



# **Annual Furry Economic Forum Steering Committee Species Diversity and Inclusion Report 2023**

## **Introduction**

In accordance to our obligations as an organizational entity that builds trust in the furry community, we have published the Furry Economic Forum Steering Committee Species Diversity Report (FEF SC SDR in short) for the year of 2023.

The following report is reporting the conclusion of the investigation into the diversity of species inside the Steering Committee, in order to establish full transparency towards our partners and value holders about our ongoing diversity efforts.

Thank you for your continued commitment and trust in the Furry Economic Forum.

*Furry Economic Forum Non-Human Resource Management Chief Executive  
Secretary-General*



## Metrics

As our standard for upholding Species Diversity grows, we must also move beyond metrics that represent non-species values. We have made a conscious decision to withhold this information, in order to shine a spotlight to Species Diversity over all other multidimensional diversity metrics, as well as for privacy reasons of protecting the members of the Steering Committee.

Specifically, this report *does not* take into account one-dimensional attributes relating to: Nationality, Gender, Age, Equity, or Top/Bottom Status.

Instead, we would like to emphasise the importance of taking these one-dimensional attributes and mapping them to cross-dimensional intersectionalities, which go above and beyond mere single-dimensional character attributes such as the ones listed above.

Focusing on the cross-dimensional diversity attributes allows us to explore a concept that we call the "otter-space" - the full representation of Species Diversity that allows us to foster cross-species collaboration, and causes a cardinality explosion into multi-dimensional diversity attributes that bring forth inclusion across the species gaps.

We invite you to have a thoughtful discussion around Species Diversity as we move on to the next section of the report.



## Insights

Diversity is a core tenet of the Furry Economic Forum. It has been our base value from the very inception of the forum, and the Committee will do everything in its reasonable power to uphold those standards, shining as an exemplary beacon of paradigm shifts into the industry as a whole.

As it stands, the current (as of December 31st, 2023) Furry Economic Forum Steering Committee board member species distribution is as follows:

Species	Type	Count
Dog	(Gay)	1
Dog	(Husky)	1
Doggo	(Blue)	1
Dragon	(Cute)	1
Lucario	(Fighting/Steel)	1
Lion	(Lion)	1
Shark	(Tiger Shark)	1
Orca	(Orcinus Orca)	1

*Figure 1.1.1. - The Full Species Diversity Data for the Furry Economic Forum Steering Committee*

Cross-referencing the above data to the Furry Census Data 2024 Baseline, we can examine the following values:

Species	Count	Representation Score	Furry Census Data 2024 Baseline
Dog	3	37.5%	27.8%
Dragon	1	12.5%	10.35%
Pokémon	1	12.5%	7.14%
Lion	1	12.5%	14.3%
Shark	1	12.5%	1.37%
Orca	1	12.5%	1.37%

*Figure 1.1.2. - Species Diversity by Species Only, cross-referenced with Furry Census Data 2024 Baseline*



## Key Takeaways

Let us dive deeper into these exciting numbers.

The Representation Scores align well with the Furry Census Data 2024 Baseline, which sheds some light into the diverse backgrounds of these species.

Below are some highlights.

**+100%**

diversity

The diversity of the Steering Committee of the Furry Economic Forum has increased +100% since its inception with 0 members.

We have a 9.7% difference between the Furry Census Data 2024 Baseline and our Representation Score for canines. This is a good difference to have; we value all kinds of differences.

**9.7%**

canines

**9.1x**

more  
aquatics

There are 9.1 times more aquatics between the Furry Census Data 2024 Baseline and our Representation Score. This means the representation of aquatics is much more diverse in the FEF.

We have achieved a 100% Species Diversity Index for the year of 2023.

This is a huge undertaking and achievement, lamenting the resilience and collaboration of all furry species.

\* See below for the definition of the Species Diversity Index

**100%**

Species Diversity  
Index\*

From the data we can clearly see how the Steering Committee consists of individuals. These individuals all play a role in fostering Diversity and Inclusion across the board. As we can see from the raw numbers, we have a baseline representation of many species, which is already a good starting point.



## Species Diversity Index

In order to optimize diversity efforts, and provide uniformity in basis-calculations of inclusion metrics, the Furry Economic Forum has adopted the use of Species Diversity Index.

Each species key can be used as an asymmetric non-binary attribute to the index to achieve statistical inference; however, this report will not go into detail on how the coefficient is calculated - rather than focus on cold, uncaring statistics, we should focus our efforts on togetherness and belonging.

The Species Diversity Index consists of two parts, S and J respectively, as demonstrated by this formula:

$$S = 100\% - J$$

Where J is the Jaccard Similarity Coefficient.

The shorthand form of the Jaccard Similarity Coefficient shall be:

$$J = M(\text{dog, gay}, 1) + M(\text{dog, husky}, 1) + \dots + M(\text{orca, orcinus orca}, 1) = 0$$

Deriving the coefficient shall be left as an exercise to the reader.

The Species Diversity Index is simply an inverse of the Jaccard Similarity Coefficient: As we approach the Jaccard Similarity Coefficient of 0, the Species Diversity Index approaches values of near-100%. We must remember that these numbers are only guidelines; even with 100% diversity, we can always find room for more improvement.

## Conclusion

We conclude that **the Species Diversity Index of the Furry Economic Forum Steering Committee for the year of 2023 is 100%**. This is a great success for the FEF and the organization as a whole.

However, this is not a conclusion for our Species Diversity efforts. Instead, we welcome a new chapter in the year of 2024 to bring forth even more diversity than the 100% we see today.

As much pride and joy as these numbers bring the Furry Economic Forum, Species Diversity remains a core tenet of the mission in building trust in the furry community.

We welcome you to have thoughtful discussions around these incredibly important topics.

Thank you for your continued commitment and trust in the Furry Economic Forum.

***Furry Economic Forum Non-Human Resource Management***

Canton of Zürich, Switzerland, on January 1st 2024

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