

4-YEAR COMPARISON PERCENTAGES (2018-2021)

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%

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%	43%	0%	0%
	Professionals	64%	33%	0%	2%
	Administrative Support Workers	81%	19%	0%	0%

RACE AND ETHNICITY (U.S. ONLY)

	2018	2019	2020	2021
African American or Black	19%	21%	24%	23%
American Indian or Alaskan Native*	N/A	N/A	0%	0%
Asian or Asian American	6%	6%	6%	8%
Hispanic or Latino	9%	10%	11%	11%
Middle Eastern or North African	N/A	N/A	0%	0%
Native Hawaiian or Pacific Islander, Alaskan Native, Native American, Indian*	1%	1%	1%	1%
White	64%	60%	55%	53%
Multiple races/ethnicities	2%	3%	3%	3%
Another race or ethnicity	N/A	N/A	0%	0%
Prefer not to provide	N/A	N/A	1%	2%

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

MacArthur Foundation

4-YEAR COMPARISON PERCENTAGES (2018-2021)

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 this information (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%

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

4-YEAR COMPARISON PERCENTAGES (2018-2021)

LGBTQ+ COMMUNITY (U.S. ONLY)	Yes	No	Prefer not to provide	Did not answer
2020	5%	17%	1%	77%
2021	6%	27%	1%	66%

LGBTQ+ COMMUNITY BY JOB CLASSIFICATION (U.S. ONLY)		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%

BOARD DEMOGRAPHICS

Sex and Gender	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%

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

LGBTQ 2-Year Comparison	Yes	No	Prefer not to provide	Did not answer
2020	0%	50%	10%	40%
2021	0%	64%	9%	27%