

MacArthur Foundation

2023 STAFF DIVERSITY DATA

SEX AND GENDER FOR ALL STAFF

Female/Woman (includes cisgender women, transgender women, and female-identified individuals)	68%
Male/Man (includes cisgender men, transgender men, and male-identified individuals)	31%
Gender nonbinary or gender nonconforming	1%
Prefer not to provide this information	1%

SEX AND GENDER FOR U.S. STAFF

Female/Woman (includes cisgender women, transgender women, and female-identified individuals)	69%
Male/Man (includes cisgender men, transgender men, and male-identified individuals)	30%
Gender nonbinary or gender nonconforming	1%
Prefer not to provide this information	1%

JOB CLASSIFICATION BY SEX AND GENDER FOR U.S. STAFF	Female/Woman (includes cisgender women, transgender women, and female-identified individuals)	Male/Man (includes cisgender men, transgender men, and male-identified individuals)	Gender nonbinary or gender nonconforming	Prefer not to provide this information
Executive/Senior Level Officials and Managers	58%	42%	0%	0%
First/Mid-Level Officials and Managers	64%	36%	0%	0%
Professionals	65%	32%	2%	2%
Administrative Support Workers	85%	15%	0%	0%

NOTES:

Male/Men includes cisgender men, transgender men, and male-identified individuals.

Female/Women includes cisgender women, transgender women, and female-identified individuals.

American Indian or Alaska Native includes Navajo Nation, Blackfeet Tribe, Mayan, Aztec, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, etc.

African American or Black includes Jamaican, Haitian, Nigerian, Ethiopian, Somali, etc.

Asian includes East Asian, South Asian, and Southeast Asian.

Hispanic or Latino/a/x includes Mexican or Mexican American, Puerto Rican, Salvadorian, Dominican, Cuban, Colombian, another country of Latin American or Spanish origin, etc.

Middle Eastern or North African includes Lebanese, Iranian, Egyptian, Syrian, Moroccan, Algerian, etc.

Native Hawaiian or Pacific Islander includes Native Hawaiian, Samoan, Chamorro, Tongan, Fijian, Marshallese, etc.

White includes German, Irish, English, Italian, Polish, French, etc.

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2023 STAFF DIVERSITY DATA

RACE AND ETHNICITY FOR ALL STAFF

African American or Black (e.g., Ethiopian, Haitian, Jamaican, Nigerian, Somali, etc.) (United States of America)	27%
American Indian or Alaska Native (e.g., Aztec, Blackfeet Tribe, Mayan, Native Village of Barrow Inupiat Traditional Government, Navajo Nation, Nome Eskimo Community, etc.) (United States of America)	0%
Asian (including East Asian, South Asian, and Southeast Asian) (United States of America)	12%
Hispanic or Latino/a/x (e.g., Colombian, Cuban, Dominican, Mexican, Puerto Rican, Salvadorian, or another country of Latin American or Spanish origin, etc.) (United States of America)	12%
Middle Eastern or North African (e.g., Algerian, Egyptian, Iranian, Lebanese, Moroccan, Syrian, etc.) (United States of America)	0%
Native Hawaiian or Pacific Islander (Chamorro, Fijian, Marshallese, Native Hawaiian, Samoan, Tongan, etc.) (United States of America)	0%
White (e.g., English, French, German, Irish, Italian, Polish, etc.) (United States of America)	44%
Multiple races/ethnicities (United States of America)	2%
Another race, ethnicity, or origin not on this list (United States of America)	0%
Prefer not to provide this information (United States of America)	2%

RACE AND ETHNICITY FOR U.S. STAFF

African American or Black	24%
American Indian or Alaska Native	0%
Asian (United States of America)	10%
Hispanic or Latino/a/x (United States of America)	13%
Middle Eastern or North African (United States of America)	1%
Native Hawaiian or Pacific Islander (United States of America)	0%
White (United States of America)	47%
Multiple races/ethnicities (United States of America)	3%
Another race, ethnicity, or origin not on this list (United States of America)	0%
Prefer not to provide this information (United States of America)	2%

JOB CLASSIFICATION	Executive/Senior Level Officials and Managers	First/Mid-Level Officials and Managers	Professionals	Administrative Support Workers
African American or Black	25%	16%	26%	37%
American Indian or Alaska Native	0%	0%	0%	0%
Asian (United States of America)	0%	12%	15%	2%
Hispanic or Latino/a/x (United States of America)	8%	6%	20%	17%
Middle Eastern or North African (United States of America)	0%	0%	2%	0%
Native Hawaiian or Pacific Islander (United States of America)	0%	0%	0%	0%
White (United States of America)	67%	64%	33%	34%
Multiple races/ethnicities (United States of America)	0%	3%	3%	2%
Another race, ethnicity, or origin not on this list (United States of America)	0%	0%	0%	0%
Prefer not to provide this information (United States of America)	0%	0%	2%	7%

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2023 STAFF DIVERSITY DATA

DISABILITY STATUS FOR ALL STAFF	Yes	No/Prefer not to provide/Did not respond
Disability Identification	2%	98%

As with our 2020 and 2021 demographic data, less than two percent of staff disclosed a disability. Due to low participation in this part of our staff survey, we are not disclosing disability data

by job classification to protect staff anonymity. As we continue to collect staff demographic data in the future, we hope to share this important data more fully.

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2023 STAFF DIVERSITY DATA

LGBTQ+ COMMUNITY IDENTIFICATION (% OF TOTAL STAFF) - ALL OFFICES

	Yes	No	Prefer not to provide	Did not answer
LGBTQ+ Community Identification	5%	35%	1%	58%

LGBTQ+ COMMUNITY IDENTIFICATION (% OF TOTAL STAFF) FOR U.S. STAFF ONLY

	Yes	No	Prefer not to provide	Did not answer
LGBTQ+ Community Identification	6%	37%	1%	56%

JOB CLASSIFICATION

	Yes	No	Prefer not to provide	Did not answer
Executive/Senior Level Officials and Managers	8%	33%	0%	58%
First/Mid-Level Officials and Managers	1%	30%	1%	67%
Professionals	6%	47%	2%	45%
Administrative Support Workers	12%	32%	0%	56%

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2023 BOARD DEMOGRAPHICS

SEX AND GENDER

Female/Woman (includes cisgender women, transgender women, and female- identified individuals)	58%
Male/Man (includes cisgender men, transgender men, and male- identified individuals)	42%
Gender nonbinary or gender nonconforming	0%
Prefer not to provide this information	0%

RACE AND ETHNICITY FOR ALL STAFF

African American or Black (e.g., Ethiopian, Haitian, Jamaican, Nigerian, Somali, etc.) (United States of America)	33%
American Indian or Alaska Native (e.g., Aztec, Blackfeet Tribe, Mayan, Native Village of Barrow Inupiat Traditional Government, Navajo Nation, Nome Eskimo Community, etc.) (United States of America)	0%
Asian (including East Asian, South Asian, and Southeast Asian) (United States of America)	17%
Hispanic or Latino/a/x (e.g., Colombian, Cuban, Dominican, Mexican, Puerto Rican, Salvadorian, or another country of Latin American or Spanish origin, etc.) (United States of America)	17%
Middle Eastern or North African (e.g., Algerian, Egyptian, Iranian, Lebanese, Moroccan, Syrian, etc.) (United States of America)	0%
Native Hawaiian or Pacific Islander (Chamorro, Fijian, Marshallese, Native Hawaiian, Samoan, Tongan, etc.) (United States of America)	0%
White (e.g., English, French, German, Irish, Italian, Polish, etc.) (United States of America)	33%
Multiple races/ethnicities (United States of America)	0%
Another race, ethnicity, or origin not on this list (United States of America)	0%
Prefer not to provide this information (United States of America)	0%

LGBTQ + COMMUNITY IDENTIFICATION

Yes, I identify with the LGBTQ+ (lesbian, gay, bisexual, transgender, and/or queer or questioning) Community	0%
No, I do not identify with the LGBTQ+ (lesbian, gay, bisexual, transgender, and/or queer or questioning) Community	83%
Prefer not to provide this information	0%
Did not respond	17%

DISABILITY

Yes	-
No/Prefer not to provide this information	100%