Grantee and Investee Demographics

MacArthur Foundation

RESULTS OF THE JOHN D. AND CATHERINE T. MACARTHUR FOUNDATION'S 2022 DEMOGRAPHIC SURVEY

MARCH 2024

Contents

Introduction

In 2022, the John D. and Catherine T. MacArthur Foundation conducted its second survey to learn about the demographics of the boards and staffs of its United States-based grantees and impact investees. The Foundation's first survey took place in 2019.

MacArthur collects demographic information related to its Staff, Board, grantees, vendors, impact investments, and investment managers. The decision to collect demographic information originated from the Foundation's Just Imperative, an initiative which "requires that we interrogate our decisions and actions to ensure that they enhance the conditions in which justice can thrive," and works to dismantle "the structures, systems, and practices that uphold racism and produce unjust outcomes."

The key findings of the 2022 survey are outlined in this document. These results will help us better understand the organizations we fund. The results will also aid us in achieving our goals to better align our grantmaking and impact investments with the Just Imperative and MacArthur's values.

SURVEY DESIGN AND PROCESS

The Foundation contracted with the Urban Institute to design and administer the 2022 survey, analyze the results, and interview survey respondents about their experiences.

The survey opened on May 3, 2022, and closed on July 20, 2022. We invited 595 organizations with active grants or impact investments to take the survey. 321 organizations, or 54 percent, responded.[1]

The survey[2] asked about the sex and gender, race and ethnicity, LGBTQIA+ community, and disability status of organization board members, heads of organizations, senior management, and all other staff. Organizations could opt out of taking the survey entirely, opt out of providing data for specific demographic categories, and could respond to questions with "prefer not to provide this information" or "do not have data." Partially completed surveys were accepted.

The survey respondents included different types of organizations such as nonprofits, investment funds, universities, fiscal sponsors, and fiscally-sponsored projects. University departments or schools were asked to report on their work unit separately from the entire university. Fiscal sponsors reported on their own staffs and boards, and we invited fiscally-sponsored projects to respond separately.

Key features:

- The identities and responses of organizations that took the survey are known to Foundation Staff internally, unlike the 2019 survey, which was anonymous.[3]

- The sex and gender category included a separate question about whether people identified as transgender.

- The race and ethnicity section offered an additional question that allowed respondents to choose multiple identities for people who selected the "people reporting multiple races/ethnicities" response.

- A question asked whether organizations centered people of color, or offered them the opportunity to provide their own organization description if they defined themselves differently.

- Organizations could provide information on both full- and part-time staff in the "all other staff" category.

To reduce the amount of time to complete the survey, organizations could submit their information in one of several formats, including the survey tool, the organization's GuideStar profile, a document, or a website URL.[4] Data from GuideStar, documents, or websites were not incorporated into this report because of inconsistencies among the multiple data structures; however, the information is available to MacArthur Staff so they can see the demographics of the organizations.[5]

---

1 See Appendix 2 for a breakdown of survey respondent characteristics.
2 Download a sample survey with demographic and role definitions.
3 Organization identities will be kept anonymous, and data is presented in aggregate in all public reports of survey results.
4 See Appendix 3 for the number of organizations by chosen format.
5 See Appendix 3 for a description of survey design limitations.

KEY FINDINGS

RESPONDENT REPRESENTATION

Organizations with general operating support grants from MacArthur were more likely to respond to the survey than organizations that had only received project/program support grants. The Foundation-level results were weighted to compensate for this.

DEMOGRAPHICS

Sex and Gender

- Seventy-nine percent of respondents provided sex and gender data.

- A majority of organizations are led by women, while a majority of board members are men. Fifty percent of board members are male/men, while 42 percent are female/women. Fifty-four percent of heads of organizations and senior management are women.

- Responding organizations have little data on transgender people. Forty-six percent of board members, 16 percent of heads of organizations, 34 percent of senior management, and 76 percent of all other staff reported not having data for this category. One percent of senior management identified as transgender.

Race and Ethnicity

- Eighty-one percent of respondents provided race and ethnicity data.

- Organizations are largely led and staffed by people who identify as White/Caucasian. Half of board members (50 percent) and more than half of heads of organizations (54 percent), senior management (56 percent), and all other staff (57 percent) identify as White/Caucasian.

- People identifying as Latina/o/x, Hispanic, or Spanish origin are the second most frequently represented among grantees and investees, with larger representation among board members (18 percent), heads of organization (23 percent), and senior management (19 percent), compared to staff (12 percent).

- People identifying in the two categories of Arab or North African and Black, African American, or African origin were roughly equally represented among board members (both were 7 percent); heads of organizations (8 and 10 percent, respectively); senior management (9 and 8 percent); and all other staff (10 and 8 percent).

- Representation for people identifying as Asian or Asian American remains low, with 0.54 percent for board members; 0.91 percent for heads of organizations; 0.62

percent for senior management; and 0.08 percent for all other staff.

LGBTQIA+ Community

- Responding organizations have little data on the LGBTQIA+ community. 34 percent of respondents provided data on this topic.

- The LGBTQIA+ community is less represented at the board and staff level than at the management level. Six percent of board members; 18 percent of heads of organizations; 13 percent of senior management; and 8 percent of all other staff reported being part of the LGBTQIA+ community.

Disability Status

- Responding organizations have little data on people with disabilities. 38 percent of respondents provided data on this topic.

- Representation of people with disabilities is low, especially at the board level. Two percent of board members; 6 percent of heads of organizations; 4 percent of senior management; and 4 percent of all other staff identified as people with disabilities.

DATA COLLECTION CHALLENGES[6]

Some organizations chose not to or were unable to provide data for certain demographic categories, in particular on LGBTQIA+ communities and disability status. The most frequently cited reasons[7] across all demographic categories were that organizations are in the process of revising their policies and practices for data collection or because they are not required to collect data.

Additional reasons included concerns about violating confidentiality (primarily for sexual orientation and disability status); capacity limitations; not having self-reported information; and organization structures that did not permit data collection or access to data (e.g., university departments and fiscally sponsored projects). The confidential interviews conducted by the Urban Institute with a sample of organizations following the survey reflected the same barriers to data collection.

FEEDBACK

The confidential interviews conducted by the Urban Institute revealed that organizations appreciated being able to provide their data in multiple formats and encouraged MacArthur to collaborate with other funders to use shared

---

6   Of the 271 organizations that responded to the survey 82 percent had race and ethnicity data; 79 percent had sex and gender data; 38 percent had LGBTQIA+ community data; and 34 percent had disability status data.

7   See Appendix 1 for a list of response options for not providing data. Additional information on barriers to collection came from the Urban Institute's confidential interviews with survey respondents.

data repositories such as GuideStar. Many found the survey easy to navigate. A few respondents said that they appreciated being given the choice to make multiple selections in the race and ethnicity category. Some suggested that more lead time be given to assemble a response and that the Foundation provide assistance to build data collection capacities.

CENTERING PEOPLE OF COLOR

To better understand how U.S.-based grantees and impact investees thought about race and ethnicity, we included a question that asked if organizations defined themselves as Black, Indigenous, and People of Color (BIPOC)-centered. (We recognize that while this umbrella term is useful and intended to be inclusive, it has limitations and is not universally embraced. In response to feedback, we now use people of color instead.)

Of the 292 organizations that answered whether they defined their organization as BIPOC-centered: 147 (50 percent) replied no; 114 (39 percent) replied yes; and 31 (11 percent) replied that they did not know. Organizations that identified themselves as centering people of color based their answers on one or a combination of the following reasons:

- Their programs and services focus on serving people of color (92 percent).

- Fifty percent or more of their staff identify as people of color (78 percent).

- Their CEO, Executive Director, or other leader identifies as a person of color (73 percent).

Organizations that identified as centering people of color were more likely to show diverse race and ethnicity representation among their heads of organizations, staffs, and boards.

Some organizations described themselves differently. Examples include focusing on intersectionality, working with communities comprising one racial/ethnic identity instead of people of color broadly, or removing barriers for specific constituencies such as people with disabilities, immigrants, survivors of domestic violence, incarcerated people, socio-economically disinvested communities, people residing in a specific geography, women, young people, or people who identify as LGBTQIA+.

CHANGES SINCE 2019

Our 2022 survey was unlike our first demographic survey in that the 2019 version kept respondents' identities anonymous to Foundation Staff. This prevented us from knowing if the 2019 respondents comprised a balanced representation of the Foundation's entire grantee pool at the time. It also prevents us from understanding how similar or dissimilar the 2019 and 2022 respondents were. For this reason, we

are not presenting side-by-side comparisons of the demographics from the two sets of results in this report. Without the ability to verify respondent characteristics between the two groups, we cannot describe or attribute changes in their demographics with accuracy.

While we are unable to make direct comparisons between surveys, the Foundation has made changes since 2019 in how we address equity issues that may have influenced the most recent survey results. The 2022 data set includes responses from U.S.-based grantees from our Equitable Recovery Initiative. This was a time-limited area of work, for which the Foundation issued $125 million in social bonds after the COVID-19 pandemic hit in 2020. One of the goals of this initiative was to identify and fund organizations led by or centering people and communities of color. This focus was the first of its kind for MacArthur and the organizations in this portfolio showed greater representation of Alaska Native, American Indian, or Indigenous; Asian or Asian American; Black, African American, or African origin; Native Hawaiian or Pacific Islander; and Latina/o/x, Hispanic, or Spanish origin groups in all roles. The preliminary analysis of the initiative showed that 83 percent of organizations that received grants self-identified as BIPOC or as BIPOC-led.

The Foundation also signed three pledges between 2021 and 2022 reflecting aspirational goals. The Asian American Foundation AAPI Giving Challenge expands grantmaking that centers the Asian American Pacific Islander community; a second, The Abundance Movement, has a goal to increase support for Black-led work. We participate in the disability inclusion pledge, which encourages foundations to make their grantmaking policies and practices more inclusive of people with disabilities. In addition, the Foundation joined the Just Action Racial Equity Collaborative in 2020, a coalition of organizations and individuals committed to racial justice work in Chicago.

DEMOGRAPHIC CATEGORY SELECTION AND TERMINOLOGY

To arrive at the demographic categories included in the survey[8], the Foundation's Staff-led survey project team reviewed current trends and practices both within and outside philanthropy. We aligned our categories with GuideStar's, so that respondents that already reported data on GuideStar would not have to adapt it for our purposes. We also worked with the Urban Institute experts who administered the survey, as well as the staff of the Urban Institute's Racial Equity Analytics Lab and its Center for Nonprofits and Philanthropy. The words used to describe identities and groups of individuals are evolving. As such, the Foundation acknowledges the imperfect nature of some of the language used in the survey and in this report.

---

8   Appendix 1 shows a list of demographic category response options.

Demographics of Boards and Staff

The following sections present survey results in each of the four demographic categories–sex and gender, race and ethnicity, LGBTQIA+ community, and disability status. Under each category, Foundation-wide data is presented first, followed by program-specific information.

Foundation-wide aggregates have been weighted to compensate for the over-representation of organizations that received general operating support in the total number of respondents.[9] The program-level data is unweighted and excludes responses from the *100&Change* competition, and

the Fellows and On Nigeria programs, due to their small sample size. If an organization was awarded grants in more than one program, their information appears in all applicable programs.[10]

Although we accepted responses in other formats, including GuideStar, documents, and websites, the aggregations presented here are based only on data submitted via the survey. The variation in data structure was too wide-ranging to allow for a standardized presentation.

SEX AND GENDER

Exhibit 1. Sex and Gender of Board Members, All Organizations[11,12]

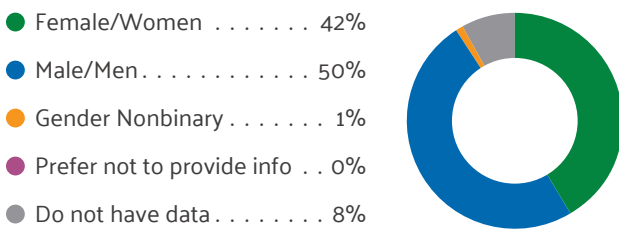Based on 3,290 board members representing 196 organizations.

- Female/Women 42%
- Male/Men 50%
- Gender Nonbinary 1%
- Prefer not to provide info . . 0%
- Do not have data 8%

Exhibit 2. Sex and Gender of Heads of Organizations, All Organizations[13]

Based on 209 heads of organizations representing 209 organizations.

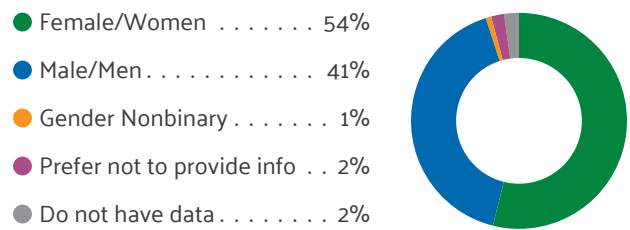- Female/Women 54%
- Male/Men 41%
- Gender Nonbinary 1%
- Prefer not to provide info . . 2%
- Do not have data 2%

Exhibit 3. Sex and Gender of Senior Management, All Organizations

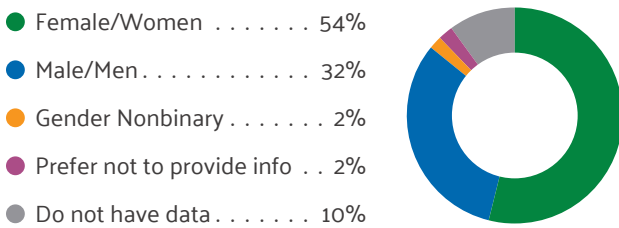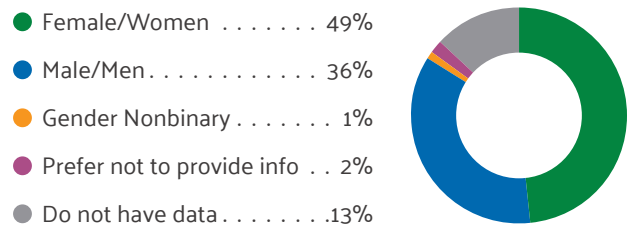Based on 1,606 senior management representing 193 organizations.

- Female/Women 54%
- Male/Men 32%
- Gender Nonbinary 2%
- Prefer not to provide info . . 2%
- Do not have data 10%

Exhibit 4. Sex and Gender of All Other Staff, All Organizations[12]

Based on 37,169 all other staff representing 201 organizations.

- Female/Women 49%
- Male/Men 36%
- Gender Nonbinary 1%
- Prefer not to provide info . . 2%
- Do not have data 13%

---

9   Appendix 2 shows a breakdown of organizations by type of support.
10   Thirteen organizations were included in more than one program.
11   < 1% of respondents preferred not to provide information.
12   Decimals were rounded up or down, resulting in total being more than 100%.
13   In many cases, organizations counted more than one head of organization when entering data for this category.

PEOPLE IDENTIFYING AS TRANSGENDER

Exhibit 5. Board Members Identifying as Transgender, All Organizations[14]

Based on 3,131 board members representing 192 organizations.

- ● People who identify as transgender 0%
- ● People who identify as not transgender. 53%
- ● Prefer not to provide info . . 1%
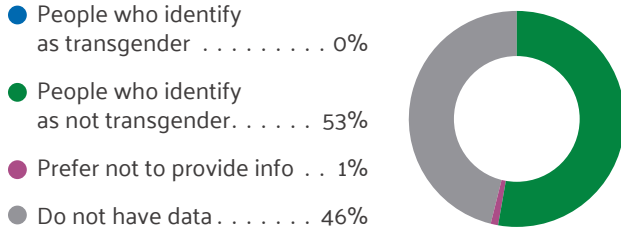- ● Do not have data 46%

Exhibit 6. Heads of Organizations Identifying as Transgender, All Organizations[14,15,16]

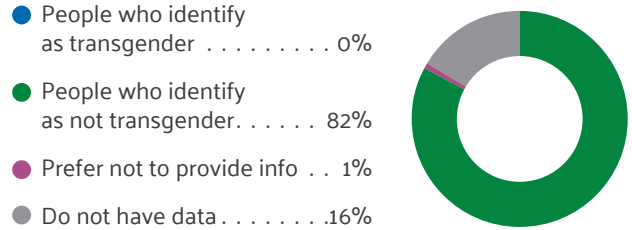Based on 344 heads of organizations representing 205 organizations.

- ● People who identify as transgender 0%
- ● People who identify as not transgender. 82%
- ● Prefer not to provide info . . 1%
- ● Do not have data 16%

Exhibit 7. Senior Management Identifying as Transgender, All Organizations[16]

Based on 1,435 senior management representing 188 organizations.

- ● People who identify as transgender 1%
- ● Peoplewho identify as not transgender. 62%
- ● Prefer not to provide info . . 4%
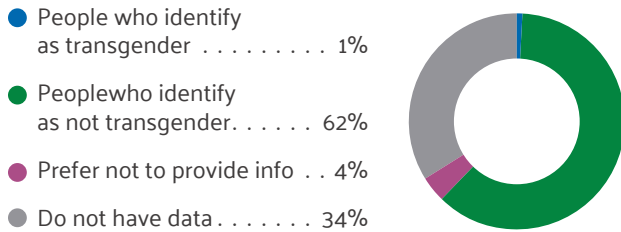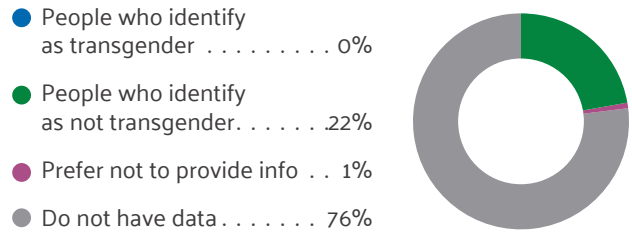- ● Do not have data 34%

Exhibit 8. All Other Staff Identifying as Transgender, All Organizations[14,16]

Based on 30,663 all other staff representing 195 organizations.

- ● People who identify as transgender 0%
- ● People who identify as not transgender. 22%
- ● Prefer not to provide info . . 1%
- ● Do not have data 76%

14 < 1% of respondents identity as transgender.
15 In many cases, organizations counted more than one head of organization when entering data for this category.
16 Decimals were rounded up or down, resulting in total being less than 100%.

SEX AND GENDER BY PROGRAM

Exhibit 9a. Sex and Gender of Boards and Staff by Program[17,18]

Chicago Commitment (56 organizations)

	Board Members 1,307 individuals	Heads of Organizations 81 individuals	Senior Management 395 individuals	All Other Staff 8,616 individuals
Female/Women	42%	47%	58%	50%
Male/Men	54%	52%	35%	43%
Gender Nonbinary	1%	0%	2%	1%
Prefer not to provide info	1%	1%	1%	1%
Do not have data	3%	0%	5%	6%

Climate Solutions (26 organizations)

	Board Members 352 individuals	Heads of Organizations 55 individuals	Senior Management 203 individuals	All Other Staff 2,738 individuals
Female/Women	40%	58%	61%	65%
Male/Men	55%	42%	37%	31%
Gender Nonbinary	2%	0%	0%	2%
Prefer not to provide info	0%	0%	0%	0%
Do not have data	3%	0%	0%	2%

Criminal Justice (23 organizations)

	Board Members 250 individuals	Heads of Organizations 40 individuals	Senior Management 296 individuals	All Other Staff 7,661 individuals
Female/Women	43%	60%	37%	34%
Male/Men	46%	20%	23%	18%
Gender Nonbinary	0%	3%	1%	1%
Prefer not to provide info	0%	5%	3%	4%
Do not have data	12%	13%	36%	44%

Equitable Recovery (12 organizations)

	Board Members 163 individuals	Heads of Organizations 21 individuals	Senior Management 76 individuals	All Other Staff 645 individuals
Female/Women	43%	48%	58%	62%
Male/Men	53%	48%	34%	37%
Gender Nonbinary	0%	5%	4%	1%
Prefer not to provide info	0%	0%	0%	0%
Do not have data	4%	0%	4%	0%

---

17   13 organizations are included in more than one program (see Appendix 2).
18   Decimals were rounded up or down, resulting in some totals being more or less than 100%.

SEX AND GENDER BY PROGRAM

Exhibit 9b. Sex and Gender of Boards and Staff by Program[17,18]

Impact Investments - Grants (6 organizations)

	Board Members 52 individuals	Heads of Organizations 6 individuals	Senior Management 10 individuals	All Other Staff 35 individuals
Female/Women	52%	33%	50%	80%
Male/Men	44%	67%	30%	20%
Gender Nonbinary	0%	0%	0%	0%
Prefer not to provide info	0%	0%	20%	0%
Do not have data	4%	0%	0%	0%

Impact Investments - Investments (12 organizations)

	Board Members 122 individuals	Heads of Organizations 27 individuals	Senior Management 84 individuals	All Other Staff 1,056 individuals
Female/Women	36%	41%	49%	54%
Male/Men	53%	59%	36%	46%
Gender Nonbinary	0%	0%	0%	0%
Prefer not to provide info	0%	0%	15%	0%
Do not have data	11%	0%	0%	0%

Journalism and Media (52 organizations)

	Board Members 692 individuals	Heads of Organizations 62 individuals	Senior Management 272 individuals	All Other Staff 9,888 individuals
Female/Women	41%	63%	58%	54%
Male/Men	39%	35%	33%	45%
Gender Nonbinary	1%	0%	4%	0%
Prefer not to provide info	0%	0%	2%	0%
Do not have data	19%	2%	3%	0%

Nuclear Challenges (10 organizations)

	Board Members 120 individuals	Heads of Organizations 24 individuals	Senior Management 38 individuals	All Other Staff 332 individuals
Female/Women	33%	54%	63%	68%
Male/Men	67%	33%	34%	26%
Gender Nonbinary	0%	0%	3%	5%
Prefer not to provide info	0%	13%	0%	0%
Do not have data	0%	0%	0%	1%

---

17 13 organizations are included in more than one program (see Appendix 2).
18 Decimals were rounded up or down, resulting in some totals being more or less than 100%.

SEX AND GENDER BY PROGRAM

Exhibit 9c. Sex and Gender of Boards and Staff by Program[17,18]

Philanthropy (10 organizations)	Board Members 162 individuals	Heads of Organizations 10 individuals	Senior Management 69 individuals	All Other Staff 740 individuals
Female/Women	54%	50%	65%	71%
Male/Men	46%	40%	30%	28%
Gender Nonbinary	0%	10%	1%	1%
Prefer not to provide info	0%	0%	3%	0%
Do not have data	0%	0%	0%	0%

Technology in the Public Interest (9 organizations)	Board Members 177 individuals	Heads of Organizations 21 individuals	Senior Management 51 individuals	All Other Staff 989 individuals
Female/Women	42%	52%	78%	50%
Male/Men	58%	48%	18%	33%
Gender Nonbinary	0%	0%	4%	2%
Prefer not to provide info	0%	0%	0%	15%
Do not have data	0%	0%	0%	0%

---

17   13 organizations are included in more than one program (see Appendix 2).
18   Decimals were rounded up or down, resulting in some totals being more or less than 100%.

PEOPLE IDENTIFYING AS TRANSGENDER BY PROGRAM

Exhibit 10a. Board Members and Staff Identifying as Transgender by Program[19,20]

Chicago Commitment (56 organizations)	Board Members 1,307 individuals	Heads of Organizations 81 individuals	Senior Management 395 individuals	All Other Staff 8,562 individuals
People who identify as transgender	0%	0%	0%	0%
People who identify as not transgender	50%	77%	59%	12%
Prefer not to provide info	0%	0%	0%	0%
Do not have data	50%	23%	41%	87%

Climate Solutions (25 organizations)	Board Members 250 individuals	Heads of Organizations 54 individuals	Senior Management 196 individuals	All Other Staff 2,600 individuals
People who identify as transgender	0%	0%	0%	0%
People who identify as not transgender	58%	91%	72%	53%
Prefer not to provide info	0%	0%	0%	0%
Do not have data	41%	9%	28%	47%

Criminal Justice (22 organizations)	Board Members 250 individuals	Heads of Organizations 40 individuals	Senior Management 296 individuals	All Other Staff 7,573 individuals
People who identify as transgender	0%	0%	1%	1%
People who identify as not transgender	76%	93%	54%	36%
Prefer not to provide info	0%	5%	2%	1%
Do not have data	24%	3%	43%	62%

Equitable Recovery (12 organizations)	Board Members 163 individuals	Heads of Organizations 21 individuals	Senior Management 76 individuals	All Other Staff 645 individuals
People who identify as transgender	0%	0%	0%	0%
People who identify as not transgender	93%	95%	79%	59%
Prefer not to provide info	0%	0%	0%	0%
Do not have data	7%	5%	21%	40%

---

19   13 organizations are included in more than one program (see Appendix 2).
20   Decimals were rounded up or down, resulting in some totals being more or less than 100%.

PEOPLE IDENTIFYING AS TRANSGENDER BY PROGRAM

Exhibit 10b. Board Members and Staff Identifying as Transgender by Program[19,20]

Impact Investments - Grants (6 organizations)	Board Members 52 individuals	Heads of Organizations[21]	Senior Management 10 individuals	All Other Staff 35 individuals
People who identify as transgender	0%		0%	0%
People who identify as not transgender	42%		100%	66%
Prefer not to provide info	2%		0%	0%
Do not have data	56%		0%	34%

Impact Investments - Investments (12 organizations)	Board Members 122 individuals	Heads of Organizations 27 individuals	Senior Management 84 individuals	All Other Staff 1,056 individuals
People who identify as transgender	0%	0%	0%	0%
People who identify as not transgender	52%	63%	56%	10%
Prefer not to provide info	9%	7%	4%	0%
Do not have data	39%	30%	40%	90%

Journalism and Media (50 organizations)	Board Members 687 individuals	Heads of Organizations 60 individuals	Senior Management 255 individuals	All Other Staff 8,701 individuals
People who identify as transgender	0%	2%	2%	0%
People who identify as not transgender	59%	82%	65%	9%
Prefer not to provide info	1%	0%	0%	0%
Do not have data	40%	17%	33%	91%

Nuclear Challenges (10 organizations)	Board Members 120 individuals	Heads of Organizations 24 individuals	Senior Management 34 individuals	All Other Staff 332 individuals
People who identify as transgender	0%	0%	0%	1%
People who identify as not transgender	44%	88%	65%	77%
Prefer not to provide info	0%	0%	0%	2%
Do not have data	56%	13%	35%	21%

---

19 13 organizations are included in more than one program (see Appendix 2).

20 Decimals were rounded up or down, resulting in some totals being more or less than 100%.

21 Results were removed from program tables due to insufficient sample size, however they are included in the aggregated results.

PEOPLE IDENTIFYING AS TRANSGENDER BY PROGRAM

Exhibit 10c. Board Members and Staff Identifying as Transgender by Program[19,20]

Philanthropy (10 organizations)	Board Members 162 individuals	Heads of Organizations 10 individuals	Senior Management 69 individuals	All Other Staff 740 individuals
People who identify as transgender	0%	0%	0%	0%
People who identify as not transgender	57%	100%	36%	9%
Prefer not to provide info	2%	0%	64%	0%
Do not have data	41%	0%	0%	91%

Technology in the Public Interest (8 organizations)	Board Members 169 individuals	Heads of Organizations 18 individuals	Senior Management 43 individuals	All Other Staff 973 individuals
People who identify as transgender	0%	0%	2%	1%
Peoplewho identify as not transgender	24%	44%	67%	41%
Prefer not to provide info	0%	0%	0%	17%
Do not have data	76%	56%	30%	42%

---

19   13 organizations are included in more than one program (see Appendix 2).

20   Decimals were rounded up or down, resulting in some totals being more or less than 100%.

RACE AND ETHNICITY

Exhibit 11. Race and Ethnicity of Board Members, All Organizations[21,22]

Based on 3,644 board members representing 207 organizations.

- ● Alaska Native, American Indian, or Indigenous . . . 1%
- ● Arab or North African 7%
- ● Asian or Asian American 1%
- ● Black, African American, or African origin. 7%
- ● Latino/a, Latinx, Hispanic or Spanish origin 18%
- ● Native Hawaiian or Pacific Islander. 0%
- ● White/Caucasian 50%
- ● Multiple races/ethnicities 1%
- ● Another race, ethnicity, or origin not on this list . . 0%
- ● Prefer not to provide info 0%
- ● Do not have data 14%
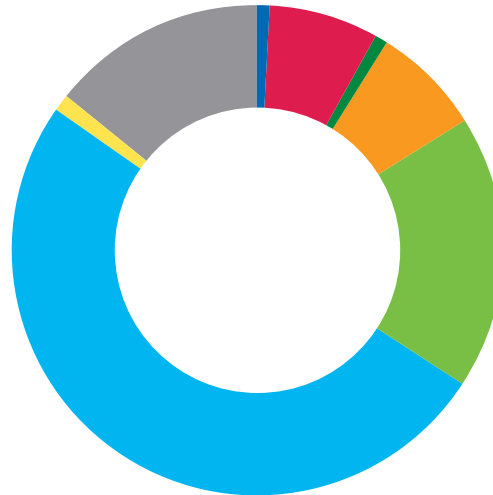
Exhibit 12. Race and Ethnicity of Heads of Organizations, All Organizations[23,24]

Based on 412 heads of organizations representing 218 organizations.

- ● Alaska Native, American Indian, or Indigenous . . . 0%
- ● Arab or North African 8%
- ● Asian or Asian American 1%
- ● Black, African American, or African origin. 10%
- ● Latino/a, Latinx, Hispanic or Spanish origin 23%
- ● Native Hawaiian or Pacific Islander. 0%
- ● White/Caucasian 54%
- ● Multiple races/ethnicities 2%
- ● Another race, ethnicity, or origin not on this list . . 0%
- ● Prefer not to provide info 1%
- ● Do not have data 1%

---
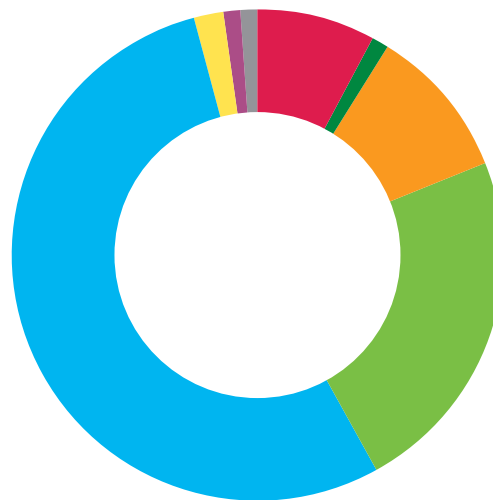
21   < 1% of respondents identify as Native Hawaiian or Pacific Islander; another race, ethnicity, or origin not on this list; or prefer not to provide info.
22   Decimals were rounded up or down, resulting in total being less than 100%.
23   In many cases, organizations counted more than one head of organization when entering data for this category.
24   < 1% of respondents identify as Alaska Native, American Indian, or Indigenous; or Native Hawaiian or Pacific Islander.

Exhibit 13. Race and Ethnicity of Senior Management, All Organizations[25,26]

Based on 1,664 senior management representing 201 organizations.

- Alaska Native, American Indian, or Indigenous . . . 1%
- Arab or North African 9%
- Asian or Asian American 1%
- Black, African American, or African origin. 8%
- Latino/a, Latinx, Hispanic, or Spanish origin 19%
- Native Hawaiian or Pacific Islander. 0%
- White/Caucasian 56%
- Multiple races/ethnicities 3%
- Another race, ethnicity, or origin not on this list . . 1%
- Prefer not to provide info 1%
- Do not have data 2%
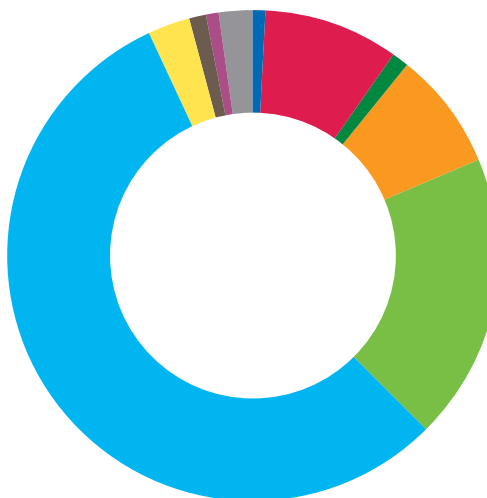
Exhibit 14. Race and Ethnicity of All Other Staff, All Organizations[25,27]

Based on 37,477 all other staff representing 208 organizations.

- Alaska Native, American Indian, or Indigenous . . . 1%
- Arab or North African 10%
- Asian or Asian American 0%
- Black, African American, or African origin. 8%
- Latino/a, Latinx, Hispanic, or Spanish origin 12%
- Native Hawaiian or Pacific Islander. 0%
- White/Caucasian 57%
- Multiple races/ethnicities 3%
- Another race, ethnicity, or origin not on this list . . 2%
- Prefer not to provide info 5%
- Do not have data 3%
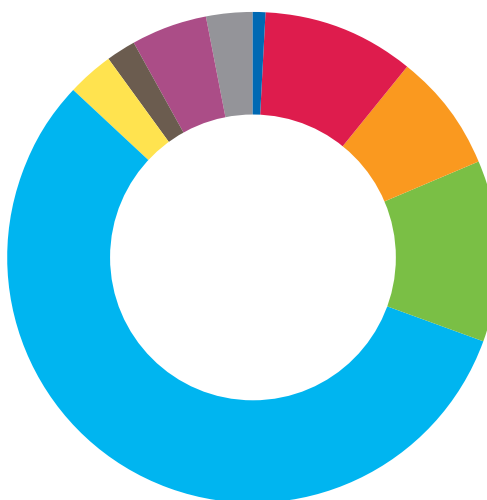
25 Decimals were rounded up or down, resulting in total being less than 100%.

26 < 1% of respondents identify as Native Hawaiian or Pacific Islander.

27 < 1% of respondents identify as Asian or Asian American; or Native Hawaiian or Pacific Islander.

RACE AND ETHNICITY BY PROGRAM

Exhibit 15a. Race and Ethnicity of Boards and Staff by Program[28,29]

Chicago Commitment (61 organizations)	Board Members 1,375 individuals	Heads of Organizations 86 individuals	Senior Management 415 individuals	All Other Staff 8,699 individuals
Alaska Native, American Indian, or Indigenous	0%	0%	0%	0%
Arab or North African	0%	1%	0%	0%
Asian or Asian American	6%	9%	5%	4%
Black, African American, or African origin	19%	34%	22%	13%
Latino/a, Latinx, Hispanic or Spanish origin	11%	10%	16%	10%
Native Hawaiian or Pacific Islander	0%	0%	0%	0%
White/Caucasian	60%	42%	51%	52%
Multiple races/ethnicities	1%	3%	2%	1%
Another race, ethnicity, or origin not on this list	0%	0%	2%	2%
Prefer not to provide info	1%	0%	1%	10%
Do not have data	2%	0%	1%	5%

Climate Solutions (29 organizations)	Board Members 413 individuals	Heads of Organizations 57 individuals	Senior Management 201 individuals	All Other Staff 2,652 individuals
Alaska Native, American Indian, or Indigenous	1%	0%	0%	0%
Arab or North African	1%	2%	0%	0%
Asian or Asian American	13%	12%	9%	8%
Black, African American, or African origin	15%	21%	17%	12%
Latino/a, Latinx, Hispanic or Spanish origin	6%	14%	8%	12%
Native Hawaiian or Pacific Islander	0%	0%	0%	0%
White/Caucasian	58%	49%	58%	55%
Multiple races/ethnicities	2%	0%	2%	7%
Another race, ethnicity, or origin not on this list	0%	0%	0%	0%
Prefer not to provide info	0%	2%	1%	1%
Do not have data	3%	0%	2%	4%

28   13 organizations are included in more than one program (see Appendix 2).
29   Decimals were rounded up or down, resulting in some totals being more or less than 100%.

RACE AND ETHNICITY BY PROGRAM

Exhibit 15b. Race and Ethnicity of Boards and Staff by Program[28,29]

Criminal Justice (23 organizations)	Board Members 420 individuals	Heads of Organizations 40 individuals	Senior Management 304 individuals	All Other Staff 7,656 individuals
Alaska Native, American Indian, or Indigenous	0%	0%	0%	1%
Arab or North African	0%	0%	0%	0%
Asian or Asian American	6%	5%	8%	7%
Black, African American, or African origin	16%	18%	12%	11%
Latino/a, Latinx, Hispanic or Spanish origin	7%	3%	7%	12%
Native Hawaiian or Pacific Islander	0%	0%	1%	1%
White/Caucasian	52%	70%	65%	54%
Multiple races/ethnicities	1%	0%	3%	4%
Another race, ethnicity, or origin not on this list	0%	0%	1%	1%
Prefer not to provide info	0%	3%	1%	4%
Do not have data	17%	3%	1%	5%

Equitable Recovery (23 organizations)	Board Members 175 individuals	Heads of Organizations 23 individuals	Senior Management 80 individuals	All Other Staff 661 individuals
Alaska Native, American Indian, or Indigenous	15%	9%	8%	5%
Arab or North African	1%	0%	0%	0%
Asian or Asian American	9%	4%	4%	4%
Black, African American, or African origin	18%	43%	36%	32%
Latino/a, Latinx, Hispanic or Spanish origin	7%	13%	9%	11%
Native Hawaiian or Pacific Islander	1%	0%	0%	0%
White/Caucasian	39%	22%	40%	44%
Multiple races/ethnicities	1%	9%	0%	3%
Another race, ethnicity, or origin not on this list	1%	0%	0%	0%
Prefer not to provide info	0%	0%	0%	0%
Do not have data	8%	0%	4%	1%

---

28   13 organizations are included in more than one program (see Appendix 2).
29   Decimals were rounded up or down, resulting in some totals being more or less than 100%.

RACE AND ETHNICITY BY PROGRAM

Exhibit 15c. Race and Ethnicity of Boards and Staff by Program[28,29]

Impact Investments - Grants (6 organizations)	Board Members 52 individuals	Heads of Organizations[30]	Senior Management 10 individuals	All Other Staff 35 individuals
Alaska Native, American Indian, or Indigenous	0%		0%	0%
Arab or North African	0%		0%	0%
Asian or Asian American	13%		0%	9%
Black, African American, or African origin	27%		30%	26%
Latino/a, Latinx, Hispanic or Spanish origin	4%		0%	3%
Native Hawaiian or Pacific Islander	0%		0%	0%
White/Caucasian	52%		70%	63%
Multiple races/ethnicities	0%		0%	0%
Another race, ethnicity, or origin not on this list	0%		0%	0%
Prefer not to provide info	0%		0%	0%
Do not have data	4%		0%	0%

Impact Investments - Investments (11 organizations)	Board Members 117 individuals	Heads of Organizations 26 individuals	Senior Management 78 individuals	All Other Staff 1,043 individuals
Alaska Native, American Indian, or Indigenous	0%	0%	0%	0%
Arab or North African	0%	0%	0%	0%
Asian or Asian American	6%	8%	5%	4%
Black, African American, or African origin	28%	19%	35%	26%
Latino/a, Latinx, Hispanic or Spanish origin	9%	0%	9%	15%
Native Hawaiian or Pacific Islander	0%	4%	0%	0%
White/Caucasian	44%	69%	49%	51%
Multiple races/ethnicities	2%	0%	1%	4%
Another race, ethnicity, or origin not on this list	0%	0%	0%	0%
Prefer not to provide info	0%	0%	1%	1%
Do not have data	11%	0%	0%	0%

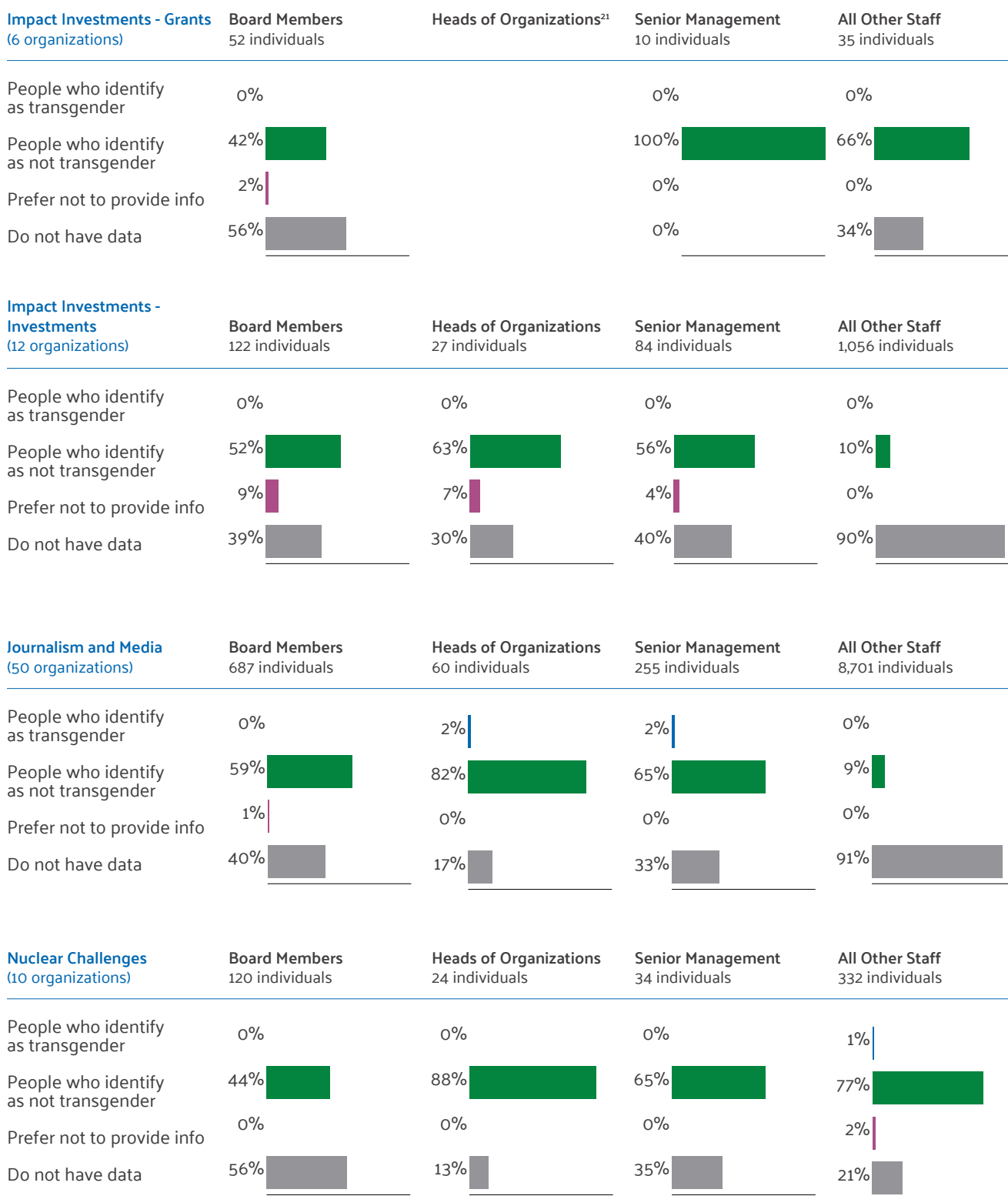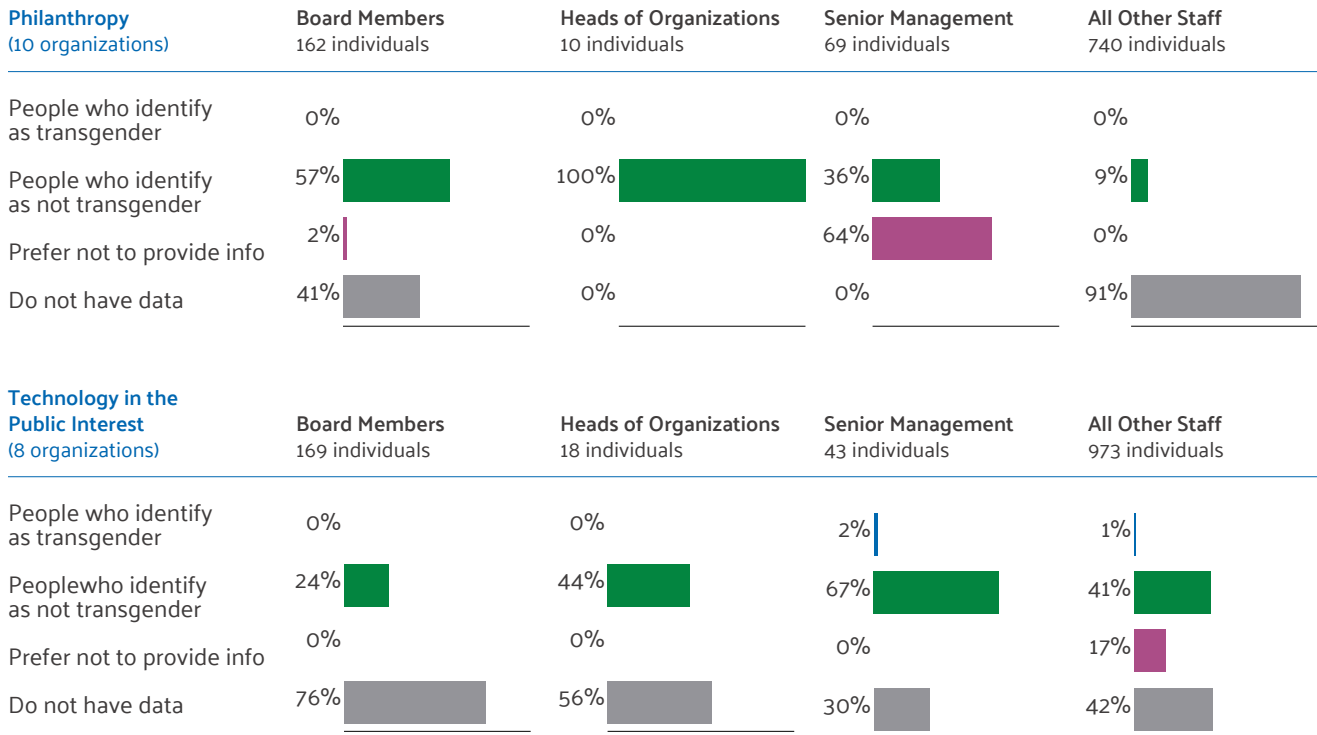28   13 organizations are included in more than one program (see Appendix 2).

29   Decimals were rounded up or down, resulting in some totals being more or less than 100%.

30   Results were removed from program tables due to insufficient sample size, however they are included in the aggregated results.

RACE AND ETHNICITY BY PROGRAM

Exhibit 15d. Race and Ethnicity of Boards and Staff by Program[28,29]

Journalism and Media (53 organizations)	Board Members 696 individuals	Heads of Organizations 64 individuals	Senior Management 273 individuals	All Other Staff 9,912 individuals
Alaska Native, American Indian, or Indigenous	0%	0%	1%	0%
Arab or North African	2%	2%	1%	0%
Asian or Asian American	10%	17%	15%	11%
Black, African American, or African origin	20%	14%	17%	8%
Latino/a, Latinx, Hispanic or Spanish origin	7%	13%	9%	7%
Native Hawaiian or Pacific Islander	0%	0%	0%	0%
White/Caucasian	43%	50%	49%	67%
Multiple races/ethnicities	2%	3%	2%	2%
Another race, ethnicity, or origin not on this list	0%	0%	0%	2%
Prefer not to provide info	0%	0%	1%	2%
Do not have data	15%	2%	5%	1%

Nuclear Challenges (9 organizations)	Board Members 94 individuals	Heads of Organizations 22 individuals	Senior Management 24 individuals	All Other Staff 279 individuals
Alaska Native, American Indian, or Indigenous	0%	0%	0%	1%
Arab or North African	0%	5%	0%	0%
Asian or Asian American	4%	9%	4%	9%
Black, African American, or African origin	7%	14%	4%	11%
Latino/a, Latinx, Hispanic or Spanish origin	0%	9%	8%	13%
Native Hawaiian or Pacific Islander	0%	0%	0%	0%
White/Caucasian	43%	59%	83%	51%
Multiple races/ethnicities	2%	0%	0%	8%
Another race, ethnicity, or origin not on this list	0%	0%	0%	2%
Prefer not to provide info	0%	0%	0%	1%
Do not have data	44%	5%	0%	5%

---

28   13 organizations are included in more than one program (see Appendix 2).

29   Decimals were rounded up or down, resulting in some totals being more or less than 100%.

RACE AND ETHNICITY BY PROGRAM

Exhibit 15e. Race and Ethnicity of Boards and Staff by Program[28,29]

Philanthropy (10 organizations)	Board Members 162 individuals	Heads of Organizations 10 individuals	Senior Management 69 individuals	All Other Staff 723 individuals
Alaska Native, American Indian, or Indigenous	2%	0%	0%	1%
Arab or North African	0%	0%	0%	0%
Asian or Asian American	6%	0%	6%	7%
Black, African American, or African origin	14%	30%	14%	15%
Latino/a, Latinx, Hispanic or Spanish origin	4%	10%	3%	8%
Native Hawaiian or Pacific Islander	0%	0%	1%	0%
White/Caucasian	31%	60%	62%	58%
Multiple races/ethnicities	2%	0%	12%	3%
Another race, ethnicity, or origin not on this list	0%	0%	1%	2%
Prefer not to provide info	0%	0%	0%	0%
Do not have data	41%	0%	0%	5%

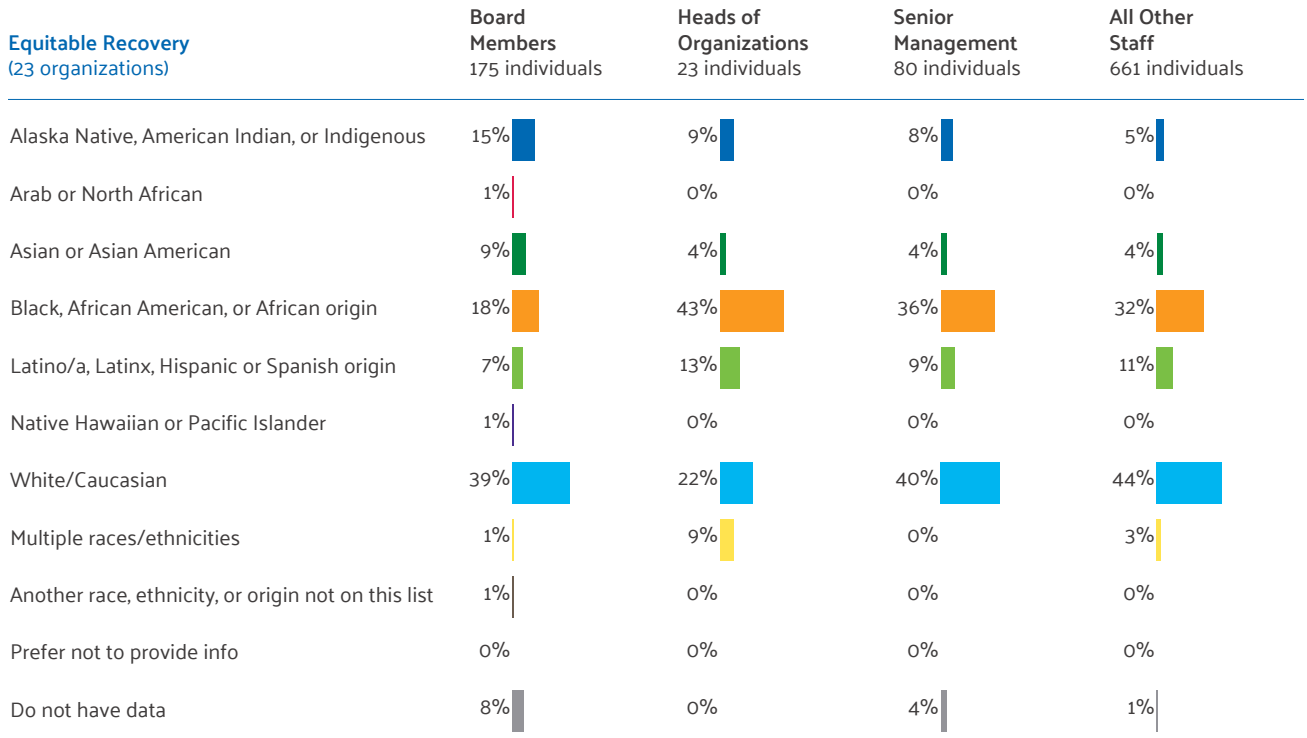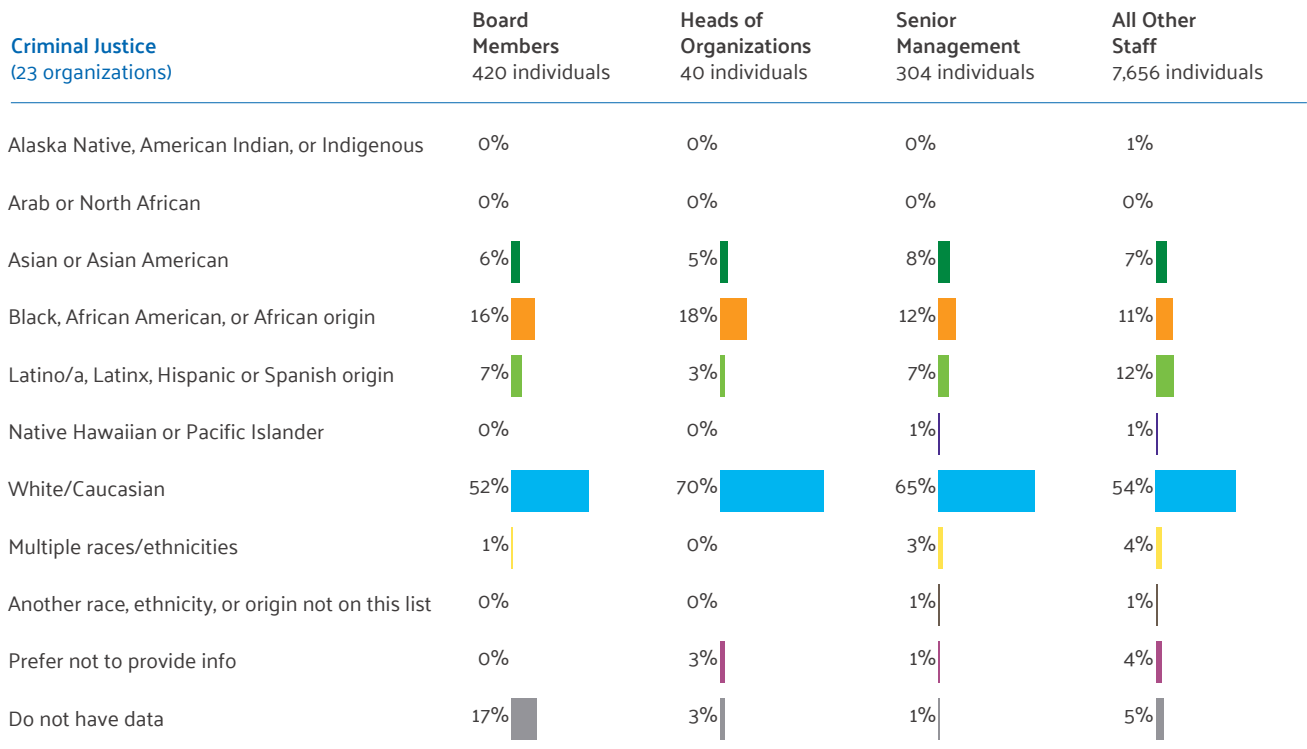| Technology in the Public Interest (8 organizations)	Board Members 177 individuals	Heads of Organizations 19 individuals	Senior Management 55 individuals	All Other Staff 1,002 individuals
Alaska Native, American Indian, or Indigenous	1%	0%	0%	0%
Arab or North African	1%	0%	4%	0%
Asian or Asian American	6%	16%	9%	12%
Black, African American, or African origin	19%	16%	24%	11%
Latino/a, Latinx, Hispanic or Spanish origin	2%	11%	2%	8%
Native Hawaiian or Pacific Islander	0%	0%	0%	0%
White/Caucasian	36%	47%	56%	49%
Multiple races/ethnicities	1%	0%	0%	5%
Another race, ethnicity, or origin not on this list	0%	0%	0%	0%
Prefer not to provide info	0%	11%	5%	15%
Do not have data	36%	0%	0%	0%

28 13 organizations are included in more than one program (see Appendix 2).
29 Decimals were rounded up or down, resulting in some totals being more or less than 100%.

ORGANIZATIONS THAT IDENTIFY AS CENTERING PEOPLE OF COLOR

Exhibit 16. Organizations that identify as centering people of color

Based on 292 organizations.

- ● Yes 39%
- ● No 50%
- ● Unknown 11%
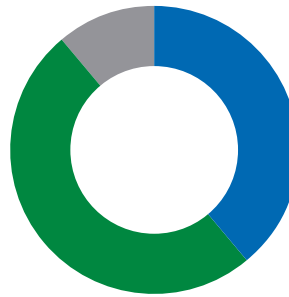
LGBTQIA+ COMMUNITY

Exhibit 17. LGBTQIA+ Community Status of Board Members, All Organizations[31]

Based on 1,473 board members representing 97 organizations.

- ● In LGBTQIA+ Communities. 6%
- ● Not in LGBTQIA+ Communities. 49%
- ● Prefer not to provide info . . 3%
- ● Do not have data 43%
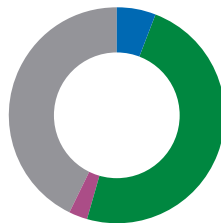
Exhibit 18. LGBTQIA+ Community Status of Heads of Organizations, All Organizations[32]

Based on 169 heads of organizations representing 99 organizations.

- ● In LGBTQIA+ Communities. 18%
- ● Not in LGBTQIA+ Communities. 63%
- ● Prefer not to provide info . . 3%
- ● Do not have data 16%
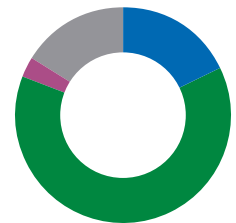
Exhibit 19. LGBTQIA+ Community Status of Senior Management, All Organizations[32]

Based on 813 senior management representing 89 organizations.

- ● In LGBTQIA+ Communities. 13%
- ● Not in LGBTQIA+ Communities. 46%
- ● Prefer not to provide info . . 2%
- ● Do not have data 40%
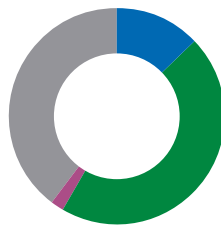
Exhibit 20. LGBTQIA+ Community Status of All Other Staff, All Organizations

Based on 13,903 all other staff representing 96 organizations.

- ● In LGBTQIA+ Communities. 8%
- ● Not in LGBTQIA+ Communities. 23%
- ● Prefer not to provide info . . 6%
- ● Do not have data 63%

---
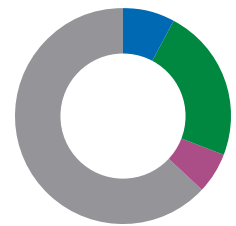
31 Decimals were rounded up or down, resulting in total being more than 100%.

32 In many cases, organizations counted more than one head of organization when entering data for this category.

LGBTQIA+ COMMUNITY BY PROGRAM

Exhibit 21a. LGBTQIA+ Community Status of Boards and Staff by Program[33,34]

Chicago Commitment (26 organizations)	Board Members 600 individuals	Heads of Organizations 40 individuals	Senior Management 134 individuals	All Other Staff 2,496 individuals
In LGBTQIA+ Communities	4%	20%	13%	6%
Not in LGBTQIA+ Communities	53%	60%	40%	16%
Prefer not to provide info	7%	8%	1%	2%
Do not have data	37%	13%	45%	77%

Climate Solutions (10 organizations)	Board Members 112 individuals	Heads of Organizations 22 individuals	Senior Management 114 individuals	All Other Staff 1,176 individuals
In LGBTQIA+ Communities	8%	23%	11%	15%
Not in LGBTQIA+ Communities	51%	59%	39%	43%
Prefer not to provide info	1%	0%	0%	1%
Do not have data	40%	18%	49%	41%

Criminal Justice (14 organizations)	Board Members 214 individuals	Heads of Organizations 32 individuals	Senior Management 256 individuals	All Other Staff 6,226 individuals
In LGBTQIA+ Communities	6%	9%	9%	7%
Not in LGBTQIA+ Communities	53%	56%	36%	22%
Prefer not to provide info	1%	3%	3%	5%
Do not have data	41%	31%	53%	66%

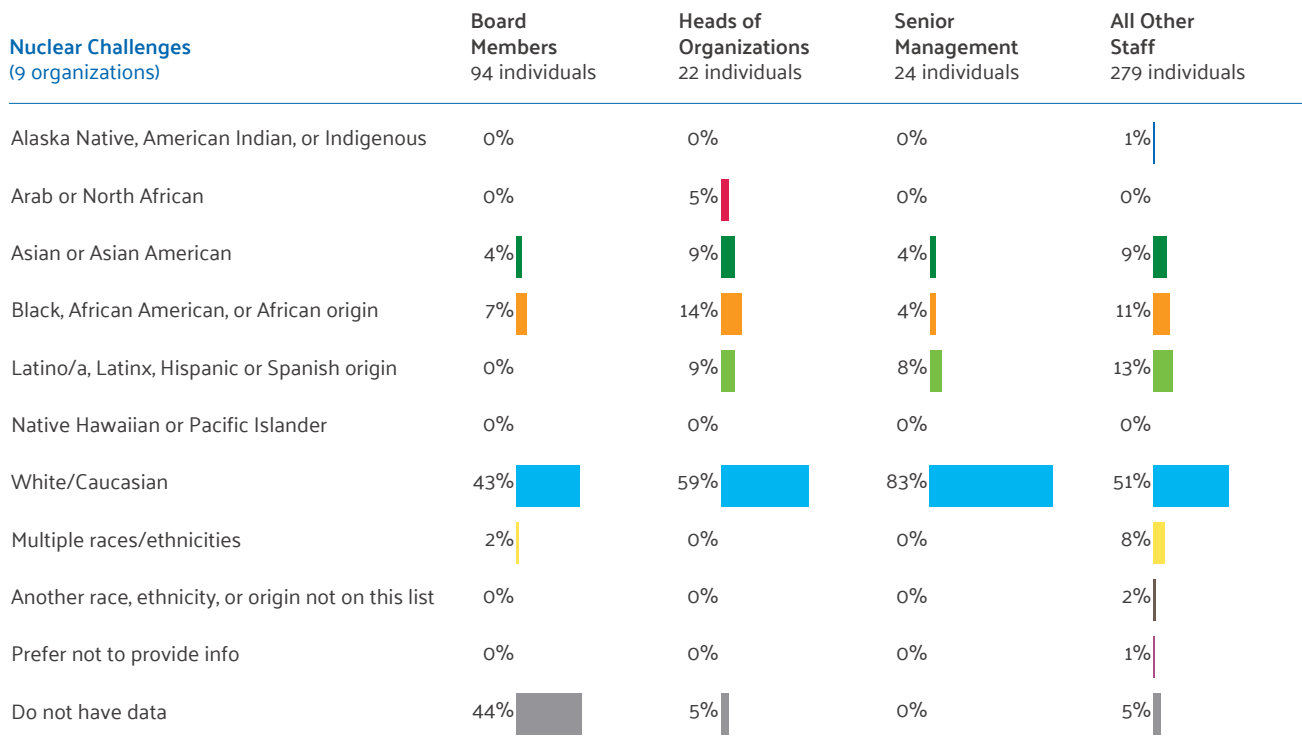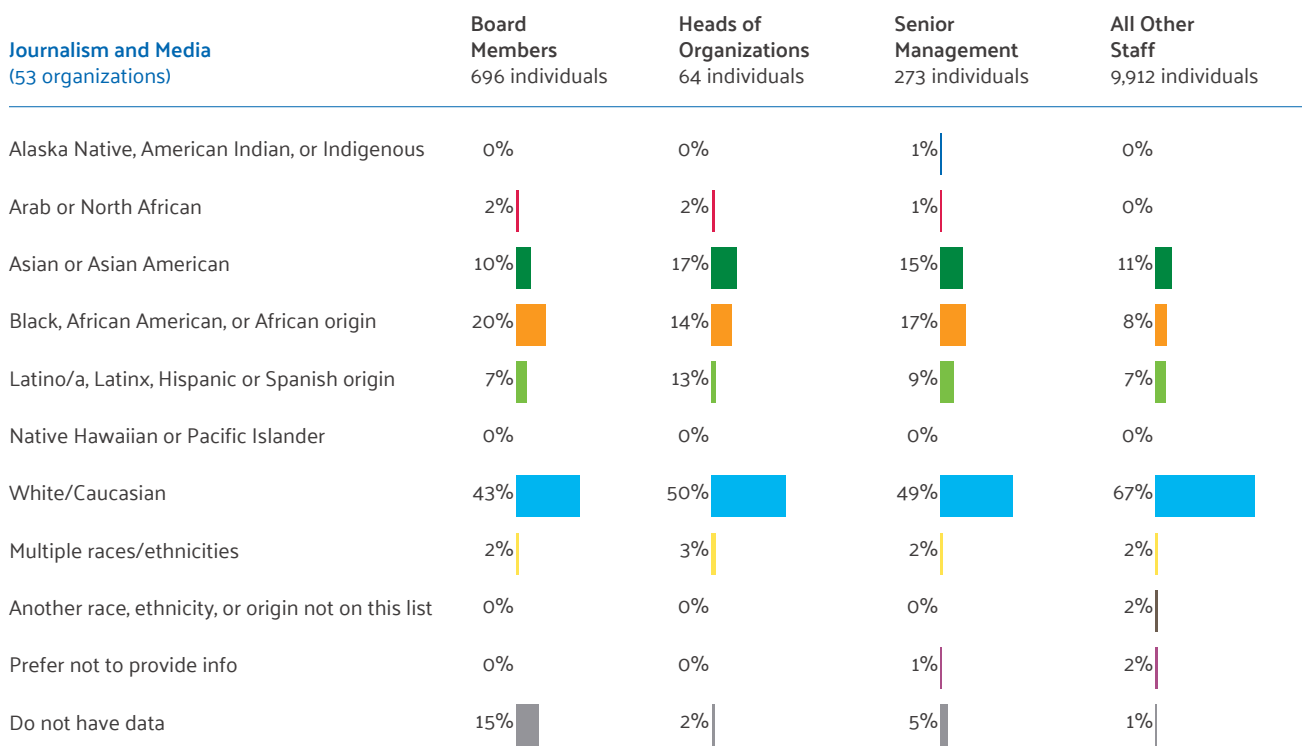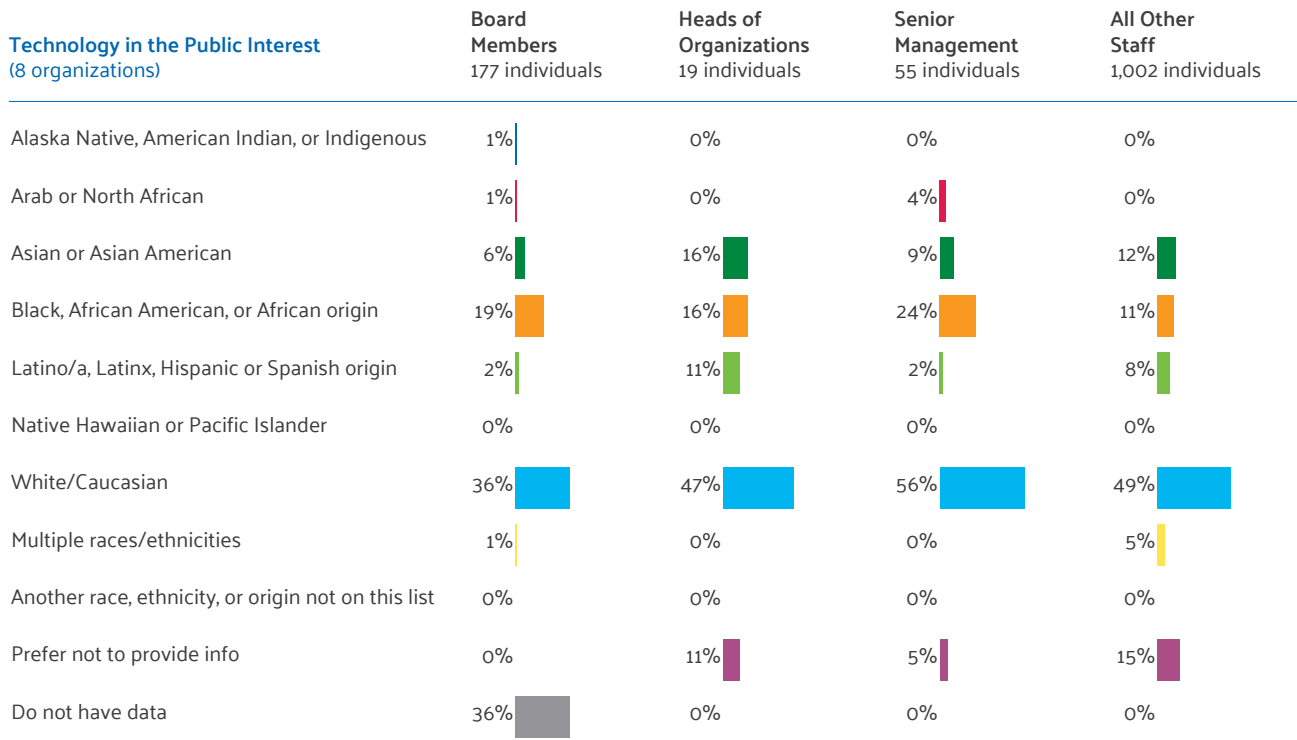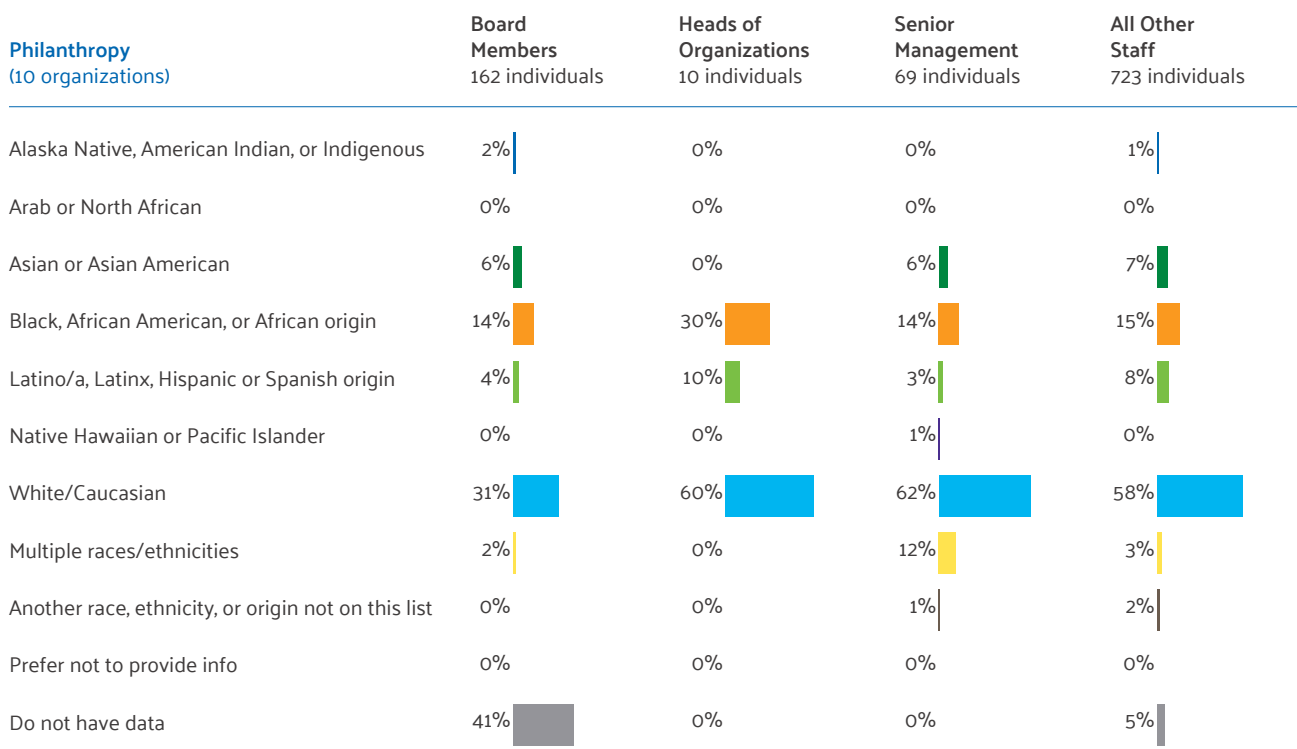| Equitable Recovery (6 organizations)	Board Members 93 individuals	Heads of Organizations[35]	Senior Management 26 individuals	All Other Staff 128 individuals
In LGBTQIA+ Communities	9%		19%	15%
Not in LGBTQIA+ Communities	47%		50%	27%
Prefer not to provide info	0%		0%	0%
Do not have data	44%		31%	59%

---

33   13 organizations are included in more than one program (see Appendix 2).

34   Decimals were rounded up or down, resulting in some totals being more or less than 100%.

35   Results were removed from program tables due to insufficient sample size, however they are included in the aggregated results.

LGBTQIA+ COMMUNITY BY PROGRAM

Exhibit 21b. LGBTQIA+ Community Status of Boards and Staff by Program[33,34]

Impact Investments - Grants (3 organizations)

	Board Members 20 individuals	Heads of Organizations[35]	Senior Management[35]	All Other Staff[35]
In LGBTQIA+ Communities	5%			
Not in LGBTQIA+ Communities	55%			
Prefer not to provide info	0%			
Do not have data	40%			

Impact Investments - Investments (1 organizations)

	Board Members[35]	Heads of Organizations[37]	Senior Management[35]	All Other Staff[35]
In LGBTQIA+ Communities				
Not in LGBTQIA+ Communities				
Prefer not to provide info				
Do not have data				

Journalism and Media (30 organizations)

	Board Members 373 individuals	Heads of Organizations 38 individuals	Senior Management 133 individuals	All Other Staff 1,578 individuals
In LGBTQIA+ Communities	11%	18%	17%	7%
Not in LGBTQIA+ Communities	49%	66%	45%	12%
Prefer not to provide info	0%	3%	2%	0%
Do not have data	40%	13%	35%	81%

Nuclear Challenges (2 organizations)

	Board Members 37 individuals	Heads of Organizations[35]	Senior Management[35]	All Other Staff 51 individuals
In LGBTQIA+ Communities	0%			25%
Not in LGBTQIA+ Communities	11%			65%
Prefer not to provide info	3%			10%
Do not have data	86%			0%

---

33 13 organizations are included in more than one program (see Appendix 2).

34 Decimals were rounded up or down, resulting in some totals being more or less than 100%.

35 Results were removed from program tables due to insufficient sample size, however they are included in the aggregated results.

LGBTQIA+ COMMUNITY BY PROGRAM

Exhibit 21c. LGBTQIA+ Community Status of Board and Staff by Program[33,34]

Philanthropy (6 organizations)	Board Members 61 individuals	Heads of Organizations[35]	Senior Management 56 individuals	All Other Staff 208 individuals
In LGBTQIA+ Communities	8%		14%	13%
Not in LGBTQIA+ Communities	89%		82%	84%
Prefer not to provide info	0%		0%	3%
Do not have data	3%		4%	0%

Technology in the Public Interest (4 organizations)	Board Members 34 individuals	Heads of Organizations[35]	Senior Management 21 individuals	All Other Staff 561 individuals
In LGBTQIA+ Communities	6%		29%	12%
Not in LGBTQIA+ Communities	32%		71%	26%
Prefer not to provide info	0%		0%	61%
Do not have data	62%		0%	0%

33 13 organizations are included in more than one program (see Appendix 2).
34 Decimals were rounded up or down, resulting in some totals being more or less than 100%.
35 Results were removed from program tables due to insufficient sample size, however they are included in the aggregated results.
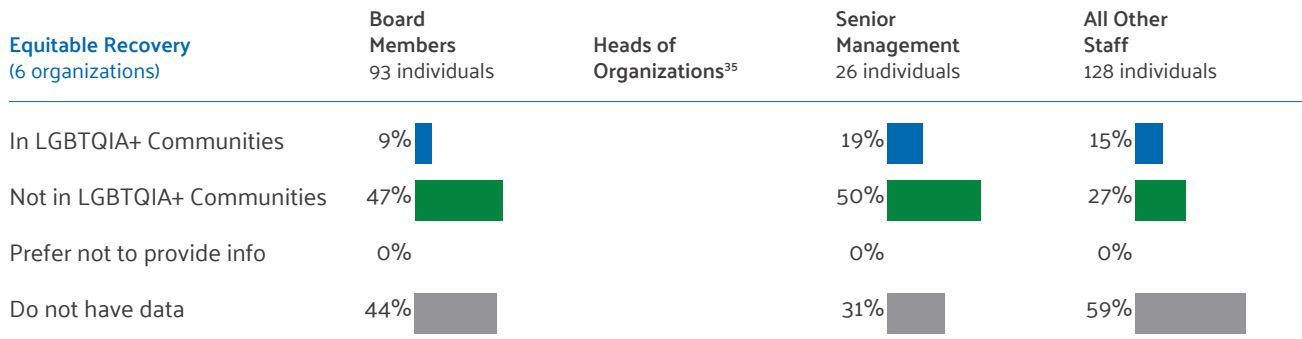
DISABILITY STATUS

Exhibit 22. Disability Status of Board Members, All Organizations[36]

Based on 1,468 board members representing 87 organizations.

- People with one or more disabilities. 2%
- People with no disabilities 51%
- Prefer not to provide info . . 1%
- Do not have data 45%
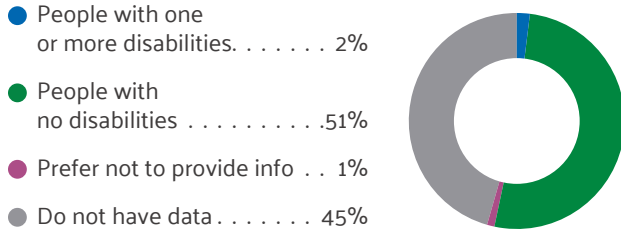
Exhibit 23. Disability Status of Heads of Organizations, All Organizations[37]

Based on 158 heads of organizations representing 91 organizations.

- People with one or more disabilities. 6%
- People with no disabilities 60%
- Prefer not to provide info . . 6%
- Do not have data 28%
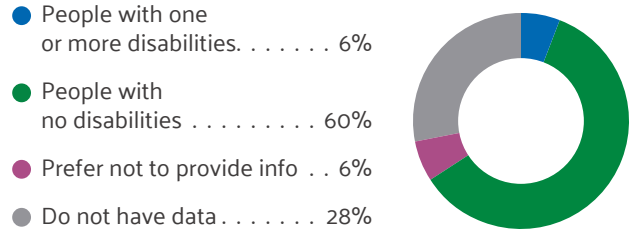
Exhibit 24. Disability Status of Senior Management, All Organizations

Based on 742 senior management representing 84 organizations.

- People with one or more disabilities. 4%
- People with no disabilities 52%
- Prefer not to provide info . .12%
- Do not have data 32%
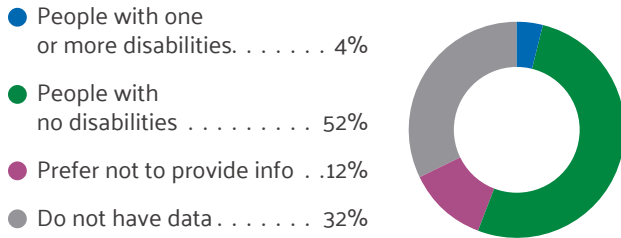
Exhibit 25. Disability Status of All Other Staff, All Organizations

Based on 14,848 all other staff representing 88 organizations.

- People with one or more disabilities. 4%
- People with no disabilities 42%
- Prefer not to provide info . .16%
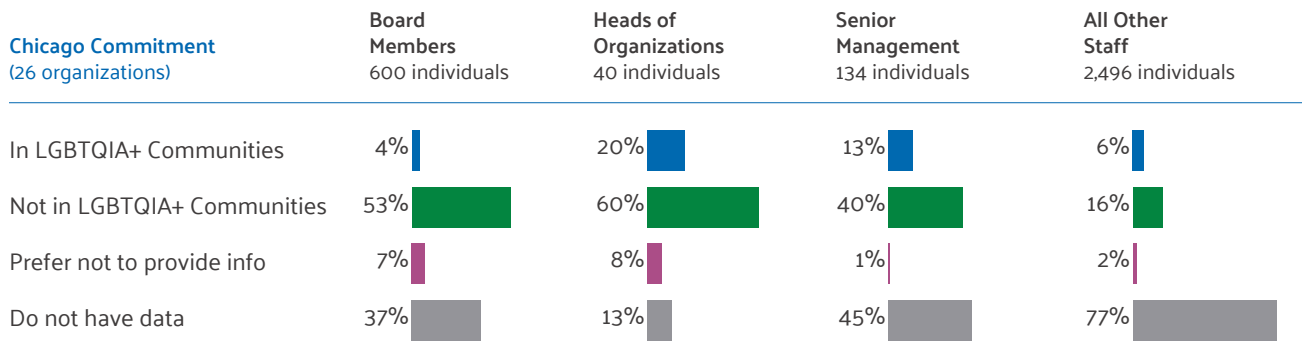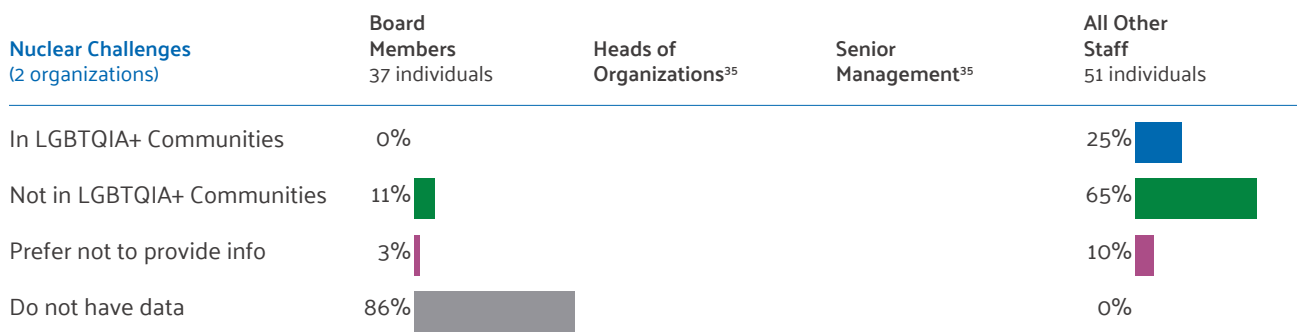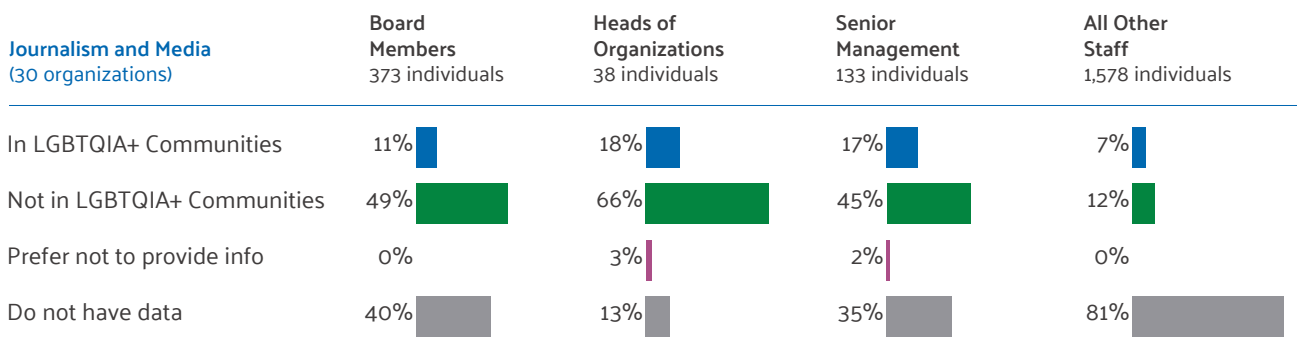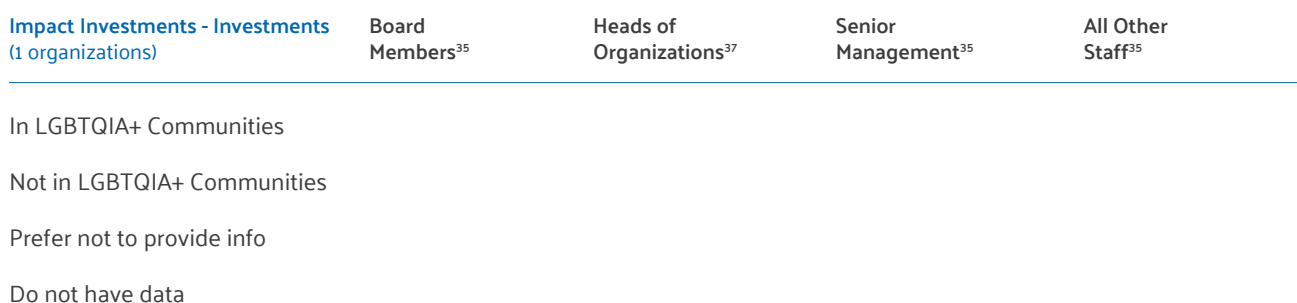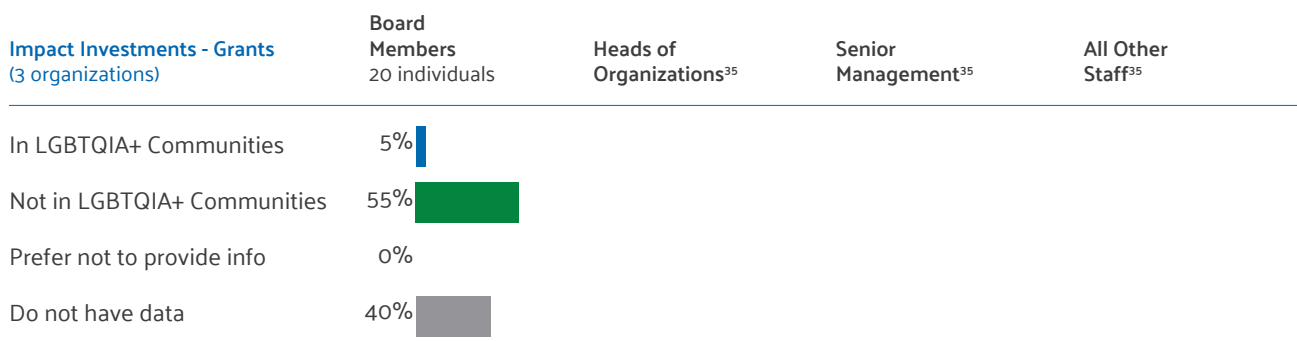- Do not have data 38%

---
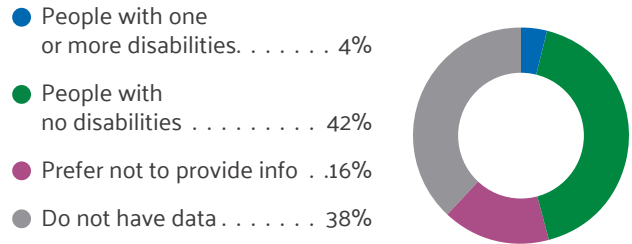
36 Decimals were rounded up or down, resulting in total being less than 100%.

37 In many cases, organizations counted more than one head of organization when entering data for this category.

DISABILITY STATUS BY PROGRAM

Exhibit 26a. Disability Status of Boards and Staff by Program[36,37]

Chicago Commitment (26 organizations)	Board Members 573 individuals	Heads of Organizations 36 individuals	Senior Management 124 individuals	All Other Staff 1,699 individuals
People with one or more disabilities	2%	11%	5%	4%
People with no disabilities	58%	61%	60%	39%
Prefer not to provide info	1%	8%	2%	7%
Do not have data	40%	19%	33%	49%

Climate Solutions (12 organizations)	Board Members 199 individuals	Heads of Organizations 21 individuals	Senior Management 67 individuals	All Other Staff 898 individuals
People with one or more disabilities	2%	5%	7%	5%
People with no disabilities	35%	48%	82%	74%
Prefer not to provide info	1%	0%	4%	10%
Do not have data	62%	48%	6%	11%

Criminal Justice (13 organizations)	Board Members 173 individuals	Heads of Organizations 30 individuals	Senior Management 244 individuals	All Other Staff 6,392 individuals
People with one or more disabilities	4%	3%	3%	4%
People with no disabilities	78%	63%	41%	25%
Prefer not to provide info	8%	20%	28%	24%
Do not have data	10%	13%	27%	47%

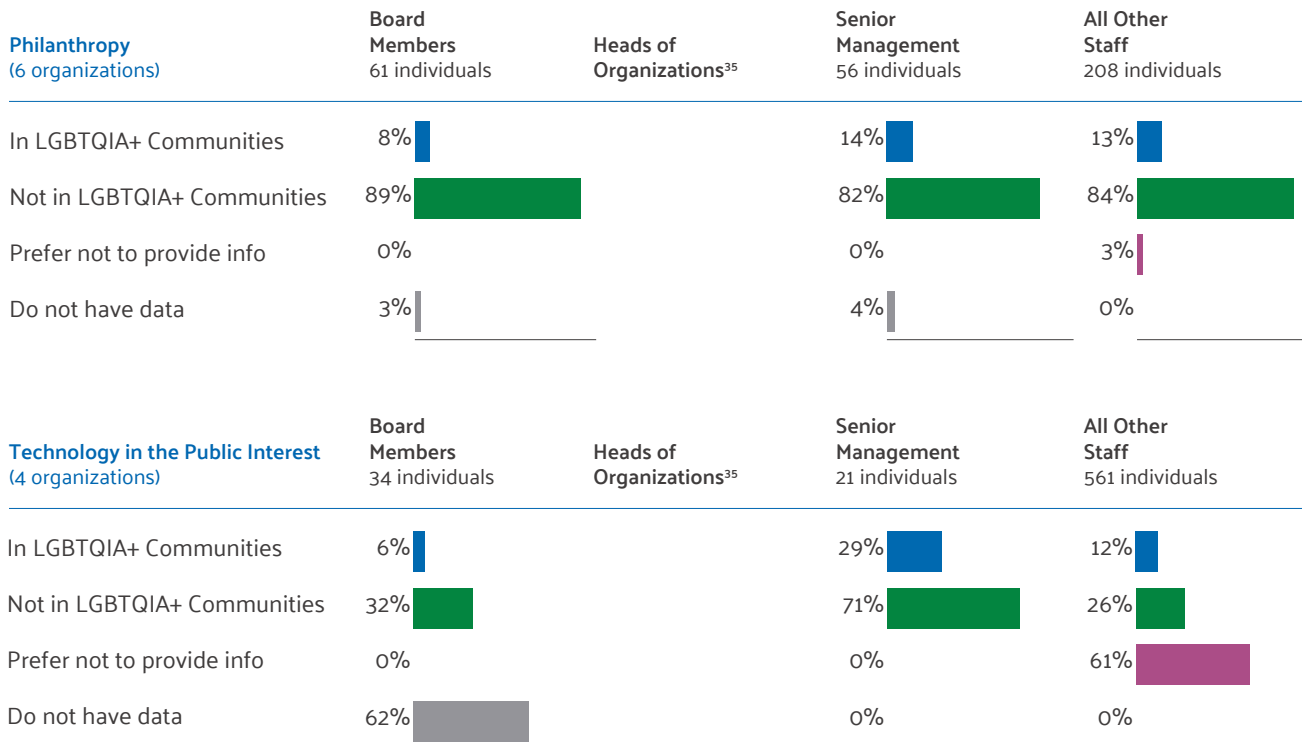| Equitable Recovery (3 organizations)	Board Members 58 individuals	Heads of Organizations[38]	Senior Management 11 individuals	All Other Staff 39 individuals
People with one or more disabilities	2%		0%	5%
People with no disabilities	76%		73%	95%
Prefer not to provide info	0%		0%	0%
Do not have data	22%		27%	0%

---

36   13 organizations are included in more than one program (see Appendix 2).

37   Decimals were rounded up or down, resulting in some totals being more or less than 100%.

38   Results were removed from program tables due to insufficient sample size, however they are included in the aggregated results.

DISABILITY STATUS BY PROGRAM

Exhibit 26b. Disability Status of Boards and Staff by Program[36,37]

Impact Investments - Grants (2 organizations)	Board Members 14 individuals	Heads of Organizations[38]	Senior Management[38]	All Other Staff[38]
People with one or more disabilities	0%			
People with no disabilities	86%			
Prefer not to provide info	0%			
Do not have data	14%			

Impact Investments - Investments (3 organizations)	Board Members 30 individuals	Heads of Organizations 12 individuals	Senior Management 21 individuals	All Other Staff 309 individuals
People with one or more disabilities	0%	0%	0%	0%
People with no disabilities	20%	17%	10%	3%
Prefer not to provide info	0%	0%	0%	0%
Do not have data	80%	83%	90%	97%

Journalism and Media (26 organizations)	Board Members 366 individuals	Heads of Organizations 33 individuals	Senior Management 124 individuals	All Other Staff 2,818 individuals
People with one or more disabilities	3%	9%	6%	2%
People with no disabilities	54%	67%	48%	73%
Prefer not to provide info	1%	0%	1%	2%
Do not have data	42%	24%	44%	22%

Nuclear Challenges (3 organizations)	Board Members 55 individuals	Heads of Organizations 13 individuals	Senior Management 12 individuals	All Other Staff 242 individuals
People with one or more disabilities	0%	8%	0%	2%
Peoplewith no disabilities	0%	23%	83%	60%
Prefer not to provide info	0%	0%	0%	5%
Do not have data	100%	69%	17%	33%

36   13 organizations are included in more than one program (see Appendix 2).

37   Decimals were rounded up or down, resulting in some totals being more or less than 100%.

38   Results were removed from program tables due to insufficient sample size, however they are included in the aggregated results.

DISABILITY STATUS BY PROGRAM

Exhibit 26c. Disability Status of Boards and Staff by Program[36,37]

Philanthropy (5 organizations)	Board Members 56 individuals	Heads of Organizations[38]	Senior Management 56 individuals	All Other Staff 201 individuals
People with one or more disabilities	4%		2%	6%
People with no disabilities	80%		91%	91%
Prefer not to provide info	0%		0%	3%
Do not have data	16%		7%	0%

Technology in the Public Interest (3 organizations)	Board Members 31 individuals	Heads of Organizations[38]	Senior Management 21 individuals	All Other Staff 561 individuals
People with one or more disabilities	0%		0%	7%
People with no disabilities	42%		24%	61%
Prefer not to provide info	0%		0%	32%
Do not have data	58%		76%	0%

36   13 organizations are included in more than one program (see Appendix 2).

37   Decimals were rounded up or down, resulting in some totals being more or less than 100%.

38   Results were removed from program tables due to insufficient sample size, however they are included in the aggregated results.

Appendix 1

DEMOGRAPHIC CATEGORIES AND SELECTION CHOICES

Sex and Gender

- Female/Women (some examples: cisgender women, female-identified people, transgender women)
- Gender nonbinary (some examples: gender diverse, gender fluid, gender non-conforming, gender questioning, genderqueer, nonbinary, two-spirit)
- Male/Men (some examples: cisgender men, male-identified people, transgender men)
- People who prefer not to provide this information
- People for whom you do not have data

People Identifying as Transgender

- Transgender (some examples: transgender female, transgender male, transgender non-conforming, nonbinary)
- Not transgender
- People who prefer not to provide this information
- People for whom you do not have data

Race and Ethnicity

- Alaska Native, American Indian, or Indigenous (some examples: Aztec, Blackfeet Tribe, Mayan, Native Village of Barrow Inupiat Traditional Government, Navajo Nation, Yup'ik)
- Arab or North African (some examples: Algerian, Egyptian, Iranian, Lebanese, Moroccan, Syrian)
- Asian or Asian American (some examples: Chinese, Filipino, Indian, Japanese, Korean, Vietnamese)
- Black, African American, or African origin (some examples: African American, Ethiopian, Haitian, Jamaican, Nigerian, Somali)
- Latino/a, Latinx, Hispanic, or Spanish origin – both White and Non-White (some examples: Colombian, Cuban, Dominican, Mexican or Mexican American (Chicanx), Puerto Rican, Salvadorian)
- Native Hawaiian or Pacific Islander (some examples: Chamorro, Fijian, Marshallese, Native Hawaiian, Samoan, Tongan)
- White/Caucasian (some examples: English, French, German, Irish, Italian, Polish)
- People reporting multiple races/ethnicities
- People reporting another race, ethnicity, or origin not on this list

- People who prefer not to provide this information
- People for whom you do not have data

Survey respondents were invited to indicate the specific races/ethnicities for people under the "people reporting multiple races/ethnicities" category.

LGBTQIA+ Community

- LGBTQIA+ (people in your organization who identify as members of LGBTQIA+ communities)
- Not a member of LGBTQIA+ communities
- People who prefer not to provide this information
- People for whom you do not have data

Disability Status

- People reporting one or more disabilities
- People with no reported disabilities
- People who prefer not to provide this information
- People for whom you do not have data

All Categories

If organizations did not collect data in any of the above categories, they were asked why and given the following response options:

- Our organization does not have or is revising internal policies or practices for collecting this information, so we cannot provide it at this time.
- Our organization is not required to collect or report this data for any compliance or legal reasons, so we do not currently collect this information at this time.
- Our organization is unsure how we would use this data, so we do not currently collect this information at this time.
- Our staff have expressed concern that they would feel uncomfortable or unsafe providing this information to our team, so we do not collect this information at this time.
- Other. Respondents that selected this option were given the opportunity to provide their own reason for opting out.

Appendix 2

RESPONSES BY GRANTMAKING PROGRAM AND ORGANIZATION CHARACTERISTICS

The tables in this appendix show information from the 321 organizations that responded to the survey, including those that gave us data in formats other than the survey instrument: GuideStar, a document, or website.

RESPONSES BY PROGRAM

If an organization had grants from more than one Foundation program, its responses were counted for all relevant programs. Thirteen organizations fell under more than one program. If a program had data from nine or fewer respondents, they were removed from the program-level aggregates.

Program	Number of Organizations that Received Survey	Number that Responded	Percent that Responded
100&Change	6	4	67%
Chicago Commitment	124	80	65%
Climate Solutions	76	40	53%
Conservation and Sustainable Development	1	0	0%
Criminal Justice	89	35	39%
Equitable Recovery	49	23	47%
Fellows	8	3	38%
Impact Investments (Grants)	22	10	45%
Impact Investments (Investments)	29	18	62%
Journalism & Media	109	68	62%
On Nigeria	9	4	44%
New Work Exploration	2	0	0%
Nuclear Challenges	39	16	41%
Philanthropy	31	17	55%
Technology in the Public Interest	29	17	59%
Other	4	0	0%

RESPONDENTS BY TYPE OF SUPPORT

Support Type	Number of Respondents	Percent of Respondents
General Support	114	36%
General & Program Support	16	5%
Program Support	174	54%
Program-Related Investments/Loans	17	5%
Total	321	

RESPONDENTS BY TYPE OF ORGANIZATION

Organization Type	Number of Respondents	Percent of Respondents
Fiscal Sponsor	11	3%
Fiscally Sponsored Project	24	7%
Grantee	267	83%
Grantee and Fiscal Sponsor	1	0%
Grantee and Investee	1	0%
Investee	17	5%
Total	321	

RESPONDENTS BY ANNUAL OPERATING BUDGET SIZE

Operating Budget Size	Number of Respondents	Percent of Respondents
Under $800,000	27	8%
$800,000 to $1,599,999	20	6%
$1,600,000 to $4,299,999	52	16%
$4,300,000 to $12,299,999	61	19%
$12,300,000 to $40,999,999	28	9%
$41,000,000 and over	45	14%
Budget data not available	88	27%
Total	321	

*Budget data was gathered from the National Center for Charitable Statistics (NCCS) core files for the year 2019, which contain 990 and 990EZ information. A large share of invited organizations are missing budget data because they did not file a 990 in 2019.

RESPONDENTS BY GRANT SIZE

For organizations that received more than one grant or impact investment, the average amount was used for this range.

Categorical Grant Size	Number of Respondents	Percent of Respondents
<$50,000	11	3%
$50,000 to $499,999	142	44%
$500,000 and over	168	52%
Total	321	

RESPONDENTS BY YEAR FIRST GRANT AWARDED

Year First Grant Awarded	Number of Respondents	Percent of Respondents
2002 or Earlier	106	33%
2003 - 2007	9	3%
2008 - 2012	17	5%
2013 - 2017	68	21%
2018 - 2022	121	38%
Total	321	

RESPONDENTS BY NUMBER OF GRANTS

Number of Grants	Number of Respondents	Percent of Respondents
One Time	77	24%
Repeat	244	76%
Total	321	

Appendix 3

LIMITATIONS & NOTES

The following limitations and details about the survey structure, data collection, and analysis should be taken into consideration when reviewing the report.

Weighting: Due to the overrepresentation of organizations receiving general operating support in the survey results, weighting was applied in the Foundation-wide aggregates. The weight is ~0.82 for all organizations that receive some general support funding from MacArthur Foundation, and it is ~1.24 for all organizations that do not.

Data Formats: 321 total organizations responded using the following formats:

- 271 provided data via the online survey. Of this, 37 organizations did not provide demographic information, but did reply to questions about why they did not collect it and/or the question about centering people of color in their work. Data from the 234 remaining organizations are the source for the charts in this report.
- 24 directed us to their GuideStar profile. Of this, 22 organizations had demographic data on GuideStar.
- 12 organizations gave us data in a PDF format. Of this, 1 organization's PDF had no demographic data included.
- 8 organizations directed us to their demographics on their website.
- 6 organizations opted out of the survey entirely.

Data Verification: We could not verify the accuracy of information provided. Respondents likely collaborated with multiple departments or individuals across their organizations to assemble their responses. In addition, data collection tools and practices vary among organizations. While the survey instructions asked respondents not to guess about people's identities (and instead encouraged partial responses if information was not available), it is possible that data were gathered through means other than self-identification or self-reporting.

Language and Terminology: The language used to describe and define identity changes as expressions and understandings evolve. In its correspondence to grantees and impact investees, the Foundation acknowledged the imperfect nature of some of the language used in the survey. Similarly, the language used in this report to describe groups of individuals is also imperfect.

Alignment of Demographic Categories: The Foundation acknowledges that organizations might track demographic data on their boards and staff in categories other than those used in our demographic survey and that this affects survey results and organizations' ability to respond accurately for their organizations.