GREEN 2.0 & GUIDESTAR BY CANDID

Diversity Data: Updates and Feedback

Webinar | 3 • 11 • 19
For the past five years, we've been working to ensure that the environmental movement and its leaders reflect the current U.S. workforce demographics.
Mid-April: Guidestar reports data to Green 2.0

Green 2.0 to share data spreadsheet w/ org staff

<1 month: Org will respond with any corrections

<1 month: Green 2.0 will resolve any changes

2018 data: Green 2.0 will inform orgs of inconsistencies

Case-by-case: Green 2.0 will review correction requests
Report Card Updates

- Total number of staff, board and/or senior staff
- Previous years (2017-2019) of data with Green 2.0 analysis + opportunity to request changes
- Language on data collection method (EEOC forms or voluntary survey)
- Green 2.0 methodology for aggregate data
Board Members

- 63% of Board Members are Female
- 38% of Board Members are Male
- 87.5% of Board Members are POC
- 12.5% of Board Members are White

Staff

- 43% PT Staff are Female
- 57% PT Staff are Male
- 50% PT are Multiethnic
- 33% PT are Black
- 17% PT are White
### Totals

How many total individuals does your organization have in the following categories?

<table>
<thead>
<tr>
<th>Category</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board Members</td>
<td>8</td>
</tr>
<tr>
<td>Full-time Staff (Includes senior staff)</td>
<td>#</td>
</tr>
<tr>
<td>Part-time Staff (Includes senior staff)</td>
<td>7</td>
</tr>
<tr>
<td>Senior Staff (full time)</td>
<td>0</td>
</tr>
</tbody>
</table>

Your organization employs fewer than 15 staff members. Please be aware that statistics you collect for Sexual Orientation and Disability Status will not be publicly displayed.
# RACE AND ETHNICITY

How many individuals in your organization publicly self-identify as the following?

<table>
<thead>
<tr>
<th></th>
<th>BOARD MEMBERS</th>
<th>FULL-TIME STAFF</th>
<th>PART-TIME STAFF</th>
<th>SENIOR STAFF</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian/Asian American</td>
<td>1</td>
<td>#</td>
<td>#</td>
<td>#</td>
</tr>
<tr>
<td>Black/African American</td>
<td>3</td>
<td>#</td>
<td>2</td>
<td>#</td>
</tr>
<tr>
<td>Hispanic/Latino/Latina</td>
<td>3</td>
<td>#</td>
<td>#</td>
<td>#</td>
</tr>
<tr>
<td>Native American/American</td>
<td></td>
<td>#</td>
<td>#</td>
<td>#</td>
</tr>
<tr>
<td>Indian/Alaska Native/Native Hawaiian</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>1</td>
<td>#</td>
<td>1</td>
<td>#</td>
</tr>
<tr>
<td>Multi-racial or multi-ethnic (2+ races/ethnicities)</td>
<td>#</td>
<td>#</td>
<td>3</td>
<td>#</td>
</tr>
<tr>
<td>Individual(s) decline to state</td>
<td>#</td>
<td>#</td>
<td>#</td>
<td>#</td>
</tr>
<tr>
<td>Other: please specify</td>
<td></td>
<td>#</td>
<td>#</td>
<td>#</td>
</tr>
<tr>
<td>Add another category</td>
<td></td>
<td>#</td>
<td>#</td>
<td>#</td>
</tr>
</tbody>
</table>

We do not collect this information
Data Gaps

● Several organizations will have gaps in their data:
  ○ Started collecting senior staff or board data in 2019 but not previously
  ○ Did not update their 2017 or 2018 data.

● Green 2.0 is taking that into account in our methodology which will be more explicit in future report cards.
Data Entry Tips

- Totals must add up, or info will not display.
- Sr. Staff should also be included in Full Time/Part Time Staff totals.
Guidestar Updates Coming Soon

+ Language changes and revised questions
+ Data validation to guide your data entry
+ Data will be date stamped
Q&A

What does GuideStar do with the data?

GuideStar shares it with partners and also makes the information publicly available as a way to move the conversation forward on diversity and equity in the nonprofit sector.

If you submit data, will it be on the Guidestar site?

Yes -- it will be published on the public profile of your organization. Every time you make a change and you publish, it will be recorded on your Profile and available to partners.

For those who conduct a voluntary survey, will you provide an updated survey template we can use in the future to collect our staff data?

Guidestar is working on one and Green 2.0 also has a template that will be updated.

Can you expand a bit more on how you going to address international staff? We currently have staff in Indonesia, Japan, and London. Those staff members are of various racial categories. I’m wondering if there should be a general international staff category? We want to reflect the different communities we’re working with.

We’re still working on it. In order to distinguish your international offices, perhaps consider additional qualifiers to identify who is U.S.-based versus international staff.