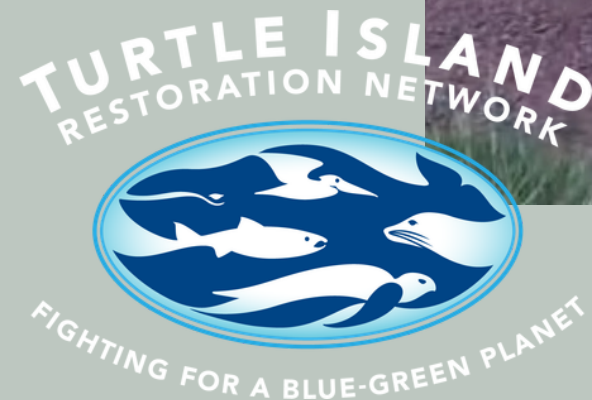


Embracing Diversity and Inclusion at Turtle Island Restoration Network

At TIRN, we are committed to fostering adverse, 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 & Ethnic Representation

2021:

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

2022:

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:

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.

2026:

In 2026, survey results showed a more narrow spread of racial and ethnic representation, with 71.4% of respondents identifying as White, 7.1% as Hispanic, Latino/Latina/Latinx, 7.1% as Jewish/White, and 14.3% preferred not to say. This shows us that it is necessary for TIRN will further commit to fostering a diverse staff and Board of Directors.



Gender Representation

2021:

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.

2022:

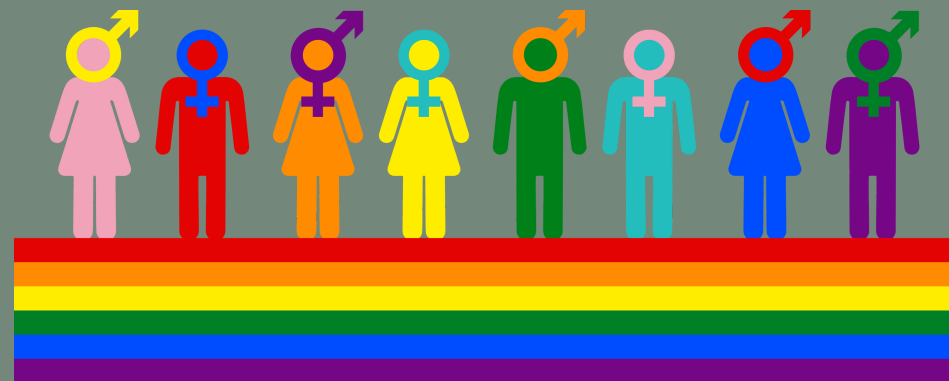
The 2022 survey results show that TIRN's gender representation has expanded to include a range of identities, including 55% cisgender women, 46% cisgender men, and non-binary individuals. This diversity contributes to a more inclusive and equitable work environment.

2024:

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.

2026:

The 2026 survey results show that TIRN's gender representation is split between cisgendered females and males. 64.3% of respondents identify as cis-female, while 35.7% identify as cis-male. Although this gender diversity is positive, TIRN recognizes the need to further support and empower employees of all gender identities.



LGBTQIA+ Representation



2021:

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 LGBTQIA+ employees. By creating a more inclusive environment, we can ensure that all employees feel comfortable and empowered to be authentic.

2024:

While the 2024 survey results indicate that all respondents do not identify as LGBTQIA+, this suggests a need to further promote 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.

2022:

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.

2026:

The 2026 survey results show that 92.9% of respondents do not identify as LGBTQIA+, and the remaining 7.1% preferred not to say. While this can be looked at as a forward step from the last survey, TIRN can work to ensure that a safe and supportive work environment is accomplished for all employees of all orientations and identities.



Educational Attainment



2021:

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.

2022:

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.

2024:

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.

2026:

The 2026 survey results show that the majority of TIRN staff and Board hold either a Bachelor's degree (42.6%) or Master's degree (35.7%). Respondents that hold an Associates degree are equal to those that preferred not to list (both 7.1%).





Disability Representation

2021:

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.

2022:

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.

2024:

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.

2026:

The 2026 survey results show that 100% of TIRN staff and Board do not have a disability. This emphasizes the importance of maintaining and strengthening our inclusive policy practices.

Underrepresented Groups

Racial Diversity

While the racial diversity at TIRN is trending positive, we recognize the need to continue improving representation of underrepresented groups, such as SWANA (Southwest Asian/North African), Native American, Black/African, Asian/Asian American and Jewish/BIOPOC 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+ ally-ship. 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 low percentage of TIRN staff who identify as having a disability highlights the need for the organization to commitment to accessibility and inclusion. By prioritizing 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.

