

ALASKA WILDERNESS LEAGUE	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	N/A	14.3%	NO DATA	NO DATA	63.3%	NO DATA	NO DATA
SENIOR STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
FULLTIME STAFF	N/A	NO DATA	NO DATA	NO DATA	73.3%	NO DATA	NO DATA
	PROGRESS	FEMALE			MALE		
		2019	2018	2017	2019	2018	2017
BOARD	N/A	50.0%	NO DATA	NO DATA	50.0%	NO DATA	NO DATA
SENIOR STAFF	N/A	42.9%	NO DATA	NO DATA	57.1%	NO DATA	NO DATA
FULLTIME STAFF	N/A	60.0%	NO DATA	NO DATA	40.0%	NO DATA	NO DATA

AMERICAN RIVERS	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	+ 9.1%	15.4%	10.0%	6.3%	84.6%	56.7%	87.5%
SENIOR STAFF	- 10.4%	6.3%	16.7%	16.7%	75.0%	83.3%	66.7%
FULLTIME STAFF	0.0%	6.7%	3.8%	6.7%	81.3%	69.6%	91.7%
	PROGRESS	FEMALE			MALE		
		2019	2018	2017	2019	2018	2017
BOARD	+ 17.3%	42.3%	23.3%	25.0%	57.7%	43.4%	75.0%
SENIOR STAFF	- 12.5%	37.5%	50.0%	50.0%	43.8%	50.0%	50.0%
FULLTIME STAFF	- 5.0%	53.5%	46.8%	58.3%	37.3%	27.8%	41.7%

BLUEGREEN ALLIANCE	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	N/A	12.5%	12.5%	NO DATA	87.5%	87.5%	NO DATA
SENIOR STAFF	+ 2.4%	16.7%	16.7%	14.3%	83.3%	83.3%	85.7%
FULLTIME STAFF	- 0.5%	16.1%	16.1%	16.7%	87.1%	87.1%	83.3%
	PROGRESS	FEMALE			MALE		
		2019	2018	2017	2019	2018	2017
BOARD	+ 9.0%	31.3%	31.3%	22.2%	68.8%	68.8%	77.8%
SENIOR STAFF	+ 9.5%	66.7%	66.7%	57.1%	33.3%	33.3%	42.9%
FULLTIME STAFF	- 1.3%	71.0%	71.0%	72.2%	22.6%	22.6%	27.8%

CENTER FOR INTERNATIONAL ENVIRONMENTAL LAW	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	+ 19.4%	44.4%	25.0%	25.0%	55.6%	62.5%	62.5%
SENIOR STAFF	- 16.7%	33.3%	50.0%	50.0%	66.7%	50.0%	50.0%
FULLTIME STAFF	- 6.7%	20.0%	26.7%	26.7%	80.0%	73.3%	73.3%
	PROGRESS	FEMALE			MALE		
		2019	2018	2017	2019	2018	2017
BOARD	+ 6.9%	44.4%	37.5%	37.5%	55.6%	62.5%	65.2%
SENIOR STAFF	+ 16.7%	50.0%	33.3%	33.3%	50.0%	66.7%	66.7%
FULLTIME STAFF	- 6.7%	53.3%	60.0%	60.0%	46.7%	40.0%	40.0%

NGO DIVERSITY DATA

CENTER FOR BIOLOGICAL DIVERSITY	PEOPLE OF COLOR				WHITE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 20%	20.0%	11.1%	0.0%	80%	88.9%	100%
SENIOR STAFF	+ 7.6%	27.6%	21.7%	20.0%	72.4%	73.9%	70.0%
FULLTIME STAFF	+ 0.5%	16.1%	15.8%	15.7%	80.5%	77.4%	70.4%
	FEMALE				MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 11.4%	40.0%	33.3%	28.6%	60.0%	66.7%	71.4%
SENIOR STAFF	- 3.3%	51.7%	52.2%	55.0%	48.3%	43.5%	35.0%
FULLTIME STAFF	+ 8.2%	60.4%	49.6%	52.2%	39.6%	44.4%	34.8%

Green 2.0

NGO DIVERSITY DATA

CLEAN WATER ACTION	PEOPLE OF COLOR				WHITE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 16.7%	33.3%	31.3%	16.7%	66.7%	68.8%	83.3%
SENIOR STAFF	0.0%	0.0%	0.0%	0.0%	100%	100%	100%
FULLTIME STAFF	- 0.6%	14.7%	9.7%	15.3%	67.6%	41.6%	56.3%
	FEMALE				MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 10.0%	60.0%	62.5%	50.0%	40.0%	37.5%	50.0%
SENIOR STAFF	0.0%	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%
FULLTIME STAFF	+ 5.1%	42.6%	26.5%	37.5%	33.8%	22.1%	34.0%

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NGO DIVERSITY DATA

CLIMATEWORKS FOUNDATION	PEOPLE OF COLOR				WHITE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	- 2.8%	17.2%	14.3%	20.0%	75.9%	81.0%	73.3%
FULLTIME STAFF	+ 8.6%	37.1%	27.1%	28.6%	62.9%	72.9%	69.0%
	FEMALE				MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	- 1.6%	51.7%	57.1%	53.3%	48.3%	42.9%	46.7%
FULLTIME STAFF	+ 10.0%	67.1%	61.0%	57.1%	32.9%	39.0%	42.9%

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NGO DIVERSITY DATA

CONSERVATION INTERNATIONAL	PEOPLE OF COLOR				WHITE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	N/A	22.9%	30.0%	NO DATA	74.3%	70.0%	NO DATA
FULLTIME STAFF	N/A	33.7%	34.1%	NO DATA	63.9%	63.5%	NO DATA
	FEMALE				MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	23.1%	NO DATA	NO DATA	76.9%	NO DATA	NO DATA
SENIOR STAFF	N/A	54.3%	56.7%	NO DATA	45.7%	43.3%	NO DATA
FULLTIME STAFF	N/A	63.3%	63.0%	NO DATA	36.7%	37.0%	NO DATA

DEFENDERS OF WILDLIFE	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	N/A	7.1%	11.8%	NO DATA	92.9%	70.6%	NO DATA
SENIOR STAFF	+ 7.1%	21.4%	25.0%	14.3%	78.6%	50.0%	85.7%
FULLTIME STAFF	+ 8.1%	23.5%	9.1%	15.4%	76.5%	56.2%	79.2%
	PROGRESS	FEMALE			MALE		
		2019	2018	2017	2019	2018	2017
BOARD	+ 3.3%	57.1%	52.9%	53.8%	42.9%	29.4%	46.2%
SENIOR STAFF	0.0%	50.0%	25.0%	50.0%	50.0%	50.0%	50.0%
FULLTIME STAFF	+ 0.5%	65.9%	46.3%	65.4%	34.1%	21.5%	34.6%

NGO DIVERSITY DATA

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EARTHJUSTICE	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	+ 1.8%	23.5%	19.4%	21.7%	76.5%	80.6%	78.3%
SENIOR STAFF	0.0%	37.5%	33.3%	37.5%	62.5%	66.7%	62.5%
FULLTIME STAFF	+ 8.0%	36.5%	34.2%	28.6%	63.5%	65.8%	71.4%
	PROGRESS	FEMALE			MALE		
		2019	2018	2017	2019	2018	2017
BOARD	+ 5.0%	44.1%	45.2%	39.1%	55.9%	54.8%	60.9%
SENIOR STAFF	0.0%	50.0%	44.4%	50.0%	50.0%	55.6%	50.0%
FULLTIME STAFF	+ 2.3%	65.4%	65.1%	63.1%	34.6%	34.9%	36.9%

NGO DIVERSITY DATA

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ENERGY FOUNDATION	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	-20.8%	12.5%	33.3%	33.3%	87.5%	66.7%	66.7%
SENIOR STAFF	N/A	4.8%	NO DATA	NO DATA	85.7%	NO DATA	NO DATA
FULLTIME STAFF	4.8%	32.2%	27.5%	27.5%	66.1%	70.6%	70.6%
	PROGRESS	FEMALE			MALE		
		2019	2018	2017	2019	2018	2017
BOARD	33.3%	50.0%	16.7%	16.7%	50.0%	83.3%	83.3%
SENIOR STAFF	N/A	66.7%	NO DATA	NO DATA	33.3%	NO DATA	NO DATA
FULLTIME STAFF	+ 11.2%	75.9%	64.7%	64.7%	24.1%	31.4%	31.4%

NGO DIVERSITY DATA

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ENVIRONMENTAL DEFENSE FUND	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	- 4.7%	12.8%	12.2%	17.5%	87.2%	87.8%	82.5%
SENIOR STAFF	+ 1.0%	15.0%	20.0%	14.0%	85.0%	77.1%	83.7%
FULLTIME STAFF	+ 2.4%	30.1%	28.1%	27.7%	67.4%	68.2%	66.4%
	PROGRESS	FEMALE			MALE		
		2019	2018	2017	2019	2018	2017
BOARD	- 1.5%	38.5%	41.5%	40.0%	62.5%	58.5%	60.0%
SENIOR STAFF	- 6.5%	40.0%	40.0%	46.5%	60.0%	60.0%	53.5%
FULLTIME STAFF	- 0.5%	64.8%	62.3%	65.3%	35.2%	37.4%	34.7%

NATIONAL AUDUBON SOCIETY	PEOPLE OF COLOR				WHITE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 9.2%	26.5%	16.7%	17.2%	73.5%	83.3%	75.9%
SENIOR STAFF	+ 7.1%	14.3%	7.7%	7.1%	85.7%	92.3%	92.9%
FULLTIME STAFF	+ 5.1%	23.1%	18.6%	18.0%	76.1%	81.4%	82.0%
	FEMALE				MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 10.1%	41.2%	33.3%	31.0%	58.8%	66.7%	69.0%
SENIOR STAFF	+ 11.9%	47.6%	30.8%	35.7%	52.4%	69.2%	64.3%
FULLTIME STAFF	+ 2.5%	61.3%	60.0%	58.8%	38.6%	39.8%	41.2%

NGO DIVERSITY DATA

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NATIONAL FISH AND WILDLIFE FOUNDATION	PEOPLE OF COLOR				WHITE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	0.0%	11.1%	11.1%	11.1%	88.9%	88.9%	88.9%
FULLTIME STAFF	0.0%	20.5%	20.5%	20.5%	79.5%	79.5%	79.5%
	FEMALE				MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	0.0%	22.2%	22.2%	22.2%	77.8%	77.8%	77.8%
FULLTIME STAFF	0.0%	58.0%	58.0%	58.0%	42.0%	42.0%	42.0%

NGO DIVERSITY DATA

Green 2.0

NATIONAL PARKS CONSERVATION ASSOCIATION	PEOPLE OF COLOR				WHITE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	4.0%	24.0%	20.0%	20.0%	76.0%	80.0%	80.0%
SENIOR STAFF	N/A	16.7%	NO DATA	NO DATA	83.3%	NO DATA	NO DATA
FULLTIME STAFF	0.0%	22.3%	25.0%	22.3%	69.6%	75.0%	77.7%
	FEMALE				MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 16%	56.0%	40.0%	40.0%	44.0%	60.0%	60.0%
SENIOR STAFF	N/A	41.7%	45.2%	NO DATA	55.6%	54.8%	NO DATA
FULLTIME STAFF	N/A	58.1%	62.5%	NO DATA	33.8%	37.5%	NO DATA

NGO DIVERSITY DATA

Green 2.0

NATIONAL WILDLIFE FEDERATION	PEOPLE OF COLOR				WHITE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	18.2%	21.2%	NO DATA	81.8%	78.8%	NO DATA
SENIOR STAFF	N/A	15.1%	10.5%	NO DATA	84.9%	89.5%	NO DATA
FULLTIME STAFF	N/A	19.1%	17.7%	NO DATA	80.6%	82.0%	NO DATA
	FEMALE				MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	- 0.7%	36.4%	45.5%	37.0%	63.6%	54.5%	63.0%
SENIOR STAFF	- 1.0%	58.5%	63.2%	59.5%	41.5%	36.8%	40.5%
FULLTIME STAFF	+ 0.1%	67.5%	68.8%	67.4%	32.5%	31.2%	32.6%

NATURAL RESOURCES DEFENSE COUNCIL	PEOPLE OF COLOR			WHITE			
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	10.3%	10.3%	NO DATA	89.7%	89.7%
SENIOR STAFF	+ 10.1%	24.4%	14.3%	14.3%	75.6%	85.7%	85.7%
FULLTIME STAFF	+ 1.7%	39.6%	37.9%	37.9%	60.4%	62.1%	62.1%
	FEMALE			MALE			
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	41.0%	41.0%	NO DATA	59.0%	59.0%
SENIOR STAFF	- 7.1%	41.5%	48.6%	48.6%	58.5%	51.4%	51.4%
FULLTIME STAFF	+ 2.0%	63.1%	61.0%	61.0%	36.8%	38.8%	38.8%

NGO DIVERSITY DATA // Green 2.0

OCEAN CONSERVANCY	PEOPLE OF COLOR			WHITE			
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	0.0%	6.3%	NO DATA	27.8%	93.8%	NO DATA
SENIOR STAFF	N/A	0.0%	9.1%	NO DATA	100%	90.9%	NO DATA
FULLTIME STAFF	N/A	20.2%	19.4%	NO DATA	67.0%	52.7%	NO DATA
	FEMALE			MALE			
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	5.6%	25.0%	NO DATA	22.2%	75.0%	NO DATA
SENIOR STAFF	N/A	42.9%	54.5%	NO DATA	57.1%	45.5%	NO DATA
FULLTIME STAFF	N/A	59.6%	50.5%	NO DATA	26.6%	21.5%	NO DATA

NGO DIVERSITY DATA // Green 2.0

OCEANA	PEOPLE OF COLOR			WHITE			
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
FULLTIME STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
	FEMALE			MALE			
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
FULLTIME STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA

NGO DIVERSITY DATA // Green 2.0

PARTNERSHIP PROJECT	PEOPLE OF COLOR			WHITE			
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	0.0%	0.0%	NO DATA	100%	100%	NO DATA
SENIOR STAFF	N/A	0.0%	0.0%	NO DATA	100%	100%	NO DATA
FULLTIME STAFF	N/A	28.9%	31.6%	NO DATA	71.1%	68.4%	NO DATA
	FEMALE			MALE			
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	36.4%	33.3%	NO DATA	63.6%	66.7%	NO DATA
SENIOR STAFF	N/A	58.3%	58.3%	NO DATA	41.7%	41.7%	NO DATA
FULLTIME STAFF	N/A	60.5%	57.9%	NO DATA	39.5%	42.1%	NO DATA

POPULATION ACTION INTERNATIONAL	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	N/A	38.5%	45.5%	36.4%	61.5%	54.5%	65.6%
SENIOR STAFF	+ 20.0%	40.0%	40.0%	20.0%	60.0%	60.0%	80.0%
FULLTIME STAFF	N/A	43.3%	22.9%	NO DATA	45.5%	65.7%	NO DATA
		FEMALE			MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 2.8%	84.6%	81.8%	81.8%	15.4%	18.2%	18.2%
SENIOR STAFF	0.0%	80.0%	80.0%	80.0%	20.0%	20.0%	20.0%
FULLTIME STAFF	N/A	79.5%	77.1%	NO DATA	20.5%	14.3%	NO DATA

NGO DIVERSITY DATA

Green 2.0

RAINFOREST ACTION NETWORK	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	+ 25.0%	25.0%	9.1%	0.0%	66.7%	72.7%	90.9%
SENIOR STAFF	- 7.5%	30.0%	25.0%	37.5%	70.0%	75.0%	62.5%
FULLTIME STAFF	+ 7.2%	41.2%	33.3%	34.0%	58.8%	66.7%	66.0%
		FEMALE			MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 4.5%	50.0%	45.5%	45.5%	50.0%	54.5%	54.5%
SENIOR STAFF	0.0%	57.1%	71.4%	57.1%	42.9%	42.9%	57.1%
FULLTIME STAFF	+ 8.0%	62.7%	62.7%	54.7%	37.3%	37.3%	43.4%

NGO DIVERSITY DATA

Green 2.0

RESOURCE MEDIA	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	0.0%	27.3%	27.3%	27.3%	72.7%	72.7%	72.7%
SENIOR STAFF	0.0%	16.7%	16.7%	16.7%	83.3%	83.3%	83.3%
FULLTIME STAFF	0.0%	10.5%	10.5%	10.5%	89.5%	89.5%	89.5%
		FEMALE			MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	0.0%	36.4%	36.4%	36.4%	63.6%	63.6%	63.6%
SENIOR STAFF	0.0%	66.7%	66.7%	66.7%	33.3%	33.3%	33.3%
FULLTIME STAFF	0.0%	31.6%	31.6%	31.6%	68.4%	68.4%	68.4%

NGO DIVERSITY DATA

Green 2.0

RESOURCES LEGACY FUND	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	- 23.5%	18.2%	27.3%	41.7%	54.5%	63.6%	58.3%
SENIOR STAFF	+ 25.0%	25.0%	11.1%	0.0%	66.7%	77.8%	100%
FULLTIME STAFF	- 16.8%	20.3%	27.8%	37.0%	64.6%	61.1%	59.3%
		FEMALE			MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 3.0%	36.4%	45.5%	33.3%	36.4%	45.5%	66.7%
SENIOR STAFF	0.0%	66.7%	66.7%	66.7%	25.0%	11.1%	33.3%
FULLTIME STAFF	- 22.0%	59.5%	69.4%	81.5%	25.3%	16.7%	18.5%

RIVER NETWORK	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	+ 5.9%	23.5%	23.5%	17.6%	76.5%	76.5%	82.4%
SENIOR STAFF	- 40.0%	0.0%	0.0%	40.0%	100%	100%	60.0%
FULLTIME STAFF	- 25.6%	7.7%	7.7%	33.3%	92.3%	92.3%	77.8%
	PROGRESS	FEMALE			MALE		
		2019	2018	2017	2019	2018	2017
BOARD	0.0%	52.9%	52.9%	52.9%	47.1%	47.1%	47.1%
SENIOR STAFF	- 14.3%	85.7%	85.7%	100%	14.3%	14.3%	0.0%
FULLTIME STAFF	- 19.7%	69.2%	69.2%	88.9%	30.8%	30.8%	11.1%

NGO DIVERSITY DATA

Green 2.0

ROOT CAPITAL	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
FULLTIME STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
	PROGRESS	FEMALE			MALE		
		2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
FULLTIME STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA

NGO DIVERSITY DATA

Green 2.0

SIERRA CLUB	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	- 13.3%	20.0%	13.3%	33.3%	66.7%	66.7%	66.7%
SENIOR STAFF	+ 1.2%	17.9%	16.7%	16.7%	80.4%	81.7%	83.3%
FULLTIME STAFF	+ 2.6%	22.0%	22.5%	19.4%	64.9%	69.7%	73.9%
	PROGRESS	FEMALE			MALE		
		2019	2018	2017	2019	2018	2017
BOARD	- 13.3%	33.3%	40.0%	46.7%	66.7%	46.7%	53.3%
SENIOR STAFF	+ 1.8%	51.8%	51.7%	50.0%	48.2%	48.3%	50.0%
FULLTIME STAFF	+ 4.2%	62.3%	61.5%	58.1%	37.7%	38.5%	41.9%

NGO DIVERSITY DATA

Green 2.0

THE CONSERVATION FUND	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	14.3%	17.6%	NO DATA	85.7%	82.4%
SENIOR STAFF	N/A	NO DATA	0.0%	0.0%	NO DATA	100%	100%
FULLTIME STAFF	N/A	NO DATA	7.3%	18.5%	NO DATA	61.2%	81.5%
	PROGRESS	FEMALE			MALE		
		2019	2018	2017	2019	2018	2017
BOARD	- 1.0%	16.7%	19.0%	17.6%	83.3%	81.0%	82.4%
SENIOR STAFF	+ 3.8%	35.0%	31.3%	31.3%	65.0%	68.8%	68.8%
FULLTIME STAFF	+ 3.3%	58.7%	39.3%	55.4%	39.4%	30.3%	44.6%

THE NATURE CONSERVANCY	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	+ 4.5%	27.3%	22.7%	22.7%	72.7%	77.3%	77.3%
SENIOR STAFF	+ 2.0%	13.7%	11.7%	11.7%	82.1%	85.5%	85.5%
FULLTIME STAFF	+ 3.1%	23.4%	20.3%	20.3%	67.6%	73.4%	73.4%
	PROGRESS	FEMALE			MALE		
		2019	2018	2017	2019	2018	2017
BOARD	+ 9.1%	40.9%	31.8%	31.8%	59.1%	68.2%	68.2%
SENIOR STAFF	+ 2.6%	51.7%	49.1%	49.1%	48.3%	50.9%	50.9%
FULLTIME STAFF	+ 3.1%	60.2%	57.1%	57.1%	39.8%	42.9%	42.9%

NGO DIVERSITY DATA // Green 2.0

THE PEW CHARITABLE TRUSTS	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
FULLTIME STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
	PROGRESS	FEMALE			MALE		
		2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
FULLTIME STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA

NGO DIVERSITY DATA // Green 2.0

THE TRUST FOR PUBLIC LAND	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	- 5.8%	4.8%	10.0%	10.5%	95.2%	90.0%	89.5%
SENIOR STAFF	+ 9.3%	20.5%	15.2%	11.1%	84.1%	91.3%	88.9%
FULLTIME STAFF	+ 8.3%	24.5%	21.2%	16.2%	75.5%	78.8%	83.8%
	PROGRESS	FEMALE			MALE		
		2019	2018	2017	2019	2018	2017
BOARD	- 3.5%	33.3%	41.3%	36.8%	66.7%	65.2%	63.2%
SENIOR STAFF	- 4.5%	45.5%	41.3%	50.0%	61.4%	65.2%	50.0%
FULLTIME STAFF	+ 0.4%	63.1%	61.8%	62.7%	36.9%	38.2%	37.3%

NGO DIVERSITY DATA // Green 2.0

THE WILDERNESS SOCIETY	PROGRESS	PEOPLE OF COLOR			WHITE		
		2019	2018	2017	2019	2018	2017
BOARD	N/A	14.3%	NO DATA	NO DATA	75.0%	NO DATA	NO DATA
SENIOR STAFF	+ 3.1%	7.4%	4.0%	4.3%	92.6%	96.0%	95.7%
FULLTIME STAFF	+ 5.2%	14.3%	12.6%	9.1%	85.7%	87.4%	90.9%
	PROGRESS	FEMALE			MALE		
		2019	2018	2017	2019	2018	2017
BOARD	N/A	35.7%	NO DATA	NO DATA	53.6%	NO DATA	NO DATA
SENIOR STAFF	+ 4.7%	48.1%	44.0%	43.5%	51.9%	56.0%	56.5%
FULLTIME STAFF	- 3.8%	50.7%	53.8%	54.5%	49.3%	46.2%	45.5%

THE WORLD RESOURCES INSTITUTE	PEOPLE OF COLOR				WHITE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 3.7%	29.6%	29.2%	25.9%	55.6%	58.3%	63.0%
SENIOR STAFF	- 0.3%	32.4%	30.0%	32.8%	67.6%	68.3%	67.2%
FULLTIME STAFF	- 2.5%	29.5%	32.0%	32.0%	66.9%	68.0%	68.0%
	FEMALE				MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	0.0%	37.0%	33.3%	37.0%	63.0%	66.7%	63.0%
SENIOR STAFF	+ 4.3%	40.5%	40.0%	36.2%	59.5%	60.0%	63.8%
FULLTIME STAFF	- 0.8%	61.5%	62.9%	62.3%	38.5%	37.1%	37.7%

UNION OF CONCERNED SCIENTISTS	PEOPLE OF COLOR				WHITE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 5.6%	16.7%	16.7%	11.1%	83.3%	83.3%	88.9%
SENIOR STAFF	0.0%	0.0%	0.0%	0.0%	100%	100%	100%
FULLTIME STAFF	+ 5.3%	28.7%	28.7%	23.4%	71.3%	71.3%	76.6%
	FEMALE				MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 5.6%	38.9%	38.9%	33.3%	62.1%	61.1%	66.7%
SENIOR STAFF	+ 5.0%	80.0%	75.0%	75.0%	20.0%	25.0%	25.0%
FULLTIME STAFF	- 1.7%	64.8%	66.3%	66.5%	35.3%	33.7%	33.5%

US CLIMATE ACTION NETWORK	PEOPLE OF COLOR				WHITE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	- 1.3%	25.0%	36.8%	26.3%	75.0%	63.2%	73.7%
SENIOR STAFF	N/A	100%	66.7%	NO DATA	0.0%	NO DATA	NO DATA
FULLTIME STAFF	- 16.7%	50.0%	14.3%	66.7%	50.0%	42.9%	33.3%
	FEMALE				MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	- 5.7%	41.7%	52.6%	47.4%	58.3%	5.3%	52.6%
SENIOR STAFF	0.0%	100%	100%	100%	0.0%	0.0%	NO DATA
FULLTIME STAFF	- 16.7%	50.0%	28.6%	66.7%	50%	14.3%	33.3%

WORLD WILDLIFE FUND	PEOPLE OF COLOR				WHITE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 2.4%	17.4%	15.0%	15.0%	82.6%	85.0%	85.0%
SENIOR STAFF	+ 4.3%	17.6%	13.3%	13.3%	79.4%	80.0%	80.0%
FULLTIME STAFF	- 0.9%	24.3%	25.2%	25.2%	67.1%	67.6%	67.6%
	FEMALE				MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 13.5%	43.5%	30.0%	30.0%	56.5%	70.0%	70.0%
SENIOR STAFF	+ 3.7%	47.1%	43.3%	43.3%	52.9%	56.7%	56.7%
FULLTIME STAFF	+ 1.0%	69.8%	68.8%	68.8%	30.2%	31.2%	31.2%

THE DATA IN THIS TRANSPARENCY CARD WAS SELF REPORTED BY EACH ORGANIZATION TO GUIDESTAR BY CANDID AS OF APRIL 2017, 2018 AND/OR 2019. 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.