MacArthur Foundation

Administered by **Keecha Harris & ASSOCIATES**

GRANTEE AND INVESTEE DEMOGRAPHICS

Results of the John D. and Catherine T. MacArthur Foundation's 2019 Demographic Survey

October 2020

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INTRODUCTION

In 2019, the John D. and Catherine T. MacArthur Foundation conducted a survey to learn about the demographics of the boards and staffs of its United States-based grantees and investees. The inquiry on demographics grew out of the Foundation's Just Imperative, an institutional initiative which "requires that we interrogate our decisions and actions to ensure that they enhance the conditions in which justice can thrive; rejecting and challenging the structures, systems, and practices that reinforce an unjust status quo, or produce unjust outcomes."

The results of this survey, the key findings of which are outlined in this document, help us understand the demographics of the organizations the Foundation supports. Over time, such data will allow us to identify ways we can better align our grantmaking and investments with the goals of the Just Imperative.

SURVEY DESIGN & PROCESS

The Foundation contracted with Keecha Harris and Associates (KHA) to administer the survey, analyze results, and produce a report. KHA also advised a working group comprised of Foundation staff on survey design.

The survey asked about the sex and gender, race and ethnicity, LGBTQ+, and disability status of organization board members, heads of organizations, senior management, and all other staff[1]. Additional survey questions allowed organizations to share their data collection processes as well as any challenges they face in tracking board and staff demographics. The survey also asked if organizations collected demographic data on the communities they engage in their work. Organizations had the option to respond to questions with "prefer not to provide this information" or "do not have data." Partially completed surveys were accepted.[2]

The survey opened on July 31, 2019 and closed on October 22, 2019. KHA invited 681 organizations with active grants or impact investments as of June 30, 2019 to take the survey. Fifty eight percent of organizations responded.[3] The survey pool included 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 took the survey as any other grantee or investee would, however we directly invited contacts carrying out fiscally sponsored projects to complete the survey as well. The identities of individual organizations that completed the survey were not shared with Foundation staff; KHA reported the results in the aggregate to the Foundation.[4]

KEY FINDINGS

- The number of organizations that responded to questions in the sex and gender and race and ethnicity categories was robust. Fewer organizations responded to questions about LGBTQ+ and disability status. Explanations offered by grantees and investees included privacy and legal concerns, that there is no legal requirement to collect these data, and limited capacity.

- Organizations collected demographic information on their boards and staff primarily through their onboarding processes, self-reporting, and surveys.

- Among those organizations that responded, the following demographic characteristics emerged:

   - Boards of organizations are a majority male/men (54 percent). The staff of organizations at all levels (heads of organizations, senior management, and all other staff) are a majority (50 percent or greater) female/women.

   - The majority of board members and of staff at all levels (heads of organizations, senior management, and all other staff) are White. Black, Indigenous, and People of Color (BIPOC[5]) comprise approximately 25 percent of board members, 22 percent

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1   See survey for board and staff definitions at https://www.macfound.org/media/files/Demographic_Survey_v5.pdf
2   See Appendix A for information on survey limitations.
3   See Appendix B for response rates by program.
4   See Appendices C and D for additional detail on respondents.
5   The term BIPOC was not used in the survey. It is being introduced in this report to represent the total of the following race and ethnicity categories: American Indian or Alaska Native; Asian; Black or African American; Hispanic, Latinx, or Chicanx; Middle Eastern or North African; and Native Hawaiian or Pacific Islander.

heads of organizations, 24 percent senior management, and 28 percent all other staff.

- Members of the LGBTQ+ community comprise 5 percent of board members, 12 percent heads of organizations, 14 percent senior management, and 6 percent all other staff. Percentages for no data available on the LGBTQ+ community range from 7 percent (heads of organizations) to 63 percent (all other staff).

- Persons with one or more disabilities comprise 3 percent of board members, 7 percent heads of organizations, 2 percent senior management, and 1 percent all other staff. Percentages for no data available on disability status range from 23 percent (heads of organizations) to 59 percent (board members).

- 53 percent of organizations that responded to the survey collect data on geography, sex and gender, and race and ethnicity from the communities that they engage in their work. Other categories commonly asked of communities include income, age, and education level. Data is collected to improve diversity, inform program design and evaluation, and to inform advocacy and recommendations.

DEMOGRAPHIC CATEGORY SELECTION AND TERMINOLOGY

To arrive at the final demographic categories included in the survey, the Foundation's demographic survey working group, together with KHA, reviewed research on current trends and practices both within and outside philanthropy and considered the Foundation's own learning priorities. The words used to describe identities and groups of individuals are constantly evolving. As such, the Foundation acknowledges with humility the imperfect nature of some of the language used in the survey and in this report.

DEMOGRAPHIC CATEGORIES AND SELECTION CHOICES

SEX AND GENDER

- Male/men (could include cisgender men, transgender men, and male-identified individuals)
- Female/women (could include cisgender women, transgender women, and female-identified individuals)
- Gender nonbinary or gender nonconforming individuals
- Individuals who prefer not to provide this information
- Individuals for whom you do not have data

RACE AND ETHNICITY

- American Indian or Alaska Native (e.g., Navajo Nation, Blackfeet Tribe, Mayan, Aztec, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, etc.)
- Asian (including East Asian, South Asian, and Southeast Asian)
- Black or African American (e.g., African American, Jamaican, Haitian, Nigerian, Ethiopian, Somali, etc.)
- Hispanic, Latinx, or Chicanx (e.g., Mexican or Mexican American, Puerto Rican, Cuban, Salvadorian, Dominican, Colombian, another country of Latin American or Spanish origin, etc.)
- Middle Eastern or North African (e.g., Lebanese, Iranian, Egyptian, Syrian, Moroccan, Algerian, etc.)
- Native Hawaiian or Pacific Islander (Native Hawaiian, Samoan, Chamorro, Tongan, Fijian, Marshallese, etc.)
- White (e.g., German, Irish, English, Italian, Polish, French, etc.)
- Individuals reporting multiple races/ethnicities
- Individuals reporting another race, ethnicity, or origin not on this list
- Individuals who prefer not to provide this information
- Individuals for whom you do not have data

LGBTQ+ COMMUNITY

- Individuals who are LGBTQ+ (individuals who identify as members of the LGBTQ+ community)
- Individuals who are not members of the LGBTQ+ community
- Individuals who prefer not to provide this information
- Individuals for whom you do not have data

DISABILITY STATUS

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

DEMOGRAPHICS OF BOARDS AND STAFF

What follows is a presentation on each of the four demographic categories—sex and gender, race and ethnicity, LGBTQ+ community, and disability status. Under each of those categories, Foundation-wide data is presented first, followed by program-specific information. The program-specific data excludes responses from organizations in programs that are no longer active and from the On Nigeria program area due to small sample size.

SEX AND GENDER[6]

Exhibit 1. Sex and Gender of Board Members Across All Organizations[7]

Based on 5,228 board members representing 337 organizations.

- ■ Male/Men..........................54%
- ■ Female/Women 40%
- ■ Gender Nonbinary/ Noncomforming.................0%
- ■ Prefer not to provide info....0%
- ■ Do not have data 6%
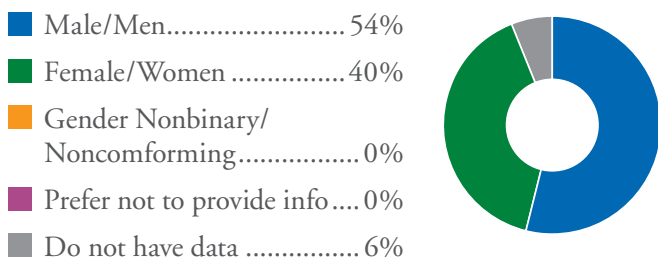
Exhibit 2. Sex and Gender of Heads of Organizations Across All Organizations[7,8]

Based on 405 heads of organizations representing 307 organizations.[9]

- ■ Male/Men..........................48%
- ■ Female/Women 50%
- ■ Gender Nonbinary/ Noncomforming.................0%
- ■ Prefer not to provide info....0%
- ■ Do not have data 1%
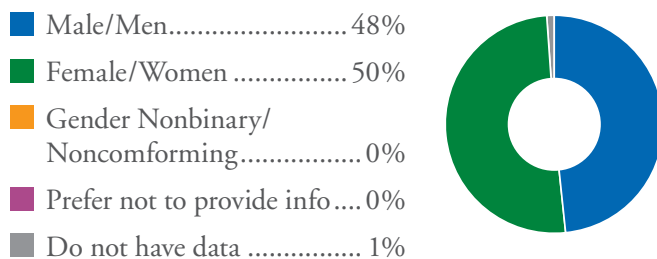
Exhibit 3. Sex and Gender of Senior Management Across All Organizations[7,8]

Based on 2,540 senior management representing 337 organizations.

- ■ Male/Men..........................39%
- ■ Female/Women 59%
- ■ Gender Nonbinary/ Noncomforming.................0%
- ■ Prefer not to provide info....0%
- ■ Do not have data 1%
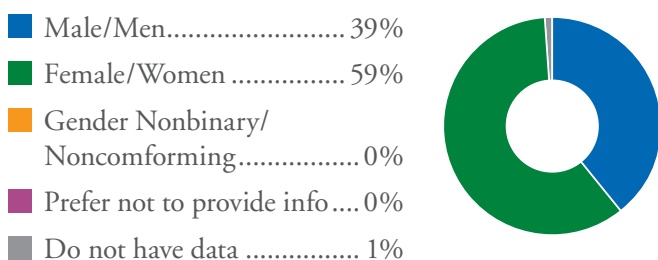
Exhibit 4. Sex and Gender of All Other Staff Across All Organizations

Based on 59,559 all other staff representing 337 organizations.

- ■ Male/Men..........................41%
- ■ Female/Women 53%
- ■ Gender Nonbinary/ Noncomforming.................3%
- ■ Prefer not to provide info....0%
- ■ Do not have data 3%

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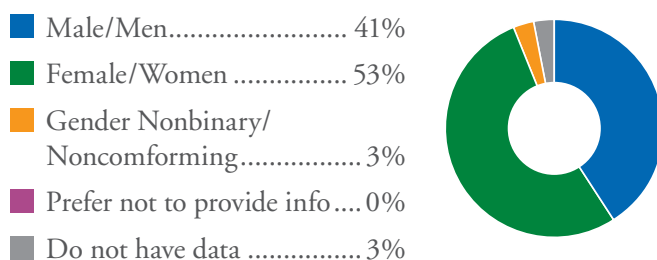
6 Less than 1 percent of respondents preferred not to provide information.
7 Less than 1 percent of respondents represent Gender Nonbinary/Nonconforming.
8 Decimals were rounded up or down, resulting in the total being more or less than 100 percent.
9 In many cases, organizations counted more than one head of organization when entering data for this category.

Exhibit 5a. Sex and Gender of Board and Staff by Program [10,11]

Chicago Commitment (91 organizations)

	Board Members (2,361 individuals)	Heads of Organizations (131 individuals)	Senior Management (712 individuals)	All Other Staff (13,722 individuals)
Male/Men	52%	46%	32%	30%
Female/Women	41%	54%	66%	51%
Gender Nonbinary/Noncomforming	0%	0%	1%	11%
Prefer not to provide info	0%	0%	0%	0%
Do not have data	6%	0%	0%	7%

Climate Solutions (37 organizations)

	Board Members (505 individuals)	Heads of Organizations (41 individuals)	Senior Management (609 individuals)	All Other Staff (7,738 individuals)
Male/Men	53%	63%	44%	37%
Female/Women	39%	32%	54%	62%
Gender Nonbinary/Noncomforming	0%	0%	0%	0%
Prefer not to provide info	0%	0%	0%	0%
Do not have data	8%	5%	1%	1%

Criminal Justice (34 organizations)

	Board Members (449 individuals)	Heads of Organizations (40 individuals)	Senior Management (270 individuals)	All Other Staff (9,609 individuals)
Male/Men	58%	38%	47%	44%
Female/Women	39%	58%	49%	50%
Gender Nonbinary/Noncomforming	0%	0%	0%	0%
Prefer not to provide info	0%	0%	2%	1%
Do not have data	2%	5%	2%	5%

10 Twenty-three organizations were included in more than one program (see Appendix B).
11 Decimals were rounded up or down, resulting in some totals being more or less than 100 percent

Exhibit 5b. Sex and Gender of Board and Staff by Program [12,13]

Impact Investments - Grants (10 organizations)	Board Members (124 individuals)		Heads of Organizations (13 individuals)		Senior Management (55 individuals)		All Other Staff (637 individuals)	
Male/Men	48%		31%		33%		35%	
Female/Women	43%		69%		65%		65%	
Gender Nonbinary/Noncomforming	0%		0%		2%		0%	
Prefer not to provide info	0%		0%		0%		0%	
Do not have data	9%		0%		0%		0%	

Impact Investments - Investments (23 organizations)	Board Members (325 individuals)		Heads of Organizations (43 individuals)		Senior Management (177 individuals)		All Other Staff (5,914 individuals)	
Male/Men	59%		60%		44%		30%	
Female/Women	34%		40%		56%		67%	
Gender Nonbinary/Noncomforming	0%		0%		0%		0%	
Prefer not to provide info	0%		0%		0%		0%	
Do not have data	6%		0%		0%		3%	

Journalism and Media (52 organizations)	Board Members (638 individuals)		Heads of Organizations (82 individuals)		Senior Management (432 individuals)		All Other Staff (2,301 individuals)	
Male/Men	47%		35%		34%		38%	
Female/Women	50%		63%		65%		61%	
Gender Nonbinary/Noncomforming	0%		1%		1%		1%	
Prefer not to provide info	0%		0%		0%		0%	
Do not have data	2%		0%		0%		0%	

12   Twenty-three organizations were included in more than one program (see Appendix B).

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

Exhibit 5c. Sex and Gender of Board and Staff by Program [14,15]

Nuclear Challenges (17 organizations)	Board Members (277 individuals)		Heads of Organizations (22 individuals)		Senior Management (112 individuals)		All Other Staff (785 individuals)	
Male/Men	53%		64%		43%		41%	
Female/Women	36%		36%		48%		55%	
Gender Nonbinary/Noncomforming	0%		0%		1%		1%	
Prefer not to provide info	0%		0%		4%		1%	
Do not have data	11%		0%		4%		2%	

Philanthropy (10 organizations)	Board Members (168 individuals)		Heads of Organizations (10 individuals)		Senior Management (45 individuals)		All Other Staff (388 individuals)	
Male/Men	61%		80%		31%		28%	
Female/Women	39%		20%		64%		52%	
Gender Nonbinary/Noncomforming	0%		0%		2%		2%	
Prefer not to provide info	0%		0%		0%		2%	
Do not have data	0%		0%		2%		16%	

Technology in the Public Interest (10 organizations)	Board Members (119 individuals)		Heads of Organizations (11 individuals)		Senior Management (62 individuals)		All Other Staff (647 individuals)	
Male/Men	58%		36%		35%		26%	
Female/Women	39%		64%		63%		54%	
Gender Nonbinary/Noncomforming	0%		0%		2%		2%	
Prefer not to provide info	1%		0%		0%		1%	
Do not have data	2%		0%		0%		16%	

14   Twenty-three organizations were included in more than one program (see Appendix B).
15   Decimals were rounded up or down, resulting in some totals being more or less than 100 percent.

RACE AND ETHNICITY

Exhibit 6. Race and Ethnicity of Board Members Across All Organizations[16,17]

Based on 4,984 board members representing 315 organizations.

American Indian or Alaska Native	0%
Asian	5%
Black or African American	13%
Hispanic, Latinx, or Chicanx	6%
Middle Eastern or North African	1%
Native Hawaiian or Pacific Islander	0%
White	62%
Multiple races/ethnicities	1%
Another race, ethnicity, or origin	0%
Prefer not to provide info	1%
Do not have data	10%
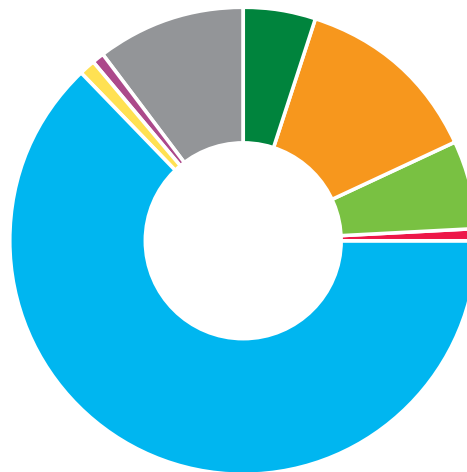
Exhibit 7. Race and Ethnicity of Heads of Organizations Across All Organizations[16,17]

Based on 372 heads of organizations representing 287 organizations. In many cases, organizations counted more than one head of organization when entering data for this category.
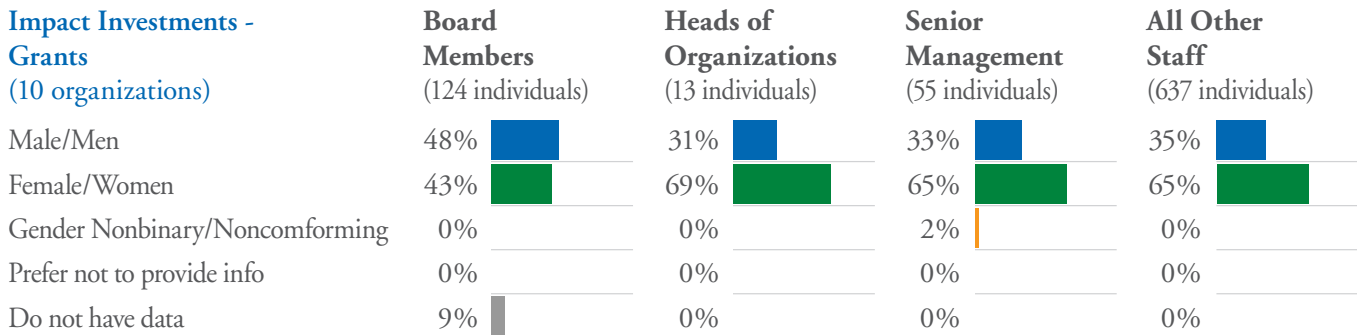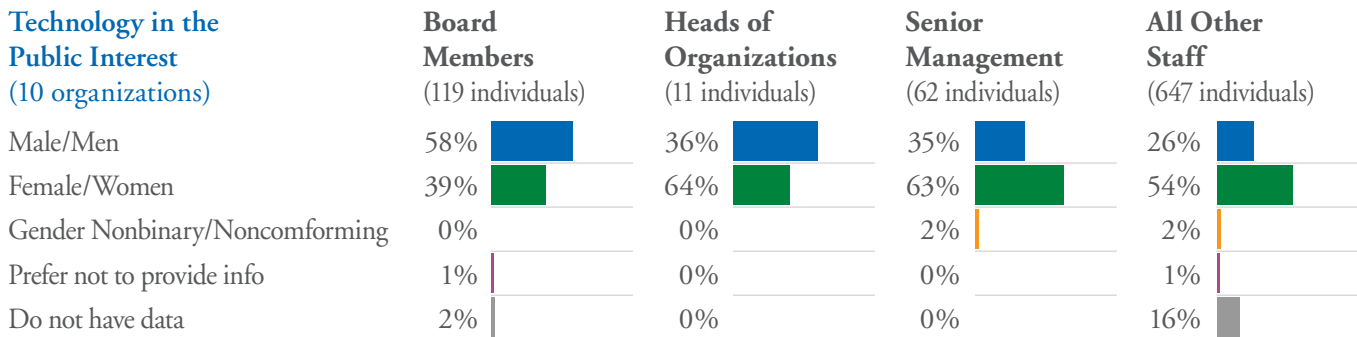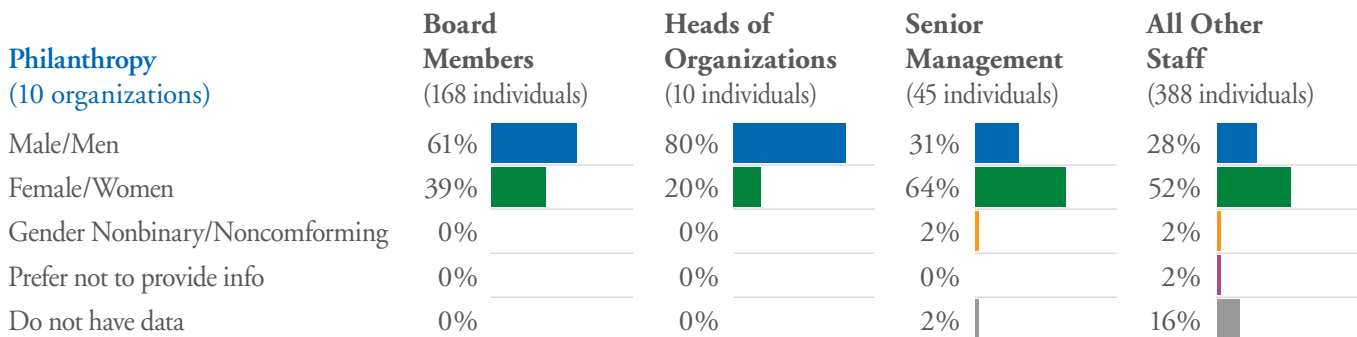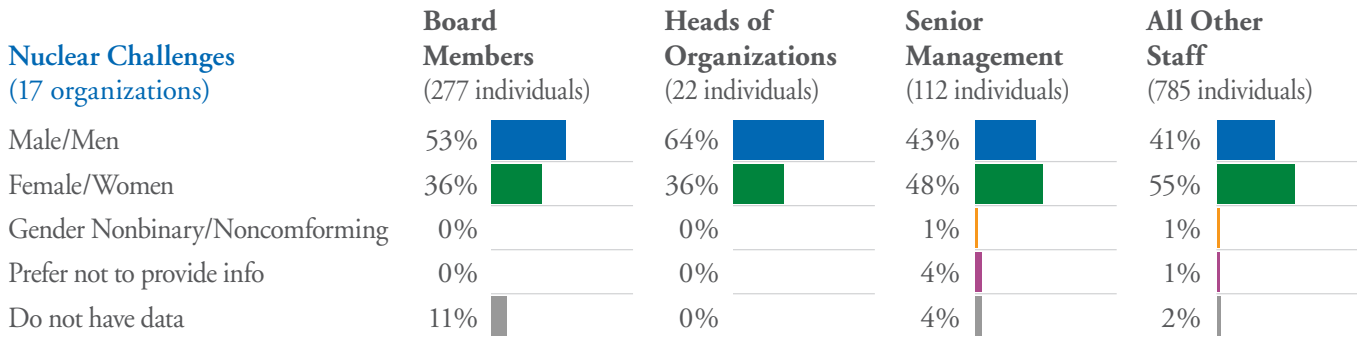
American Indian or Alaska Native	0%
Asian	5%
Black or African American	10%
Hispanic, Latinx, or Chicanx	6%
Middle Eastern or North African	1%
Native Hawaiian or Pacific Islander	0%
White	75%
Multiple races/ethnicities	1%
Another race, ethnicity, or origin	0%
Prefer not to provide info	0%
Do not have data	1%
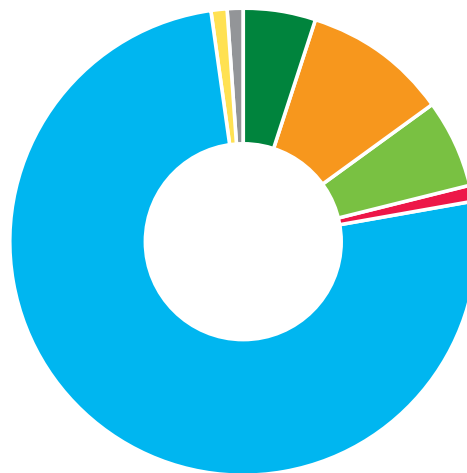
16 Less than 1 percent of respondents represent another race, ethnicity, or origin; American Indian or Alaska Native; or Native Hawaiian or Pacific Islander.
17 Decimals were rounded up or down, resulting in the total being more or less than 100 percent.

Exhibit 8. Race and Ethnicity of Senior Management Across All Organizations[18,19]

Based on 2,462 senior management representing 315 organizations.

■ American Indian or Alaska Native	1%
■ Asian	5%
■ Black or African American	12%
■ Hispanic, Latinx, or Chicanx	6%
■ Middle Eastern or North African	0%
■ Native Hawaiian or Pacific Islander	0%
■ White	71%
■ Multiple races/ethnicities	2%
■ Another race, ethnicity, or origin	0%
■ Prefer not to provide info	1%
■ Do not have data	1%
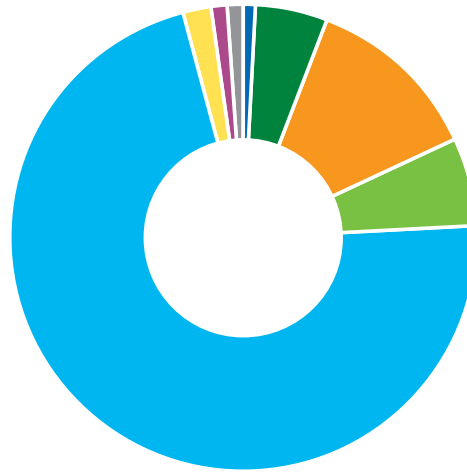
Exhibit 9. Race and Ethnicity of All Other Staff Across All Organizations[19,20]

Based on 56,324 all other staff representing 315 organizations.

■ American Indian or Alaska Native	0%
■ Asian	4%
■ Black or African American	15%
■ Hispanic, Latinx, or Chicanx	7%
■ Middle Eastern or North African	0%
■ Native Hawaiian or Pacific Islander	2%
■ White	52%
■ Multiple races/ethnicities	3%
■ Another race, ethnicity, or origin	1%
■ Prefer not to provide info	3%
■ Do not have data	14%
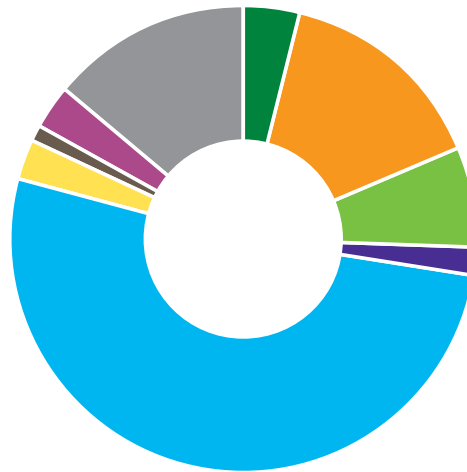
18 Less than 1 percent of respondents represent another race, ethnicity or origin; Middle Eastern or North African; or Native Hawaiian or Pacific Islander.
19 Decimals were rounded up or down, resulting in the total being more or less than 100 percent.
20 Less than 1 percent of respondents represent Middle Eastern or North African; or American Indian or Alaska Native.

Exhibit 10a. Race and Ethnicity of Board and Staff by Program[21,22]

Chicago Commitment (89 organizations)	Board Members (2,413 individuals)	Heads of Organizations (124 individuals)	Senior Management (727 individuals)	All Other Staff (12,809 individuals)
American Indian or Alaska Native	0%	0%	0%	0%
Asian	4%	4%	4%	3%
Black or African American	12%	17%	17%	18%
Hispanic, Latinx, or Chicanx	6%	8%	9%	11%
Middle Eastern or North African	0%	1%	0%	1%
Native Hawaiian or Pacific Islander	0%	0%	0%	2%
White	67%	67%	66%	49%
Multiple races/ethnicities	0%	2%	2%	2%
Another race, ethnicity, or origin	0%	1%	0%	0%
Prefer not to provide info	1%	1%	1%	10%
Do not have data	9%	0%	0%	3%

Climate Solutions (32 organizations)	Board Members (445 individuals)	Heads of Organizations (35 individuals)	Senior Management (590 individuals)	All Other Staff (6,513 individuals)
American Indian or Alaska Native	1%	0%	1%	0%
Asian	5%	3%	5%	8%
Black or African American	9%	0%	4%	5%
Hispanic, Latinx, or Chicanx	5%	3%	4%	6%
Middle Eastern or North African	0%	0%	0%	0%
Native Hawaiian or Pacific Islander	0%	0%	0%	0%
White	68%	86%	82%	72%
Multiple races/ethnicities	1%	6%	2%	3%
Another race, ethnicity, or origin	1%	0%	0%	0%
Prefer not to provide info	0%	0%	0%	1%
Do not have data	10%	3%	2%	4%

21 Twenty-three organizations were included in more than one program (see Appendix B).
22 Decimals were rounded up or down, resulting in some totals being more or less than 100 percent.

Exhibit 10b. Race and Ethnicity of Board and Staff by Program[23,24]

Criminal Justice (37 organizations)	Board Members (515 individuals)	Heads of Organizations (39 individuals)	Senior Management (322 individuals)	All Other Staff (9,609 individuals)
American Indian or Alaska Native	0%	0%	0%	1%
Asian	6%	3%	3%	5%
Black or African American	20%	15%	13%	15%
Hispanic, Latinx, or Chicanx	6%	3%	2%	4%
Middle Eastern or North African	0%	0%	0%	0%
Native Hawaiian or Pacific Islander	0%	0%	0%	0%
White	63%	72%	76%	68%
Multiple races/ethnicities	1%	3%	2%	1%
Another race, ethnicity, or origin	0%	0%	0%	1%
Prefer not to provide info	0%	0%	0%	1%
Do not have data	3%	5%	3%	5%

Impact Investments - Grants (10 organizations)	Board Members (135 individuals)	Heads of Organizations (12 individuals)	Senior Management (52 individuals)	All Other Staff (633 individuals)
American Indian or Alaska Native	1%	0%	0%	0%
Asian	6%	0%	6%	9%
Black or African American	18%	17%	15%	16%
Hispanic, Latinx, or Chicanx	10%	0%	8%	9%
Middle Eastern or North African	0%	0%	0%	0%
Native Hawaiian or Pacific Islander	1%	0%	0%	0%
White	56%	83%	71%	61%
Multiple races/ethnicities	0%	0%	0%	3%
Another race, ethnicity, or origin	0%	0%	0%	0%
Prefer not to provide info	0%	0%	0%	1%
Do not have data	8%	0%	0%	1%

23 Twenty-three organizations were included in more than one program (see Appendix B).
24 Decimals were rounded up or down, resulting in some totals being more or less than 100 percent.

Exhibit 10c. Race and Ethnicity of Board and Staff by Program[25,26]

Impact Investments - Investments (22 organizations)	Board Members (277 individuals)		Heads of Organizations (42 individuals)		Senior Management (169 individuals)		All Other Staff (5,695 individuals)	
American Indian or Alaska Native	1%		0%		0%		1%	
Asian	2%		2%		4%		5%	
Black or African American	15%		2%		15%		26%	
Hispanic, Latinx, or Chicanx	5%		0%		5%		12%	
Middle Eastern or North African	0%		0%		1%		0%	
Native Hawaiian or Pacific Islander	0%		0%		0%		0%	
White	56%		95%		67%		49%	
Multiple races/ethnicities	1%		0%		4%		2%	
Another race, ethnicity, or origin	0%		0%		0%		4%	
Prefer not to provide info	0%		0%		5%		1%	
Do not have data	19%		0%		0%		1%	

Journalism and Media (46 organizations)	Board Members (604 individuals)		Heads of Organizations (68 individuals)		Senior Management (413 individuals)		All Other Staff (2,236 individuals)	
American Indian or Alaska Native	1%		0%		2%		0%	
Asian	10%		12%		9%		10%	
Black or African American	18%		13%		12%		13%	
Hispanic, Latinx, or Chicanx	7%		6%		4%		10%	
Middle Eastern or North African	1%		1%		1%		1%	
Native Hawaiian or Pacific Islander	0%		0%		0%		0%	
White	52%		66%		70%		59%	
Multiple races/ethnicities	1%		1%		2%		3%	
Another race, ethnicity, or origin	0%		0%		0%		0%	
Prefer not to provide info	0%		0%		0%		1%	
Do not have data	9%		0%		0%		2%	

25 Twenty-three organizations were included in more than one program (see Appendix B).
26 Decimals were rounded up or down, resulting in some totals being more or less than 100 percent.
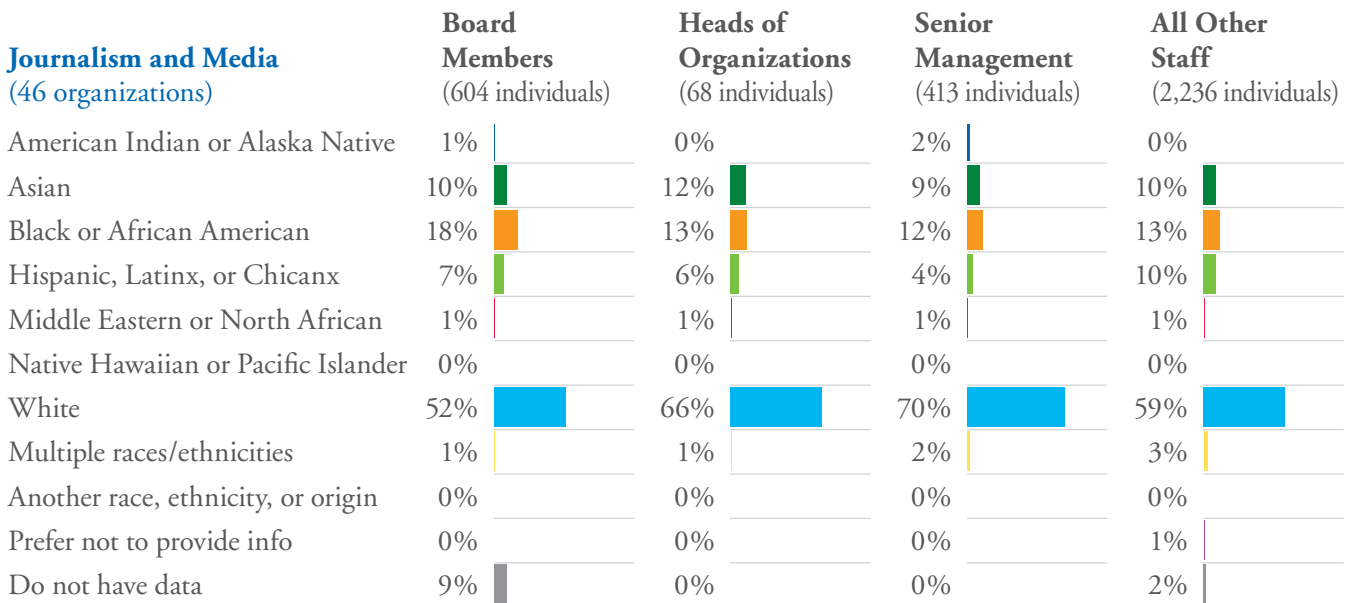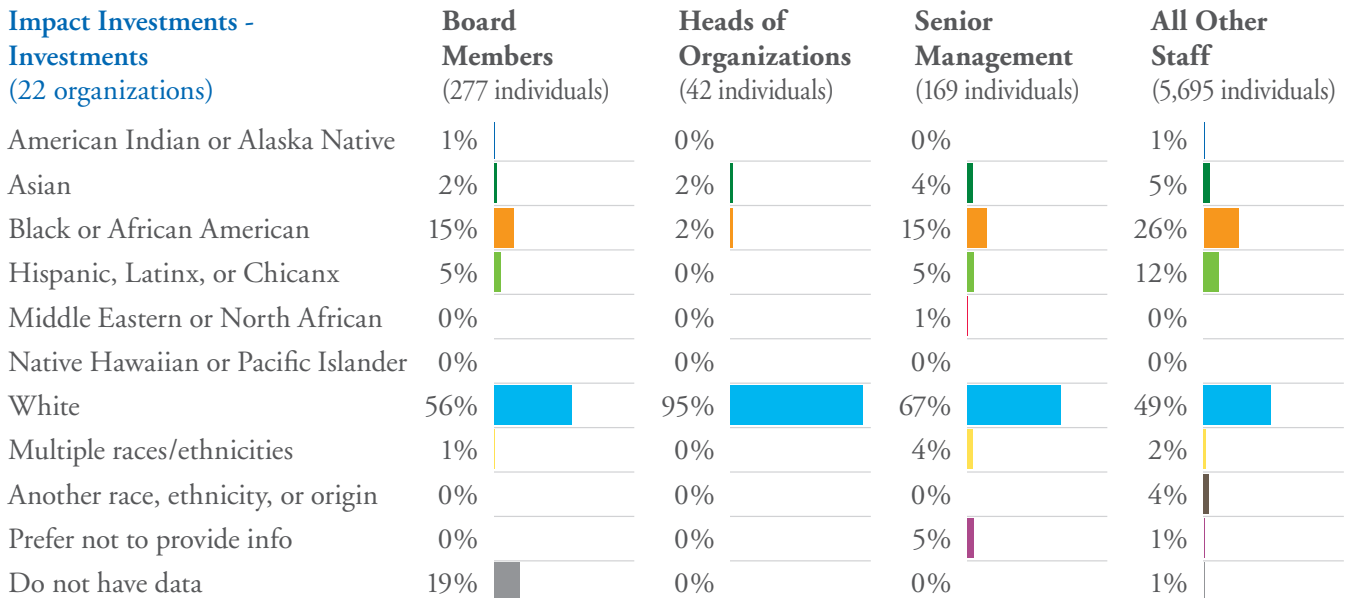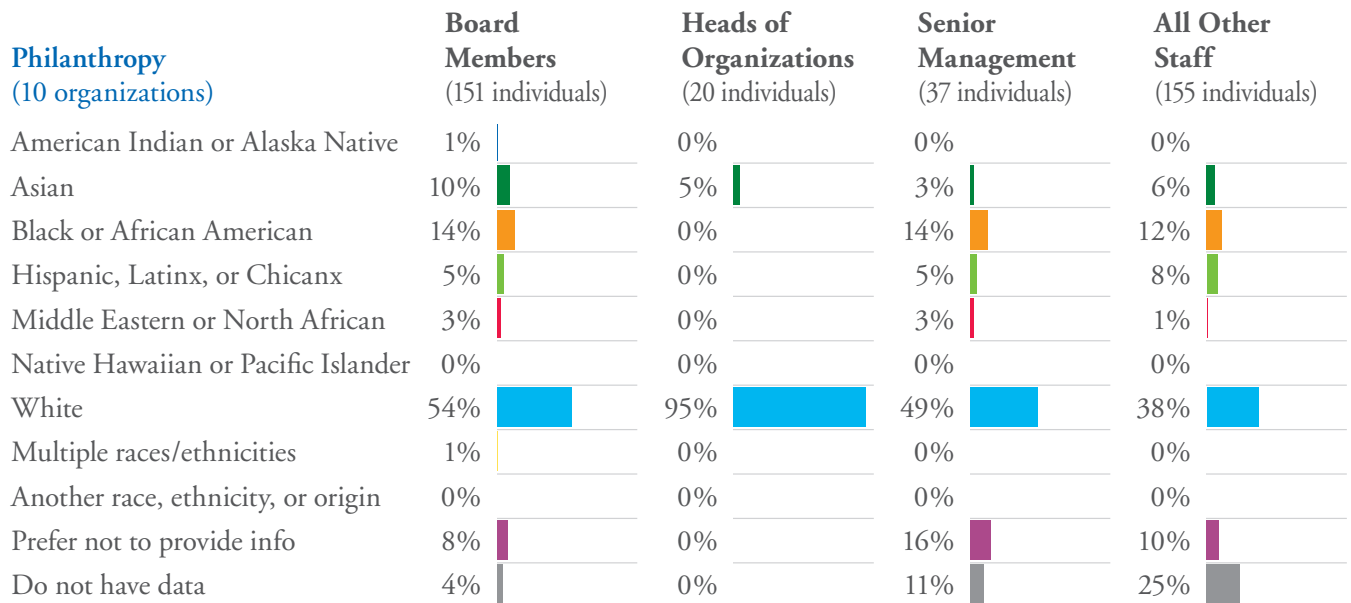
Exhibit 10d. Race and Ethnicity of Board and Staff by Program[27,28]

Nuclear Challenges (13 organizations)	Board Members (272 individuals)	Heads of Organizations (16 individuals)	Senior Management (93 individuals)	All Other Staff (661 individuals)
American Indian or Alaska Native	1%	0%	0%	0%
Asian	4%	6%	8%	9%
Black or African American	8%	6%	6%	13%
Hispanic, Latinx, or Chicanx	3%	6%	2%	9%
Middle Eastern or North African	0%	0%	0%	1%
Native Hawaiian or Pacific Islander	0%	0%	0%	1%
White	70%	75%	70%	62%
Multiple races/ethnicities	0%	6%	5%	5%
Another race, ethnicity, or origin	2%	0%	0%	0%
Prefer not to provide info	0%	0%	0%	0%
Do not have data	11%	0%	9%	0%

Philanthropy (10 organizations)	Board Members (151 individuals)	Heads of Organizations (20 individuals)	Senior Management (37 individuals)	All Other Staff (155 individuals)
American Indian or Alaska Native	1%	0%	0%	0%
Asian	10%	5%	3%	6%
Black or African American	14%	0%	14%	12%
Hispanic, Latinx, or Chicanx	5%	0%	5%	8%
Middle Eastern or North African	3%	0%	3%	1%
Native Hawaiian or Pacific Islander	0%	0%	0%	0%
White	54%	95%	49%	38%
Multiple races/ethnicities	1%	0%	0%	0%
Another race, ethnicity, or origin	0%	0%	0%	0%
Prefer not to provide info	8%	0%	16%	10%
Do not have data	4%	0%	11%	25%

27   Twenty-three organizations were included in more than one program (see Appendix B).

28   Decimals were rounded up or down, resulting in some totals being more or less than 100 percent.
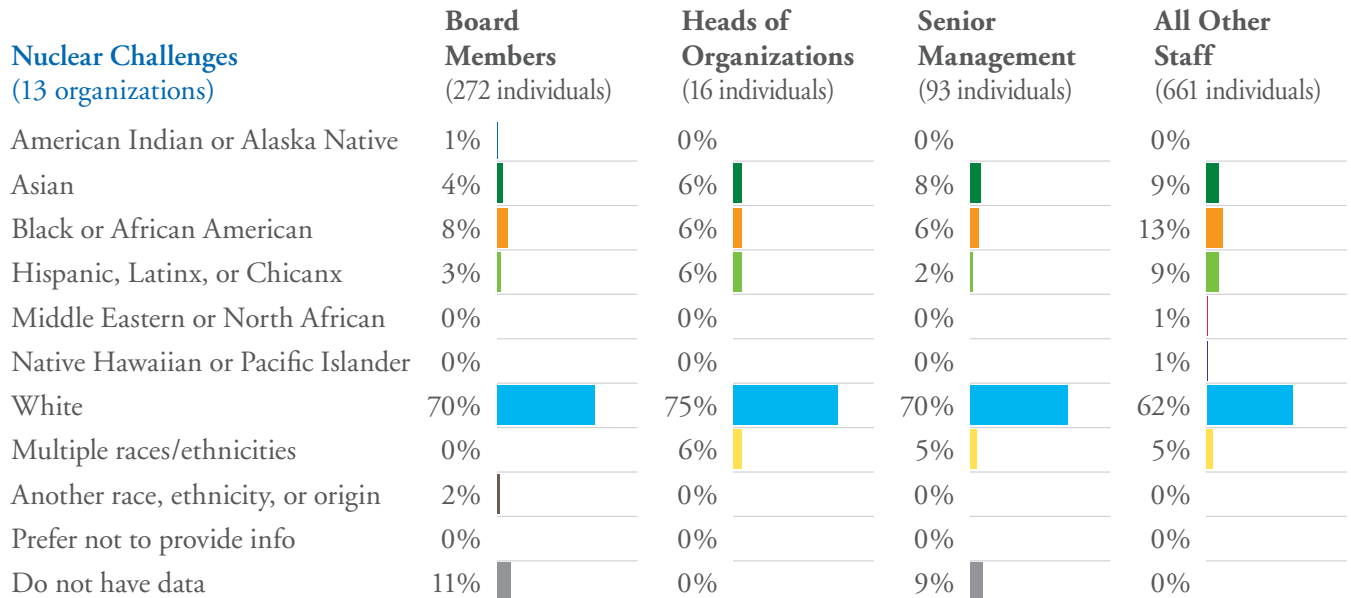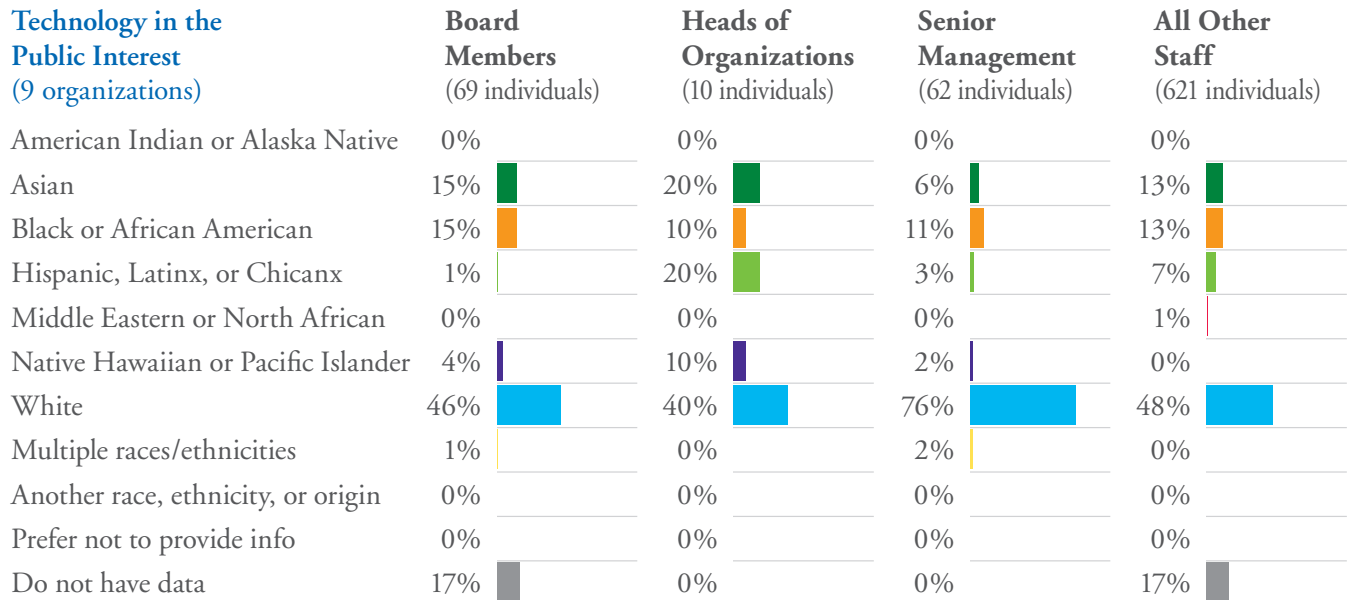
Exhibit 10e. Race and Ethnicity of Board and Staff by Program[29,30]

Technology in the Public Interest (9 organizations)	Board Members (69 individuals)	Heads of Organizations (10 individuals)	Senior Management (62 individuals)	All Other Staff (621 individuals)
American Indian or Alaska Native	0%	0%	0%	0%
Asian	15%	20%	6%	13%
Black or African American	15%	10%	11%	13%
Hispanic, Latinx, or Chicanx	1%	20%	3%	7%
Middle Eastern or North African	0%	0%	0%	1%
Native Hawaiian or Pacific Islander	4%	10%	2%	0%
White	46%	40%	76%	48%
Multiple races/ethnicities	1%	0%	2%	0%
Another race, ethnicity, or origin	0%	0%	0%	0%
Prefer not to provide info	0%	0%	0%	0%
Do not have data	17%	0%	0%	17%

29 Twenty-three organizations were included in more than one program (see Appendix B).
30 Decimals were rounded up or down, resulting in some totals being more or less than 100 percent.

LGBTQ+ COMMUNITY

Exhibit 11. LGBTQ+ Community Status of Board Members Across All Organizations[31,32]

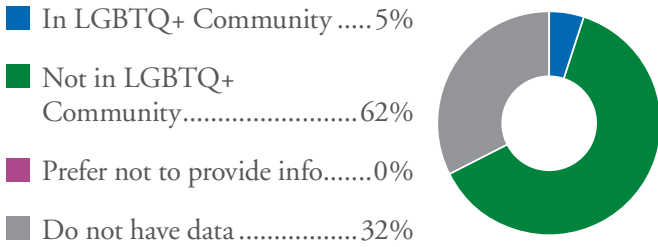Based on 1,583 board members representing 112 organizations.

- ■ In LGBTQ+ Community 5%
- ■ Not in LGBTQ+ Community.........................62%
- ■ Prefer not to provide info.......0%
- ■ Do not have data 32%

Exhibit 12. LGBTQ+ Community Status of Heads of Organizations Across All Organizations

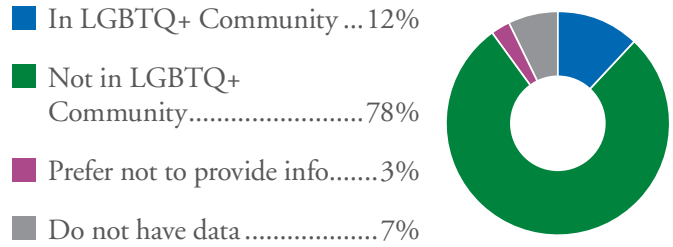Based on 108 heads of organizations representing 102 organizations.[33]

- ■ In LGBTQ+ Community ...12%
- ■ Not in LGBTQ+ Community.........................78%
- ■ Prefer not to provide info.......3%
- ■ Do not have data 7%

Exhibit 13. LGBTQ+ Community Status of Senior Management Across All Organizations

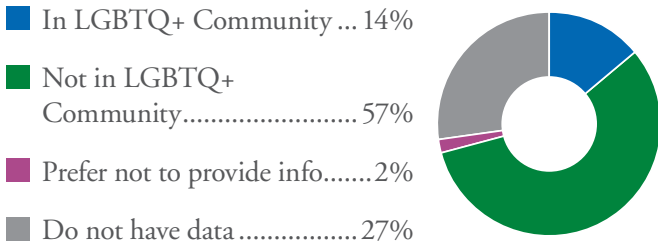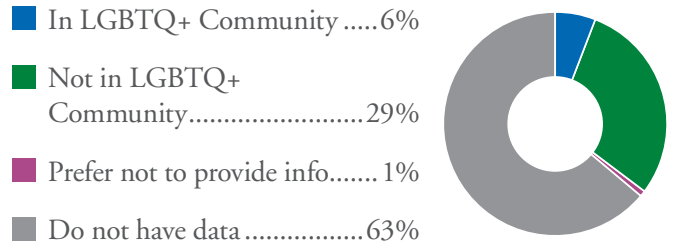Based on 431 senior management representing 115 organizations.

- ■ In LGBTQ+ Community ...14%
- ■ Not in LGBTQ+ Community.........................57%
- ■ Prefer not to provide info.......2%
- ■ Do not have data 27%

Exhibit 14. LGBTQ+ Community Status of All Other Staff Across All Organizations[32]

Based on 9,352 all other staff representing 115 organizations.

- ■ In LGBTQ+ Community 6%
- ■ Not in LGBTQ+ Community.........................29%
- ■ Prefer not to provide info.......1%
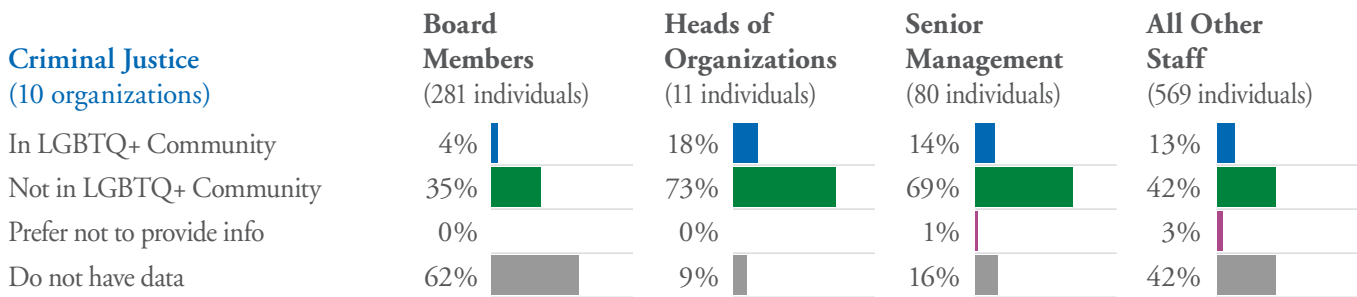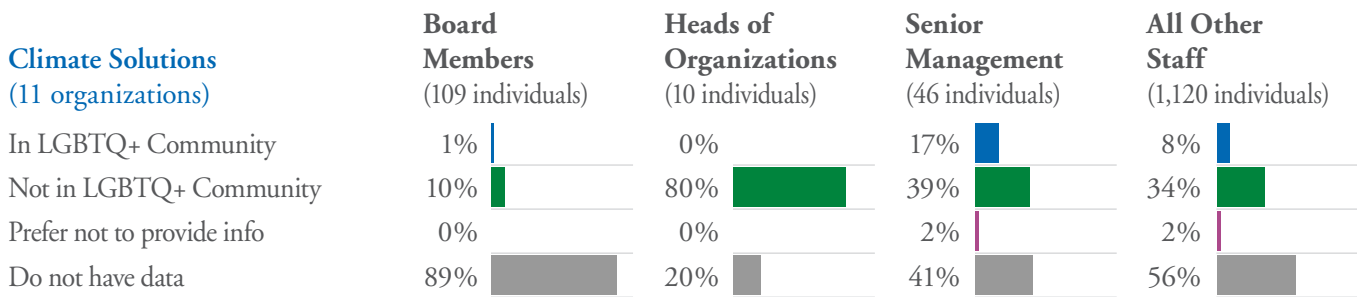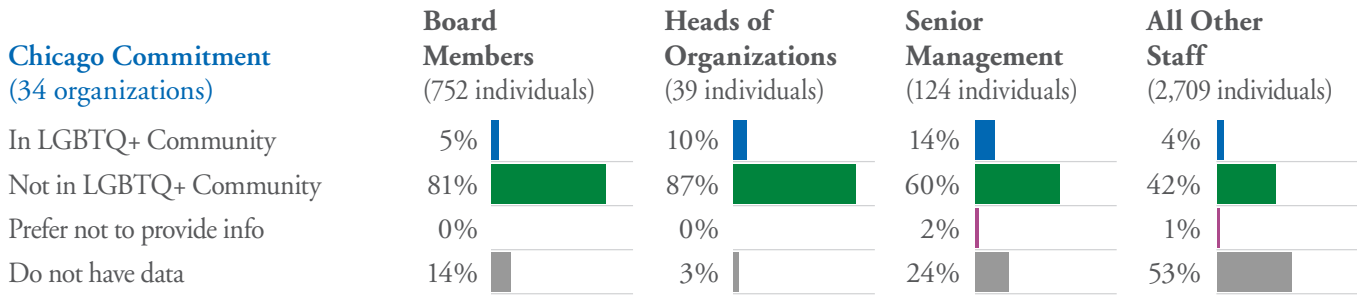- ■ Do not have data 63%

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31 Less than 1 percent of respondents preferred not to provide information.
32 Decimals were rounded up or down, resulting in the total being more or less than 100 percent.
33 In many cases, organizations counted more than one head of organization when entering data for this category.
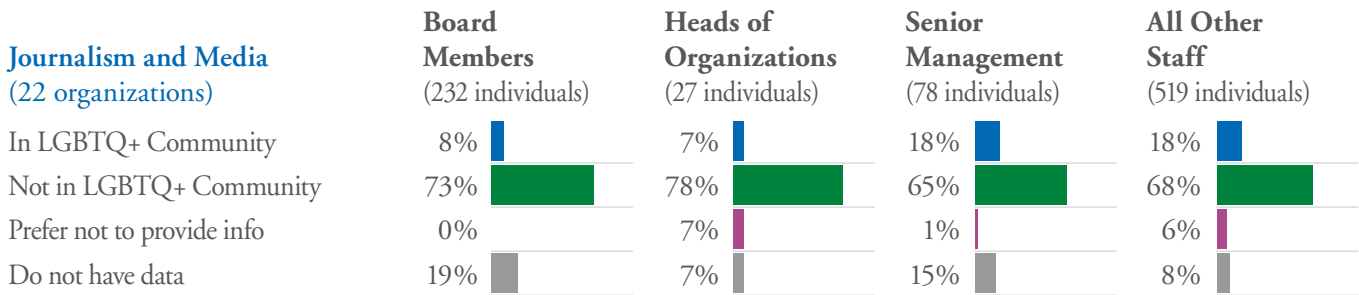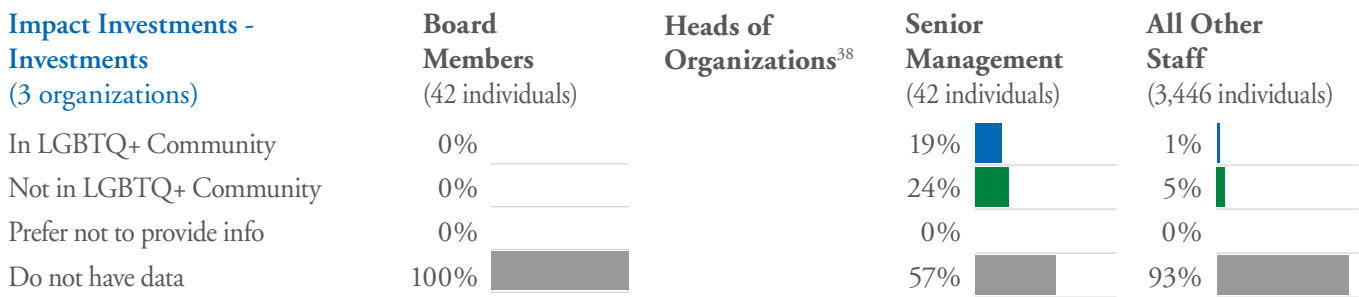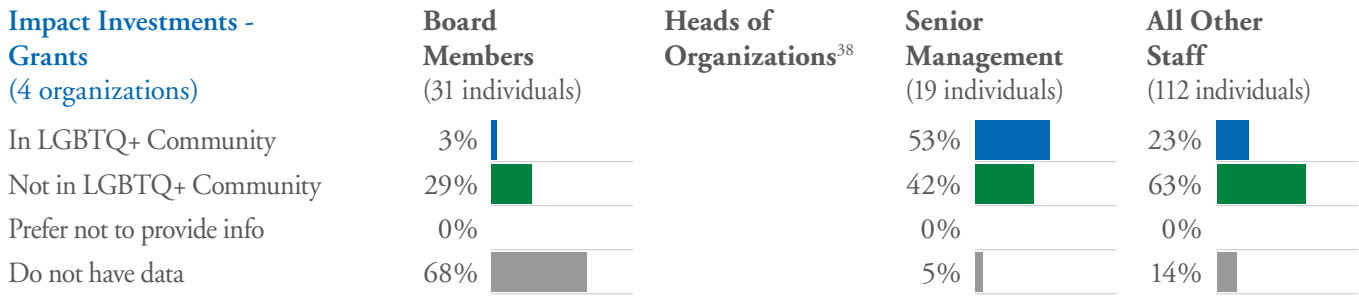
Exhibit 15a. LGBTQ+ Community Status of Board and Staff by Program[34,35]

Chicago Commitment (34 organizations)	**Board Members** (752 individuals)		**Heads of Organizations** (39 individuals)		**Senior Management** (124 individuals)		**All Other Staff** (2,709 individuals)	
In LGBTQ+ Community	5%		10%		14%		4%	
Not in LGBTQ+ Community	81%		87%		60%		42%	
Prefer not to provide info	0%		0%		2%		1%	
Do not have data	14%		3%		24%		53%	

Climate Solutions (11 organizations)	**Board Members** (109 individuals)		**Heads of Organizations** (10 individuals)		**Senior Management** (46 individuals)		**All Other Staff** (1,120 individuals)	
In LGBTQ+ Community	1%		0%		17%		8%	
Not in LGBTQ+ Community	10%		80%		39%		34%	
Prefer not to provide info	0%		0%		2%		2%	
Do not have data	89%		20%		41%		56%	

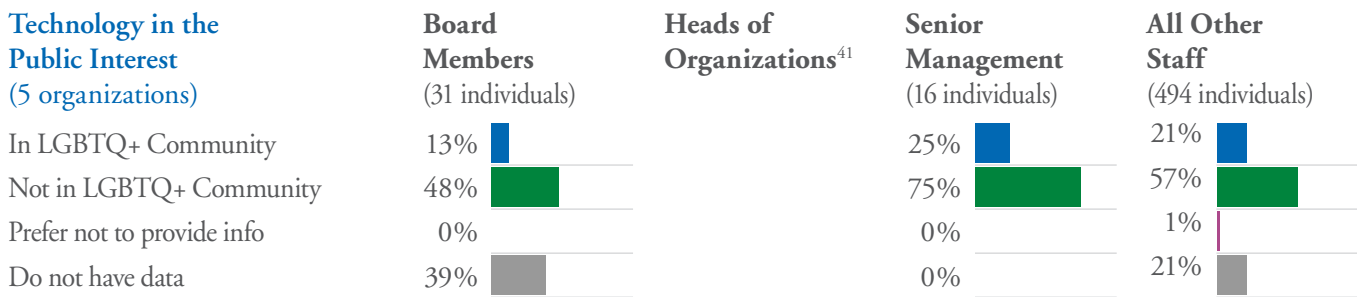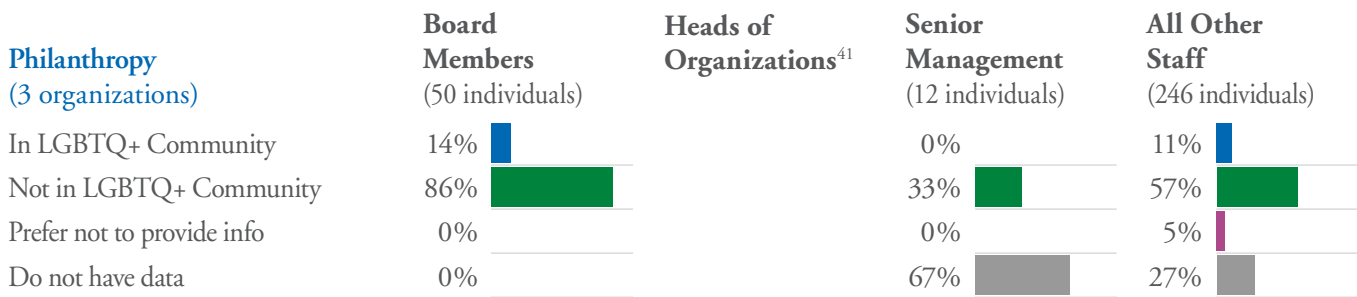| **Criminal Justice** (10 organizations)	**Board Members** (281 individuals)		**Heads of Organizations** (11 individuals)		**Senior Management** (80 individuals)		**All Other Staff** (569 individuals)	
In LGBTQ+ Community	4%		18%		14%		13%	
Not in LGBTQ+ Community	35%		73%		69%		42%	
Prefer not to provide info	0%		0%		1%		3%	
Do not have data	62%		9%		16%		42%	

34   Twenty-three organizations were included in more than one program (see Appendix B).
35   Decimals were rounded up or down, resulting in some totals being more or less than 100 percent.

Exhibit 15b. LGBTQ+ Community Status of Board and Staff by Program[36,37]

Impact Investments - Grants (4 organizations)	Board Members (31 individuals)		Heads of Organizations[38]	Senior Management (19 individuals)		All Other Staff (112 individuals)	
In LGBTQ+ Community	3%			53%		23%	
Not in LGBTQ+ Community	29%			42%		63%	
Prefer not to provide info	0%			0%		0%	
Do not have data	68%			5%		14%	

Impact Investments - Investments (3 organizations)	Board Members (42 individuals)		Heads of Organizations[38]	Senior Management (42 individuals)		All Other Staff (3,446 individuals)	
In LGBTQ+ Community	0%			19%		1%	
Not in LGBTQ+ Community	0%			24%		5%	
Prefer not to provide info	0%			0%		0%	
Do not have data	100%			57%		93%	

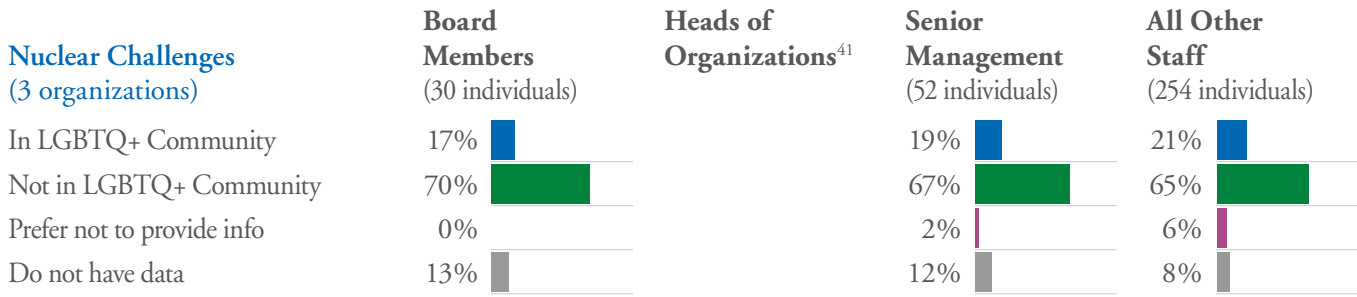| Journalism and Media (22 organizations)	Board Members (232 individuals)		Heads of Organizations (27 individuals)		Senior Management (78 individuals)		All Other Staff (519 individuals)	
In LGBTQ+ Community	8%		7%		18%		18%	
Not in LGBTQ+ Community	73%		78%		65%		68%	
Prefer not to provide info	0%		7%		1%		6%	
Do not have data	19%		7%		15%		8%	

36 Twenty-three organizations were included in more than one program (see Appendix B).
37 Decimals were rounded up or down, resulting in some totals being more or less than 100 percent.
38 Results were removed from program tables due to insufficient sample size, however they are included in the aggregated results.

Exhibit 15c. LGBTQ+ Community Status of Board and Staff by Program[39,40]

Nuclear Challenges (3 organizations)	Board Members (30 individuals)	Heads of Organizations[41]	Senior Management (52 individuals)	All Other Staff (254 individuals)
In LGBTQ+ Community	17%		19%	21%
Not in LGBTQ+ Community	70%		67%	65%
Prefer not to provide info	0%		2%	6%
Do not have data	13%		12%	8%

Philanthropy (3 organizations)	Board Members (50 individuals)	Heads of Organizations[41]	Senior Management (12 individuals)	All Other Staff (246 individuals)
In LGBTQ+ Community	14%		0%	11%
Not in LGBTQ+ Community	86%		33%	57%
Prefer not to provide info	0%		0%	5%
Do not have data	0%		67%	27%

Technology in the Public Interest (5 organizations)	Board Members (31 individuals)	Heads of Organizations[41]	Senior Management (16 individuals)	All Other Staff (494 individuals)
In LGBTQ+ Community	13%		25%	21%
Not in LGBTQ+ Community	48%		75%	57%
Prefer not to provide info	0%		0%	1%
Do not have data	39%		0%	21%

39 Twenty-three organizations were included in more than one program (see Appendix B).
40 Decimals were rounded up or down, resulting in some totals being more or less than 100 percent.
41 Results were removed from program tables due to insufficient sample size, however they are included in the aggregated results.

DISABILITY STATUS

Exhibit 16. Disability Status of Board Members Across All Organizations[42]
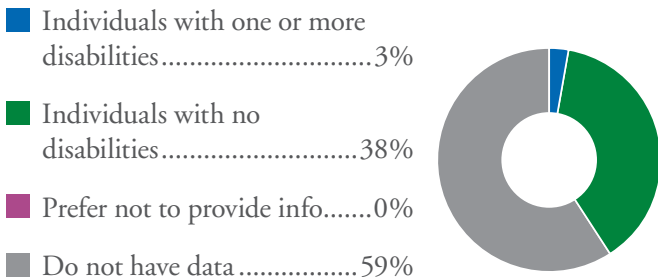
Based on 1,584 board members representing 110 organizations.

- ■ Individuals with one or more disabilities...............................3%
- ■ Individuals with no disabilities............................38%
- ■ Prefer not to provide info.......0%
- ■ Do not have data.................59%

Exhibit 17. Disability Status of Heads of Organizations Across All Organizations[42]

Based on 115 heads of organizations representing 99 organizations.[43]

- ■ Individuals with one or more disabilities...............................7%
- ■ Individuals with no disabilities............................70%
- ■ Prefer not to provide info.......0%
- ■ Do not have data.................23%
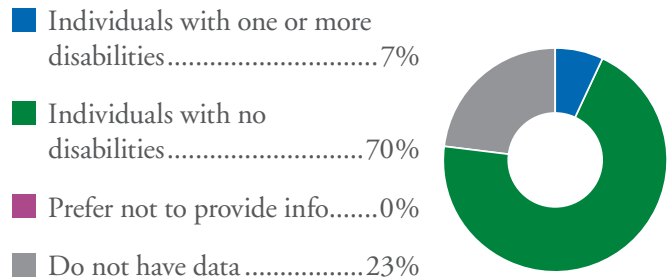
Exhibit 18. Disability Status of Senior Management Across All Organizations

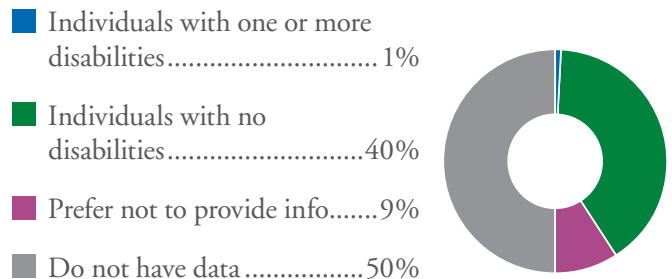Based on 1,029 senior management representing 110 organizations.

- ■ Individuals with one or more disabilities...............................2%
- ■ Individuals with no disabilities............................33%
- ■ Prefer not to provide info.....39%
- ■ Do not have data.................26%
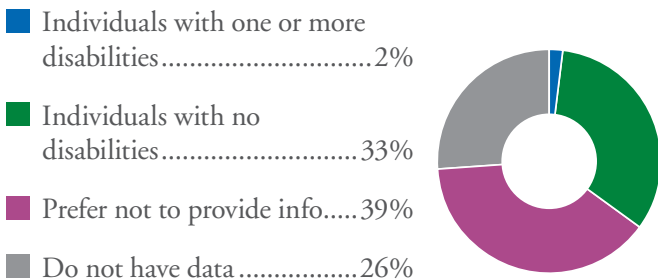
Exhibit 19. Disability Status of All Other Staff Across All Organizations

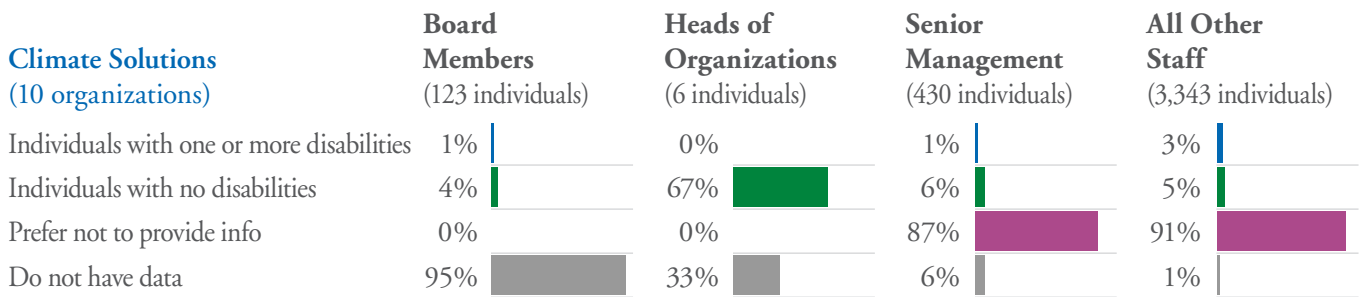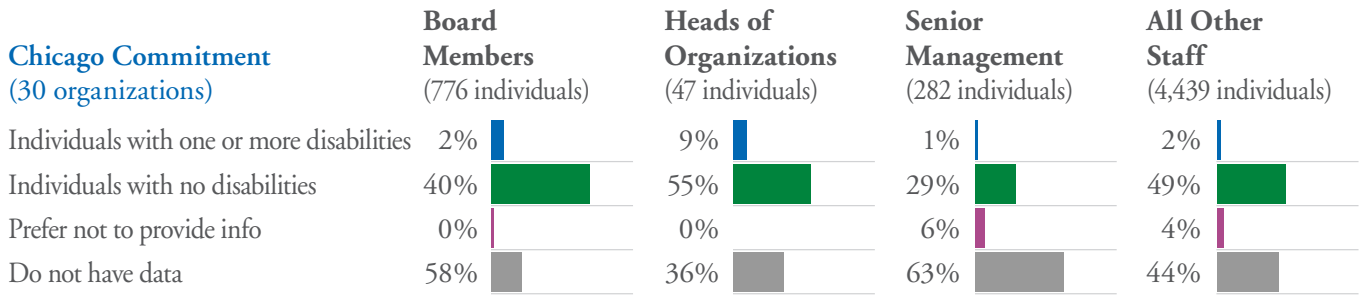Based on 37,172 all other staff representing 110 organizations.

- ■ Individuals with one or more disabilities............................... 1%
- ■ Individuals with no disabilities............................40%
- ■ Prefer not to provide info.......9%
- ■ Do not have data.................50%

42 Less than 1 percent of respondents preferred not to provide information.
43 In many cases, organizations counted more than one head of organization when entering data for this category.
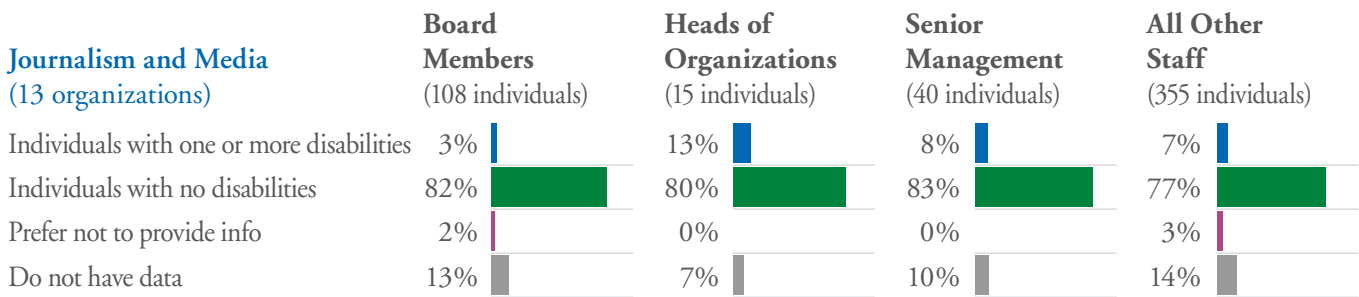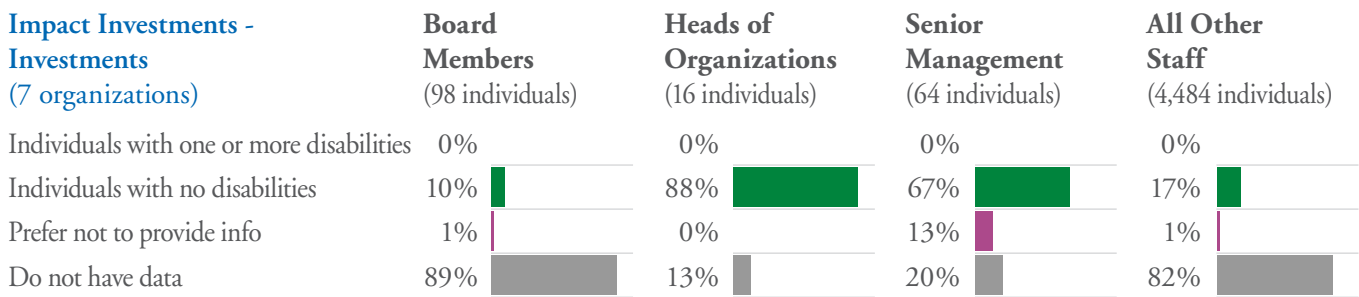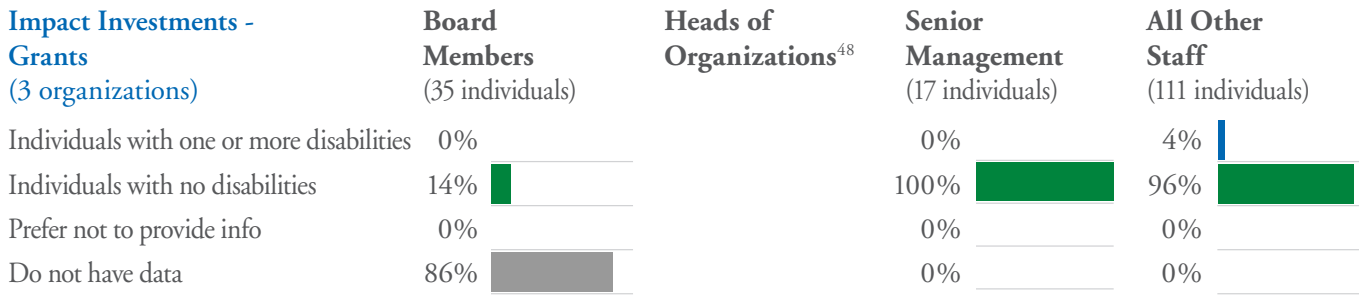
Exhibit 20a. Disability Status of Board and Staff by Program[44,45]

Chicago Commitment
(30 organizations)

	Board Members (776 individuals)	Heads of Organizations (47 individuals)	Senior Management (282 individuals)	All Other Staff (4,439 individuals)
Individuals with one or more disabilities	2%	9%	1%	2%
Individuals with no disabilities	40%	55%	29%	49%
Prefer not to provide info	0%	0%	6%	4%
Do not have data	58%	36%	63%	44%

Climate Solutions
(10 organizations)

	Board Members (123 individuals)	Heads of Organizations (6 individuals)	Senior Management (430 individuals)	All Other Staff (3,343 individuals)
Individuals with one or more disabilities	1%	0%	1%	3%
Individuals with no disabilities	4%	67%	6%	5%
Prefer not to provide info	0%	0%	87%	91%
Do not have data	95%	33%	6%	1%

Criminal Justice
(14 organizations)

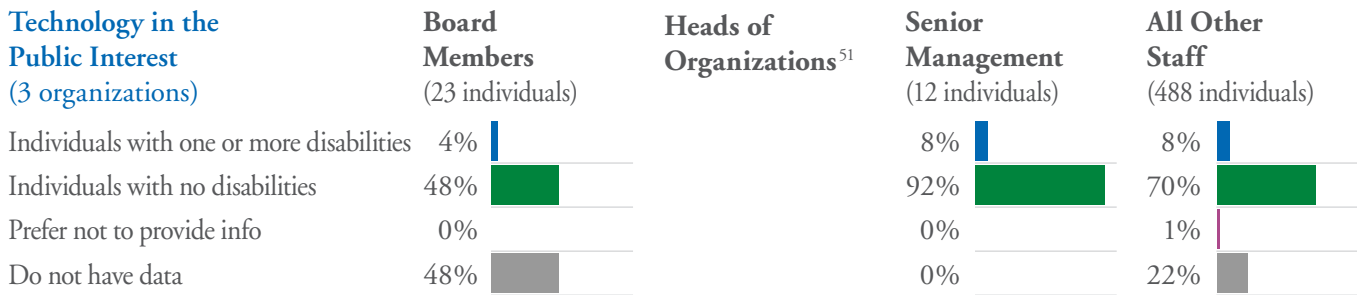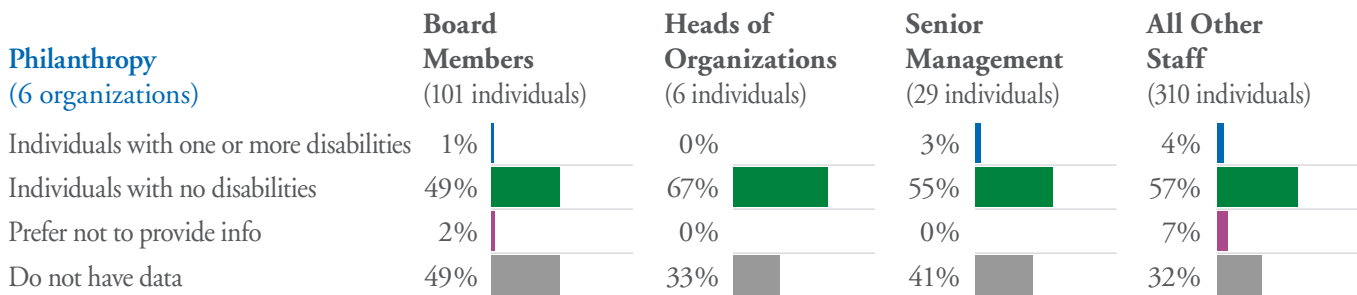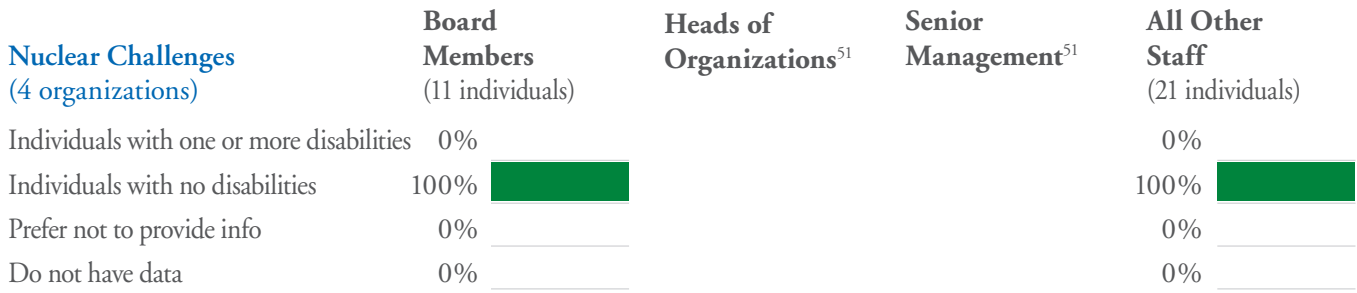|	Board Members (190 individuals)	Heads of Organizations (10 individuals)	Senior Management (96 individuals)	All Other Staff (6,138 individuals)
Individuals with one or more disabilities	12%	20%	8%	2%
Individuals with no disabilities	28%	60%	57%	3%
Prefer not to provide info	0%	0%	0%	0%
Do not have data	59%	20%	34%	95%

44 Twenty-three organizations were included in more than one program (see Appendix B).
45 Decimals were rounded up or down, resulting in some totals being more or less than 100 percent.

Exhibit 20b. Disability Status of Board and Staff by Program[46,47]

Impact Investments - Grants (3 organizations)

	Board Members (35 individuals)	Heads of Organizations[48]	Senior Management (17 individuals)	All Other Staff (111 individuals)
Individuals with one or more disabilities	0%		0%	4%
Individuals with no disabilities	14%		100%	96%
Prefer not to provide info	0%		0%	0%
Do not have data	86%		0%	0%

Impact Investments - Investments (7 organizations)

	Board Members (98 individuals)	Heads of Organizations (16 individuals)	Senior Management (64 individuals)	All Other Staff (4,484 individuals)
Individuals with one or more disabilities	0%	0%	0%	0%
Individuals with no disabilities	10%	88%	67%	17%
Prefer not to provide info	1%	0%	13%	1%
Do not have data	89%	13%	20%	82%

Journalism and Media (13 organizations)

	Board Members (108 individuals)	Heads of Organizations (15 individuals)	Senior Management (40 individuals)	All Other Staff (355 individuals)
Individuals with one or more disabilities	3%	13%	8%	7%
Individuals with no disabilities	82%	80%	83%	77%
Prefer not to provide info	2%	0%	0%	3%
Do not have data	13%	7%	10%	14%

46 Twenty-three organizations were included in more than one program (see Appendix B).
47 Decimals were rounded up or down, resulting in some totals being more or less than 100 percent.
48 Results were removed from program tables due to insufficient sample size, however they are included in the aggregated results.

Exhibit 20c. Disability Status of Board and Staff by Program[49,50]

Nuclear Challenges (4 organizations)	Board Members (11 individuals)	Heads of Organizations[51]	Senior Management[51]	All Other Staff (21 individuals)
Individuals with one or more disabilities	0%			0%
Individuals with no disabilities	100%			100%
Prefer not to provide info	0%			0%
Do not have data	0%			0%

Philanthropy (6 organizations)	Board Members (101 individuals)	Heads of Organizations (6 individuals)	Senior Management (29 individuals)	All Other Staff (310 individuals)
Individuals with one or more disabilities	1%	0%	3%	4%
Individuals with no disabilities	49%	67%	55%	57%
Prefer not to provide info	2%	0%	0%	7%
Do not have data	49%	33%	41%	32%

Technology in the Public Interest (3 organizations)	Board Members (23 individuals)	Heads of Organizations[51]	Senior Management (12 individuals)	All Other Staff (488 individuals)
Individuals with one or more disabilities	4%		8%	8%
Individuals with no disabilities	48%		92%	70%
Prefer not to provide info	0%		0%	1%
Do not have data	48%		0%	22%

49 Twenty-three organizations were included in more than one program (see Appendix B).
50 Decimals were rounded up or down, resulting in some totals being more or less than 100 percent.
51 Results were removed from program tables due to insufficient sample size, however they are included in the aggregated results.

COLLECTING DATA ON BOARDS AND STAFF

Organizations were asked to describe the processes they use to collect demographic data on their staff and board members. These survey questions were optional and the number of organizations that opted to answer varied. More than half provided responses on their data collection processes for sex and gender (75 percent) and race and ethnicity (69 percent); however, responses decreased for questions about LGBTQ+ community (25 percent) and disability status (24 percent).

In all demographic categories, organizations most frequently reported using the onboarding process, self-reporting, or surveys to collect data on their staffs and boards. Many organizations also noted that they do not have a process to collect these data. A small number cited health insurance requirements as a process for collecting sex and gender and disability status information.

When asked to describe the reasons for not collecting demographic data on staff and board members, responses fell under four groups. For each demographic category, the most frequently cited reason was that the data were not of value to the organization's mission. This was followed by lack of capacity, legal or ethical concerns, and no legal or compliance requirements for data collection.

> *"This information is not required for any compliance reporting, unlike gender and race/ethnicity (required for EEO-1)."*

> *"We are a small team and board. I as [Executive Director] aim to keep a balance between genders but have not felt a need to establish organizational policy or reporting on these indicators yet."*

COLLECTING DATA ON COMMUNITIES ENGAGED

In the section of the survey that focused on organizations' practices collecting demographic data on the communities they engage in their work, 53 percent of respondents reported that they do collect data. As seen in other sections of the survey, significantly fewer organizations inquire about LGBTQ+ community and disability status.

Regarding the demographic categories included in the survey, on the communities they engage, 38 percent of respondents gather data for sex and gender, 44 percent for race and ethnicity, 8 percent for LGBTQ+ community, and 11 percent for disability status. Organizations also collect information in categories not included in the survey. The most frequently cited are geography, income level, age, and education level. The most common collection methods are secondary data sources, surveys, and intake processes. Respondents reported that data on communities are used most often to improve diversity, inform program design and evaluation, and to inform advocacy and recommendations. Barriers to data collection on communities include lack of capacity, lack of relevance to organization's work, and reliance on secondary data sources.

APPENDICES

APPENDIX A: LIMITATIONS

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

Language and Terminology: The language used to describe and define identity changes as expressions and understanding of identity evolve. In its correspondence to grantees and 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.

Timing: The Foundation conducted another survey concurrently with the demographic survey, each with deadlines falling in the same month. Some organizations were invited to take both surveys and received overlapping reminders to complete their submissions.

Staff Type: Data were not collected about part-time staff. As a result, there is a risk of not understanding whether certain groups of people are under- or over-represented in positions within organizations that do not include full-time benefits.

Alignment of Demographic Categories: The Foundation recognized that organizations might track demographic data on their boards and staff in categories other than those used in the demographic survey. Acknowledging that this would affect survey results, a question was added so that respondents could describe what other categories they used.

Identity Verification: We could not verify the accuracy of information provided. Primary respondents likely collaborated with multiple departments or individuals across their organizations to assemble survey 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.

Survey Functionality: The survey software did not allow for data validation between the total number of staff and board members and the totals provided by organizations in each demographic category. Organizations could enter numbers within demographic categories that were greater than or less than the total number reported for board, head of organization, senior management, and all other staff. This created variations in results.

APPENDIX B: RESPONSES BY PROGRAM

If a respondent organization had grants from more than one Foundation program, its responses were counted for all relevant programs. Twenty-three respondent organizations were included in more than one program.

Program	Number that Received Survey	Number that Responded	Percent that Responded
Chicago Commitment	173	114	66%
Climate Solutions	56	44	79%
Criminal Justice	86	47	55%
Impact Investments - Grants	19	14	74%
Impact Investments - Investments	48	25	52%
Journalism and Media	84	65	77%
Nuclear Challenges	55	28	51%
On Nigeria[52]	7	5	71%
Philanthropy	22	11	50%
Technology in the Public Interest	22	14	64%

APPENDIX C: ANNUAL OPERATING BUDGET SIZE RANGES

Annual Operating Budget Size	Number of Respondents	Percent of Respondents
$50K to < $800K	46	12%
$800K to < $1.6M	45	11%
$1.6M to < $2.56M	44	11%
$2.56M to < $4.3M	46	12%
$4.3M to < $7M	45	11%
$7M to < $12.3M	47	12%
$12.3M to < $41M	43	11%
$41M to $5B	45	11%
Did not provide budget size	32	8%
Total Respondents	**393**	

APPENDIX D: GRANT SIZE RANGES

If an organization received more than one grant from the Foundation, an average grant size was used.

Grant Size	Number of Respondents	Percent of Respondents
< $50,000	4	1%
$50,000 to < $500,000	178	45%
>= $500,000	211	54%
Total Respondents	**393**	

52   The On Nigeria program does not appear in the tables of results by program because the number of respondents was too low. Their responses are included in the Foundation totals.