Green 2.0 is releasing the diversity data from the top 40 environmental foundations based on submissions to GuideStar as of April 1, 2018. Green 2.0 is committed to tracking diversity data so that we can measure the environmental movement’s progress year after year. We applaud the organizations that tracked and submitted their demographic data this year. However, there are many other foundations that need to make the same commitment. As organizations that invest in the movement, it’s time foundations lead by example.

We have yet to crack the “green ceiling”. There’s much more progress to make. If the environmental movement wants to represent the entire American public, then we need to match the current U.S. workforce demographics. We need to understand how we’re leading or lagging. Therefore, we’ve included a grey dotted line in the graphs below to represent the U.S. workforce for people of color and women.

It is important to note that the data displayed was voluntarily submitted and self reported by individual organizations. As such, the numbers will never be a perfect representation. Some people will decline to answer and will not be reflected in their organization’s data below. However, we know that it’s hugely important to track what we can. Green 2.0 is continually working with GuideStar to improve the reporting process for greater accuracy and consistency.

### Aggregate data for all Foundations

<table>
<thead>
<tr>
<th></th>
<th>Full Time Staff</th>
<th>Senior Staff</th>
<th>Board Members</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MALE &amp; FEMALE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>50.8%</td>
<td>50.8%</td>
<td>50.8%</td>
</tr>
<tr>
<td>2018</td>
<td>51%</td>
<td>51%</td>
<td>51%</td>
</tr>
<tr>
<td><strong>POC &amp; WHITE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>40.5%</td>
<td>40.5%</td>
<td>40.5%</td>
</tr>
<tr>
<td>2018</td>
<td>40.5%</td>
<td>40.5%</td>
<td>40.5%</td>
</tr>
</tbody>
</table>

### Barr Foundation

- **Full Time Staff**
  - 2017: Male 5.7%, Female 79%, Mixed 2%
  - 2018: Male 6%, Female 79%, Mixed 2%
- **Senior Staff**
  - 2017: Male 67%, Female 79%, Mixed 2%
  - 2018: Male 67%, Female 79%, Mixed 2%
- **Board Members**
  - 2017: Male 47%, Female 60%, Mixed 3%
  - 2018: Male 47%, Female 60%, Mixed 3%

### Doris Duke Charitable Foundation

- **Full Time Staff**
  - 2017: Male 67%, Female 79%, Mixed 2%
  - 2018: Male 67%, Female 79%, Mixed 2%
- **Senior Staff**
  - 2017: Male 73%, Female 64%, Mixed 3%
  - 2018: Male 73%, Female 64%, Mixed 3%
- **Board Members**
  - 2017: Male 82%, Female 45%, Mixed 3%
  - 2018: Male 82%, Female 45%, Mixed 3%

Note: Foundations have reached out to Green 2.0 to provide their data, and we are working to make changes to our report for accuracy as soon as possible.