

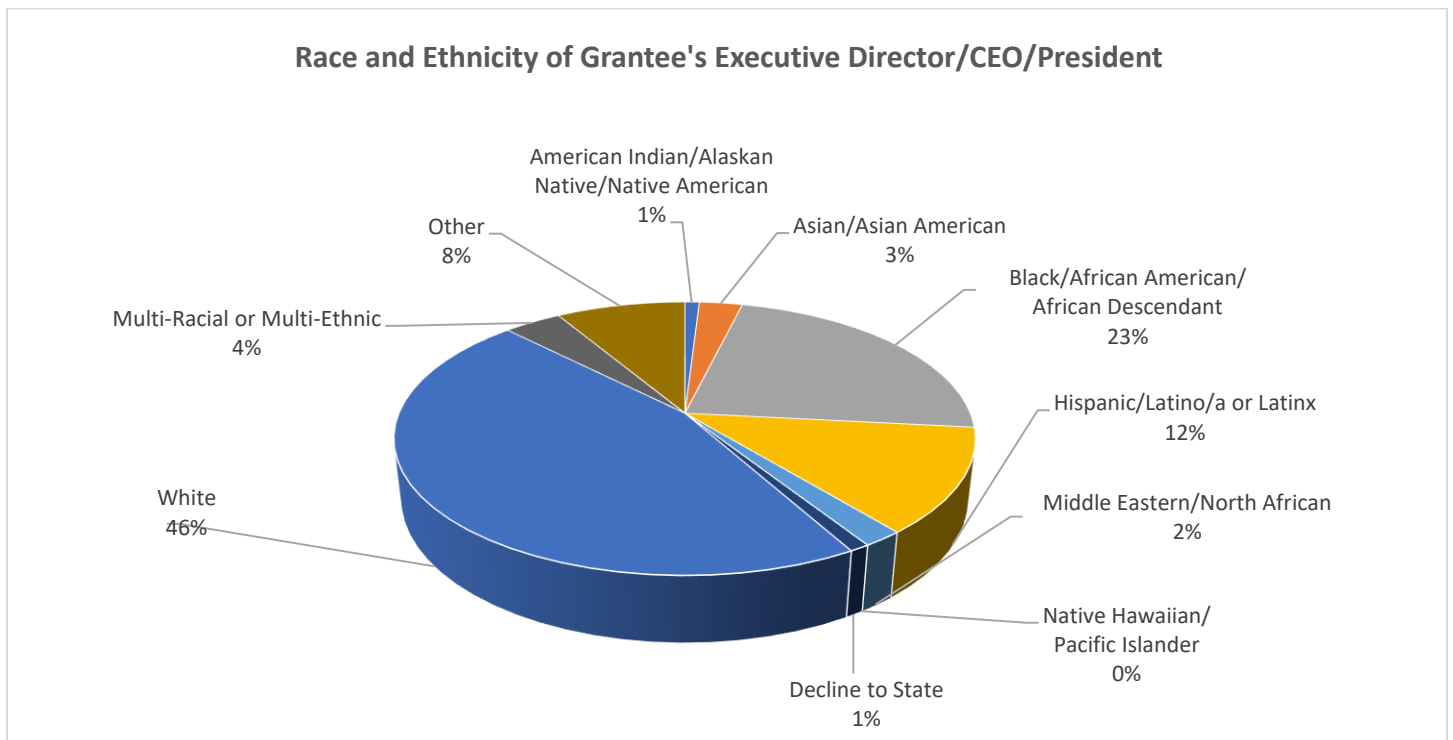
Public Welfare Foundation Diversity Data from 2018-2019

Public Welfare Foundation is making strategic efforts to promote racial equality across all aspects, including grantmaking. As the communities our grantees serve become increasingly diverse, we want to better understand the composition and organizational make-up of our grantees. We believe this will encourage us all to think about the importance of organizational diversity for our collective racial justice goals.

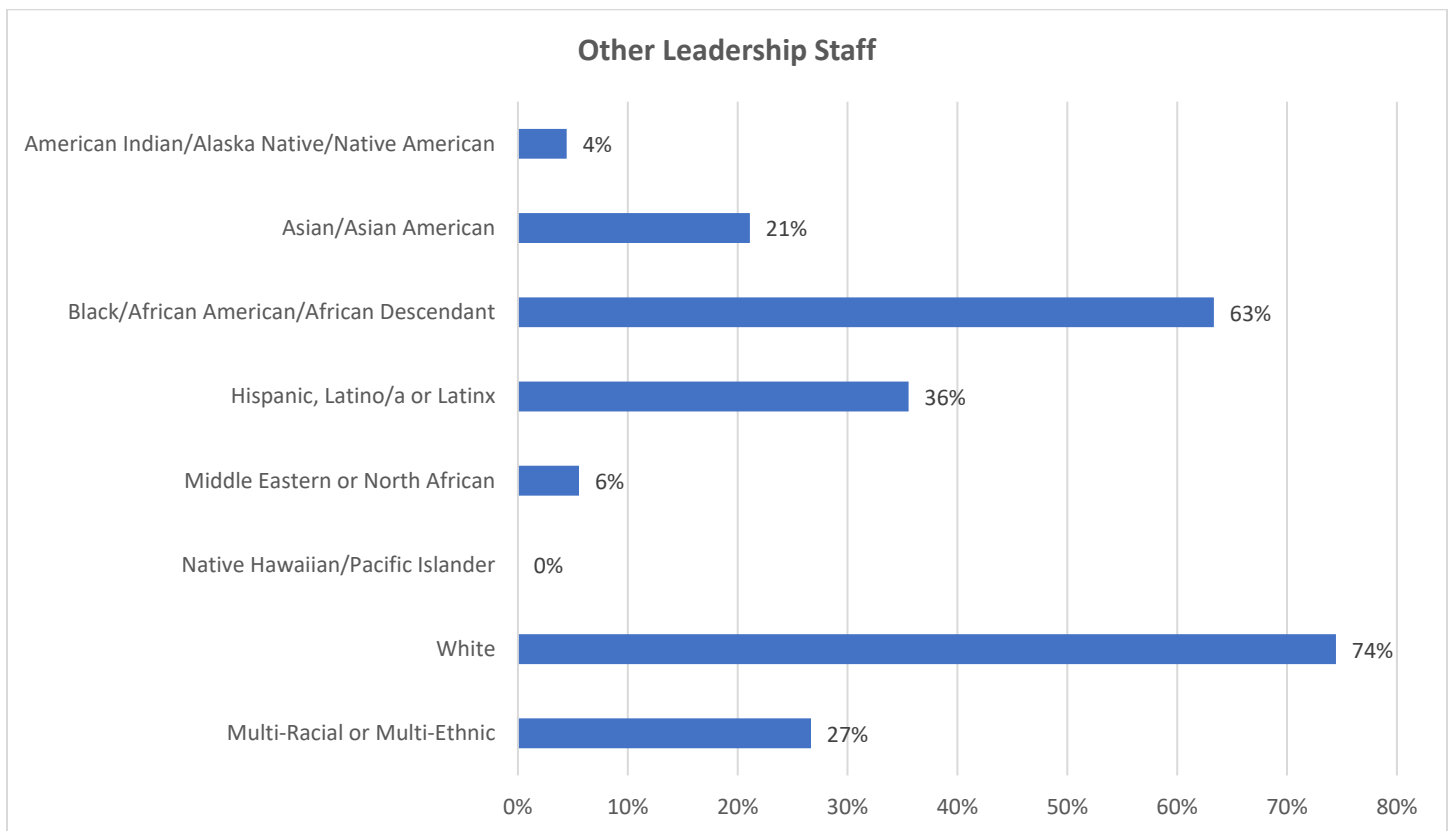
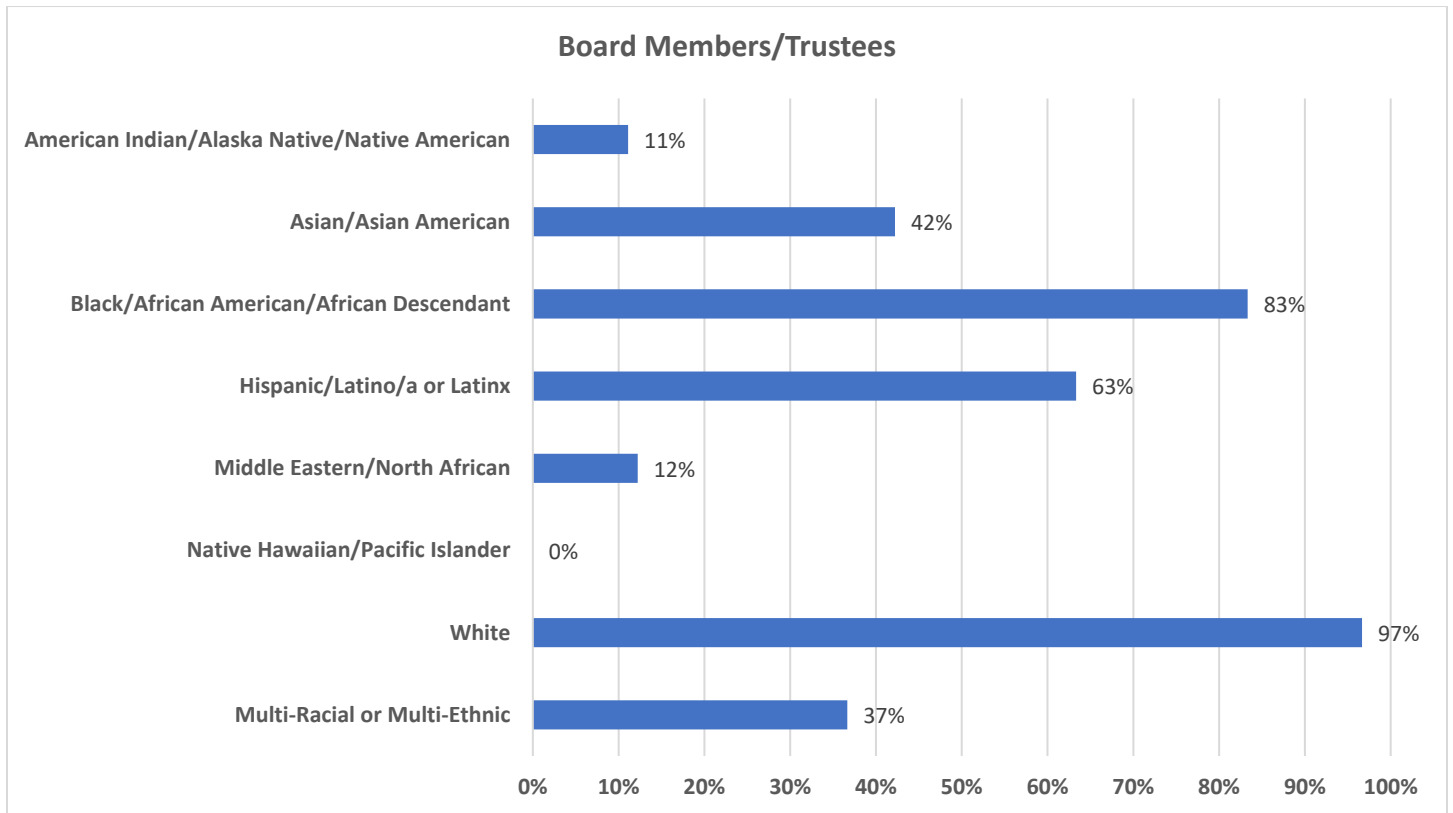
In October 2020, the Foundation collected racial and ethnic diversity data from 2019 grantees as well as 2018 grantees with a grant cycle of more than 12 months. The survey was sent out to 131 grantees and 90 grantees responded, a 69 percent response rate. This is the third year we requested this information from grantees.

The Foundation also surveyed its own staff and board to review and understand our own diversity. That information is included in the final chart in this document.

The chart below shows the race and ethnicity of the grantees' top leadership position.



The following two charts show racial and ethnic representation within grantee’s boards and other leadership staff. For example, 97 percent of the respondents have at least one White board member.



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Public Welfare Foundation (FY19)		
Race/Ethnicity	Staff	Board
Black/African American/African Descendant	46%	45%
Asian/Asian American	18%	9%
White/Non-Hispanic	36%	28%
Hispanic, Latino/a or Latinx	0%	18%