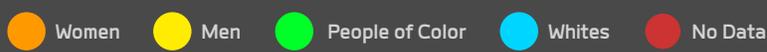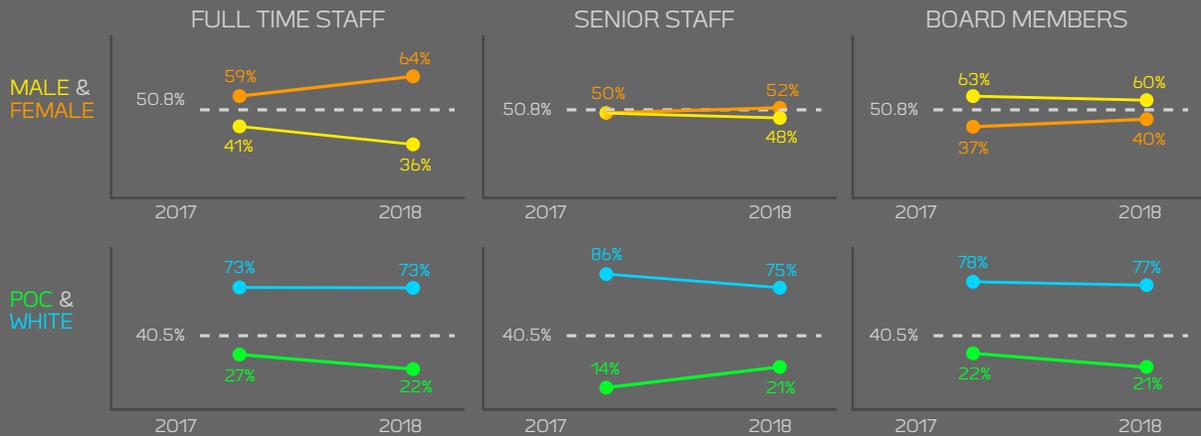# NGO Diversity Data

Green 2.0 is releasing the diversity data from the top 40 environmental NGOs based on submissions to GuideStar as of April 1, 2018. Green 2.0 is committed to tracking diversity data so that we can measure the environmental movement's progress year after year. We applaud the organizations that track and submit their demographic data annually. We strongly encourage other organizations to do the same, particularly those who have refused to submit their diversity data.

We have yet to crack the "green ceiling" as a movement. There's much more progress to make. If the environmental movement wants to represent the entire American public, then we need to match the current U.S. workforce demograhics. We need to understand how we're leading or lagging. Therefore, we've included a grey dotted line in the graphs below to represent the U.S. workforce for people of color and women.

It is important to note that the data displayed was voluntarily submitted and self reported by individual organizations. As such, the numbers will never be a perfect representation. Some people will decline to answer and will not be reflected in their organization's data below. However, we know that it's hugely important to track what we can. Green 2.0 is continually working with GuidesStar to improve the reporting process for greater accuracy and consistency.

Aggregate data for all Non Profits

FULL TIME STAFF

MALE & FEMALE
- 59% (2017) → 64% (2018) — Women
- 50.8%
- 41% (2017) → 36% (2018) — Men

POC & WHITE
- 73% (2017) → 73% (2018) — Whites
- 40.5%
- 27% (2017) → 22% (2018) — People of Color

SENIOR STAFF

MALE & FEMALE
- 50% (2017) → 52% (2018)
- 50.8%
- 48% (2018)

POC & WHITE
- 86% (2017) → 75% (2018)
- 40.5%
- 14% (2017) → 21% (2018)

BOARD MEMBERS

MALE & FEMALE
- 63% (2017) → 60% (2018)
- 50.8%
- 37% (2017) → 40% (2018)

POC & WHITE
- 78% (2017) → 77% (2018)
- 40.5%
- 22% (2017) → 21% (2018)

Legend

- ● Women
- ● Men
- ● People of Color
- ● Whites
- ● No Data
- - - - 2017 US Census Percentages of People of Color or Women

Effective Diversity Initiatives
- 📋 Diversity Plan
- 🚀 Diversity Manager
- 👥 Diversity Committee

ClimateWorks Foundation

Full time Staff

MALE AND FEMALE
- 77% (2017) → 39% (2018)
- 50.8%
- 23% (2017) → 61% (2018)

WHITE AND POC
- 67% (2017) → 73% (2018)
- 40.5%
- 28% (2017) → 24% (2018)

Senior Staff

MALE AND FEMALE
- 53% (2017) → 57% (2018)
- 50.8%
- 47% (2017) → 43% (2018)

WHITE AND POC
- 79% (2017) → 85% (2018)
- 40.5%
- 21% (2017) → 15% (2018)

Board Members

MALE AND FEMALE
- NO DATA PROVIDED

WHITE AND POC
- 85% (2018)
- 40.5%
- NO DATA
- 15% (2018)

Environmental Defense Fund

Full time Staff

MALE AND FEMALE
- 65% (2017) → 63% (2018)
- 50.8%
- 35% (2017) → 37% (2018)

WHITE AND POC
- 69% (2017) → 68% (2018)
- 40.5%
- 29% (2017) → 28% (2018)

Senior Staff

MALE AND FEMALE
- 53% (2017) → 60% (2018)
- 50.8%
- 47% (2017) → 40% (2018)

WHITE AND POC
- 86% (2017) → 77% (2018)
- 40.5%
- 14% (2017) → 20% (2018)

Board Members

MALE AND FEMALE
- 60% (2017) → 59% (2018)
- 50.8%
- 40% (2017) → 42% (2018)

WHITE AND POC
- 82% (2017) → 77% (2018)
- 40.5%
- 17% (2017) → 12% (2018)

The Nature Conservancy

Full time Staff
- 2017 — MALE AND FEMALE — 2018
  - 57% → 57%
  - 43% → 43%
- 50.8%
- 2017 — WHITE AND POC — 2018
  - 73% → 74%
  - 20% → 19%
- 40.5%

Senior Staff
- 2017 — MALE AND FEMALE — 2018
  - 51% → 51%
  - 49% → 49%
- 50.8%
- 2017 — WHITE AND POC — 2018
  - 85% → 86%
  - 12% → 12%
- 40.5%

Board Members
- 2017 — MALE AND FEMALE — 2018
  - 68% → 68%
  - 32% → 32%
- 50.8%
- 2017 — WHITE AND POC — 2018
  - 77% → 73%
  - 23% → 23%
- 40.5%

Conservation International

Full time Staff
- 2017 — MALE AND FEMALE — 2018
  - NO DATA
  - 63%
  - 36%
- 50.8%
- 2017 — WHITE AND POC — 2018
  - NO DATA
  - 80%
  - 15%
- 40.5%

Senior Staff
- 2017 — MALE AND FEMALE — 2018
  - NO DATA
  - 55%
  - 32%
- 50.8%
- 2017 — WHITE AND POC — 2018
  - NO DATA
  - 65%
  - 34%
- 40.5%

Board Members
- 2017 — MALE AND FEMALE — 2018
  - NO DATA PROVIDED
- 2017 — WHITE AND POC — 2018
  - NO DATA PROVIDED

Energy Foundation

Full time Staff
- 2017 — MALE AND FEMALE — 2018
  - 66% → 66%
  - 32% → 33%
- 50.8%
- 2017 — WHITE AND POC — 2018
  - 71% → 71%
  - 27% → 24%
- 40.5%

Senior Staff
- 2017 — MALE AND FEMALE — 2018
  - NO DATA PROVIDED
- 2017 — WHITE AND POC — 2018
  - NO DATA PROVIDED

Board Members
- 2017 — MALE AND FEMALE — 2018
  - 83% → 83%
  - 17% → 16%
- 50.8%
- 2017 — WHITE AND POC — 2018
  - 67% → 67%
  - 33% → 33%
- 40.5%

Sierra Club

Full time Staff
- 2017 — MALE AND FEMALE — 2018
  - 58% → 62%
  - 41% → 38%
- 50.8%
- 2017 — WHITE AND POC — 2018
  - 78% → 75%
  - 21% → 25%
- 40.5%

Senior Staff
- 2017 — MALE AND FEMALE — 2018
  - 50% → 52%
  - 50% → 48%
- 50.8%
- 2017 — WHITE AND POC — 2018
  - 83% → 82%
  - 17% → 17%
- 40.5%

Board Members
- 2017 — MALE AND FEMALE — 2018
  - 53% → 43%
  - 47% → 43%
- 50.8%
- 2017 — WHITE AND POC — 2018
  - 67% → 71%
  - 33% → 14%
- 40.5%

World Wildlife Fund

Full time Staff
- 2017 — MALE AND FEMALE — 2018
  - 69% → 69%
  - 31% → 31%
- 50.8%
- 2017 — WHITE AND POC — 2018
  - 73% → 73%
  - 27% → 25%
- 40.5%

Senior Staff
- 2017 — MALE AND FEMALE — 2018
  - 56% → 57%
  - 43% → 43%
- 50.8%
- 2017 — WHITE AND POC — 2018
  - 86% → 86%
  - 14% → 14%
- 40.5%

Board Members
- 2017 — MALE AND FEMALE — 2018
  - 70% → 70%
  - 30% → 30%
- 50.8%
- 2017 — WHITE AND POC — 2018
  - 85% → 86%
  - 15% → 14%
- 40.5%

Resources Legacy Fund

Full time Staff
- 2017 — MALE AND FEMALE — 2018
  - 81% → 69%
  - 19% → 17%
- 50.8%
- 2017 — WHITE AND POC — 2018
  - 59% → 61%
  - 37% → 28%
- 40.5%

Senior Staff
- 2017 — MALE AND FEMALE — 2018
  - 67% → 67%
  - 33% → 11%
- 50.8%
- 2017 — WHITE AND POC — 2018
  - 100% → 78%
  - 0% → 11%
- 40.5%

Board Members
- 2017 — MALE AND FEMALE — 2018
  - 67% → 45%
  - 33% → 45%
- 50.8%
- 2017 — WHITE AND POC — 2018
  - 58% → 64%
  - 42% → 27%
- 40.5%

The Conservation Fund

Full time Staff

	2017	2018
MALE	55%	56%
FEMALE	45%	43%
WHITE	82%	86%
POC	18%	14%

50.8% -------- 40.5% --------

Senior Staff

	2017	2018
MALE	69%	75%
FEMALE	31%	25%
WHITE	100%	100%
POC	0%	0%

Board Members

	2017	2018
MALE	82%	81%
FEMALE	18%	19%
WHITE	82%	82%
POC	18%	18%

Natural Resource Defense Council

Full time Staff

	2017	2018
MALE	61%	61%
FEMALE	39%	39%
WHITE	62%	62%
POC	38%	34%

Senior Staff

	2017	2018
MALE	51%	51%
FEMALE	49%	49%
WHITE	86%	86%
POC	14%	14%

Board Members

	2017	2018
MALE	59%	59%
FEMALE	41%	41%
WHITE	90%	86%
POC	10%	10%

National Parks Conservation Association

Full time Staff

	2017	2018
MALE	69%	63%
FEMALE	31%	38%
WHITE	78%	75%
POC	22%	23%

Senior Staff

	2017	2018
MALE	NO DATA	62%
FEMALE	NO DATA	38%
WHITE	NO DATA	85%
POC	NO DATA	15%

Board Members

	2017	2018
MALE	60%	60%
FEMALE	40%	40%
WHITE	80%	85%
POC	20%	15%

League of Conservation Voters

Full time Staff

	2017	2018
MALE	54%	59%
FEMALE	46%	41%
WHITE	71%	73%
POC	29%	28%

Senior Staff

	2017	2018
MALE	58%	55%
FEMALE	42%	46%
WHITE	83%	82%
POC	17%	18%

Board Members

	2017	2018
MALE	68%	65%
FEMALE	32%	35%
WHITE	79%	82%
POC	21%	18%

Partnership Project

NO DATA PROVIDED

The PEW Charitable Trusts

NO DATA PROVIDED

The World Resources Institute

Full time Staff

MALE AND FEMALE — 2017: NO DATA; 2018: 60% / 40%
WHITE AND POC — 2017: NO DATA; 2018: 72% / 26%

Senior Staff

MALE AND FEMALE — 2017: NO DATA; 2018: 64% / 36%
WHITE AND POC — 2017: NO DATA; 2018: 51% / 49%

Board Members

MALE AND FEMALE — 2017: NO DATA; 2018: 63% / 38%
WHITE AND POC — NO DATA PROVIDED

Ocean Conservancy

Full time Staff

MALE AND FEMALE — 2017: NO DATA; 2018: 57% / 24%
WHITE AND POC — 2017: NO DATA; 2018: 22% / 15%

Senior Staff

MALE AND FEMALE — 2017: NO DATA; 2018: 55% / 45%
WHITE AND POC — 2017: NO DATA; 2018: 90% / 10%

Board Members

MALE AND FEMALE — 2017: NO DATA; 2018: 75% / 25%
WHITE AND POC — 2017: NO DATA; 2018: 94% / 6%

National Wildlife Federation

Full time Staff

MALE AND FEMALE — 2017: 67% / 33%; 2018: 69% / 31%
WHITE AND POC — 2017: 84% / 16%; 2018: 82% / 15%

Senior Staff

MALE AND FEMALE — 2017: 58% / 42%; 2018: 63% / 37%
WHITE AND POC — 2017: 89% / 11%; 2018: 90% / 11%

Board Members

MALE AND FEMALE — 2017: 64% / 36%; 2018: 55% / 46%
WHITE AND POC — 2017: 82% / 18%; 2018: 79% / 21%

National Audubon Society

Full time Staff

MALE AND FEMALE — 2017: 59% / 41%; 2018: 60% / 40%
WHITE AND POC — 2017: 82% / 18%; 2018: 81% / 19%

Senior Staff

MALE AND FEMALE — 2017: 64% / 36%; 2018: 69% / 31%
WHITE AND POC — 2017: 93% / 1%; 2018: 92% / 8%

Board Members

MALE AND FEMALE — 2017: 69% / 31%; 2018: 67% / 33%
WHITE AND POC — 2017: 81% / 19%; 2018: 83% / 17%

The Trust for Public Land

Full time Staff

MALE AND FEMALE — 2017: 63% / 37%; 2018: 63% / 37%
WHITE AND POC — 2017: 84% / 16%; 2018: 74% / 25%

Senior Staff

MALE AND FEMALE — 2017: 50% / 50%; 2018: 65% / 35%
WHITE AND POC — 2017: 89% / 11%; 2018: 80% / 20%

Board Members

MALE AND FEMALE — 2017: 63% / 37%; 2018: 60% / 40%
WHITE AND POC — 2017: 89% / 11%; 2018: 86% / 14%

Root Capital

NO DATA PROVIDED

National Fish and Wildlife Foundation

Full time Staff
- MALE AND FEMALE: 58% (2017), 58% (2018); 42% (2017), 42% (2018)
- WHITE AND POC: 79% (2017), 80% (2018); 21% (2017), 18% (2018)
- 50.8% / 40.5%

Senior Staff
- MALE AND FEMALE: 78% (2017), 78% (2018); 22% (2017), 22% (2018)
- WHITE AND POC: 89% (2017), 89% (2018); 11% (2017), 11% (2018)
- 50.8% / 40.5%

Board Members
- MALE AND FEMALE: NO DATA PROVIDED
- WHITE AND POC: NO DATA (blue line to 89%); 11% (2018)
- 40.5%

Earthjustice

Full time Staff
- MALE AND FEMALE: 63% (2017), 65% (2018); 37% (2017), 35% (2018)
- WHITE AND POC: 71% (2017), 66% (2018); 29% (2017), 34% (2018)
- 50.8% / 40.5%

Senior Staff
- MALE AND FEMALE: 50% (2017), 56% (2018); 50% (2017), 44% (2018)
- WHITE AND POC: 63% (2017), 67% (2018); 38% (2017), 33% (2018)
- 50.8% / 40.5%

Board Members
- MALE AND FEMALE: 61% (2017), 55% (2018); 39% (2017), 45% (2018)
- WHITE AND POC: 78% (2017), 81% (2018); 22% (2017), 18% (2018)
- 50.8% / 40.5%

American Rivers

Full time Staff
- MALE AND FEMALE: 58% (2017), 63% (2018); 42% (2017), 38% (2018)
- WHITE AND POC: 92% (2017), 95% (2018); 7% (2017), 3% (2018)
- 50.8% / 40.5%

Senior Staff
- MALE AND FEMALE: 50% (2017), 50% (2018); 50% (2017), 50% (2018)
- WHITE AND POC: 67% (2017), 83% (2018); 17% (2017), 17% (2018)
- 50.8% / 40.5%

Board Members
- MALE AND FEMALE: 75% (2017), 65% (2018); 25% (2017), 35% (2018)
- WHITE AND POC: 88% (2017), 85% (2018); 6% (2017), 15% (2018)
- 50.8% / 40.5%

Oceana

NO DATA PROVIDED

Rainforest Action Network

Full time Staff
- MALE AND FEMALE: 59% (2017), 57% (2018); 41% (2017), 39% (2018)
- WHITE AND POC: 82% (2017), 82% (2018); 18% (2017), 14% (2018)
- 50.8% / 40.5%

Senior Staff
- MALE AND FEMALE: 57% (2017), 57% (2018); 43% (2017), 43% (2018)
- WHITE AND POC: 71% (2017), 71% (2018); 28% (2017), 28% (2018)
- 50.8% / 40.5%

Board Members
- MALE AND FEMALE: 55% (2017), 55% (2018); 45% (2017), 45% (2018)
- WHITE AND POC: 91% (2017), 91% (2018); 9% (2017), 9% (2018)
- 50.8% / 40.5%

Wilderness Society

Full time Staff
- MALE AND FEMALE: 55% (2017), 54% (2018); 45% (2017), 46% (2018)
- WHITE AND POC: 91% (2017), 87% (2018); 9% (2017), 13% (2018)
- 50.8% / 40.5%

Senior Staff
- MALE AND FEMALE: 58% (2017), 56% (2018); 42% (2017), 44% (2018)
- WHITE AND POC: 96% (2017), 96% (2018); 4% (2017), 4% (2018)
- 50.8% / 40.5%

Board Members
- MALE AND FEMALE: NO DATA PROVIDED
- WHITE AND POC: NO DATA PROVIDED

Green 2.0
Formerly the Green Diversity Initiative

Green for All

Full time Staff
- MALE AND FEMALE: 74% (2017), 70% (2018); 26% (2017), 25% (2018)
- WHITE AND POC: 70% (2017), 70% (2018); 30% (2017), 30% (2018)

Senior Staff
- MALE AND FEMALE: 62% (2017), 63% (2018); 38% (2017), 38% (2018)
- WHITE AND POC: 67% (2017), 67% (2018); 33% (2017), 33% (2018)

Board Members
- MALE AND FEMALE: 67% (2017), 67% (2018); 33% (2017), 33% (2018)
- WHITE AND POC: 67% (2017), 67% (2018); 33% (2017), 33% (2018)

BlueGreen Alliance

Full time Staff
- MALE AND FEMALE: 72% (2017), 76% (2018); 28% (2017), 24% (2018)
- WHITE AND POC: 83% (2017), 84% (2018); 17% (2017), 16% (2018)

Senior Staff
- MALE AND FEMALE: 57% (2017), 67% (2018); 43% (2017), 33% (2018)
- WHITE AND POC: 86% (2017), 83% (2018); 14% (2017), 17% (2018)

Board Members
- MALE AND FEMALE: 78% (2017), 69% (2018); 22% (2017), 31% (2018)
- WHITE AND POC: NO DATA (2017), 83% (2018); NO DATA (2017), 17% (2018)

Resource Media

Full time Staff
- MALE AND FEMALE: 68% (2017), 68% (2018); 32% (2017), 32% (2018)
- WHITE AND POC: 89% (2017), 89% (2018); 11% (2017), 11% (2018)

Senior Staff
- MALE AND FEMALE: 67% (2017), 67% (2018); 33% (2017), 33% (2018)
- WHITE AND POC: 83% (2017), 22% (2018); 17% (2017), 4% (2018)

Board Members
- MALE AND FEMALE: 64% (2017), 65% (2018); 36% (2017), 36% (2018)
- WHITE AND POC: 73% (2017), 73% (2018); 27% (2017), 27% (2018)

Greenpeace

Full time Staff
- MALE AND FEMALE: 56% (2017), 53% (2018); 44% (2017), 45% (2018)
- WHITE AND POC: 69% (2017), 72% (2018); 31% (2017), 23% (2018)

Senior Staff
- MALE AND FEMALE: NO DATA (2017), 55% (2018); NO DATA, 45% (2018)
- WHITE AND POC: NO DATA (2017), 81% (2018); NO DATA, 19% (2018)

Board Members
- MALE AND FEMALE: 50% (2017), 64% (2018); 50% (2017), 36% (2018)
- WHITE AND POC: 75% (2017), 64% (2018); 25% (2017), 35% (2018)

Clean Water Action

Full time Staff
- MALE AND FEMALE: 52% (2017), 53% (2018); 48% (2017), 45% (2018)
- WHITE AND POC: 56% (2017), 90% (2018); 15% (2017), 10% (2018)

Senior Staff
- MALE AND FEMALE: 50% (2017), 50% (2018); 50% (2017), 50% (2018)
- WHITE AND POC: 100% (2017), 100% (2018); 0% (2017), 0% (2018)

Board Members
- MALE AND FEMALE: 50% (2017), 62% (2018); 50% (2017), 38% (2018)
- WHITE AND POC: 83% (2017), 68% (2018); 17% (2017), 32% (2018)

Union of Concerned Scientists

Full time Staff
- MALE AND FEMALE: 65% (2017), 66% (2018); 35% (2017), 34% (2018)
- WHITE AND POC: 78% (2017), 68% (2018); 22% (2017), 32% (2018)

Senior Staff
- MALE AND FEMALE: 54% (2017), 54% (2018); 46% (2017), 46% (2018)
- WHITE AND POC: 92% (2017), 86% (2018); 8% (2017), 14% (2018)

Board Members
- MALE AND FEMALE: 67% (2017), 61% (2018); 33% (2017), 39% (2018)
- WHITE AND POC: 89% (2017), 83% (2018); 11% (2017), 17% (2018)

Reference lines: 50.8%, 40.5%

Friends of the Earth

Full time Staff
- MALE AND FEMALE: 67% (2017) → 67% (2018); 33% (2017) → 33% (2018)
- 50.8%
- WHITE AND POC: 74% (2017) → 73% (2018); 26% (2017) → 27% (2018)
- 40.5%

Senior Staff
- MALE AND FEMALE: 60% → 60%; 40% → 40%
- 50.8%
- WHITE AND POC: 80% → 80%; 20% → 20%
- 40.5%

Board Members
- MALE AND FEMALE: 81% → 72%; 19% → 28%
- 50.8%
- WHITE AND POC: 81% → 78%; 19% → 22%
- 40.5%

US Climate Action Network

Full time Staff
- MALE AND FEMALE: 67% → 50%; 33% → 25%
- 50.8%
- WHITE AND POC: 66% → 75%; 33% → 25%
- 40.5%

Senior Staff
- MALE AND FEMALE: 100% → 100%; 0% → 0%
- 50.8%
- WHITE AND POC: NO DATA → 100%; → 0%
- 40.5%

Board Members
- MALE AND FEMALE: 53% → 91%; 47% → 9%
- 50.8%
- WHITE AND POC: 74% → 62%; 26% → 37%
- 40.5%

Population Action international

Full time Staff
- MALE AND FEMALE: NO DATA → 84%; → 16%
- 50.8%
- WHITE AND POC: NO DATA → 74%; → 25%
- 40.5%

Senior Staff
- NO DATA PROVIDED
- NO DATA PROVIDED

Board Members
- NO DATA PROVIDED
- NO DATA PROVIDED

River Network

Full time Staff
- MALE AND FEMALE: 89% → 69%; 11% → 31%
- 50.8%
- WHITE AND POC: 70% → 92%; 30% → 8%
- 40.5%

Senior Staff
- MALE AND FEMALE: 100% → 86%; 0% → 14%
- 50.8%
- WHITE AND POC: 60% → 100%; 40% → 0%
- 40.5%

Board Members
- MALE AND FEMALE: 53% → 53%; 47% → 47%
- 50.8%
- WHITE AND POC: 0% → 76%; 18% → 24%
- 40.5%

Defenders of Wildlife

Full time Staff
- MALE AND FEMALE: 65% → 46%; 35% → 17%
- 50.8%
- WHITE AND POC: 79% → 44%; 15% → 17%
- 40.5%

Senior Staff
- MALE AND FEMALE: 50% → 50%; 50% → 25%
- 50.8%
- WHITE AND POC: 86% → 50%; 14% → 25%
- 40.5%

Board Members
- MALE AND FEMALE: 54% → 53%; 46% → 29%
- 50.8%
- WHITE AND POC: NO DATA → 71%; → 12%
- 40.5%

Alaska Wilderness League

NO DATA PROVIDED

Green 2.0

Center for Biological Diversity

Full time Staff

58% → 51%
38% → 45%
50.8%
2017 MALE AND FEMALE 2018

78% → 79%
17% → 16%
40.5%
2017 WHITE AND POC 2018

Senior Staff

61% → 45%
39% → 55%
50.8%
2017 MALE AND FEMALE 2018

78% → 78%
22% → 22%
40.5%
2017 WHITE AND POC 2018

Board Members

71% → 67%
29% → 33%
50.8%
2017 MALE AND FEMALE 2018

100% → 89%
0% → 11%
40.5%
2017 WHITE AND POC 2018

Center for Intl Environmental Law

Full time Staff

58% → 60%
38% → 40%
50.8%
2017 MALE AND FEMALE 2018

78% → 73%
17% → 27%
40.5%
2017 WHITE AND POC 2018

Senior Staff

61% → 67%
39% → 33%
50.8%
2017 MALE AND FEMALE 2018

78% → 50%
22% → 50%
40.5%
2017 WHITE AND POC 2018

Board Members

71% → 62%
29% → 38%
50.8%
2017 MALE AND FEMALE 2018

100% → 72%
0% → 28%
40.5%
2017 WHITE AND POC 2018

Green 2.0