

# MacArthur Foundation

## 2018-2020 YEAR COMPARISON PERCENTAGES (U.S. ONLY)

<b>Sex and Gender</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Male/Men	29%	31%	32%
Female/Women	71%	69%	68%
Gender Nonbinary/Nonconforming	–	–	0%

<b>Job Classification by Sex and Gender</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Executive Leadership</b>			
Male/Men	33%	27%	33%
Female/Women	67%	73%	67%
Gender Nonbinary/Nonconforming	–	–	0%

<b>First/Mid-Level Officials and Managers</b>			
Male/Men	49%	53%	44%
Female/Women	51%	47%	56%
Gender Nonbinary/Nonconforming	–	–	0%

<b>Professionals</b>			
Male/Men	36%	35%	37%
Female/Women	64%	65%	63%
Gender Nonbinary/Nonconforming	–	–	0%

<b>Administrative Support Workers</b>			
Male/Men	14%	19%	17%
Female/Women	86%	81%	83%
Gender Nonbinary/Nonconforming	–	–	0%

<b>Race and Ethnicity</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<i>Decimals were rounded, resulting in totals ranging from 99%–101%.</i>			
American Indian or Alaska Native	–	–	0%
African American or Black	19%	21%	24%
Asian	6%	6%	6%
Hispanic or Latino/a/x	9%	10%	11%
Middle Eastern or North African	–	–	0%
Native Hawaiian or Pacific Islander	1%	1%	1%
White	64%	60%	55%
Multiple races/ethnicities	2%	3%	3%
Another race, ethnicity, or origin	–	–	0%
Prefer Not to Provide	–	–	1%

**Job Classification by Race and Ethnicity**      **2018**      **2019**      **2020**

*Decimals were rounded, resulting in totals ranging from 99%–101%.*

**Executive Leadership**

American Indian or Alaska Native	–	–	0%
African American or Black	8%	9%	25%
Asian	8%	9%	8%
Hispanic or Latino/a/x	0%	0%	0%
Middle Eastern or North African	–	–	0%
Native Hawaiian or Pacific Islander	0%	0%	0%
White	83%	82%	67%
Multiple races/ethnicities	0%	0%	0%
Another race, ethnicity, or origin	–	–	0%
Prefer Not to Provide	–	–	0%

**First/Mid-Level Officials and Managers**

American Indian or Alaska Native	–	–	0%
African American or Black	11%	15%	12%
Asian	14%	15%	9%
Hispanic or Latino/a/x	0%	0%	5%
Middle Eastern or North African	–	–	0%
Native Hawaiian or Pacific Islander	0%	0%	0%
White	71%	71%	72%
Multiple races/ethnicities	3%	0%	2%
Another race, ethnicity, or origin	–	–	0%
Prefer Not to Provide	–	–	0%

**Professionals**

American Indian or Alaska Native	–	–	0%
African American or Black	11%	17%	25%
Asian	4%	6%	8%
Hispanic or Latino/a/x	9%	11%	14%
Middle Eastern or North African	–	–	0%
Native Hawaiian or Pacific Islander	2%	2%	2%
White	73%	63%	47%
Multiple races/ethnicities	0%	2%	4%
Another race, ethnicity, or origin	–	–	0%
Prefer Not to Provide	–	–	0%

**Administrative Support Workers**

American Indian or Alaska Native	–	–	0%
African American or Black	30%	29%	35%
Asian	1%	1%	2%
Hispanic or Latino/a/x	14%	16%	16%
Middle Eastern or North African	–	–	0%
Native Hawaiian or Pacific Islander	1%	0%	0%
White	51%	49%	41%
Multiple races/ethnicities	3%	6%	3%
Another race, ethnicity, or origin	–	–	0%
Prefer Not to Provide	–	–	3%

<b>Board Demographics: Sex and Gender</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Male/Men	60%	60%	70%
Female/Women	40%	40%	30%
Gender Nonbinary/Nonconforming	–	–	0%

<b>Board Demographics: Race and Ethnicity</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
American Indian or Alaska Native	–	–	0%
African American or Black	30%	30%	30%
Asian	20%	20%	10%
Hispanic or Latino/a/x	0%	0%	10%
Middle Eastern or North African	–	–	0%
Native Hawaiian or Pacific Islander	0%	0%	0%
White	50%	50%	40%
Multiple races/ethnicities	0%	0%	10%
Another race, ethnicity, or origin	–	–	0%
Prefer Not to Provide	–	–	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.