



**2020 NGO & FOUNDATION
TRANSPARENCY REPORT CARD**

INTRODUCTION

For the fourth year in a row, Green 2.0—an independent advocacy campaign to increase racial and ethnic diversity within the mainstream environmental movement—presents diversity data from the movement’s most influential non-profit organizations (“NGOs”) and foundations.¹ The 2020 Green 2.0 Transparency Report Card reflects data collected from the 40 largest NGOs and 40 largest foundations² on the number of women and people of color on their full-time staffs, senior staffs, and boards as collected through Green 2.0’s partnership with Guidestar by Candid. The full report shows the individual data for the top 40 NGOs and funders as reported over the four years.

This year’s results are colored by two major national news events—the COVID-19 pandemic and the nationwide protests over law enforcement abuse and racial justice reforms—that likely influenced the mixed participation we received from both NGOs and foundations.

In 2020, three NGOs that had not previously participated in the annual survey (Oceana, Root Capital, and Pew Charitable Trusts) submitted their diversity data to Guidestar by Candid. Unfortunately, three other NGOs who had submitted data in previous years did not participate in 2020. This resulted in the total number of NGOs participating in the survey remaining the same: 37 out of 40.

Among foundations, participation in the Transparency Report Card fell slightly, with four new additions and six previously reporting foundations failing to submit diversity data, for a total of 11 out of 40 foundations participating. While NGOs have generally been transparent with their data, the majority of the top 40 foundations critical to funding work on conservation and environmental issues still have not reported any diversity data to GuideStar by Candid in the last four years. Transparency in this sector continues to be a priority for Green 2.0.

Finally, in 2020, several organizations that did not appear in the lists of top 40 NGOs and top 40 foundations inquired about participation in the Transparency Report Card. As a result, Green 2.0 opened participation in the survey to organizations who voluntarily submitted their data to Guidestar by Candid. This year, four NGOs (Center for Environmental Health, International Fund for Animal Welfare, Rising Sun Center For Opportunity, and WildEarth Guardians) and two foundations (Pisces Foundation and William Penn Foundation) appear for the first time in the Transparency Report Card. Green 2.0 looks forward to adding more groups to this list in future years.

¹ For the purpose of this report, Green 2.0 uses the terms “non-profit organizations” and “non-governmental organizations (NGOs)” interchangeably, notwithstanding there are some minor differences between the two categories

² Based on The Foundation Center’s 2012 data on the highest amount of grants received (NGOs) or distributed (foundations) for conservation and environmental work. See: <http://data.foundationcenter.org/#/fc1000/subject:environment/all/top:foundations/bar:amount/2012>

ANALYSIS

This year, Green 2.0 once again partnered with Dr. Stefanie K. Johnson, Associate Professor at University of Colorado Boulder Leeds School of Business. Dr. Johnson analyzed data sets submitted to GuideStar by Candid and captured trends for each sector from 43 environmental organizations (eight foundations and 35 NGOs) which self-reported their demographic data over four years (2017-2020). She examined the change in diversity (race and gender) over time in boards, senior staff, and all full time staff.

This year's results show measurable increases in people of color and women on staff, among senior staff, and on the board.

- **Full-Time Staff:** On average, reporting organizations added six people of color and eight women to their staff between 2017 and 2020.
- **Senior Staff:** On average, reporting organizations added two people of color and two women to their senior staff between 2017 and 2020.
- **Board Members:** Reporting organizations added, on average, one person of color and one woman to their boards since 2017.

The 2020 report shows similar changes in race and gender diversity that we saw in 2019, although we should note that we are including data from seven fewer organizations because of a low response rate this year.

FULL TIME EMPLOYEES

Dr. Johnson examined the change in the number of full time employees who identified as people of color, controlling for the overall number of employees in each organization at each point in time. Her analysis controls for the average number of staff in each organization (n = 232) so the chart ranges from 0 to 232.

FULL TIME STAFF



People of Color (POC)

There has been a significant increase in POC on staff since 2017.³ In 2017 there was an average of 56 POC on staff. That number increased to 57 in 2018, 63 in 2019, and declined to 62 in 2020. Even with the decline in 2020, there was still an overall increase.

Women

There was also an increase over time among female full time employees.⁴ The number of women full time staff increased from 140 in 2017 and 2018 to 146 in 2019 and 148 in 2020.

³ Change in Full-Time Employees of Color: $b = 2.36$ SE = .92, $t = 2.59$, $p = .01$, 95% CI [.56, 4.18]

⁴ Change in Female Full-Time Employees: $b = 3.32$ SE = 1.08, $t = 3.08$, $p < .01$, 95% CI [1.19, 5.46]

SENIOR STAFF

The analysis for senior staff controls for the average number of senior staff in each organization ($n = 27$), so the chart is graphed on axes ranging from 0 to 27.



People of Color (POC)

There was a significant increase in people of color on senior staffs⁵, which increased from a mean of 4 POC in 2017 and 2018, to 5 in 2019, and 6 in 2020.

Women

The number of women in senior staff roles increased significantly as well.⁶ In 2017 and 2018 there were an average of 13 women senior staff, a number that increased to 14 in 2019 and 15 in 2020.

⁵ Change in Senior Staff of Color: $b = .59$, $SE = .16$, $t = 3.72$, $p < .01$, 95% CI[.27, .90]

⁶ Change in Female Senior Staff: $b = .44$ $SE = .19$ $t = 2.28$, $p = .02$, 95% CI[.06, .83]

BOARD MEMBERS

Like the others, the analysis for board members controls for the average number of board members (n=17), so the chart is graphed on a scale of 1 to 17.

BOARD MEMBERS



People of Color (POC)

There has been a significant increase in POC on boards since 2017.⁷ In 2017 there were an average of 3 people of color on boards. In 2018 that increased to 4, and remained at 4 in 2019 and in 2020.

Women

Female board members also significantly increased since 2017.⁸ Examining the means, the average number of women on boards was 6 in 2017, and 7 in 2018, 2019, and 2020.

⁷ Change in Board Members of Color: $b = .33$ SE = .07, $t = 4.94$, $p < .01$, 95% CI [.20, .46]

⁸ Change in Female Board Members: $b = .25$ SE = .08, $t = 2.96$, $p < .01$, 95% CI [.08, .41]

CONCLUSION

The data show positive trends in the number of people of color at multiple levels of the organizations surveyed. There are more people of color among full time employees, senior staff, and board members in 2020 than in 2017 while the number of women on staff, senior staff, and boards also increased.

Dr. Johnson's statistical tests confirmed that these changes are beyond what would be expected by chance. Taken as a whole, organizations that are submitting data consistently are taking other steps to ensure improved greater diversity among their full-time and senior staff and boards. Although the results are quite positive, there is continued work to be done in this area.

In order to sustain our ability to measure movement-wide growth across sectors, more organizations in the foundation sector of the environment movement must report their data. As it stands, so few foundations have reported that Dr. Johnson simply could not make an apple-to-apples comparison of which sector is excelling more rapidly. It is clear that NGOs excel in reporting data and are making strides; while we assume foundations are making less progress due to lack of commitment to reporting, we cannot know for sure without the absent data.

The importance of data transparency can not be overstated. It is an important step that allows and pushes each organization to self-assess where they are making progress and identify areas they still need to improve. Still, diversity data is only one factor in assessing the environmental movement's progress in advocating for and representing the communities negatively impacted by our current state of environmental policies. Several environmental organizations who believed they had made a commitment to diversity found themselves struggling to reconcile their good intentions with the reality of a discontented staff or with accusations of harassment and discrimination.

Diversity without inclusion is tokenism. Diversity without equity is segregation. Diversity without accountability does not promote justice.

As an organization, Green 2.0 has pursued transparency among environmental groups as a tool to improve representation and policy outcomes for communities of color. Moving forward, we will explore new ways that future Transparency Report Cards can capture more data and give the environmental community a fuller picture of the progress we are making in building a more inclusive and equitable movement.

METHODOLOGY

The 2020 Transparency Report Card was compiled with analysis by Dr. Stefanie Johnson, Associate Professor at the University of Colorado Leeds School of Business. Dr. Johnson analyzed the data submitted by organizations in the NGO and foundation categories over the past four years using the Repeated Mixed Model function in SPSS (IBM Corp. 2018). This analysis, commonly used in the social sciences (Klein & Kozlowski 2000), accounts for both random effects and fixed effects in predicting a continuous outcome variable when data are collected from the same organizations at multiple points in time. The analysis allows for “nesting” data within organizations to examine change over time. Dr. Johnson looked for change over time while controlling for the fact that multiple time points are collected from each organization.

Data for the Green 2.0 Transparency Report Cards is voluntarily submitted and self-reported by individual organizations through Guidestar by Candid’s online portal. Individuals who declined to answer questions about their racial and ethnic identity in the survey will not be reflected in their organization’s data. Green 2.0 is continually working with GuideStar by Candid and reporting organizations to improve the reporting process for greater accuracy and consistency.

NON-GOVERNMENTAL ORGANIZATIONS

A

[Alaska Wilderness League](#)
[American Rivers](#)

B

[BlueGreen Alliance](#)

C

[Center for Environmental Health](#)
[Center for International Environmental Law](#)
[Center for Biological Diversity](#)
[Clean Water Action](#)
[ClimateWorks Foundation](#)
[Conservation International](#)

D

[Defenders of Wildlife](#)

E

[Earthjustice](#)
[Energy Foundation](#)
[Environmental Defense Fund](#)

F

[Friends of the Earth](#)

G

[Green For All \(Dream Corps\)](#)
[Greenpeace](#)

H

I

[International Fund for Animal Welfare Inc](#)

J

K

L

[League of Conservation Voters](#)

M

N

[National Audubon Society](#)
[National Fish and Wildlife Foundation](#)
[National Parks Conservation Association](#)
[National Wildlife Federation](#)
[Natural Resources Defense Council](#)

O

[Ocean Conservancy](#)
[Oceana](#)

P

[Partnership Project](#)
[Population Action International](#)

Q

R

[Rainforest Action Network](#)
[Resource Media](#)
[Resources Legacy Fund](#)
[Rising Sun Center for Opportunity](#)
[River Network](#)
[Root Capital](#)

S

[Sierra Club](#)

NON-GOVERNMENTAL ORGANIZATIONS (cont.)

T

[The Conservation Fund](#)
[The Nature Conservancy](#)
[The Pew Charitable Trusts](#)
[The Trust For Public Land](#)
[The Wilderness Society](#)

U

[Union Of Concerned Scientists](#)
[US Climate Action Network](#)

V

W

[WildEarth Guardians](#)
[World Resources Institute](#)
[World Wildlife Fund](#)

X

Y

Z

FOUNDATIONS

A

[Alcoa Foundation](#)
[Arcus Foundation](#)

B

[Barr Foundation](#)
[Bloomberg Philanthropies \(Bloomberg Family Foundation\)](#)

C

[Charles Stewart Mott Foundation](#)

D

[Doris Duke Charitable Foundation](#)

E

[Ford Foundation](#)

G

[Gordon and Betty Moore Foundation](#)
[Grantham Foundation for the Protection of the Environment](#)

H

[Houston Endowment, Inc.](#)

I

J

[John D. and Catherine T. MacArthur Foundation](#)

K

[Kendeda Fund](#)

L

[Lilly Endowment, Inc.](#)
[Longwood Foundation, Inc.](#)

M

[Margaret A. Cargill Philanthropies \(Margaret A. Cargill Foundation\)](#)
[Mount Cuba Center, Inc.](#)

N

O

P

[Pisces Foundation](#)

Q

R

[Richard King Mellon Foundation](#)
[Robert B. Daugherty Foundation](#)
[Robert W. Wilson Charitable Trust](#)
[Robert W. Woodruff, Foundation, Inc.](#)
[Robertson Foundation](#)
[Rockefeller Brothers Fund, Inc.](#)

S

[S.D. Bechtel, Jr. Foundation](#)
[Sea Change Foundation](#)
[Silicon Valley Community Foundation](#)
[Stephen Bechtel Fund](#)

FOUNDATIONS (cont.)

T

[The Andrew W. Mellon Foundation](#)
[The Coca-Cola Foundation, Inc.](#)
[The Community Foundation for Greater Atlanta](#)
[The David and Lucile Packard Foundation](#)
[The Duffield Family Foundation \(Maddie's Fund\)](#)
[The Heinz Endowments](#)
[The Joyce Foundation](#)
[The Keith Campbell Foundation for the Environment](#)
[The Kresge Foundation](#)
[The Marisla Foundation](#)
[The Oak Foundation U.S.A.](#)
[The Rockefeller Foundation](#)
[The William and Flora Hewlett Foundation](#)

U

V

W

[Walton Family Foundation](#)
[William Penn Foundation](#)

X

Y

Z



**2020 NON-GOVERNMENTAL ORGANIZATIONS
DIVERSITY DATA**



ALASKA WILDERNESS LEAGUE



PROGRESS IN RACE DIVERSITY

	BOARD N/A		SENIOR STAFF N/A		FULL-TIME STAFF N/A	
	2020	2019	2018	2017		
PEOPLE OF COLOR						
BOARD	35.70%	14.30%	NO DATA	NO DATA		
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA		
FULL-TIME STAFF	0%	NO DATA	NO DATA	NO DATA		
WHITE						
BOARD	57.10%	64.30%	NO DATA	NO DATA		
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA		
FULL-TIME STAFF	94.10%	73.30%	NO DATA	NO DATA		

PROGRESS IN GENDER DIVERSITY

	BOARD N/A		SENIOR STAFF N/A		FULL-TIME STAFF N/A	
	2020	2019	2018	2017		
FEMALE						
BOARD	57.10%	50.00%	NO DATA	NO DATA		
SENIOR STAFF	NO DATA	42.90%	NO DATA	NO DATA		
FULL-TIME STAFF	58.80%	60.00%	NO DATA	NO DATA		
MALE						
BOARD	35.70%	50.00%	NO DATA	NO DATA		
SENIOR STAFF	NO DATA	57.10%	NO DATA	NO DATA		
FULL-TIME STAFF	35.30%	40.00%	NO DATA	NO DATA		

THE DATA IN THIS TRANSPARENCY CARD WAS SELF REPORTED BY EACH ORGANIZATION TO GUIDESTAR BY CANDID AS OF APRIL 2017, 2018, 2019 AND/OR 2020. WE HAVE CHOSEN TO DISPLAY ONLY THE DATA FOR INDIVIDUALS WHO REPORTED THEIR RACE AND/OR GENDER. ANY INDIVIDUAL WHO DECLINED TO REPORT OR CHOOSE NOT TO COMPLETE A DEMOGRAPHIC SURVEY IS NOT INCLUDED IN THIS DATA. IF THE TOTAL PERCENTAGES OF EACH ORGANIZATION DOES NOT TOTAL 100%, YOU CAN ASSUME THE REMAINDER ARE INDIVIDUALS WHO DID NOT PROVIDE THEIR IDENTITIES.

AMERICAN RIVERS



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	22.20%	15.40%	10.00%	6.30%
SENIOR STAFF	5.60%	6.30%	16.70%	16.70%
FULL-TIME STAFF	11.80%	6.70%	3.80%	6.70%
WHITE				
BOARD	77.80%	84.60%	56.70%	87.50%
SENIOR STAFF	88.90%	75.00%	83.30%	66.70%
FULL-TIME STAFF	84.20%	81.30%	69.60%	91.70%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	44.40%	42.30%	23.30%	25.00%
SENIOR STAFF	33.30%	37.50%	50.00%	50.00%
FULL-TIME STAFF	59.20%	53.30%	46.80%	58.30%
MALE				
BOARD	55.60%	57.70%	43.30%	75.00%
SENIOR STAFF	55.60%	43.80%	50.00%	50.00%
FULL-TIME STAFF	36.80%	37.30%	27.80%	41.70%

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BLUEGREEN ALLIANCE



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	12.50%	12.50%	NO DATA
SENIOR STAFF	0%	16.70%	16.70%	14.30%
FULL-TIME STAFF	12.50%	15.60%	15.60%	16.70%
WHITE				
BOARD	NO DATA	87.50%	87.50%	NO DATA
SENIOR STAFF	100%	83.30%	83.30%	85.70%
FULL-TIME STAFF	87.50%	84.40%	84.40%	83.30%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	31.30%	31.30%	22.20%
SENIOR STAFF	60.00%	66.70%	66.70%	57.10%
FULL-TIME STAFF	62.50%	68.80%	68.80%	72.20%
MALE				
BOARD	NO DATA	68.80%	68.80%	77.80%
SENIOR STAFF	40.00%	33.30%	33.30%	42.90%
FULL-TIME STAFF	37.50%	21.90%	21.90%	27.80%

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CENTER FOR ENVIRONMENTAL HEALTH

VOLUNTARY OPT-IN



PROGRESS IN RACE DIVERSITY

	BOARD N/A	SENIOR STAFF N/A		FULL-TIME STAFF N/A	
	2020	2019	2018	2017	
PEOPLE OF COLOR					
BOARD	53.80%	NO DATA	NO DATA	NO DATA	
SENIOR STAFF	50.00%	NO DATA	NO DATA	NO DATA	
FULL-TIME STAFF	54.50%	NO DATA	NO DATA	NO DATA	
WHITE					
BOARD	46.20%	NO DATA	NO DATA	NO DATA	
SENIOR STAFF	50.00%	NO DATA	NO DATA	NO DATA	
FULL-TIME STAFF	45.50%	NO DATA	NO DATA	NO DATA	

PROGRESS IN GENDER DIVERSITY

	BOARD N/A	SENIOR STAFF N/A		FULL-TIME STAFF N/A	
	2020	2019	2018	2017	
FEMALE					
BOARD	76.90%	NO DATA	NO DATA	NO DATA	
SENIOR STAFF	75.00%	NO DATA	NO DATA	NO DATA	
FULL-TIME STAFF	77.30%	NO DATA	NO DATA	NO DATA	
MALE					
BOARD	23.10%	NO DATA	NO DATA	NO DATA	
SENIOR STAFF	25.00%	NO DATA	NO DATA	NO DATA	
FULL-TIME STAFF	22.70%	NO DATA	NO DATA	NO DATA	

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CENTER FOR INTERNATIONAL ENVIRONMENTAL LAW



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	54.60%	40.00%	25.00%	25.00%
SENIOR STAFF	33.30%	33.30%	50.00%	50.00%
FULL-TIME STAFF	21.40%	20.00%	26.70%	26.70%
WHITE				
BOARD	45.50%	50.00%	62.50%	62.50%
SENIOR STAFF	66.70%	66.70%	50.00%	50.00%
FULL-TIME STAFF	78.60%	80.00%	73.30%	73.30%

PROGRESS IN GENDER DIVERSITY



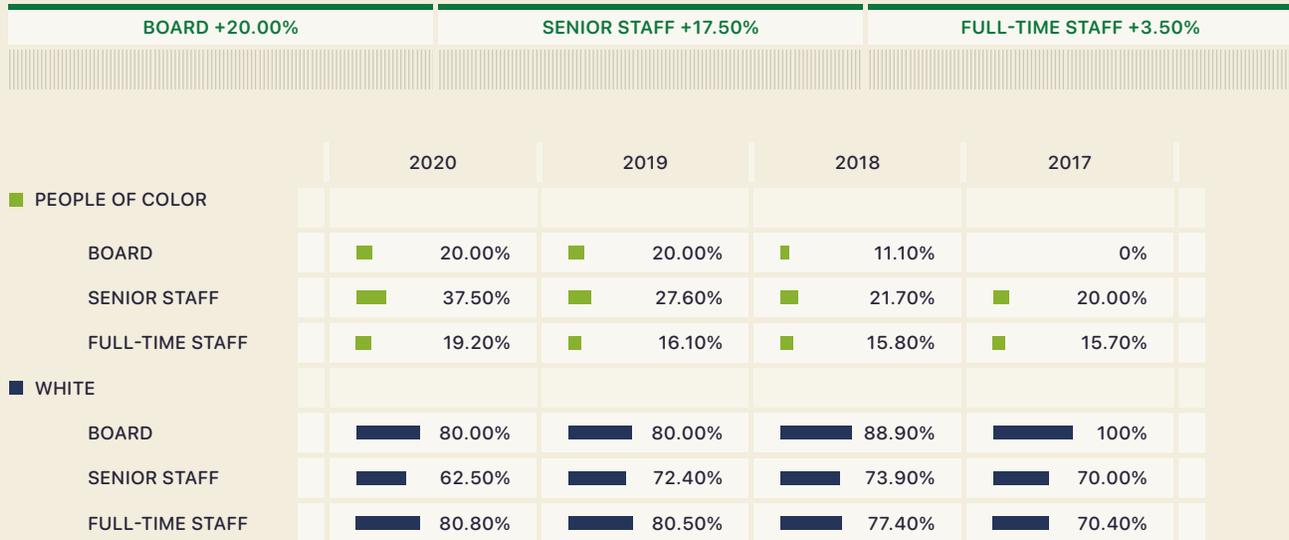
	2020	2019	2018	2017
FEMALE				
BOARD	27.30%	40.00%	37.50%	37.50%
SENIOR STAFF	50.00%	50.00%	33.30%	33.30%
FULL-TIME STAFF	71.40%	53.30%	60.00%	60.00%
MALE				
BOARD	63.60%	50.00%	62.50%	62.50%
SENIOR STAFF	50.00%	50.00%	66.70%	66.70%
FULL-TIME STAFF	28.60%	46.70%	40.00%	40.00%

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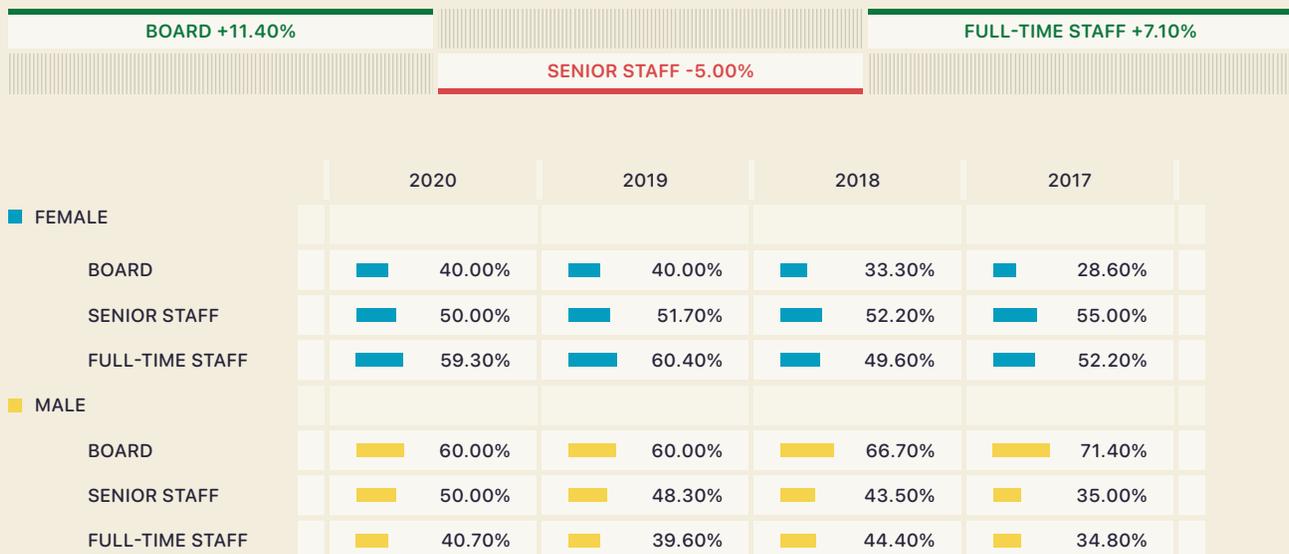
CENTER FOR BIOLOGICAL DIVERSITY



PROGRESS IN RACE DIVERSITY



PROGRESS IN GENDER DIVERSITY



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CLEAN WATER ACTION



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	35.70%	33.30%	31.30%	16.70%
SENIOR STAFF	5.30%	0%	0%	0%
FULL-TIME STAFF	14.50%	14.70%	9.70%	15.30%
WHITE				
BOARD	64.30%	66.70%	68.80%	83.30%
SENIOR STAFF	94.70%	100%	100%	100%
FULL-TIME STAFF	53.30%	67.60%	41.60%	56.30%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	57.10%	60.00%	62.50%	50.00%
SENIOR STAFF	57.90%	50.00%	50.00%	50.00%
FULL-TIME STAFF	34.30%	42.60%	26.50%	37.50%
MALE				
BOARD	42.90%	40.00%	37.50%	50.00%
SENIOR STAFF	42.10%	50.00%	50.00%	50.00%
FULL-TIME STAFF	27.70%	33.80%	22.10%	34.00%

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CLIMATEWORKS FOUNDATION



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	9.10%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	23.10%	17.20%	14.30%	20.00%
FULL-TIME STAFF	38.40%	37.10%	27.10%	28.60%
WHITE				
BOARD	81.80%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	76.90%	75.90%	81.00%	73.30%
FULL-TIME STAFF	61.60%	62.90%	72.90%	69.00%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	36.40%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	50.00%	51.70%	57.10%	53.30%
FULL-TIME STAFF	68.60%	67.10%	61.00%	57.10%
MALE				
BOARD	54.50%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	50.00%	48.30%	42.90%	46.70%
FULL-TIME STAFF	31.40%	32.90%	39.00%	42.90%

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CONSERVATION INTERNATIONAL



PROGRESS IN RACE DIVERSITY

	BOARD N/A		SENIOR STAFF N/A		FULL-TIME STAFF N/A	
	2020	2019	2018	2017		
PEOPLE OF COLOR						
BOARD	33.30%	NO DATA	NO DATA	NO DATA		
SENIOR STAFF	25.00%	22.90%	30.00%	NO DATA		
FULL-TIME STAFF	33.40%	33.70%	34.10%	NO DATA		
WHITE						
BOARD	66.70%	NO DATA	NO DATA	NO DATA		
SENIOR STAFF	75.00%	74.30%	70.00%	NO DATA		
FULL-TIME STAFF	65.70%	63.90%	63.50%	NO DATA		

PROGRESS IN GENDER DIVERSITY

	BOARD N/A		SENIOR STAFF N/A		FULL-TIME STAFF N/A	
	2020	2019	2018	2017		
FEMALE						
BOARD	23.30%	23.10%	NO DATA	NO DATA		
SENIOR STAFF	60.00%	54.30%	56.70%	NO DATA		
FULL-TIME STAFF	63.30%	63.30%	63.00%	NO DATA		
MALE						
BOARD	76.70%	76.90%	NO DATA	NO DATA		
SENIOR STAFF	40.00%	45.70%	43.30%	NO DATA		
FULL-TIME STAFF	36.70%	36.70%	37.00%	NO DATA		

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DEFENDERS OF WILDLIFE



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	0%	7.10%	11.80%	NO DATA
SENIOR STAFF	23.10%	21.40%	25.00%	14.30%
FULL-TIME STAFF	14.1%	17.40%	9.10%	15.40%
WHITE				
BOARD	83.30%	92.90%	70.60%	NO DATA
SENIOR STAFF	76.90%	78.60%	50.00%	85.70%
FULL-TIME STAFF	59.90%	60.60%	56.20%	79.20%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	50.00%	57.10%	52.90%	53.80%
SENIOR STAFF	53.80%	50.00%	25.00%	50.00%
FULL-TIME STAFF	50.00%	50.00%	46.30%	65.40%
MALE				
BOARD	33.30%	42.90%	29.40%	46.20%
SENIOR STAFF	46.20%	50.00%	50.00%	50.00%
FULL-TIME STAFF	23.90%	26.50%	21.50%	34.60%

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EARTHJUSTICE

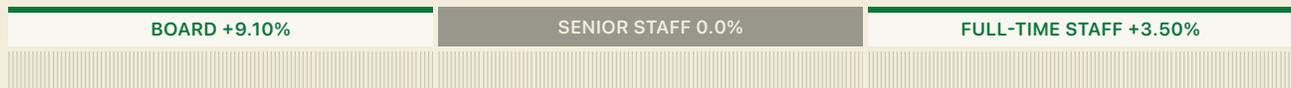


PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	24.10%	23.50%	19.40%	21.70%
SENIOR STAFF	33.30%	37.50%	33.30%	37.50%
FULL-TIME STAFF	40.90%	36.50%	34.20%	28.60%
WHITE				
BOARD	75.90%	76.50%	80.60%	78.30%
SENIOR STAFF	66.70%	62.50%	66.70%	62.50%
FULL-TIME STAFF	58.60%	63.50%	65.80%	71.40%

PROGRESS IN GENDER DIVERSITY



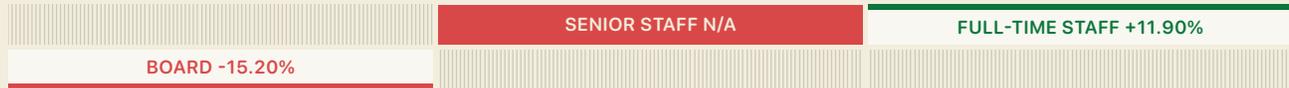
	2020	2019	2018	2017
FEMALE				
BOARD	48.30%	44.10%	45.20%	39.10%
SENIOR STAFF	50.00%	50.00%	44.40%	50.00%
FULL-TIME STAFF	66.70%	65.40%	65.10%	63.10%
MALE				
BOARD	51.70%	55.90%	54.80%	60.90%
SENIOR STAFF	50.00%	50.00%	55.60%	50.00%
FULL-TIME STAFF	32.10%	34.60%	34.90%	36.90%

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ENERGY FOUNDATION



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	18.20%	12.5%	33.30%	33.30%
SENIOR STAFF	20.00%	4.80%	NO DATA	NO DATA
FULL-TIME STAFF	39.40%	32.2%	27.50%	27.50%
WHITE				
BOARD	63.60%	87.50%	66.70%	66.70%
SENIOR STAFF	80.00%	85.70%	NO DATA	NO DATA
FULL-TIME STAFF	59.10%	66.10%	70.60%	70.60%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	54.50%	50.0%	16.70%	16.70%
SENIOR STAFF	60.00%	66.70%	NO DATA	NO DATA
FULL-TIME STAFF	77.30%	74.60%	64.70%	64.70%
MALE				
BOARD	36.40%	50.00%	83.30%	83.30%
SENIOR STAFF	40.00%	33.30%	NO DATA	NO DATA
FULL-TIME STAFF	22.70%	25.40%	31.40%	31.40%

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ENVIRONMENTAL DEFENSE FUND



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	12.80%	12.80%	12.20%	17.50%
SENIOR STAFF	15.00%	15.00%	20.00%	14.00%
FULL-TIME STAFF	28.90%	30.10%	28.10%	27.70%
WHITE				
BOARD	87.20%	87.20%	87.80%	82.50%
SENIOR STAFF	85.00%	85.00%	77.10%	83.70%
FULL-TIME STAFF	68.50%	67.40%	68.20%	66.40%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	38.50%	38.50%	41.50%	40.00%
SENIOR STAFF	40.00%	40.00%	40.00%	46.50%
FULL-TIME STAFF	63.30%	64.80%	62.30%	65.30%
MALE				
BOARD	61.50%	61.50%	58.50%	60.00%
SENIOR STAFF	60.00%	60.00%	60.00%	53.50%
FULL-TIME STAFF	36.70%	35.20%	37.40%	34.70%

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FRIENDS OF THE EARTH

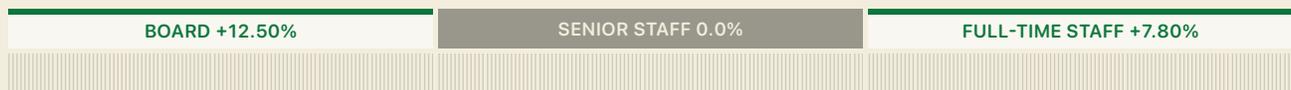


PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	31.30%	29.40%	22.20%	18.80%
SENIOR STAFF	20.00%	20.00%	20.00%	20.00%
FULL-TIME STAFF	35.30%	37.90%	23.50%	26.20%
WHITE				
BOARD	68.80%	70.60%	77.80%	81.30%
SENIOR STAFF	80.00%	80.00%	80.00%	80.00%
FULL-TIME STAFF	64.70%	62.10%	76.50%	73.80%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	31.30%	29.40%	27.80%	18.80%
SENIOR STAFF	60.00%	60.00%	60.00%	60.00%
FULL-TIME STAFF	74.50%	69.00%	68.60%	66.70%
MALE				
BOARD	68.80%	70.60%	72.20%	81.30%
SENIOR STAFF	40.00%	40.00%	40.00%	40.00%
FULL-TIME STAFF	25.50%	31.00%	31.40%	33.30%

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GREEN FOR ALL (DREAM CORPS)



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	37.50%	16.70%	33.30%	40.00%
SENIOR STAFF	100%	100%	100%	50.00%
FULL-TIME STAFF	66.70%	66.70%	80.00%	66.70%
WHITE				
BOARD	62.50%	83.30%	66.70%	60.00%
SENIOR STAFF	0%	0%	0%	50.00%
FULL-TIME STAFF	33.30%	33.30%	20.00%	33.30%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	62.50%	66.70%	66.70%	60.00%
SENIOR STAFF	100%	100%	100%	50.00%
FULL-TIME STAFF	100%	83.30%	80.00%	66.70%
MALE				
BOARD	37.50%	33.30%	33.30%	40.00%
SENIOR STAFF	0%	0%	0%	50.00%
FULL-TIME STAFF	0%	16.70%	20.00%	16.70%

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GREENPEACE



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	53.90%	42.90%	35.70%	15.40%
SENIOR STAFF	26.70%	22.20%	19.00%	NO DATA
FULL-TIME STAFF	40.60%	31.10%	28.50%	31.40%
WHITE				
BOARD	46.20%	57.10%	64.30%	46.20%
SENIOR STAFF	73.30%	75.00%	81.00%	NO DATA
FULL-TIME STAFF	59.40%	68.60%	71.50%	68.60%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	53.90%	42.90%	35.70%	30.80%
SENIOR STAFF	60.00%	41.70%	45.20%	NO DATA
FULL-TIME STAFF	56.40%	51.10%	53.10%	43.80%
MALE				
BOARD	46.20%	57.10%	64.30%	30.80%
SENIOR STAFF	40.00%	55.60%	54.80%	NO DATA
FULL-TIME STAFF	39.60%	47.00%	44.80%	56.20%

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INTERNATIONAL FUND FOR ANIMAL WELFARE INC.

VOLUNTARY OPT-IN



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	26.30%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	13.20%	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	52.60%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	59.70%	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	42.10%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	54.90%	NO DATA	NO DATA	NO DATA
MALE				
BOARD	36.80%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	18.10%	NO DATA	NO DATA	NO DATA

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LEAGUE OF CONSERVATION VOTERS



PROGRESS IN RACE DIVERSITY

	BOARD +6.60%		SENIOR STAFF +6.40%		FULL-TIME STAFF +9.70%	
	2020	2019	2018	2017		
PEOPLE OF COLOR						
BOARD	21.40%	21.40%	16.00%	14.80%		
SENIOR STAFF	23.10%	18.20%	18.20%	16.70%		
FULL-TIME STAFF	40.50%	38.00%	27.50%	30.80%		
WHITE						
BOARD	78.60%	78.60%	84.00%	85.20%		
SENIOR STAFF	76.90%	81.80%	81.80%	83.30%		
FULL-TIME STAFF	58.60%	62.00%	72.50%	68.10%		

PROGRESS IN GENDER DIVERSITY

	BOARD +5.70%		SENIOR STAFF +4.50%		FULL-TIME STAFF +2.70%	
	2020	2019	2018	2017		
FEMALE						
BOARD	46.40%	46.40%	40.00%	40.70%		
SENIOR STAFF	46.20%	45.50%	45.50%	41.70%		
FULL-TIME STAFF	62.10%	55.60%	59.30%	59.30%		
MALE						
BOARD	53.60%	53.60%	60.00%	59.30%		
SENIOR STAFF	53.80%	54.50%	54.50%	58.30%		
FULL-TIME STAFF	37.90%	44.40%	40.70%	40.70%		

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NATIONAL AUDUBON SOCIETY



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	2.60%	26.50%	16.70%	17.20%
SENIOR STAFF	18.80%	14.30%	7.70%	7.10%
FULL-TIME STAFF	24.00%	23.10%	18.60%	18.00%
WHITE				
BOARD	7.90%	73.50%	83.30%	75.90%
SENIOR STAFF	81.30%	85.70%	92.30%	92.90%
FULL-TIME STAFF	76.00%	76.10%	81.40%	82.00%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	44.70%	41.20%	33.30%	31.00%
SENIOR STAFF	50.00%	47.60%	30.80%	35.70%
FULL-TIME STAFF	61.20%	61.30%	60.00%	58.80%
MALE				
BOARD	55.30%	58.80%	66.70%	69.00%
SENIOR STAFF	50.00%	52.40%	69.20%	35.70%
FULL-TIME STAFF	38.80%	38.60%	39.80%	41.20%

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NATIONAL FISH AND WILDLIFE FOUNDATION



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	18.20%	11.10%	11.10%	11.10%
FULL-TIME STAFF	22.80%	20.50%	20.50%	20.50%
WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	81.80%	88.90%	88.90%	88.90%
FULL-TIME STAFF	77.2%	79.50%	79.50%	79.50%

PROGRESS IN GENDER DIVERSITY



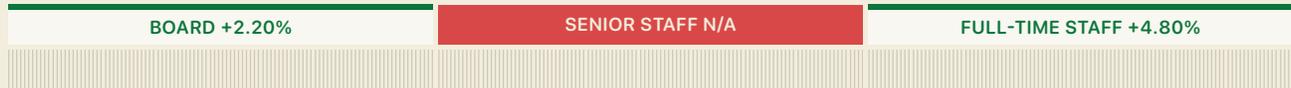
	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	27.30%	22.20%	22.20%	22.20%
FULL-TIME STAFF	64.20%	58.00%	58.00%	58.00%
MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	72.70%	77.80%	77.80%	22.20%
FULL-TIME STAFF	35.80%	42.00%	42.00%	42.00%

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NATIONAL PARKS CONSERVATION ASSOCIATION

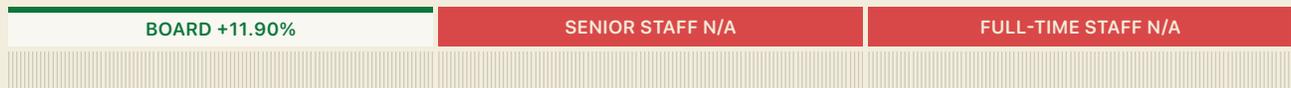


PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	22.20%	24.00%	20.00%	20.00%
SENIOR STAFF	20.00%	16.70%	NO DATA	NO DATA
FULL-TIME STAFF	27.20%	22.30%	25.00%	22.30%
WHITE				
BOARD	77.80%	76.00%	80.00%	80.00%
SENIOR STAFF	80.00%	83.30%	NO DATA	NO DATA
FULL-TIME STAFF	72.80%	69.60%	75.00%	77.70%

PROGRESS IN GENDER DIVERSITY



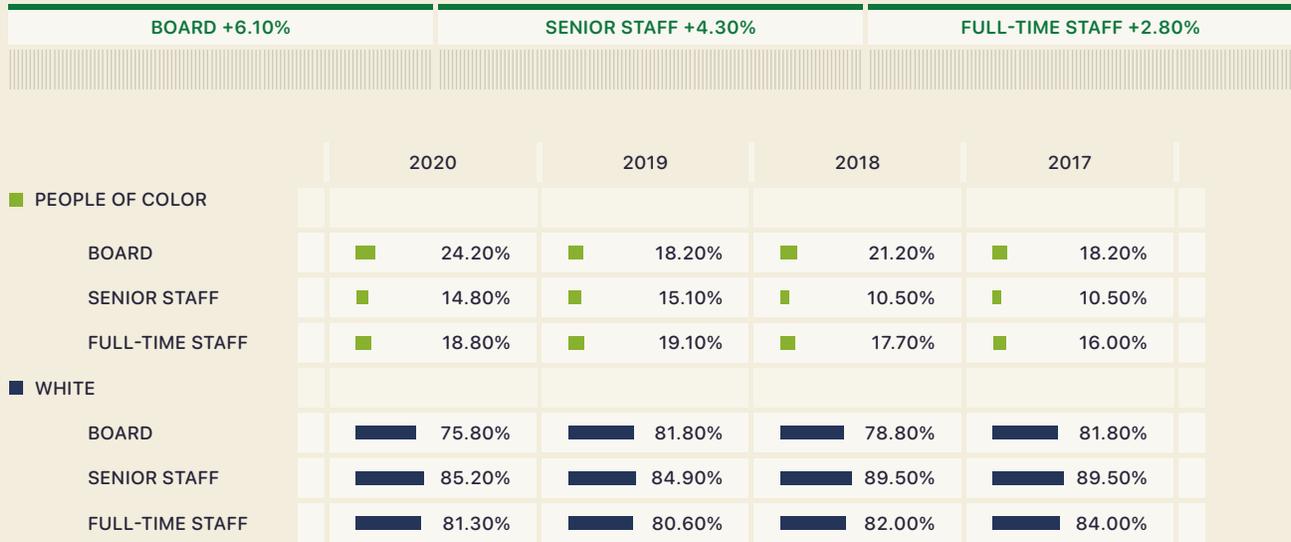
	2020	2019	2018	2017
FEMALE				
BOARD	51.90%	56.00%	40.00%	40.00%
SENIOR STAFF	60.00%	58.30%	NO DATA	NO DATA
FULL-TIME STAFF	63.00%	58.10%	62.50%	NO DATA
MALE				
BOARD	48.10%	44.00%	60.00%	60.00%
SENIOR STAFF	40.00%	41.70%	NO DATA	NO DATA
FULL-TIME STAFF	36.40%	33.80%	37.50%	NO DATA

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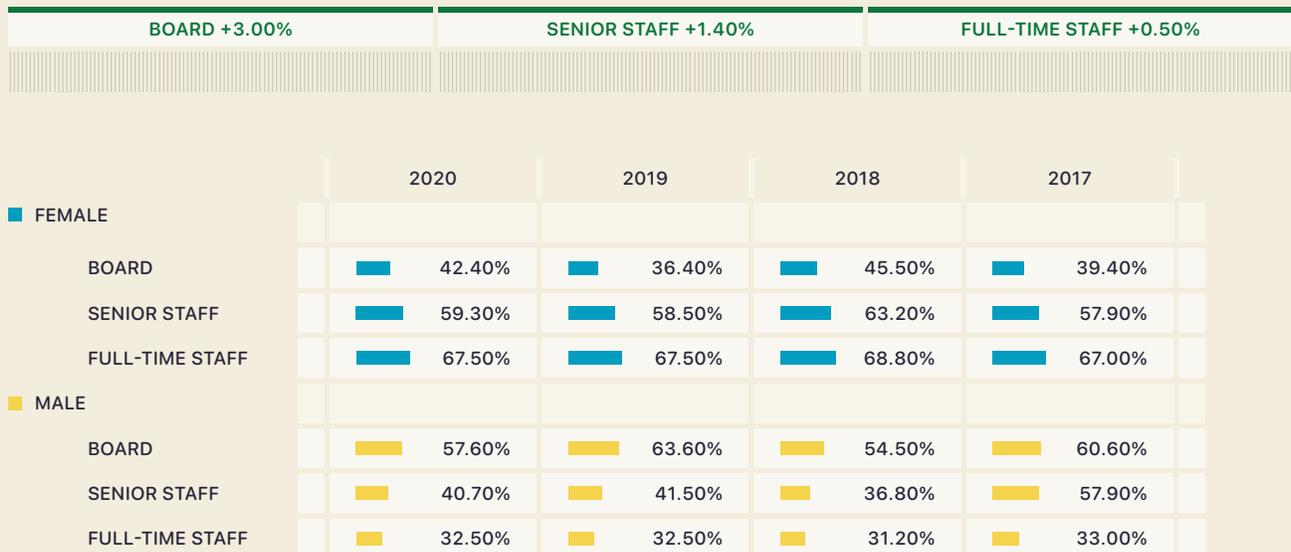
NATIONAL WILDLIFE FEDERATION



PROGRESS IN RACE DIVERSITY



PROGRESS IN GENDER DIVERSITY



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NATURAL RESOURCES DEFENSE COUNCIL



PROGRESS IN RACE DIVERSITY

	BOARD +13.30%		SENIOR STAFF +21.50%		FULL-TIME STAFF +2.10%	
	2020	2019	2018	2017		
PEOPLE OF COLOR						
BOARD	23.50%	NO DATA	10.30%	10.30%		
SENIOR STAFF	35.80%	24.40%	14.30%	14.30%		
FULL-TIME STAFF	40.00%	39.60%	37.90%	37.90%		
WHITE						
BOARD	73.50%	NO DATA	89.70%	89.70%		
SENIOR STAFF	64.20%	75.60%	85.70%	85.70%		
FULL-TIME STAFF	60.00%	60.40%	62.10%	62.10%		

PROGRESS IN GENDER DIVERSITY

	BOARD +6.00%		SENIOR STAFF +11.10%		FULL-TIME STAFF +4.50%	
	2020	2019	2018	2017		
FEMALE						
BOARD	47.10%	NO DATA	41.00%	41.00%		
SENIOR STAFF	59.70%	41.50%	48.60%	48.60%		
FULL-TIME STAFF	65.50%	63.10%	61.00%	61.00%		
MALE						
BOARD	50.00%	NO DATA	59.00%	59.00%		
SENIOR STAFF	40.30%	58.50%	51.40%	48.60%		
FULL-TIME STAFF	34.50%	36.80%	38.80%	38.80%		

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OCEAN CONSERVANCY



PROGRESS IN RACE DIVERSITY

	BOARD N/A		SENIOR STAFF N/A		FULL-TIME STAFF N/A	
	2020	2019	2018	2017		
PEOPLE OF COLOR						
BOARD	5.60%	0%	6.30%	NO DATA		
SENIOR STAFF	9.10%	0%	9.10%	NO DATA		
FULL-TIME STAFF	15.50%	20.20%	19.40%	NO DATA		
WHITE						
BOARD	83.30%	27.80%	93.80%	NO DATA		
SENIOR STAFF	90.90%	100%	90.90%	NO DATA		
FULL-TIME STAFF	53.40%	67.00%	52.70%	NO DATA		

PROGRESS IN GENDER DIVERSITY

	BOARD N/A		SENIOR STAFF N/A		FULL-TIME STAFF N/A	
	2020	2019	2018	2017		
FEMALE						
BOARD	22.20%	5.60%	25.00%	NO DATA		
SENIOR STAFF	63.60%	42.90%	54.50%	NO DATA		
FULL-TIME STAFF	47.40%	59.60%	50.50%	NO DATA		
MALE						
BOARD	66.70%	22.20%	75.00%	NO DATA		
SENIOR STAFF	36.40%	57.10%	45.50%	NO DATA		
FULL-TIME STAFF	22.40%	26.60%	21.50%	NO DATA		

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OCEANA



PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
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	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	0%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	0%	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	23.80%	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	0%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	100%	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	76.20%	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
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	2020	2019	2018	2017
FEMALE				
BOARD	37.50%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	44.40%	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	70.50%	NO DATA	NO DATA	NO DATA
MALE				
BOARD	62.50%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	55.60%	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	29.50%	NO DATA	NO DATA	NO DATA

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PARTNERSHIP PROJECT



PROGRESS IN RACE DIVERSITY

	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
	2020	2019	2018
PEOPLE OF COLOR			
BOARD	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	28.90%	31.60%
WHITE			
BOARD	NO DATA	100%	100%
SENIOR STAFF	NO DATA	100%	100%
FULL-TIME STAFF	NO DATA	71.10%	68.40%

PROGRESS IN GENDER DIVERSITY

	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
	2020	2019	2018
FEMALE			
BOARD	NO DATA	36.40%	33.30%
SENIOR STAFF	NO DATA	58.30%	58.30%
FULL-TIME STAFF	NO DATA	60.50%	57.90%
MALE			
BOARD	NO DATA	63.60%	66.70%
SENIOR STAFF	NO DATA	41.70%	41.70%
FULL-TIME STAFF	NO DATA	39.50%	42.10%

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POPULATION ACTION INTERNATIONAL



PROGRESS IN RACE DIVERSITY

	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
	2020	2019	2018
PEOPLE OF COLOR			
BOARD	NO DATA	38.50%	45.50%
SENIOR STAFF	NO DATA	40.00%	40.00%
FULL-TIME STAFF	NO DATA	43.20%	22.90%
			NO DATA
WHITE			
BOARD	NO DATA	61.50%	54.50%
SENIOR STAFF	NO DATA	60.00%	60.00%
FULL-TIME STAFF	NO DATA	45.50%	65.70%
			NO DATA

PROGRESS IN GENDER DIVERSITY

	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
	2020	2019	2018
FEMALE			
BOARD	NO DATA	84.60%	81.80%
SENIOR STAFF	NO DATA	80.00%	80.00%
FULL-TIME STAFF	NO DATA	79.50%	77.10%
			NO DATA
MALE			
BOARD	NO DATA	15.40%	18.20%
SENIOR STAFF	NO DATA	20.00%	20.00%
FULL-TIME STAFF	NO DATA	20.50%	14.30%
			NO DATA

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RAINFOREST ACTION NETWORK



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	18.20%	33.30%	9.10%	0%
SENIOR STAFF	22.20%	30.00%	25.00%	37.50%
FULL-TIME STAFF	37.20%	41.20%	33.30%	34.00%
WHITE				
BOARD	81.80%	66.70%	72.70%	100%
SENIOR STAFF	77.80%	70.00%	75.00%	62.50%
FULL-TIME STAFF	62.80%	58.80%	66.70%	66.00%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	45.50%	50.00%	45.50%	45.50%
SENIOR STAFF	66.70%	57.10%	57.10%	57.10%
FULL-TIME STAFF	67.40%	62.70%	62.70%	54.70%
MALE				
BOARD	54.50%	50.00%	54.50%	54.50%
SENIOR STAFF	33.30%	42.90%	42.90%	57.10%
FULL-TIME STAFF	32.60%	37.30%	37.30%	43.40%

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RESOURCES LEGACY FUND



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	33.30%	18.20%	27.30%	41.70%
SENIOR STAFF	20.00%	25.00%	11.10%	0%
FULL-TIME STAFF	21.20%	20.30%	27.80%	37.00%
WHITE				
BOARD	66.70%	54.50%	63.60%	58.30%
SENIOR STAFF	60.00%	66.70%	77.80%	100%
FULL-TIME STAFF	56.50%	64.60%	61.10%	59.30%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	50.00%	36.40%	45.50%	33.30%
SENIOR STAFF	70.00%	66.70%	66.70%	66.70%
FULL-TIME STAFF	60.00%	59.50%	69.40%	81.50%
MALE				
BOARD	50.00%	36.40%	45.50%	66.70%
SENIOR STAFF	20.00%	25.00%	11.10%	33.3%
FULL-TIME STAFF	18.80%	25.30%	16.70%	18.50%

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RISING SUN CENTER FOR OPPORTUNITY

VOLUNTARY OPT-IN



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	60.00%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	0%	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	55.00%	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	40.00%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	100%	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	35.00%	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	40.00%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	33.30%	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	50.00%	NO DATA	NO DATA	NO DATA
MALE				
BOARD	60.00%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	66.70%	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	35.00%	NO DATA	NO DATA	NO DATA

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RIVER NETWORK



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	27.80%	23.50%	23.50%	17.60%
SENIOR STAFF	100%	0%	0%	57.10%
FULL-TIME STAFF	20.00%	7.70%	7.70%	30.00%
WHITE				
BOARD	72.20%	76.50%	76.50%	82.40%
SENIOR STAFF	0%	100%	100%	42.90%
FULL-TIME STAFF	80.00%	92.30%	92.30%	70.00%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	38.90%	52.90%	52.90%	52.90%
SENIOR STAFF	100%	85.70%	85.70%	57.10%
FULL-TIME STAFF	93.30%	69.20%	69.20%	80.00%
MALE				
BOARD	61.10%	47.10%	47.10%	47.10%
SENIOR STAFF	0%	14.30%	14.30%	57.10%
FULL-TIME STAFF	6.70%	30.80%	30.80%	10.00%

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SIERRA CLUB



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	20.00%	20.00%	13.30%	33.30%
SENIOR STAFF	20.40%	17.90%	16.70%	16.70%
FULL-TIME STAFF	22.40%	20.90%	21.40%	19.30%
WHITE				
BOARD	53.30%	66.70%	66.70%	66.70%
SENIOR STAFF	79.60%	80.40%	81.70%	83.30%
FULL-TIME STAFF	60.40%	63.60%	68.30%	73.20%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	26.70%	33.30%	40.00%	46.70%
SENIOR STAFF	53.70%	51.80%	51.70%	50.00%
FULL-TIME STAFF	60.80%	62.30%	61.50%	58.10%
MALE				
BOARD	46.70%	66.70%	46.70%	53.30%
SENIOR STAFF	44.40%	48.20%	48.30%	50.00%
FULL-TIME STAFF	36.50%	37.70%	38.50%	41.90%

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THE CONSERVATION FUND



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	10.00%	NO DATA	14.30%	17.60%
SENIOR STAFF	5.60%	NO DATA	0%	0%
FULL-TIME STAFF	14.30%	NO DATA	7.30%	18.50%
WHITE				
BOARD	90.00%	NO DATA	85.70%	82.40%
SENIOR STAFF	94.40%	NO DATA	100%	100%
FULL-TIME STAFF	84.40%	NO DATA	61.20%	81.50%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	20.00%	16.70%	19.00%	17.60%
SENIOR STAFF	27.80%	35.00%	31.30%	31.30%
FULL-TIME STAFF	53.20%	58.70%	39.30%	55.40%
MALE				
BOARD	80.00%	83.30%	81.00%	82.40%
SENIOR STAFF	72.20%	65.00%	68.80%	31.30%
FULL-TIME STAFF	45.50%	39.40%	30.30%	44.60%

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THE NATURE CONSERVANCY



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	31.80%	27.30%	22.70%	22.70%
SENIOR STAFF	12.80%	13.70%	11.70%	11.70%
FULL-TIME STAFF	19.60%	23.40%	20.30%	20.30%
WHITE				
BOARD	68.20%	72.70%	77.30%	77.30%
SENIOR STAFF	86.70%	82.10%	85.50%	85.50%
FULL-TIME STAFF	79.30%	67.60%	73.40%	73.40%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	50.00%	40.90%	31.80%	31.80%
SENIOR STAFF	57.90%	51.70%	49.10%	49.10%
FULL-TIME STAFF	63.40%	60.20%	57.10%	57.10%
MALE				
BOARD	50.00%	59.10%	68.20%	68.20%
SENIOR STAFF	42.10%	48.30%	50.90%	49.10%
FULL-TIME STAFF	36.60%	39.80%	42.90%	42.90%

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THE PEW CHARITABLE TRUSTS



PROGRESS IN RACE DIVERSITY

	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A	
	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	20.00%	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	29.00%	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	80.00%	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	67.80%	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A	
	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	60.00%	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	63.90%	NO DATA	NO DATA	NO DATA
MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	40.00%	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	36.00%	NO DATA	NO DATA	NO DATA

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THE TRUST FOR PUBLIC LAND



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	4.80%	4.80%	10.00%	10.50%
SENIOR STAFF	20.00%	19.60%	15.20%	11.10%
FULL-TIME STAFF	23.20%	24.50%	21.20%	16.20%
WHITE				
BOARD	95.20%	95.20%	90.00%	89.50%
SENIOR STAFF	80.00%	80.40%	84.80%	88.90%
FULL-TIME STAFF	76.80%	75.50%	78.80%	83.80%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	33.30%	33.30%	40.00%	36.80%
SENIOR STAFF	35.60%	43.50%	41.30%	50.00%
FULL-TIME STAFF	68.00%	63.10%	60.00%	62.70%
MALE				
BOARD	66.70%	66.70%	60.00%	63.20%
SENIOR STAFF	64.40%	56.50%	58.70%	50.00%
FULL-TIME STAFF	32.00%	36.90%	38.20%	37.30%

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THE WILDERNESS SOCIETY



PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF +6.70%	FULL-TIME STAFF +5.60%
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	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	16.10%	14.30%	NO DATA	NO DATA
SENIOR STAFF	10.70%	7.40%	4.00%	4.00%
FULL-TIME STAFF	19.20%	14.30%	12.60%	13.60%
WHITE				
BOARD	74.20%	75.00%	NO DATA	NO DATA
SENIOR STAFF	89.30%	92.60%	96.00%	96.00%
FULL-TIME STAFF	80.80%	85.70%	87.40%	86.40%

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF +2.00%	FULL-TIME STAFF +5.70%
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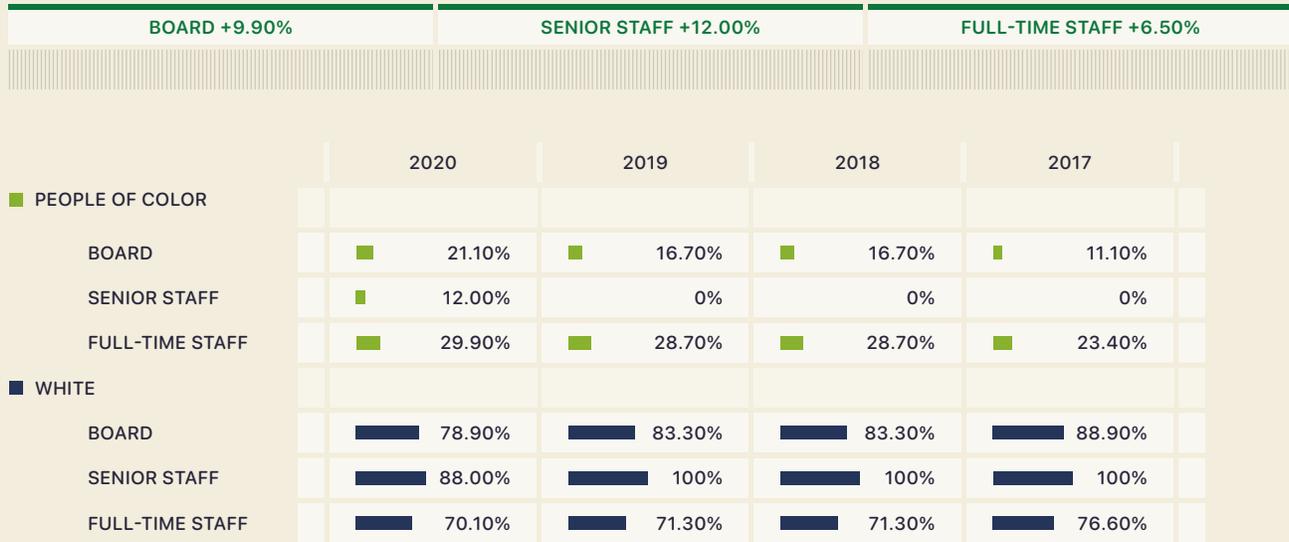
	2020	2019	2018	2017
FEMALE				
BOARD	35.50%	35.70%	NO DATA	NO DATA
SENIOR STAFF	50.00%	48.10%	44.00%	48.00%
FULL-TIME STAFF	56.20%	50.70%	53.80%	50.50%
MALE				
BOARD	54.80%	53.60%	NO DATA	NO DATA
SENIOR STAFF	50.00%	51.90%	56.00%	48.00%
FULL-TIME STAFF	43.80%	49.30%	46.20%	49.50%

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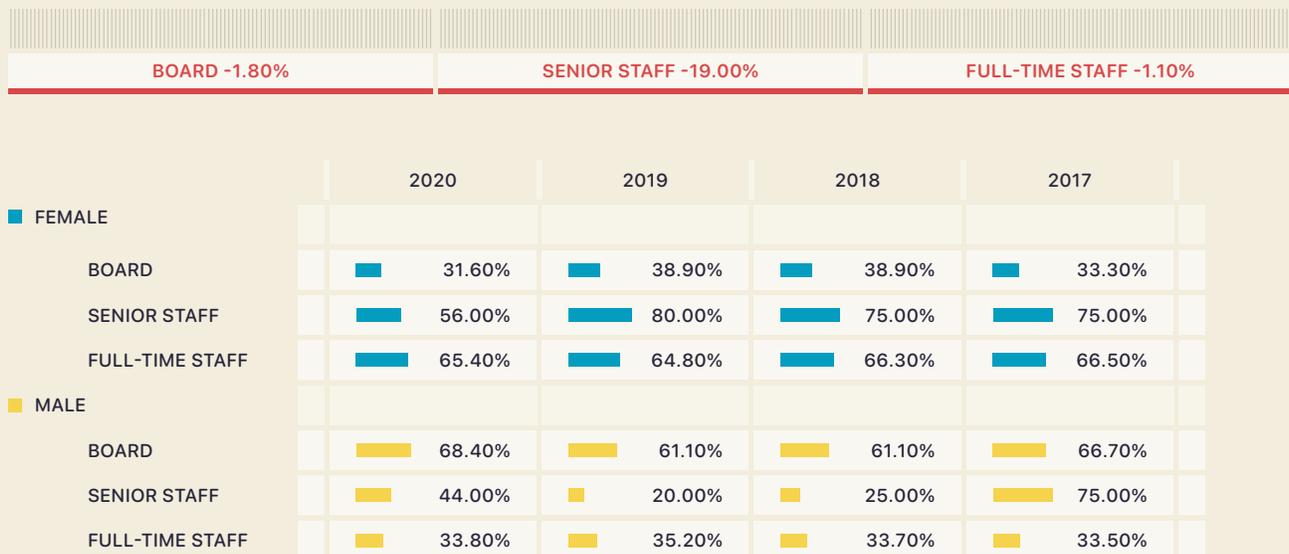
UNION OF CONCERNED SCIENTISTS



PROGRESS IN RACE DIVERSITY



PROGRESS IN GENDER DIVERSITY

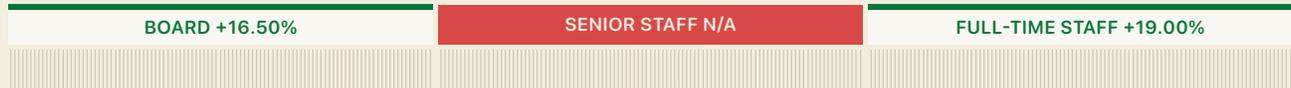


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US CLIMATE ACTION NETWORK

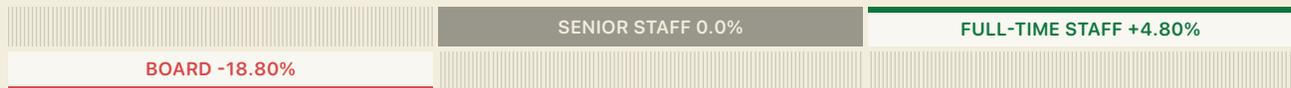


PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	42.90%	25.00%	36.80%	26.30%
SENIOR STAFF	100%	100%	66.70%	NO DATA
FULL-TIME STAFF	85.70%	50.00%	14.30%	66.70%
WHITE				
BOARD	57.10%	75.00%	63.20%	73.70%
SENIOR STAFF	0%	0%	NO DATA	NO DATA
FULL-TIME STAFF	14.30%	36.80%	42.90%	33.30%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	28.60%	41.70%	52.60%	47.40%
SENIOR STAFF	100%	100%	100%	100%
FULL-TIME STAFF	71.40%	50.00%	28.60%	66.70%
MALE				
BOARD	71.40%	58.30%	5.30%	52.60%
SENIOR STAFF	0%	0%	0%	0%
FULL-TIME STAFF	28.60%	50.00%	14.30%	33.30%

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WILDEARTH GUARDIANS

VOLUNTARY OPT-IN



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	8.30%	9.10%	12.50%	11.10%
SENIOR STAFF	0%	0%	0%	0%
FULL-TIME STAFF	3.00%	3.10%	3.50%	3.30%
WHITE				
BOARD	91.70%	90.90%	87.50%	88.90%
SENIOR STAFF	100%	100%	100%	100%
FULL-TIME STAFF	97.00%	96.90%	96.60%	96.70%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	66.70%	63.60%	50.00%	44.40%
SENIOR STAFF	62.50%	60.00%	60.00%	60.00%
FULL-TIME STAFF	63.60%	62.50%	69.00%	70.00%
MALE				
BOARD	33.30%	36.40%	50.00%	55.60%
SENIOR STAFF	37.50%	40.00%	40.00%	60.00%
FULL-TIME STAFF	36.40%	37.50%	31.00%	30.00%

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WORLD RESOURCES INSTITUTE



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	44.40%	29.20%	25.90%
SENIOR STAFF	34.20%	32.40%	30.00%	32.80%
FULL-TIME STAFF	35.10%	29.50%	32.00%	32.00%
WHITE				
BOARD	NO DATA	55.60%	58.30%	63.00%
SENIOR STAFF	65.80%	67.60%	68.30%	67.20%
FULL-TIME STAFF	64.90%	66.90%	68.00%	68.00%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	37.00%	33.30%	37.00%
SENIOR STAFF	40.80%	40.50%	40.00%	36.20%
FULL-TIME STAFF	63.00%	61.50%	62.90%	62.30%
MALE				
BOARD	NO DATA	63.00%	66.70%	63.00%
SENIOR STAFF	59.20%	59.50%	60.00%	36.20%
FULL-TIME STAFF	37.00%	38.50%	37.10%	37.70%

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WORLD WILDLIFE FUND



PROGRESS IN RACE DIVERSITY

	BOARD +11.10%		SENIOR STAFF +11.70%		FULL-TIME STAFF +1.20%	
	2020	2019	2018	2017		
PEOPLE OF COLOR						
BOARD	26.10%	17.40%	15.00%	15.00%		
SENIOR STAFF	25.00%	17.60%	13.30%	13.30%		
FULL-TIME STAFF	26.40%	24.30%	25.20%	25.20%		
WHITE						
BOARD	73.90%	82.60%	85.00%	85.00%		
SENIOR STAFF	68.80%	79.40%	80.00%	80.00%		
FULL-TIME STAFF	67.30%	67.10%	67.60%	67.60%		

PROGRESS IN GENDER DIVERSITY

	BOARD +9.10%		SENIOR STAFF +12.90%		FULL-TIME STAFF +0.30%	
	2020	2019	2018	2017		
FEMALE						
BOARD	39.10%	43.50%	30.00%	30.00%		
SENIOR STAFF	56.30%	47.10%	43.30%	43.30%		
FULL-TIME STAFF	69.00%	69.80%	68.80%	68.80%		
MALE						
BOARD	60.90%	56.50%	70.00%	70.00%		
SENIOR STAFF	43.80%	52.90%	56.70%	43.30%		
FULL-TIME STAFF	30.80%	30.20%	31.20%	31.20%		

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**2020 FOUNDATIONS
DIVERSITY DATA**



ALCOA FOUNDATION



PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
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	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
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	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

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ARCUS FOUNDATION



PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

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BARR FOUNDATION

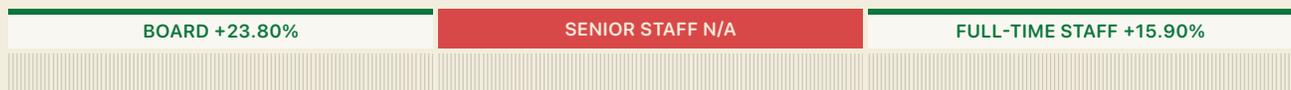


PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	42.90%	40.00%	40.00%	33.30%
SENIOR STAFF	70.00%	55.60%	NO DATA	NO DATA
FULL-TIME STAFF	38.50%	41.40%	41.40%	42.90%
WHITE				
BOARD	57.10%	60.00%	40.00%	66.70%
SENIOR STAFF	30.00%	33.30%	NO DATA	NO DATA
FULL-TIME STAFF	61.50%	55.20%	55.20%	42.90%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	57.10%	40.00%	40.00%	33.30%
SENIOR STAFF	70.00%	55.60%	NO DATA	NO DATA
FULL-TIME STAFF	73.10%	72.40%	75.90%	57.10%
MALE				
BOARD	47.90%	60.00%	60.00%	66.70%
SENIOR STAFF	30.00%	33.30%	NO DATA	NO DATA
FULL-TIME STAFF	26.90%	24.10%	20.70%	28.60%

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BLOOMBERG PHILANTHROPIES (BLOOMBERG FAMILY FOUNDATION)



PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

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CHARLES STEWART MOTT FOUNDATION



PROGRESS IN RACE DIVERSITY

	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A	
<hr/>				
	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	13.30%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	28.80%	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	86.70%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	71.30%	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A	
<hr/>				
	2020	2019	2018	2017
FEMALE				
BOARD	46.70%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	0%	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	70.00%	NO DATA	NO DATA	NO DATA
MALE				
BOARD	53.30%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	0%	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	30.00%	NO DATA	NO DATA	NO DATA

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DORIS DUKE CHARITABLE FOUNDATION



PROGRESS IN RACE DIVERSITY

	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
	<hr/>		
	2020	2019	2018
PEOPLE OF COLOR			
BOARD	NO DATA	54.50%	54.50%
SENIOR STAFF	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	40.00%	40.00%
WHITE			
BOARD	NO DATA	45.50%	45.50%
SENIOR STAFF	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	43.30%	43.30%

PROGRESS IN GENDER DIVERSITY

	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
	<hr/>		
	2020	2019	2018
FEMALE			
BOARD	NO DATA	63.60%	63.60%
SENIOR STAFF	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	63.30%	63.30%
MALE			
BOARD	NO DATA	36.40%	36.40%
SENIOR STAFF	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	16.70%	16.70%

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GORDON AND BETTY MOORE FOUNDATION



PROGRESS IN RACE DIVERSITY

	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
	2020	2019	2018
PEOPLE OF COLOR			
BOARD	NO DATA	0%	0%
SENIOR STAFF	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	22.40%	22.40%
WHITE			
BOARD	NO DATA	100%	100%
SENIOR STAFF	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	57.10%	57.10%

PROGRESS IN GENDER DIVERSITY

	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
	2020	2019	2018
FEMALE			
BOARD	NO DATA	25.00%	25.00%
SENIOR STAFF	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	67.30%	67.30%
MALE			
BOARD	NO DATA	75.00%	75.00%
SENIOR STAFF	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	31.60%	31.60%

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GRANTHAM FOUNDATION FOR THE PROTECTION OF THE ENVIRONMENT



PROGRESS IN RACE DIVERSITY

	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A	
	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	0%	0%	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	0%	0%	NO DATA
WHITE				
BOARD	NO DATA	100%	100%	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	100%	100%	NO DATA

PROGRESS IN GENDER DIVERSITY

	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A	
	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	40.00%	40.00%	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	0%	0%	NO DATA
MALE				
BOARD	NO DATA	60.00%	60.00%	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	100%	100%	NO DATA

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HOUSTON ENDOWMENT, INC.



PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

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JOHN D. AND CATHERINE T. MACARTHUR FOUNDATION



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	60.00%	50.00%	NO DATA	NO DATA
SENIOR STAFF	49.20%	26.10%	16.70%	16.70%
FULL-TIME STAFF	41.70%	34.40%	33.50%	33.50%
WHITE				
BOARD	40.00%	50.00%	NO DATA	NO DATA
SENIOR STAFF	50.80%	73.90%	83.30%	83.30%
FULL-TIME STAFF	56.50%	55.40%	66.50%	66.50%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	30.00%	40.00%	NO DATA	NO DATA
SENIOR STAFF	63.90%	52.20%	66.70%	66.70%
FULL-TIME STAFF	69.60%	68.80%	67.70%	67.70%
MALE				
BOARD	70.00%	60.00%	NO DATA	NO DATA
SENIOR STAFF	36.10%	47.80%	33.30%	66.70%
FULL-TIME STAFF	30.40%	31.20%	32.30%	32.30%

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KENDEDA FUND



PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
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	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

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LILLY ENDOWMENT, INC.



Lilly Endowment Inc.
A Private Philanthropic Foundation

PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

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LONGWOOD FOUNDATION, INC.



PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
■ PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
■ WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
■ FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
■ MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

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**MARGARET A. CARGILL PHILANTHROPIES
(MARGARET A. CARGILL FOUNDATION)**



PROGRESS IN RACE DIVERSITY

	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
	<hr/>		
	2020	2019	2018
■ PEOPLE OF COLOR			
BOARD	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	13.90%	NO DATA	NO DATA
■ WHITE			
BOARD	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	86.10%	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
	<hr/>		
	2020	2019	2018
■ FEMALE			
BOARD	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	72.30%	NO DATA	NO DATA
■ MALE			
BOARD	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	27.70%	NO DATA	NO DATA

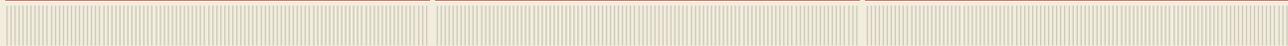
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MOUNT CUBA CENTER, INC.



PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------



	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

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PISCES FOUNDATION

VOLUNTARY OPT-IN



PROGRESS IN RACE DIVERSITY

	BOARD N/A	SENIOR STAFF N/A		FULL-TIME STAFF N/A	
		2020	2019	2018	2017
PEOPLE OF COLOR					
BOARD		NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF		NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF		41.70%	NO DATA	NO DATA	NO DATA
WHITE					
BOARD		NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF		NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF		50.00%	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

	BOARD N/A	SENIOR STAFF N/A		FULL-TIME STAFF N/A	
		2020	2019	2018	2017
FEMALE					
BOARD		NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF		NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF		66.70%	NO DATA	NO DATA	NO DATA
MALE					
BOARD		NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF		NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF		25.00%	NO DATA	NO DATA	NO DATA

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RICHARD KING MELLON FOUNDATION



PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

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ROBERT B. DAUGHERTY FOUNDATION



PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

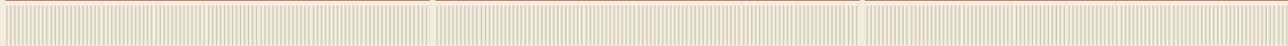
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ROBERT W. WOODRUFF, FOUNDATION, INC.

ROBERT W. WOODRUFF
FOUNDATION

PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
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	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

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ROBERTSON FOUNDATION



PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

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ROCKEFELLER BROTHERS FUND, INC.



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	22.20%	20.00%	15.80%	19.00%
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	44.90%	42.00%	NO DATA	NO DATA
WHITE				
BOARD	77.80%	80.00%	84.20%	81.00%
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	55.10%	58.00%	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	44.40%	45.00%	52.60%	47.60%
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	75.50%	78.00%	NO DATA	NO DATA
MALE				
BOARD	55.60%	55.00%	47.40%	52.40%
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	24.50%	22.00%	NO DATA	NO DATA

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S.D. BECHTEL, JR. FOUNDATION



PROGRESS IN RACE DIVERSITY

	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
	2020	2019	2018
PEOPLE OF COLOR			
BOARD	NO DATA	0%	0%
SENIOR STAFF	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	34.30%	34.30%
WHITE			
BOARD	NO DATA	100%	100%
SENIOR STAFF	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	65.70%	65.70%

PROGRESS IN GENDER DIVERSITY

	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
	2020	2019	2018
FEMALE			
BOARD	NO DATA	44.40%	44.40%
SENIOR STAFF	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	82.90%	82.90%
MALE			
BOARD	NO DATA	55.60%	55.60%
SENIOR STAFF	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	17.10%	17.10%

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SEA CHANGE FOUNDATION



PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

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SILICON VALLEY COMMUNITY FOUNDATION



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	62.50%	60.00%	60.00%	60.00%
SENIOR STAFF	63.20%	51.90%	51.90%	51.90%
FULL-TIME STAFF	50.60%	58.30%	58.30%	58.30%
WHITE				
BOARD	37.50%	40.00%	40.00%	40.00%
SENIOR STAFF	36.80%	48.10%	48.10%	48.10%
FULL-TIME STAFF	48.10%	41.70%	41.70%	41.70%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	50.00%	35.00%	35.00%	35.00%
SENIOR STAFF	73.70%	59.30%	59.30%	59.30%
FULL-TIME STAFF	68.80%	70.90%	70.90%	70.90%
MALE				
BOARD	50.00%	65.00%	65.00%	65.00%
SENIOR STAFF	26.30%	40.70%	40.70%	59.30%
FULL-TIME STAFF	31.00%	29.10%	29.10%	29.10%

THE DATA IN THIS TRANSPARENCY CARD WAS SELF REPORTED BY EACH ORGANIZATION TO GUIDESTAR BY CANDID AS OF APRIL 2017, 2018, 2019 AND/OR 2020. WE HAVE CHOSEN TO DISPLAY ONLY THE DATA FOR INDIVIDUALS WHO REPORTED THEIR RACE AND/OR GENDER. ANY INDIVIDUAL WHO DECLINED TO REPORT OR CHOOSE NOT TO COMPLETE A DEMOGRAPHIC SURVEY IS NOT INCLUDED IN THIS DATA. IF THE TOTAL PERCENTAGES OF EACH ORGANIZATION DOES NOT TOTAL 100%, YOU CAN ASSUME THE REMAINDER ARE INDIVIDUALS WHO DID NOT PROVIDE THEIR IDENTITIES.

STEPHEN BECHTEL FUND



PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------



	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

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THE ANDREW W. MELLON FOUNDATION



PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
■ PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
■ WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
■ FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
■ MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

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THE COCA-COLA FOUNDATION, INC.



PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------



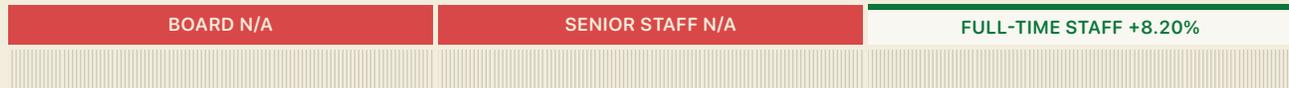
	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

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THE DAVID AND LUCILE PACKARD FOUNDATION

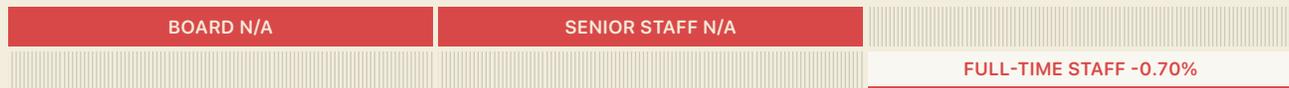


PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	12.50%	14.30%	14.30%
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	46.50%	40.90%	38.30%	38.30%
WHITE				
BOARD	NO DATA	87.50%	100%	100%
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	51.20%	54.50%	56.70%	56.70%

PROGRESS IN GENDER DIVERSITY



	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	56.30%	71.40%	71.40%
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	76.00%	75.80%	76.70%	76.70%
MALE				
BOARD	NO DATA	43.80%	42.90%	42.90%
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	24.00%	24.20%	23.30%	23.30%

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THE HEINZ ENDOWMENTS



PROGRESS IN RACE DIVERSITY

	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A	
<hr/>				
	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	17.60%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	20.00%	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	17.10%	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	82.40%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	80.00%	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	82.90%	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

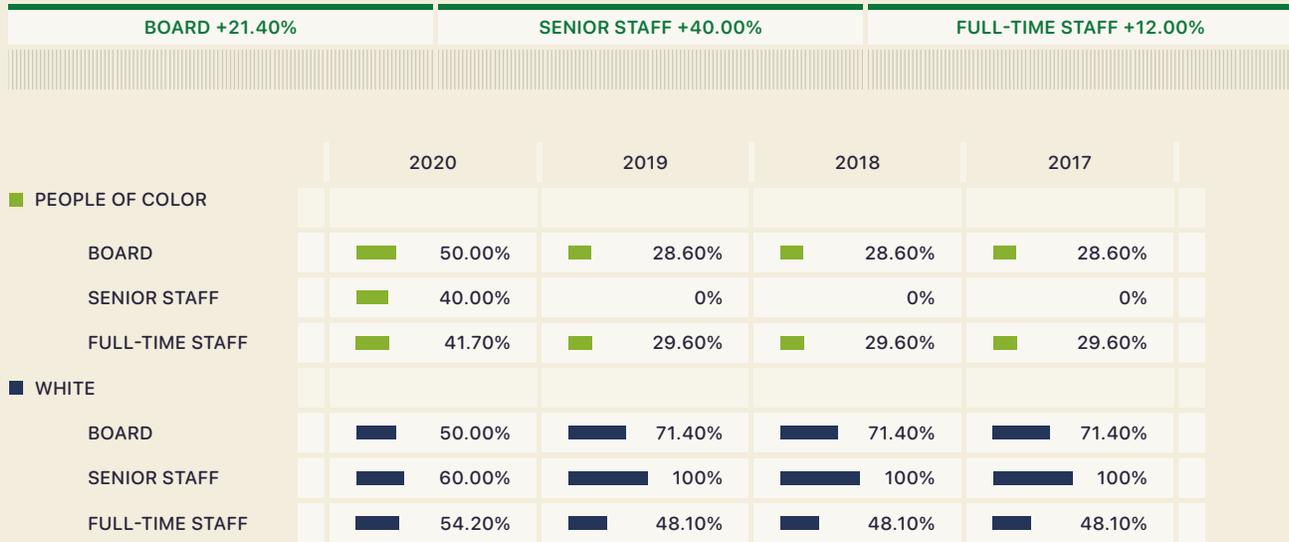
	BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A	
<hr/>				
	2020	2019	2018	2017
FEMALE				
BOARD	47.10%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	30.00%	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	62.90%	NO DATA	NO DATA	NO DATA
MALE				
BOARD	52.90%	NO DATA	NO DATA	NO DATA
SENIOR STAFF	70.00%	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	37.10%	NO DATA	NO DATA	NO DATA

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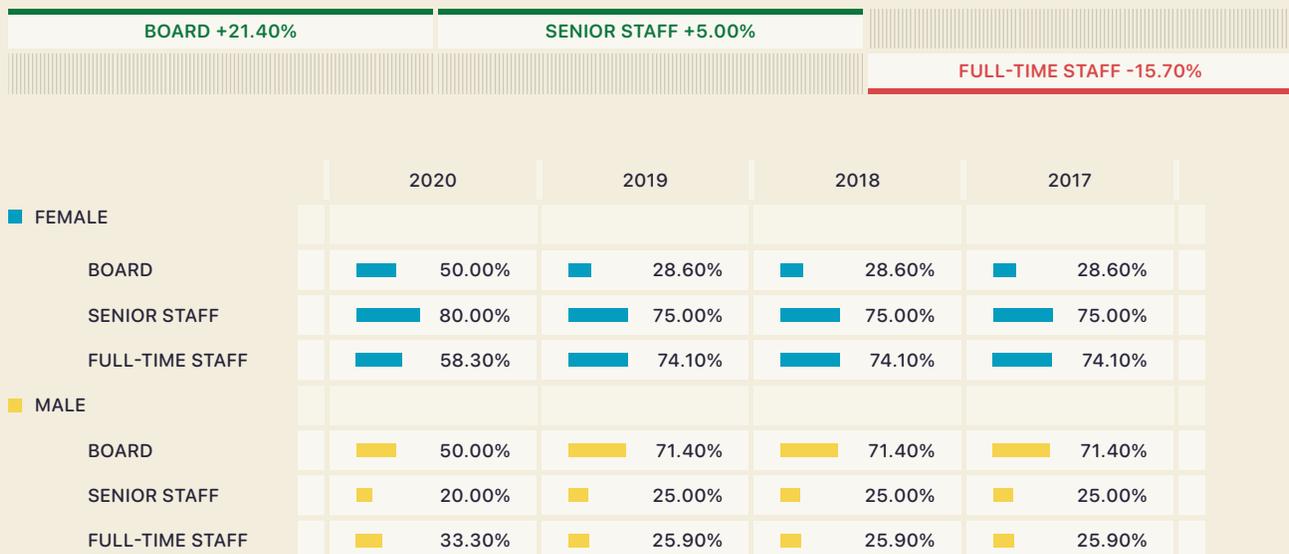
THE JOYCE FOUNDATION



PROGRESS IN RACE DIVERSITY



PROGRESS IN GENDER DIVERSITY



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THE KEITH CAMPBELL FOUNDATION FOR THE ENVIRONMENT



PROGRESS IN RACE DIVERSITY



	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	0%	0%	0%	0%
SENIOR STAFF	0%	0%	0%	0%
FULL-TIME STAFF	0%	33.00%	0%	0%
WHITE				
BOARD	100%	100%	100%	100%
SENIOR STAFF	100%	100%	100%	100%
FULL-TIME STAFF	50.00%	66.70%	100%	100%

PROGRESS IN GENDER DIVERSITY



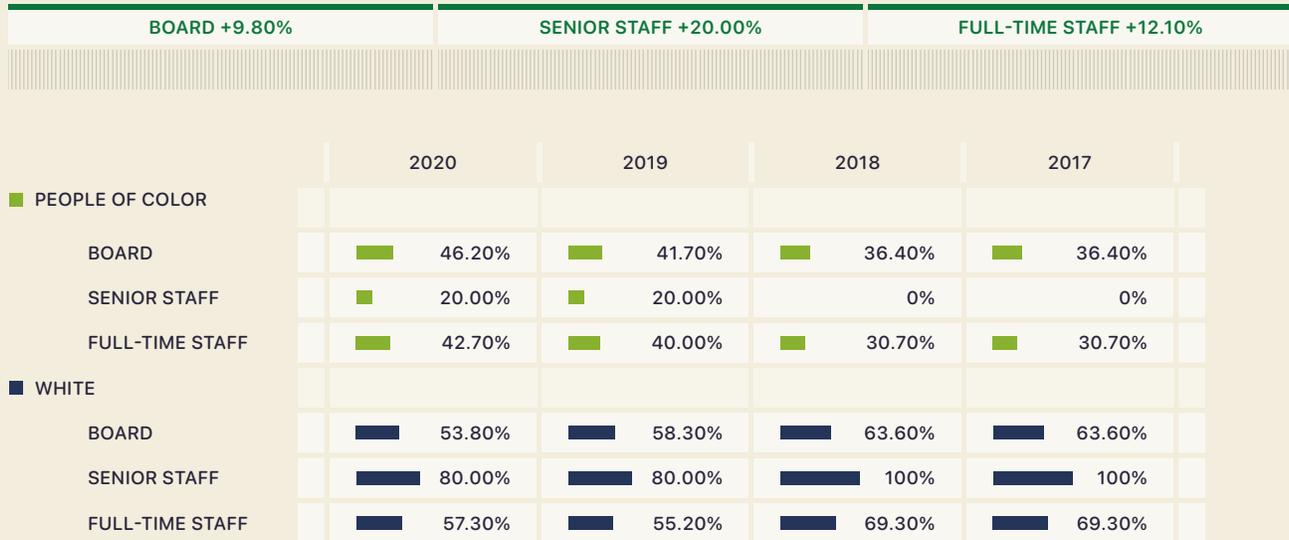
	2020	2019	2018	2017
FEMALE				
BOARD	50.00%	50.00%	75.00%	75.00%
SENIOR STAFF	66.70%	66.70%	100%	100%
FULL-TIME STAFF	50.00%	66.70%	100%	100%
MALE				
BOARD	50.00%	50.00%	25.00%	25.00%
SENIOR STAFF	33.30%	33.30%	0%	0%
FULL-TIME STAFF	25.00%	33.30%	0%	0%

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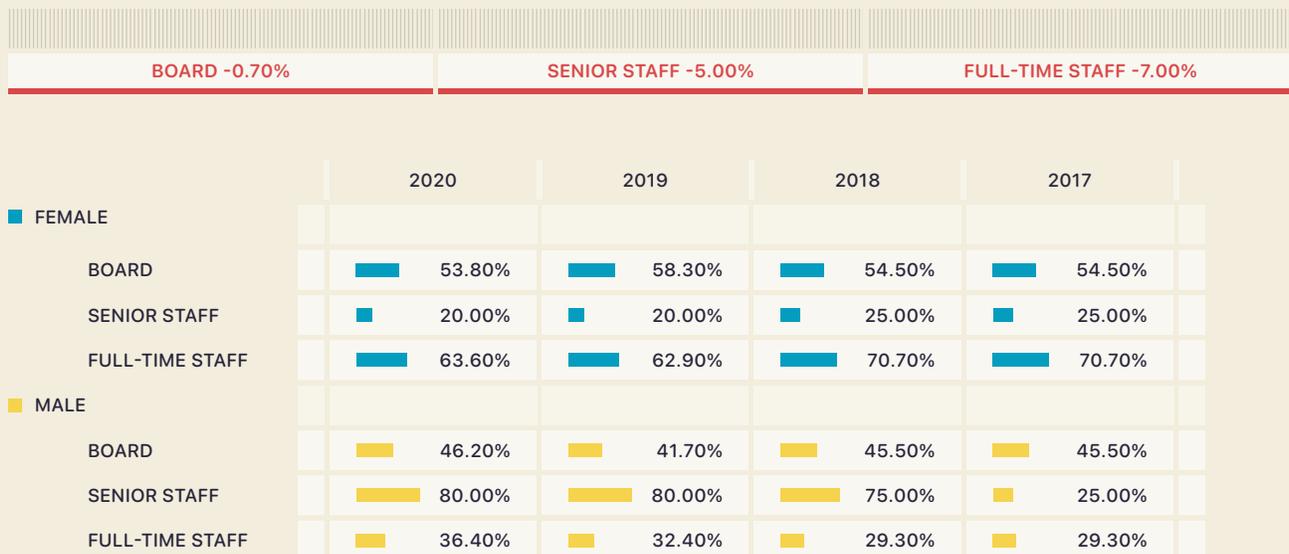
THE KRESGE FOUNDATION



PROGRESS IN RACE DIVERSITY



PROGRESS IN GENDER DIVERSITY



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THE MARISLA FOUNDATION



PROGRESS IN RACE DIVERSITY

	BOARD N/A		SENIOR STAFF N/A		FULL-TIME STAFF N/A	
	2020	2019	2018	2017		
PEOPLE OF COLOR						
BOARD	0%	NO DATA	NO DATA	NO DATA		
SENIOR STAFF	0%	NO DATA	NO DATA	NO DATA		
FULL-TIME STAFF	0%	NO DATA	NO DATA	NO DATA		
WHITE						
BOARD	100%	NO DATA	NO DATA	NO DATA		
SENIOR STAFF	100%	NO DATA	NO DATA	NO DATA		
FULL-TIME STAFF	100%	NO DATA	NO DATA	NO DATA		

PROGRESS IN GENDER DIVERSITY

	BOARD N/A		SENIOR STAFF N/A		FULL-TIME STAFF N/A	
	2020	2019	2018	2017		
FEMALE						
BOARD	66.70%	NO DATA	NO DATA	NO DATA		
SENIOR STAFF	66.70%	NO DATA	NO DATA	NO DATA		
FULL-TIME STAFF	66.70%	NO DATA	NO DATA	NO DATA		
MALE						
BOARD	33.30%	NO DATA	NO DATA	NO DATA		
SENIOR STAFF	33.30%	NO DATA	NO DATA	NO DATA		
FULL-TIME STAFF	33.30%	NO DATA	NO DATA	NO DATA		

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THE OAK FOUNDATION U.S.A.



PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
■ PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
■ WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
■ FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
■ MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

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THE ROCKEFELLER FOUNDATION



PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

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THE WILLIAM AND FLORA HEWLETT FOUNDATION



PROGRESS IN RACE DIVERSITY

	BOARD +11.90%		SENIOR STAFF +14.60%		FULL-TIME STAFF +1.90%	
	2020	2019	2018	2017		
PEOPLE OF COLOR						
BOARD	42.70%	38.50%	38.50%	30.80%		
SENIOR STAFF	33.30%	33.30%	33.30%	18.80%		
FULL-TIME STAFF	42.20%	41.40%	40.00%	40.40%		
WHITE						
BOARD	58.30%	61.50%	61.50%	69.20%		
SENIOR STAFF	66.70%	66.70%	66.70%	81.30%		
FULL-TIME STAFF	40.50%	47.40%	53.90%	59.60%		

PROGRESS IN GENDER DIVERSITY

	BOARD +10.90%		SENIOR STAFF -9.20%		FULL-TIME STAFF -7.30%	
	2020	2019	2018	2017		
FEMALE						
BOARD	41.70%	38.50%	30.80%	30.80%		
SENIOR STAFF	53.30%	60.00%	60.00%	62.50%		
FULL-TIME STAFF	64.70%	68.10%	67.00%	71.90%		
MALE						
BOARD	58.30%	61.50%	69.20%	69.20%		
SENIOR STAFF	46.70%	40.00%	40.00%	62.50%		
FULL-TIME STAFF	19.00%	19.80%	25.20%	28.10%		

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WALTON FAMILY FOUNDATION



PROGRESS IN RACE DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
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	2020	2019	2018	2017
PEOPLE OF COLOR				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
WHITE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

PROGRESS IN GENDER DIVERSITY

BOARD N/A	SENIOR STAFF N/A	FULL-TIME STAFF N/A
-----------	------------------	---------------------

	2020	2019	2018	2017
FEMALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA
MALE				
BOARD	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	NO DATA	NO DATA	NO DATA	NO DATA
FULL-TIME STAFF	NO DATA	NO DATA	NO DATA	NO DATA

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WILLIAM PENN FOUNDATION

VOLUNTARY OPT-IN



PROGRESS IN RACE DIVERSITY

	BOARD N/A	SENIOR STAFF N/A		FULL-TIME STAFF N/A	
	2020	2019	2018	2017	
PEOPLE OF COLOR					
BOARD	NO DATA	NO DATA	NO DATA	NO DATA	
SENIOR STAFF	7.70%	NO DATA	NO DATA	NO DATA	
FULL-TIME STAFF	21.10%	NO DATA	NO DATA	NO DATA	
WHITE					
BOARD	NO DATA	NO DATA	NO DATA	NO DATA	
SENIOR STAFF	53.80%	NO DATA	NO DATA	NO DATA	
FULL-TIME STAFF	60.50%	NO DATA	NO DATA	NO DATA	

PROGRESS IN GENDER DIVERSITY

	BOARD N/A	SENIOR STAFF N/A		FULL-TIME STAFF N/A	
	2020	2019	2018	2017	
FEMALE					
BOARD	NO DATA	NO DATA	NO DATA	NO DATA	
SENIOR STAFF	38.50%	NO DATA	NO DATA	NO DATA	
FULL-TIME STAFF	63.20%	NO DATA	NO DATA	NO DATA	
MALE					
BOARD	NO DATA	NO DATA	NO DATA	NO DATA	
SENIOR STAFF	23.10%	NO DATA	NO DATA	NO DATA	
FULL-TIME STAFF	18.40%	NO DATA	NO DATA	NO DATA	

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ACKNOWLEDGEMENTS

The 2020 Transparency Report Card was made possible thanks to the support of many individuals. Green 2.0 would like to thank everyone who contributed to this project.

We would like to thank our Executive Director, Andres Jimenez, and acknowledge our team members for their guidance and hard work at all stages of the report. Thank you Andrew Beahrs, Daniel Herrera, Diego Garrison, Daniel Braitman, Morgan Jeidy, Sharon Han, and Shao Zhi Zhong for the design of the report.

Special thanks to Dr. Stefanie Johnson for analyzing the data.

Thank you Candid and the organizations who participated in the report.