional Development

By providing access to a range of professional development opportunities, we can support the growth and advancement of employees from diverse backgrounds, ensuring that TIRN is a place where everyone can thrive and succeed.

Continuous Improvement

We recognize that cultivating a truly inclusive and equitable workplace is an ongoing process. TIRN is committed to regularly collecting feedback, evaluating our progress, and implementing new strategies to foster a greater sense of belonging for all employees.

