

MacArthur Foundation

2024 STAFF DIVERSITY DATA

SEX AND GENDER FOR ALL STAFF

Female/Woman (includes cisgender women, transgender women, and female-identified individuals)	69%
Male/Man (includes cisgender men, transgender men, and male-identified individuals)	31%
Gender nonbinary or gender nonconforming	0%
Prefer not to provide this information	0%

SEX AND GENDER FOR U.S. STAFF

Female/Woman (includes cisgender women, transgender women, and female-identified individuals)	70%
Male/Man (includes cisgender men, transgender men, and male-identified individuals)	30%
Gender nonbinary or gender nonconforming	0%
Prefer not to provide this information	0%

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	67%	33%	0%	0%
Professionals	65%	35%	0%	0%
Administrative Support Workers	86%	14%	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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2024 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)	13%
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)	11%
Middle Eastern or North African (e.g., Algerian, Egyptian, Iranian, Lebanese, Moroccan, Syrian, etc.) (United States of America)	1%
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)	43%
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)	1%

RACE AND ETHNICITY FOR U.S. STAFF

African American or Black	24%
American Indian or Alaska Native	0%
Asian (United States of America)	12%
Hispanic or Latino/a/x (United States of America)	12%
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)	46%
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)	1%

JOB CLASSIFICATION	Executive/Senior Level Officials and Managers	First/Mid-Level Officials and Managers	Professionals	Administrative Support Workers
African American or Black	25%	15%	24%	39%
American Indian or Alaska Native	0%	0%	0%	0%
Asian (United States of America)	0%	14%	17%	4%
Hispanic or Latino/a/x (United States of America)	8%	7%	13%	18%
Middle Eastern or North African (United States of America)	0%	0%	4%	0%
Native Hawaiian or Pacific Islander (United States of America)	0%	0%	0%	0%
White (United States of America)	67%	61%	39%	31%
Multiple races/ethnicities (United States of America)	0%	3%	4%	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%	0%	6%

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2024 STAFF DIVERSITY DATA

DISABILITY STATUS FOR ALL STAFF	Yes	No	Prefer not to provide
Disability Identification	5%	10%	84%

JOB CLASSIFICATION	Yes	No	Prefer not to provide
Executive/Senior Level Officials and Managers	0%	8%	92%
First/Mid-Level Officials and Managers	4%	9%	87%
Professionals	7%	14%	79%
Administrative Support Workers	7%	7%	86%

DISABILITY STATUS FOR U.S. STAFF	Yes	No	Prefer not to provide
Disability Identification	6%	11%	83%

JOB CLASSIFICATION	Yes	No	Prefer not to provide
Executive/Senior Level Officials and Managers	0%	8%	92%
First/Mid-Level Officials and Managers	4%	10%	86%
Professionals	7%	14%	79%
Administrative Support Workers	8%	8%	84%

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2024 STAFF DIVERSITY DATA

LGBTQ+ COMMUNITY IDENTIFICATION (% OF TOTAL STAFF) - ALL OFFICES	Yes	No	Prefer not to provide	Did not answer
LGBTQ+ Community Identification	9%	40%	1%	50%

LGBTQ+ COMMUNITY IDENTIFICATION (% OF TOTAL STAFF) FOR U.S. STAFF ONLY	Yes	No	Prefer not to provide	Did not answer
LGBTQ+ Community Identification	9%	42%	1%	48%

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	4%	36%	1%	58%
Professionals	11%	57%	1%	31%
Administrative Support Workers	14%	31%	0%	55%

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2024 BOARD DEMOGRAPHICS

SEX AND GENDER

Female/Woman (includes cisgender women, transgender women, and female- identified individuals)	54%
Male/Man (includes cisgender men, transgender men, and male- identified individuals)	38%
Gender nonbinary or gender nonconforming	0%
Prefer not to provide this information	8%

RACE AND ETHNICITY FOR ALL STAFF

African American or Black (e.g., Ethiopian, Haitian, Jamaican, Nigerian, Somali, etc.) (United States of America)	31%
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)	23%
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)	15%
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)	23%
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)	8%

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	85%
Prefer not to provide this information	8%
Did not respond	8%

DISABILITY

Yes	0%
No	77%
Prefer not to provide this information	23%