

# MacArthur Foundation

## 5-YEAR COMPARISON PERCENTAGES (2018-2022)

| SEX AND GENDER (U.S. ONLY) | Female | Male | Non-binary | Prefer not to provide |
|----------------------------|--------|------|------------|-----------------------|
| 2018                       | 71%    | 29%  | N/A        | N/A                   |
| 2019                       | 69%    | 31%  | N/A        | N/A                   |
| 2020                       | 68%    | 32%  | 0%         | 0%                    |
| 2021                       | 67%    | 32%  | 0%         | 1%                    |
| 2022                       | 69%    | 30%  | 1%         | 1%                    |

| JOB CLASSIFICATION BY SEX AND GENDER (U.S. ONLY) |   | Female | Male | Non-binary | Prefer not to provide |
|--|---|--------|------|------------|-----------------------|
| 2018   | Executive/Senior Level Officials and Managers | 67%    | 33%  | N/A        | N/A                   |
|  | First/Mid-Level Officials and Managers        | 51%    | 49%  | N/A        | N/A                   |
|  | Professionals                                 | 64%    | 36%  | N/A        | N/A                   |
|  | Administrative Support Workers                | 86%    | 14%  | N/A        | N/A                   |
| 2019   | Executive/Senior Level Officials and Managers | 73%    | 27%  | N/A        | N/A                   |
|  | First/Mid-Level Officials and Managers        | 47%    | 53%  | N/A        | N/A                   |
|  | Professionals                                 | 65%    | 35%  | N/A        | N/A                   |
|  | Administrative Support Workers                | 81%    | 19%  | N/A        | N/A                   |
| 2020   | Executive/Senior Level Officials and Managers | 67%    | 33%  | 0%         | 0%                    |
|  | First/Mid-Level Officials and Managers        | 56%    | 44%  | 0%         | 0%                    |
|  | Professionals                                 | 63%    | 37%  | 0%         | 0%                    |
|  | Administrative Support Workers                | 83%    | 17%  | 0%         | 0%                    |
| 2021   | Executive/Senior Level Officials and Managers | 67%    | 33%  | 0%         | 0%                    |
|  | First/Mid-Level Officials and Managers        | 57%    | 44%  | 0%         | 0%                    |
|  | Professionals                                 | 64%    | 33%  | 0%         | 2%                    |
|  | Administrative Support Workers                | 81%    | 19%  | 0%         | 0%                    |
| 2022   | Executive/Senior Level Officials and Managers | 64%    | 36%  | 0%         | 0%                    |
|  | First/Mid-Level Officials and Managers        | 60%    | 40%  | 0%         | 0%                    |
|  | Professionals                                 | 67%    | 30%  | 0%         | 2%                    |
|  | Administrative Support Workers                | 87%    | 13%  | 0%         | 0%                    |

| RACE AND ETHNICITY (U.S. ONLY)  | 2018 | 2019 | 2020 | 2021 | 2022 |
|---|------|------|------|------|------|
| African American or Black   | 19%  | 21%  | 24%  | 23%  | 23%  |
| American Indian or Alaskan Native*  | N/A  | N/A  | 0%   | 0%   | 0%   |
| Asian or Asian American   | 6%   | 6%   | 6%   | 8%   | 9%   |
| Hispanic or Latino  | 9%   | 10%  | 11%  | 11%  | 12%  |
| Middle Eastern or North African   | N/A  | N/A  | 0%   | 0%   | 0%   |
| Native Hawaiian or Pacific Islander, Alaskan Native, Native American, Indian* | 1%   | 1%   | 1%   | 1%   | 0%   |
| White   | 64%  | 60%  | 55%  | 53%  | 50%  |
| Multiple races/ethnicities  | 2%   | 3%   | 3%   | 3%   | 4%   |
| Another race or ethnicity   | N/A  | N/A  | 0%   | 0%   | 0%   |
| Prefer not to provide   | N/A  | N/A  | 1%   | 2%   | 2%   |

\*In 2018 and 2019, this category was called Native American, American Indian, Alaska Native and Hawaiian Native

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## 5-YEAR COMPARISON PERCENTAGES (2018-2022)

| JOB CLASSIFICATION BY RACE AND ETHNICITY (U.S. ONLY) |   | African American or Black | American Indian or Alaskan Native* | Asian or Asian American | Hispanic or Latino | Middle Eastern or North African (e.g., Algerian, Egyptian, Iranian, Lebanese, Moroccan, Syrian, etc.) (United States of America) | Native Hawaiian or Pacific Islander, Alaskan Native, Native American, Indian* | White | Multiple races/ethnicities | Another race, ethnicity, or origin not on this list (United States of America) | Prefer not to provide (United States of America) |
|--|---|---------------------------|------------------------------------|-------------------------|--------------------|--|---|-------|----------------------------|--|--|
| 2018   | Executive/Senior Level Officials and Managers | 8%                        | N/A                                | 8%                      | 0%                 | N/A  | 0%  | 83%   | 0%                         | N/A  | N/A  |
|  | First/Mid-Level Officials and Managers        | 11%                       | N/A                                | 14%                     | 0%                 | N/A  | 0%  | 71%   | 3%                         | N/A  | N/A  |
|  | Professionals                                 | 11%                       | N/A                                | 4%                      | 9%                 | N/A  | 2%  | 73%   | 0%                         | N/A  | N/A  |
|  | Administrative Support Workers                | 30%                       | N/A                                | 1%                      | 14%                | N/A  | 1%  | 51%   | 3%                         | N/A  | N/A  |
| 2019   | Executive/Senior Level Officials and Managers | 9%                        | N/A                                | 9%                      | 0%                 | N/A  | 0%  | 82%   | 0%                         | N/A  | N/A  |
|  | First/Mid-Level Officials and Managers        | 15%                       | N/A                                | 15%                     | 0%                 | N/A  | 0%  | 71%   | 0%                         | N/A  | N/A  |
|  | Professionals                                 | 17%                       | N/A                                | 6%                      | 11%                | N/A  | 2%  | 63%   | 2%                         | N/A  | N/A  |
|  | Administrative Support Workers                | 29%                       | N/A                                | 1%                      | 16%                | N/A  | 0%  | 49%   | 6%                         | N/A  | N/A  |
| 2020   | Executive/Senior Level Officials and Managers | 25%                       | 0%                                 | 8%                      | 0%                 | 0%   | 0%  | 67%   | 0%                         | 0%   | 0%   |
|  | First/Mid-Level Officials and Managers        | 12%                       | 0%                                 | 9%                      | 5%                 | 0%   | 0%  | 72%   | 2%                         | 0%   | 0%   |
|  | Professionals                                 | 25%                       | 0%                                 | 8%                      | 14%                | 0%   | 2%  | 47%   | 4%                         | 0%   | 0%   |
|  | Administrative Support Workers                | 35%                       | 0%                                 | 2%                      | 16%                | 0%   | 0%  | 41%   | 3%                         | 0%   | 3%   |
| 2021   | Executive/Senior Level Officials and Managers | 25%                       | 0%                                 | 8%                      | 0%                 | 0%   | 0%  | 67%   | 0%                         | 0%   | 0%   |
|  | First/Mid-Level Officials and Managers        | 14%                       | 0%                                 | 11%                     | 5%                 | 0%   | 0%  | 67%   | 3%                         | 0%   | 0%   |
|  | Professionals                                 | 18%                       | 0%                                 | 9%                      | 18%                | 0%   | 2%  | 49%   | 2%                         | 0%   | 2%   |
|  | Administrative Support Workers                | 35%                       | 0%                                 | 4%                      | 16%                | 0%   | 0%  | 39%   | 4%                         | 0%   | 4%   |
| 2022   | Executive/Senior Level Officials and Managers | 27%                       | 0%                                 | 0%                      | 0%                 | 0%   | 0%  | 73%   | 0%                         | 0%   | 0%   |
|  | First/Mid-Level Officials and Managers        | 11%                       | 0%                                 | 13%                     | 6%                 | 0%   | 0%  | 66%   | 3%                         | 0%   | 0%   |
|  | Professionals                                 | 22%                       | 0%                                 | 13%                     | 16%                | 0%   | 0%  | 43%   | 5%                         | 0%   | 2%   |
|  | Administrative Support Workers                | 38%                       | 0%                                 | 2%                      | 16%                | 0%   | 0%  | 33%   | 4%                         | 0%   | 7%   |

\*In 2018 and 2019, this category was called Native American, American Indian, Alaska Native and Hawaiian Native

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## 5-YEAR COMPARISON PERCENTAGES (2018-2022)

| <b>LGBTQ+ COMMUNITY (U.S. ONLY)</b> | Yes | No  | Prefer not to provide | Did not answer |
|-------------------------------------|-----|-----|-----------------------|----------------|
| 2020                                | 5%  | 17% | 1%                    | 77%            |
| 2021                                | 6%  | 27% | 1%                    | 66%            |
| 2022                                | 7%  | 33% | 1%                    | 60%            |

| <b>LGBTQ+ COMMUNITY BY JOB CLASSIFICATION (U.S. ONLY)</b> |   | Yes | No  | Prefer not to provide | Did not answer |
|---|---|-----|-----|-----------------------|----------------|
| 2020  | Executive/Senior Level Officials and Managers | 8%  | 8%  | 0%                    | 84%            |
|   | First/Mid-Level Officials and Managers        | 2%  | 12% | 0%                    | 86%            |
|   | Professionals                                 | 2%  | 18% | 2%                    | 78%            |
|   | Administrative Support Workers                | 10% | 23% | 0%                    | 67%            |
| 2021  | Executive/Senior Level Officials and Managers | 8%  | 25% | 0%                    | 67%            |
|   | First/Mid-Level Officials and Managers        | 2%  | 24% | 2%                    | 73%            |
|   | Professionals                                 | 4%  | 27% | 2%                    | 67%            |
|   | Administrative Support Workers                | 11% | 32% | 0%                    | 58%            |
| 2022  | Executive/Senior Level Officials and Managers | 9%  | 36% | 0%                    | 55%            |
|   | First/Mid-Level Officials and Managers        | 2%  | 27% | 2%                    | 69%            |
|   | Professionals                                 | 8%  | 38% | 2%                    | 52%            |
|   | Administrative Support Workers                | 11% | 31% | 0%                    | 58%            |

### BOARD DEMOGRAPHICS

| <b>Sex and Gender</b> | Female | Male | Non-binary | Prefer not to provide |
|-----------------------|--------|------|------------|-----------------------|
| 2018                  | 40%    | 60%  | N/A        | N/A                   |
| 2019                  | 40%    | 60%  | N/A        | N/A                   |
| 2020                  | 30%    | 70%  | 0%         | 0%                    |
| 2021                  | 45%    | 55%  | 0%         | 0%                    |
| 2022                  | 55%    | 45%  | 0%         | 0%                    |

| <b>Race and Ethnicity</b>   | 2018 | 2019 | 2020 | 2021 | 2022 |
|---|------|------|------|------|------|
| African American or Black   | 30%  | 30%  | 30%  | 27%  | 27%  |
| American Indian or Alaskan Native*  | N/A  | N/A  | 0%   | 0%   | 0%   |
| Asian or Asian American   | 20%  | 20%  | 10%  | 9%   | 18%  |
| Hispanic or Latino  | 0%   | 0%   | 10%  | 18%  | 18%  |
| Middle Eastern or North African   | N/A  | N/A  | 0%   | 0%   | 0%   |
| Native Hawaiian or Pacific Islander, Alaskan Native, Native American, Indian* | 0%   | 0%   | 0%   | 0%   | 0%   |
| White   | 50%  | 50%  | 40%  | 45%  | 36%  |
| Multiple races/ethnicities  | 0%   | 0%   | 10%  | 0%   | 0%   |
| Another race or ethnicity   | N/A  | N/A  | 0%   | 0%   | 0%   |
| Prefer not to provide   | 0%   | 0%   | 0%   | 0%   | 0%   |

| <b>LGBTQ 3-Year Comparison</b> | Yes | No  | Prefer not to provide | Did not answer |
|--------------------------------|-----|-----|-----------------------|----------------|
| 2020                           | 0%  | 50% | 10%                   | 40%            |
| 2021                           | 0%  | 64% | 9%                    | 27%            |
| 2022                           | 0%  | 82% | 0%                    | 18%            |