

A JOURNEY TOWARDS
Accountability



DIVERSITY, EQUITY, INCLUSION, AND JUSTICE
2022-2023 Annual Report

The Nature
Conservancy 

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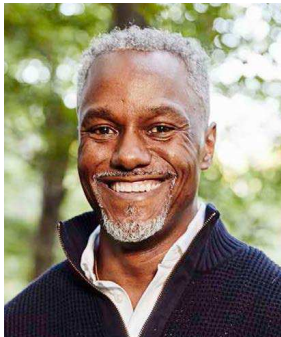
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If you would like to support TNC in applying DEIJ, reach out to GDEI@TNC.org.

A Welcome Message from Leadership



Accountability starts with us.

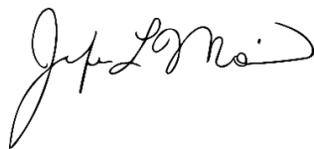
Thank you to all who contributed to The Nature Conservancy's 2023 *Diversity, Equity, Inclusion, and Justice (DEIJ) Annual Report!* We're excited to share learnings from the people and groups embedding diversity, equity, inclusion, and justice in TNC projects to accomplish our 2030 goals worldwide.

Recognizing that lasting change starts from within, our theme this year is **Accountability**. From our innovative scientists to dedicated field and office staff, our work is interconnected—and accountability drives our collective success. By creating a workplace where individuals feel seen and heard, we can move outward to positively impact our global community and our world.


The four main sections of this year's report are inspired by TNC's DEIJ Compass, which serves as our organizational strategy for infusing DEIJ values in every aspect of our work.

- 1 People:** *Highlighting the colleagues and partners advancing our shared 2030 goals.*
- 2 Approach:** *Centering human rights and wellbeing to help people and nature thrive.*
- 3 Voice:** *Amplifying diverse perspectives through communication and advocacy.*
- 4 Resources:** *Examining our global investments and funding models through a DEIJ lens.*

As you explore each section, we invite you to dive deeper into the full stories online, via the QR code below. **With your help, we will continuously improve and carry out our shared vision for a more diverse, equitable, inclusive, and just TNC.**



Jennifer Morris
TNC Chief Executive Officer



James E. Page, Jr.
TNC Chief Global Diversity,
Equity & Inclusion Officer



EXPLORE MORE

Scan the QR code with your device's camera to explore the DEIJ Annual Report stories more in-depth.



© PAT KANE *The Łutsël K'édene First Nation community participates in a round dance to mark the official protection of Thaidene Néné.*

PEOPLE

A look at the people, partners, and projects that advance our goals for 2030 and beyond.

From our work with partners in the Belize Women's Seaweed Farmers Association to the teams collaborating to advance gender equity throughout the Asia Pacific region, people are at the core of our journey to greater accountability in conservation.



EXPLORE MORE

Scan the QR code with your device's camera to learn more about the stories in this section.



STORY SPOTLIGHT

Global Data Dashboard Paints Powerful DEI Image

Last year, The Nature Conservancy's Global HR Systems and Data team shared how they work to capture, analyze, and showcase a vast amount of self-reported data to paint a picture who we are as an organization with regard to age, experience level, socioeconomic background, race, country of origin, sexual orientation, neurocapability, and other demographics.

“To make the best decisions, it’s imperative to have precise, accurate, timely, and trackable data. But data is only useful if it’s accessible, and that’s why making data available is a commitment to accountability. I’m happy to see TNC embracing dashboards as a way to share data, and I cannot wait to see what we accomplish together.”

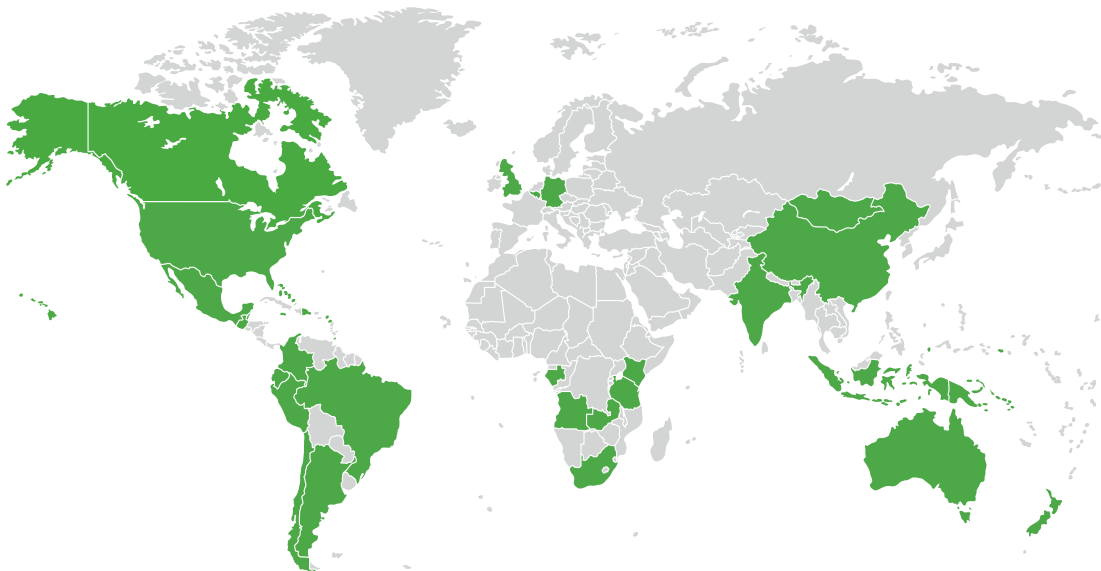
- Lesley Wilson, Global Diversity, Equity, and Inclusion (GDEI) Systems and Data Specialist

In the year since, the team has developed a People Dashboard that will further support TNC's efforts to build a more diverse and equitable workforce by providing at-a-glance DEI data in the form of Work Composition maps. The example below offers a snapshot of Diversity, Equity, and Inclusion (DEI) metrics for TNC's staff across the globe.



© **TNC STAFF** Teams learn about regenerative agricultural practices at the 2023 Global Staff Enrichment Week in Brazil.

WHERE IN THE WORLD ARE TNC STAFF?





© TNC STAFF Teams take part in a reforestation workshop at the 2023 Global Staff Enrichment Week in Brazil.

Global Provide Team Boosts DEIJ in Regenerative Foodscapes

Throughout 2022, the Global Provide Food and Water Sustainability team connected with experts and resources across the Conservancy to develop a framework for incorporating DEIJ into TNC's Regenerative Foodscapes Strategy. This strategy touches down across the world, with DEI challenges, approaches, and lessons learned that are unique to each region.

By challenging existing and inequitable power dynamics in global food production systems, the new DEIJ In Regenerative Foodscapes pillar aims to guide multiscale strategy planning and implementation.

TNC Hosts First-Ever Global Staff Enrichment Event

Earlier this year in São Paulo, Brazil, TNC welcomed nearly 80 attendees representing 22 countries to its first-ever Global Staff Enrichment event. Participants were inspired by presentation topics ranging from our 2030 conservation goals to external affairs, finance, ethics, and more. As part of the week's recap activities, attendees were asked to share words and phrases that best encapsulated their impressions and hopes for the future of DEIJ at TNC.

Illinois JEDI Committee Expands Chapter-Wide DEI Focus

In recent years, several TNC chapters have made strides toward gender equity through the Women In Fire program. In 2022, TNC's Illinois Chapter built on that momentum by forming a Justice, Equity, Diversity, and Inclusion (JEDI) committee. In addition, the group is currently in the process of hiring a Women In Fire Coordinator, with specific focus on candidates who identify as women, transgendered, and/or gender nonbinary.



© FRIGATEFILMS TNC staff and volunteers put recycled oyster shells into the bay to promote oyster reef growth in Hong Kong.

People Team Committee Deepens Staff Enrichment

In the year since forming and implementing a Cultural Awareness Committee, TNC's People Team has taken DEIJ focus to new heights, with actions that include introducing a cultural awareness segment during their monthly all-staff meetings. Each month, the committee either presents on several cultural topics from around the globe or invites other groups, such as the Employee Resource Groups, to share their learnings and cultural observances.

Trustee Spotlights

TNC relies on a dedicated network of more than 1,500 volunteer leaders, who advance our global mission by lending their unique perspectives, expertise, and leadership to conservation worldwide.

“ Their diverse perspectives enrich our work and are foundational to our past, present, and future success.”

- Becky Marshall, TNC Office of the CEO Chief of Staff

Explore the digital version of the DEIJ Annual Report for a sampling of our Trustees' collective impact on TNC projects this year.

ERGs at TNC

This year, TNC's nine Employee Resource Groups (ERGs) advanced strategic initiatives that included launching a TNC retiree speaker series and supporting international LGBTQ+ Pride celebrations. Use the QR code accompanying this report (page 4) to hear stories from these dynamic groups and learn how they are helping expand a sense of belonging that reflects our One Conservancy values.

- Alliance for Diverse Asian & Pacific Islander Talent (ADAPT with Nature)
- EverGreen
- League of Employees of African Descent (LEAD)
- Multicultural Employee Resource Group (MERG)
- Nature's Pride
- StigmaFree
- Veterans In Nature's Service (VINS)
- Women In Nature (WIN)
- Young & Emerging Professionals (YEP)



© **THEODORE KAYE** TNC's Build Healthy Cities program integrates urban forests, rain gardens, and wetlands in city planning to bring nature's benefits to urban residents.

APPROACH

Human well-being and rights are integral to all of our work to create a world where people and nature thrive.

In this section, you will find examples of how TNC teams support community-led efforts to deepen partnerships, advance gender equity, repair past harms, and inspire the next generation of conservation leadership. As we work to achieve lasting balance with nature, our success will depend on our ability to learn from people, partners, and places. By forging these strong bonds, we can advance durable, sustainable change at the individual, organizational, and systemic levels of conservation.



EXPLORE MORE

Scan the QR code with your device's camera to learn more about the stories in this section.



STORY SPOTLIGHT

Africa Expands Indigenous Landscapes Strategy

When it was introduced in 2021, TNC's Strengthening Indigenous Landscapes Strategy focused primarily on one landscape project in Northern Kenya. Now, the program has expanded to include five large landscapes in eastern and southern regions of the continent, where key partnerships are helping restore rights of tenure to the community-led institutions that steward Africa's most vital grasslands, savannah forests, fisheries, and wildlife areas. In July, leaders from Africa shared Indigenous Landscapes Strategy updates, as well as highlights from *Africa Year In Review* at the TNC-sponsored 2022 Africa Protected Areas Congress in Kigali, Rwanda.

“ This has been a year of unprecedented growth for the Africa Program, with over 35% of staff joining the team in the last year. To leverage capacity and get the greatest results, we are pushing ourselves harder to work holistically, to think about the implications of our work to address climate change, to conserve biodiversity, and to improve people's lives.”

– Ademola Ajagbe, Regional Managing Director, TNC Africa



© **ROSHNI LODHIA** Herder Naronyo Nang'oiho (left) talks to TNC Grazing Manager Francis Msollo at his home in Selela village, northern Tanzania



Alaska Bristol Bay Taps Next-Gen Leaders

Now in its second year, the Ciulistet youth empowerment initiative will launch a new professional network to serve emerging leaders from far-flung Indigenous communities throughout Alaska's Bristol Bay. The group emerged from a TNC-coordinated learning exchange between Bristol Bay youth and Indigenous youth leaders in Southeast Alaska. The name "Ciulistet" (chi-list-eat) comes from the Central Yup'ik language, meaning "being able to navigate forward based on where you've come from."

Montana Centers Tribes in Key Reforestation Efforts

In Montana, relationships with Tribal elders and traditional fire practitioners from the Confederated Salish and Kootenai Tribe (CSKT) were instrumental in the successful 2021 transfer of Safe Harbor Marsh Preserve back to the CSKT, the lands' ancestral owners.

Now, the groups are working jointly with the U.S. Bureau of Land Management to restore public and private forests in Western Montana. Funded in part by the Bureau of Indian Affairs' Reserved Treaty Rights Lands grant program, this learning and resource exchange will center on the CSKT's centuries of knowledge in controlled burning.



© CLARK JAMES MISHLER *A fishing boat on Lake Aleknagik in Alaska's Bristol Bay*



© SHAY CURLEYHAIR 2022 Native American Tribes Upholding Restoration and Education (NATURE) interns exploring Utah's nature.

Utah Program Advances Six Tribal Youth

In October, six Tribal youth graduated from the second-annual Native American Tribes Upholding Restoration and Education (NATURE) Program at Canyonlands Research Center and Dugout Ranch. As part of the program, students co-developed curriculum with TNC and the Utah State University, Blanding, while exchanging cultural traditions and ideas for combining western and Indigenous conservation approaches to achieve a sustainable future in the face of a warming climate.

Texas Seeks Tribal Authority to Save Longleaf Pine

Thanks to an ongoing partnership with the Alabama-Coushatta Tribe of Texas, TNC staff and partners in Southeast Texas resumed efforts this year to restore the native longleaf pine ecosystem through prescribed fire, after COVID set back burn plans. Together, TNC and the Tribe are now working to reestablish a fire regime at the Roy E. Larsen Sandyland Sanctuary and on Tribal lands by putting as much beneficial fire on the ground as possible in 2023.

Mexico Carpentry Program Bolsters Local Women and Forests

In rural Mexico, women have traditionally been excluded from decision-making in the largely male-dominated timber industry. But that's changing, thanks to support from TNC and its partners. Creciendo Raíces is one of several empowerment initiatives in Mexico's Quintana Roo region, training women to create and sell sustainable beekeeping equipment. The program provides vital economic support and training for disadvantaged single mothers, while helping to curb rampant illegal wood-sourcing practices and strengthen the local timber value chain.



© **CARLTON WARD JR.** *Nature Conservancy fire worker Char'rese Finney uses a drip torch to start a controlled burn to manage a longleaf pine forest in central Florida.*

Arizona Wood for Life Expands Reach in Year Three

Now in its third year, TNC's Wood for Life partnership has successfully expanded to other parts of Arizona, Colorado, New Mexico, and Idaho. This program oversees collection of low-value, downed wood as part of forest-thinning initiatives, the transportation of the lumber to the Hopi and Navajo Nations, and the coordination of volunteers who chop the wood into usable pieces and deliver bundles to the communities for home heating.

North America Fire Programs Expand Reach and Relationships

The Indigenous Peoples Burning Network held its first nationwide workshop last fall in Hoopa, California, where the group invited diverse speakers and conducted a controlled burn.

Meanwhile, Women-in-Fire Prescribed Fire Training Exchange (WTREX) organizers and partners hosted several successful events in North Carolina and Virginia, as well as outside the U.S. for the first time ever, with workshops held in Canada and South Africa.



© **MATT KANE / TNC** *Turner Station Conservation Teams pose with Baltimore County Executive Johnny Olszewski (far left) during a dedication ceremony for the Witness Trees Project, November 2022.*

Baltimore Witness Trees Hails Phase 1 Success

One of TNC's newest urban conservation programs in Baltimore, Maryland, celebrated the first phase of its community-led Witness Trees Project. The project featured inclusive and interactive community-led visioning workshop series, which invited residents to participate in the design and installation of 140 trees and 12 pieces of public art to honor past, present, and future in the historically African American community of Turner Station.



Peru Partners Across Time for Freshwater Access

Much of Peru's freshwater lies beyond the towering Andes in the Amazonian rainforest, just out of reach for the country's rapidly growing population. But there may be an ancient solution to this persisting challenge: TNC together with the Lima Water Fund and corporations have been rehabilitating a complex system of amunas, infiltration channels built by the native Huari people more than 1,000 years ago.

Virginia Lands + Lives Interns Connect Local Communities

Last year, three summer interns—Basia Scott, Vanessa Moses, and Claudia Moncada—helped advance the Virginia Lands & Lives Project by expanding outreach to underserved communities and enriching interpretation of the places where TNC works. Project highlights included researching the historic enslaved community at TNC's Brownsville Preserve, analyzing the places where our work intersect with Indigenous lands, and developing events for Spanish-speaking communities.

Washington Looks Globally to Solve Greenspace Gaps

Heatwaves are becoming increasingly common across the globe, and research shows urban areas without sufficient green cover are disproportionately vulnerable. To tackle this issue in Washington State, TNC researchers have teamed up for a multi-pronged, collaborative initiative known as Greening Research in Tacoma (GRIT), which focuses on the primary objectives of building a scientific knowledge base and expanding residential opportunities for awareness and engagement.



© ARTDINO *View of Lima, Peru*



Oregon Launches New Workforce Development Program

In 2021, TNC partners in Oregon launched Connecting Canopies, an initiative that blends community input with climate science to expand tree cover in historically disinvested communities. To advance its 2030 goal of 40% or more healthy tree canopy in the Portland metro area by 2030, Connecting Canopies has introduced a pre-apprenticeship residential workforce development program to engage and educate community residents around the health benefits of tree care and restoration.



© **GARY GROSSMAN/TNC PHOTO CONTEST 2019**
Just before sunrise at Rowena Crest in Oregon's Columbia River Gorge. This is adjacent to TNC's Tom McCall Preserve.



© **CLAIRE EVERETT/TNC** *Greener Gulfton is a community-based effort to protect Houston's most diverse neighborhood.*

Michigan Teams Up Locally for Landmark GSI Project

This summer, TNC's Michigan chapter and the historic Sacred Heart Church in Detroit celebrated the completion of a landmark green stormwater infrastructure (GSI) project that transformed the church's parking lot into a garden. Conservationists and community advocates alike touted this effort, both for its successful use of GSI in urban greenspace preservation, as a best-in-class example of collaborative community engagement.

Greener Gulfton Connects Climate-Vulnerable Houston Communities

In response to a study revealing critical disinvestment and climate vulnerability in Houston's diverse Gulfton neighborhood, TNC collaborated to launch a multiyear conservation and engagement initiative known as Greener Gulfton. One major focus of the program is expanding equitable greenspace access for Gulfton residents. To that end, program leaders partnered with local residents and groups including Madres del Parque and Connect Community to co-create and host a series of events that celebrate the experiences and perspectives of Indigenous, African American, Latino/a, and Asian residents in nature.



© **ROSHNI LODHIA** *The Mtangawanda Women's Association in Kenya's Pate Marine Community Conservancy is restoring mangroves: storing carbon and adapting to climate change.*

Africa Leaders Tackle Gender Gap with Multifaceted Approach

Africa is stepping up to the challenge of gender inequality in a major way, as illustrated in the newly released DEIJ 2023 Africa Equity Report. Team leaders in Angola-Okavango, Zambia, Kenya, Tanzania, and Tuungane launched a number of learning, training, and funding initiatives last year aimed at raising awareness, participation, and capacity for women in conservation.

Belize Centers Local Women in Sustainable Mariculture

TNC has long partnered across Belize to enrich seaweed habitats that drive much of the region's socioeconomic opportunity. In 2017, the partnership expanded training opportunities for women, who subsequently leveraged TNC's support to organize and form what is now the locally registered Belize Women's Seaweed Farmers Association (BWSFA). This immensely successful initiative has helped launch women-owned enterprises across the region that include IKOOMA, a seaweed-based haircare line for all genders.



© CIRIL JAZBEC Local hikers explore a steep ridgeline above a limestone gorge that flanks the Krupa River.

VOICE

Communication and advocacy are key to amplifying and empowering diverse needs and perspectives.

Who we are as an organization is reflected in how we communicate our vision for DEIJ-focused conservation, advocate for systems change, and engage harmed communities in pursuit of our shared 2030 goals. In this section, go behind the scenes with the TNC teams working to hone our voice using values- and mission-based narratives and stories of the people and places we serve, to communicate with authenticity for diverse audiences both internally and worldwide.



EXPLORE MORE

Scan the QR code with your device's camera to learn more about the stories in this section.



STORY SPOTLIGHT

China Can Do More to Combat Global Deforestation

Land-use change, principally deforestation, contributes 12% of global greenhouse gas emissions. The most important driver of deforestation is the global demand for agricultural commodities; agribusinesses clear huge tracts of forest and use the land for cattle ranching and to plant high-value cash crops like palm oil and soya.

As China is the top consumer market for these commodities, TNC's Global Engagement teams are working with stakeholders in the region to advance responsible trade and consumption of these forest-risk commodities, with efforts that include:

- Regulatory measures that encourage China market demand for legally and sustainably sourced commodities
- Collaboration with trading partners on how and why to make smarter decisions in their sourcing
- Innovative financing to help support farmers and ranchers in producer countries their transition to zero conversion production
- Developing and fostering spatial remote sensing platforms and innovative analyses for practical business decision-making

“ We are facing a complicated world— geopolitically, economically, culturally, and socially. Only by helping each other identify, understand, and incorporate DEIJ into our mission can we develop strategies to achieve lasting and sustainable conservation results to ensure fair treatment, access, opportunity, and advancement for all people.”

- Dong Ke, Global Engagement Director, TNC China



© JC ZHANG/TNC PHOTO CONTEST 2018 *The Great Wall of China misted in fog during sunset*



© **DIANE COOK AND LEN JENSHEL** *People enjoy the shade and the view at Gantry Plaza State Park along the East River in Long Island City (Queens), New York.*

Cause Marketing Taps Big Brands for Broad Reach

With a concentrated focus on reaching younger, more diverse audiences, the Cause Marketing and Brand Partnerships team has worked collaboratively with DEIJ units across TNC to activate partnerships with Netflix, Disney, Minecraft, Grove Collaborative, and others who strive to extend the message of conservation and equitable access to nature for future generations.

Europe Rallies Around Last Free-Flowing Rivers

When the United Nations Convention on Biological Diversity released its Post-2020 Global Biodiversity Framework in the summer of 2021, it contained a clear mandate: Conserve at least 30 percent of lands and waters through protected areas and other effective area-based conservation measures. TNC and other groups in the Southeast Europe took that commitment a step further last year by introducing a United for Rivers coalition of seven partners committed to protecting 13 rivers across five Balkan nations.

New Hampshire Expands Access at Manchester Cedar Swamp

Last year, TNC colleagues worked closely with public transit providers and local BIPOC, LGBTQIA+, disability, and Senior communities to expand universal access to Manchester Cedar Swamp in New Hampshire's largest and most diverse city. Transparency was key in the process, which involved six community-led listening sessions to ensure inclusion and accessibility by people of all ability and fluency levels in TNC's approach to marketing, signage, and other project elements.



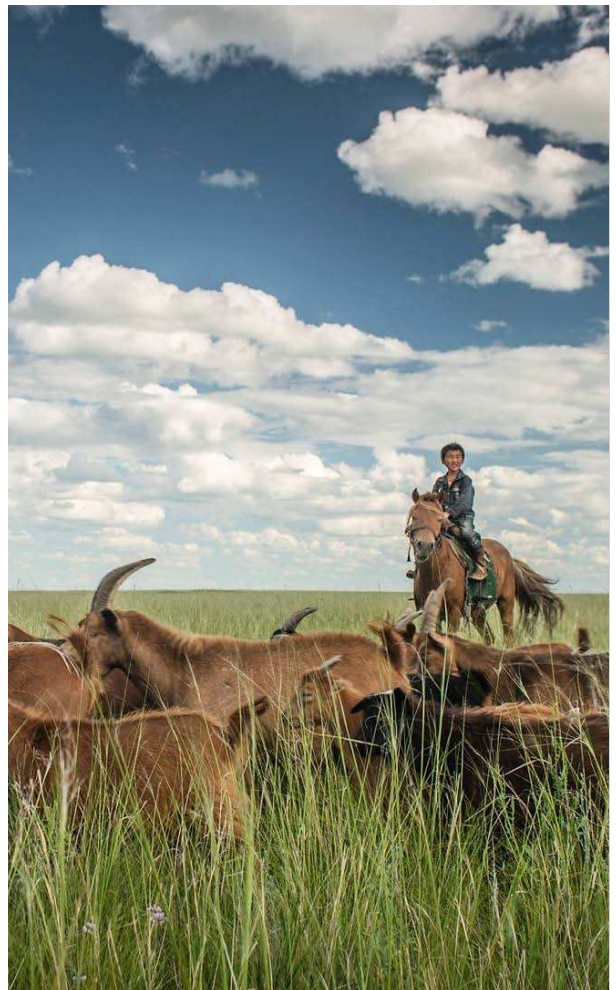
© **GABRIEL GABINO MOREIRA/TNC PHOTO CONTEST 2019** *Pantanal Wetlands, Brazil*

Geospatial Report Addresses Grave Freshwater Threat

In 2021, a TNC-led analysis showed freshwater ecosystems declining in biodiversity and affecting human and natural systems more rapidly than marine or terrestrial ecosystems worldwide. To help address this critical issue last year, TNC created and applied the Durable Freshwater Protection Framework in the Nushiño-Curaray- Villano Fluvial Reserve, an Indigenous-managed reserve in the Ecuadorian Amazon that spans 371,000 hectares and includes 1,860 river kilometers of free-flowing rivers, 26,000 wetlands, and 80 Indigenous Waorani and Kichwas communities.

Mongolia Advocates for Equity in Herder Communities

A new report shows promising results stemming from efforts last year to raise awareness and promote gender equity among Mongolian herder communities. TNC led many of these efforts, including an exploration of eco-friendly nomadic toilets and sanitation designed to increase participation by both men and women in the field. In addition, leaders say the report is helping debunk widespread misconceptions around conservation and its impact on human health.



© **NICK HALL** *A young boy on horseback minding his family's herd of goats in the grassland steppe of eastern Mongolia's Toson Hulstai Nature Reserve.*



© HARLEY SOLTES *Liane Davis enters observations into an electronic data recorder from a stream that feeds into Ellsworth Creek, a TNC project site at Willapa Bay in Washington.*

Researchers Call Out TNC Publishing Gender Gap

In June 2022, researchers from TNC and the University of Queensland uncovered a startling disparity: Only 36% of authors of all TNC-published scientific literature identified as women. Project leaders in the Global South are now working to reverse this trend with measures that include addressing systemic gender discrimination in employment practices, building awareness around bias and systemic barriers, and encouraging male authors to collaborate, co-author, and provide appropriate citation for work completed by their female counterparts.

Advocating for Policy to Protect Field Researchers

In January, Anne Kelly, TNC Alaska Deputy Director teamed up with the Center for Ocean Leadership to research and find solutions for preventing high rates of harassment and assault against field researchers. Their published recommendations, on which she testified before the U.S. House Committee on Science and Technology, were ultimately included in the report in the federal CHIPS and Science Act. Anne is now working to implement these recommendations in TNC policy and practice.



Indiana Newspaper Commits to Conservation Awareness

Many Central Indiana subscribers of the Indianapolis Recorder newspaper are not fully aware of the connection between environment factors and human health. To bridge this gap and motivate readers, TNC staff in Indiana partnered with the Recorder last year to create a new Environmental Reporter position. In June 2022, the paper welcomed Jayden Kennett, who covers a wide range of conservation topics with emphasis on how the environment shapes the lives of the Black community in Indianapolis.

Indonesian Fisheries Thrive Under Equitable Policies

Since 2014, TNC has partnered with Yayasan Konservasi Alam Nusantara (YKAN) to advance gender equity in the coastal regions of Indonesia, where local fisheries use traditional sais closures to prevent overharvesting. Since helping the Waifuna women of Kapatchol win ownership rights of a small sais location, representing a first in Papua history, TNC and YKAN have now assisted in setting catch limits and other regulatory measures, with impressive results that inspired village governments to expand the location from 32 to 215 hectares.

New Mexico Lifts Up Voices for Indigenous Peoples Day

TNC New Mexico celebrated Indigenous Peoples Day 2022 by inviting the state's first-ever Indigenous Program Directors, John Waconda and Brie Fraley, to share their thoughts on what the holiday means to them. These heartfelt messages were extremely well received, with visits to the page lasting an average of nearly five minutes.



© **BRIDGET BESAW** *Wa Nuri harvesting and preparing seaweed at the docks of Liya village on the island of Wangi Wangi in Wakatobi National Park, Indonesia.*



© SARAH WAISWA Khadija Abdalla picks mangrove propagules from the trees at a restoration site in Mtangawanda, Lamu.

RESOURCES

A DEI lens is essential when considering our investments and funding models worldwide.

In effort to expand diverse representation and equitable and inclusive practices in TNC's structured investments and overall portfolio, finance teams are using sophisticated data tracking tools like the new supplier diversity dashboard. In this section, learn how these efforts are helping teams apply a DEI lens in their review of philanthropic membership, funding, and grant allocation to ensure equitable outcomes for our partners and the communities we serve.



EXPLORE MORE

Scan the QR code with your device's camera to learn more about the stories in this section.



STORY SPOTLIGHT

DEIJ Action Fund Approves 10 Critical Conservation Projects in Pilot Fiscal Year 2023



In early 2022, TNC created the DEIJ Action Fund to help business units across the Conservancy overcome limitations in their efforts to advance diversity, equity, inclusion, and justice in conservation. In its inaugural year, the fund received 47 proposals and approved funding to support these 10 DEIJ-focused projects and outcomes in 2023:

- 1 **TNC Global Science:** Promote conservation training and career opportunities for underserved communities
- 2 **Caribbean:** Develop a Chapter-specific DEIJ framework
- 3 **Colombia, Latin America:** Design and implement an intercultural meeting of Solano women
- 4 **Indonesia, Asia Pacific:** Assess the role of women in small-scale fishery households
- 5 **Oregon, USA:** Facilitate growth and development of Portland Connecting Canopies reforestation initiative
- 6 **Pennsylvania & Delaware, USA:** Strengthen pathways for staff DEIJ education and dialogue
- 7 **North America:** Provide marine conservation training for historically underserved youth
- 8 **Africa:** Strengthen organizational culture and workforce development through focus groups and team-building activities
- 9 **Connecticut, USA:** Develop strategy for ensuring equitable access, management, and engagement at TNC preserves
- 10 **New Zealand:** Increase cultural competency and collaboration to better serve Indigenous Māori communities

“ We’re proud to have the opportunity to lead the development of a funding mechanism that hopefully will make a lasting difference. The DEIJ Action Fund is a mechanism intended to ensure continued accountability and support from leadership, and also reduce financial inequities and barriers within our own organization. With this, we hope to see our organization as a conservation model for how the world approaches solutions for nature and people—embedding DEIJ elements on who we are and how we drive our work”

– DEIJ Action Fund Co-Managers: Caroline Caggiani, GDEI Strategist & Ruby Rivera Cruz, GDEI Equity and Partnerships Strategist



© CAROLINE CAGGIANI DEIJ Action Fund project leads visit the TNC Fraser Preserve during the Fund’s first convening.

If you would like to support TNC in applying DEIJ, reach out to GDEI@TNC.org.



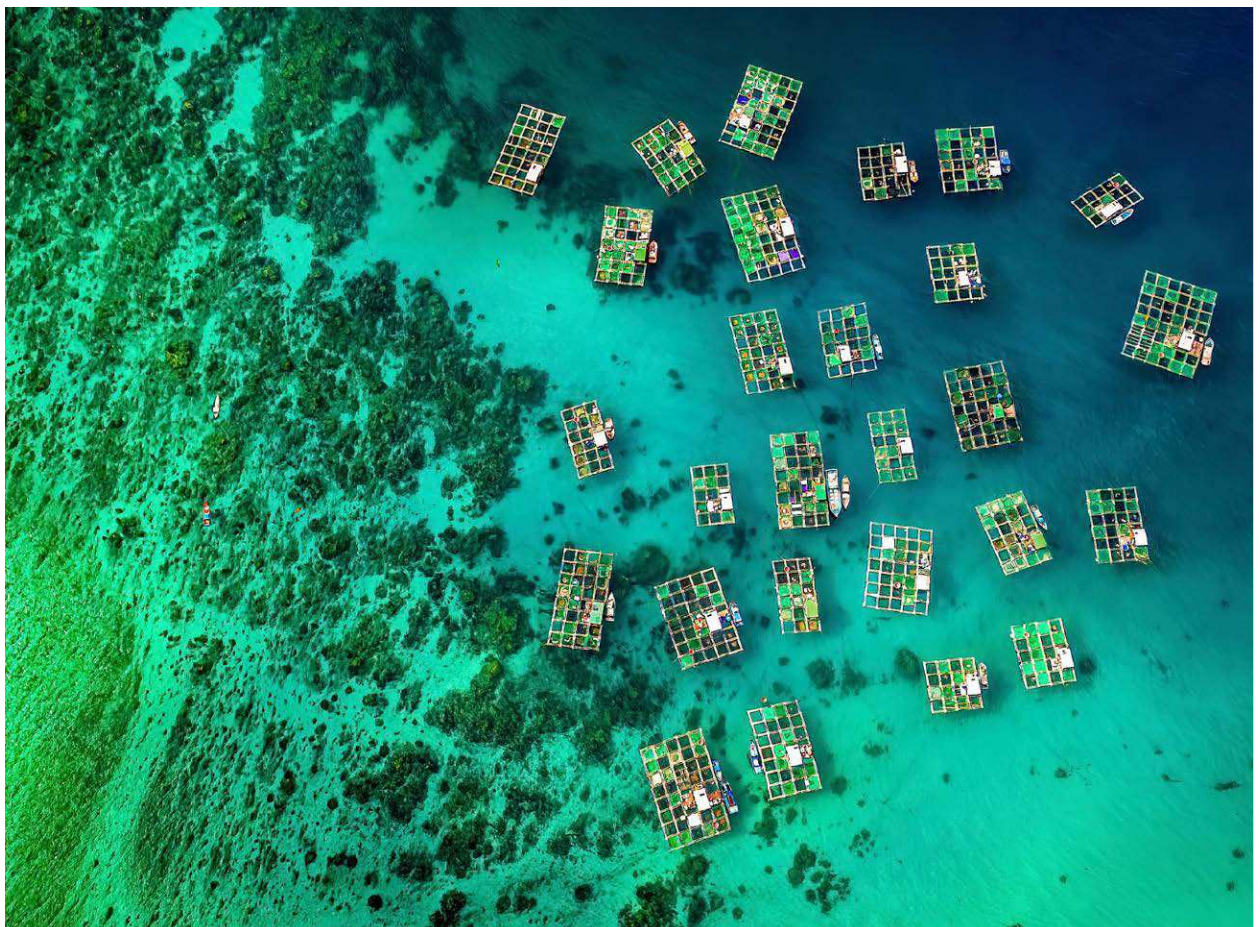
Global Teams Launch Supplier Diversity Program

Last year saw the introduction of the Supplier Diversity and Sustainability (SDS) program, a new collaborative effort between the Purchasing, Global Diversity, Equity and Inclusion (GDEI), and Sustainability teams that aims to reduce TNC's carbon footprint by enabling more responsible supplier decisions. In June 2023, teams began collecting and placing supplier sustainability information in a global database, which chapters will use to identify SDS-compliant suppliers.

DEI Lens Tool Transforms Training at TNC

Since launching its DEI Lens Tool in 2022, the Philanthropy Learning Team has been using it to improve internal training for TNC staff. Over the course of 2023, the team has applied the tool to thoroughly review and refresh global development training and curricula.

The tool and its accompanying e-course feature scenarios aimed at helping curriculum designers weave DEI-focused mindset into materials development and delivery, ensuring that learning experiences are representative and promote a sense of belonging among participants.



© ALEX CAO/TNC PHOTO CONTEST *Aquaculture from above in Ly Son Island, Quảng Ngãi Province, Vietnam.*



REPAIR Initiative Will Address Racial Equity in TNC's Conservation Work

In its pilot year, TNC's Racial Equity Partnerships and Intentional Repair (REPAIR) Initiative was introduced in the United States as a starting point for a global funding mechanism aimed at addressing systemic racism and supporting the work of BIPOC communities. Leaders are now looking ahead to 2024, with plans to fine-tune the fund's mechanics and explore philanthropic funding opportunities.

New Mexico Forestry Groups Center Tribal Sovereignty

Since 2014, the TNC-led Rio Grande Water Fund (RGWF), a collaborative of more than 100 signatories, has been working to increase the pace and scale of forest restoration in New Mexico's "fire scar" while simultaneously elevating voice and choice of the Santa Clara Pueblo Tribe. Now in its eighth year, the collaborative uses thinning and controlled burns to restore an estimated 30,000 acres per year, with priority given to the 600,000 acres that are most at risk for severe wildfire.

Alaska Leverages High Impact Credit to Advance Tribal-Led Conservation

After more than 30 years of partnership in Alaska's Bristol Bay, TNC's investment got a big boost in 2022 when the region was designated a High Impact Credit site, incentivizing fundraisers to increase support. Now, leaders are preparing for the next phase, which will require sensitivity in a region that's home to America's highest concentration of Indigenous people, but where only 1% of land is privately held. The goal: helping communities avoid development pressure by developing a clear vision for their economic, social, and cultural future.



© MELISSA ROY HART *Tree thinning and twining*



© MICHAEL O'NEAL Across NYC, more than 7 million trees live in tree beds on our sidewalks, in public parks, in natural areas, in backyards, and at the institutions where we live, work and play.

New York Common Ground Fund Unearths Innovative Strategy

Since its inception in 2021, the New York Common Ground Fund has provided support for a wide range of projects designed to advance existing and catalyze new initiatives aimed at enabling greater equity, justice, and sovereignty in the division’s conservation work. Using a highly collaborative project selection process, the Fund has supported efforts in recent years to expand equitable opportunities for a number of BIPOC and women-led conservation organizations in the region.



© JORDAN GRIFFITH TNC works across Ohio to advance policy that supports people and nature.

Indonesia Oversees Community-led Reforestation Forum

In 2007, TNC began convening multistakeholder forums in Indonesia around reducing emissions from the oil palm sector in the East Kalimantan region. Those efforts culminated in the launch of a World Bank Forest Carbon Partnership Facility, which deployed an advance payment of \$20.9 million USD in November 2022. Now, leaders are sharing insights from the successful initiative, which has enabled 106 villages and community groups to manage approximately 225,000 hectares of forest.

Ohio Donors Double Down on Community Support

Last year’s DEIJ Annual Report introduced readers to Jeff Chaddock and his husband Mark Morrow, two Ohio-based TNC donors whose generosity is changing lives for the better in local Appalachian communities. In 2022, the pair doubled down on their support for TNC’s work by hosting “High Tea & Trees,” a collaborative event where diverse but conservation-minded nonprofits can network, share their unique missions, and exchange ideas for achieving shared outcomes.



Tanzania Sees Boost from Darwin Initiative Funds

TNC's work to strengthen capacities, managing capacities, and improve conservation practices for community-led groups in Northern Tanzania got a boost last summer, thanks to more than \$5.6 million in joint funding from the UK government's Darwin Initiative. Since deploying the funds, which included a matching gift opportunity from TNC's Scale-Up Fund, TNC and its partners have taken major steps to accelerate conservation across 3.6 million acres while improving the lives of Indigenous Peoples who rely on these lands.

Asia-Pacific Equitable Protect Funds Spur Gender Progress

Teams across the Asia-Pacific region moved the needle for gender equity initiatives in 2022, thanks to \$5.1M in TNC partner funding from Deutsche Bank. Known as the Equitable Protect Project, this funding mechanism aims to boost DEI focus in conservation and protection efforts by enabling Country teams to:

- Hire additional staff dedicated to ensuring inclusive programming for women
- Conduct gender surveys that guide DEI project design and implementation
- Support relationship building efforts with Indigenous Peoples and Local Communities



© ROSHNI LODHIA A young girl with goats in Simanjiro community, northern Tanzania.



**WANT TO SUPPORT TNC'S DEI WORK, OR
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