

Year End Review

Field Inclusive, INC.

EXECUTIVE SUMMARY 2023-24



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.

WORDS FROM OUR CO-FOUNDERS

In 2022, we had the idea to start a nonprofit in support of marginalized field researchers in the natural sciences. Fast forward to 2024, and we have accomplished so much more than we could have imagined!

This year, we continued to provide awareness and safety resources addressing the unique issues faced by BIPOC, LGBTQIA+, disabled, and other underrepresented scientists in the field. We hosted webinars, virtual and in-person workshops, and participated in roundtable discussions surrounding field safety issues. We continued to develop and update free online resources. Most excitingly, we began development of our online field safety training course!

We also welcomed aboard four new board members and continued with celebrations of our amazing community! We hosted our 2nd #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 7 marginalized students with research grants, travel awards, and fellowships to support 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

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.

FIELD INCLUSIVE WEEK 2024 #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 #SparkMoment to share what inspired us to become field researchers. Tuesday began our discussion of #FieldWorkFails, where we talked about how to turn fieldwork shortcomings into successes. On Wednesday we had #AllBodiesInTheField A day to highlight disabled and chronically ill (both mental & physical) field workers & discuss accessibility for different people and body types. On Thursday we held #FieldFashionista, a photo competition where participants submitted photos of themselves dressed to impress out in the field!

We entered into the weekend with #FemFieldSafety, where we highlighted the challenges faced by women in the field and discussed ways to advocate for yourself as well as safety tips. Finally, we finished the week with #FieldHistory, where we discussed the history of black and women field researchers.

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 2025!




#FieldInclusiveWeek 2024!

On behalf of Field Inclusive, we appreciate all our supporters and the participants who celebrated and amplified FIELD INCLUSIVE WEEK 2024 with us!

Thank You to:

Guest Speakers, Panelists, Moderators, Event Leaders,
Sponsors, and Donors

Jayshaun Talbert	Makayla Brister	Powdermill Nature Reserve
Sofia Correa	Abby Thiemkey	The Wildlife Society
Derek McFarland, Jr.	Katie O'Donnell	Cactus Quoll Creations
María Navarrete Méndez	Colleen Olfenbuttel	Murry Burgess
Leigh Bragassa	Cornell Lab	Lauren D. Pharr
Taylor Saucier	Talk Birdies 2 Me	Kayla Stukes
Aly Putnam	Golden Gate Bird Alliance	Reagan McGuinn
Grace Casselberry	The Nature Conservancy - NC Chapter	Deja Perkins
		Wake Audubon Society

OUR AWARD RECIPIENTS



From Left to Right: My-Lan Le, Cheyenne Reuben-Thomas, Narayan Kumar, Kiedon Bryant, Deandra Jones, Hannah Clipp.



FINANCIAL REPORT

OUR SPONSORS

- Conservation Nation
- The Nature Conservancy - NC Chapter
- North Carolina Sea Grant
- SE Climate Adaptation Science Center
- Tracy Aviary
- Wake Audubon Society
- New Hope Audubon Society
- Wilson Ornithological Society

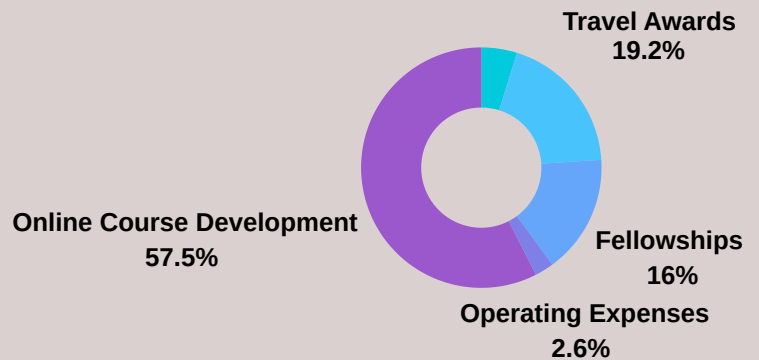
Total Expenses = \$31,300

OUR FELLOWSHIP RECIPIENT

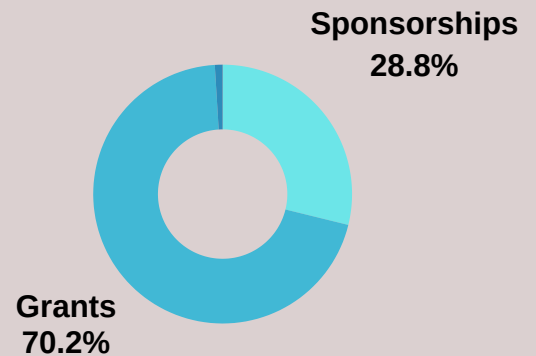


Killian Yevtyeyev

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.



Total Income = \$52,700



OUR PARTNERS AND FUNDERS

- Sphyrnas Organization
- Animal Behavior Society
- SciCom Consulting, LLC
- Burroughs Wellcome Fund
- Wake Audubon
- Walnut Creek Wetland Center
- Cape Fear Bird Observatory
- Frontiers in Ornithology



2024 EVENT HIGHLIGHTS



LOOKING FORWARD



CURRENT RESOURCES

- Relevant Journal Articles
- Code of Conduct Template
- Guidelines for Attracting Diverse Applicants
- Field Safety Gear Templates
- Virtual Field Gear Closet
- In-person Workshops / Trainings
- Consultation for Resource and Workshop Development
- Informational Webinars
- Accessible Field Gear Checklist
- Medical Cards
- BIPOC Book Club

GOALS FOR 2025

Field Inclusive's major focus for 2025 is continuing to expand our internal leadership and team capacity. We are hoping to expand our Board and create dedicated committees for our services, such as a Workshop Committee, Birding Program Leaders, and International Student Support. We are also seeking grants and funding to create paid positions within our organization. Additionally, we plan to expand our volunteer network and social opportunities.

Another goal for 2025 is to continue to update our workshop materials and training offerings. We've received valuable feedback from our first year of workshops, and we are dedicated to improving content and resources to best equip workshop participants.

We also anticipate our online field safety course to be near-completion in 2025! This official training will be readily available for anyone who works professionally

outdoors and will include modules such as identifying potential field safety risks, communicating those risks, and steps to mitigation on individual, supervisory, and institutional levels.

Finally, Field Inclusive will continue to seek 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 fun community environment!

All of our current resources are available on fieldinclusive.org. If you have 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
- Online Field Safety Training Course
- Guidelines for Diverse Hiring
- Updated Take-home Materials for Workshops

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



THANK YOU FOR YOUR SUPPORT!

Website: fieldinclusive.org | **Email:** info@fieldinclusive.org | **Social Media:** @FieldInclusive