

MacArthur Foundation

2025 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)	30%
Gender nonbinary or gender nonconforming	1%
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)	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	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	45%	55%	0%	0%
First/Mid-Level Officials and Managers	66%	34%	0%	0%
Professionals	68%	30%	1%	0%
Administrative Support Workers	79%	17%	4%	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 Latine 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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2025 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)	26%
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 Latine (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)	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)	11%
Hispanic or Latine (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)	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	27%	14%	25%	36%
American Indian or Alaska Native	0%	0%	0%	0%
Asian (United States of America)	0%	16%	14%	4%
Hispanic or Latine (United States of America)	9%	9%	10%	23%
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)	64%	59%	42%	28%
Multiple races/ethnicities (United States of America)	0%	1%	4%	4%
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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2025 STAFF DIVERSITY DATA

DISABILITY STATUS FOR ALL STAFF	Yes	No	Prefer not to provide
Disability Identification	10%	18%	72%

JOB CLASSIFICATION	Yes	No	Prefer not to provide
Executive/Senior Level Officials and Managers	9%	27%	64%
First/Mid-Level Officials and Managers	8%	14%	78%
Professionals	8%	25%	66%
Administrative Support Workers	15%	13%	73%

DISABILITY STATUS FOR U.S. STAFF	Yes	No	Prefer not to provide
Disability Identification	11%	19%	70%

JOB CLASSIFICATION	Yes	No	Prefer not to provide
Executive/Senior Level Officials and Managers	9%	27%	64%
First/Mid-Level Officials and Managers	8%	14%	78%
Professionals	9%	26%	65%
Administrative Support Workers	17%	15%	68%

LGBTQ+ COMMUNITY IDENTIFICATION (% OF TOTAL STAFF) - ALL OFFICES	Yes	No	Prefer not to provide	Did not answer
LGBTQ+ Community Identification	10%	42%	2%	46%

LGBTQ+ COMMUNITY IDENTIFICATION (% OF TOTAL STAFF) FOR U.S. STAFF ONLY	Yes	No	Prefer not to provide	Did not answer
LGBTQ+ Community Identification	11%	44%	1%	44%

JOB CLASSIFICATION	Yes	No	Prefer not to provide	Did not answer
Executive/Senior Level Officials and Managers	9%	45%	0%	45%
First/Mid-Level Officials and Managers	5%	41%	1%	53%
Professionals	13%	57%	1%	29%
Administrative Support Workers	17%	32%	2%	49%

VETERAN STATUS FOR U.S. STAFF	Yes	No/Prefer not to provide/Did not respond
Veteran Status	0%	100%

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2025 BOARD DEMOGRAPHICS

SEX AND GENDER

Female/Woman (includes cisgender women, transgender women, and female- identified individuals)	55%
Male/Man (includes cisgender men, transgender men, and male- identified individuals)	27%
Gender nonbinary or gender nonconforming	0%
Prefer not to provide this information	18%

RACE AND ETHNICITY FOR ALL STAFF

African American or Black (e.g., Ethiopian, Haitian, Jamaican, Nigerian, Somali, etc.) (United States of America)	36%
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)	9%
Asian (including East Asian, South Asian, and Southeast Asian) (United States of America)	9%
Hispanic or Latine (e.g., Colombian, Cuban, Dominican, Mexican, Puerto Rican, Salvadorian, or another country of Latin American or Spanish origin, etc.) (United States of America)	18%
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)	9%
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)	18%

LGBTQ + COMMUNITY IDENTIFICATION

Yes, I identify with the LGBTQ+ (lesbian, gay, bisexual, transgender, and/or queer or questioning) Community	9%
No, I do not identify with the LGBTQ+ (lesbian, gay, bisexual, transgender, and/or queer or questioning) Community	64%
Prefer not to provide this information	18%
Did not respond	9%

DISABILITY

Yes	0%
No	73%
Prefer not to provide this information	27%

VETERAN

Yes	0%
No/Prefer not to provide	100%