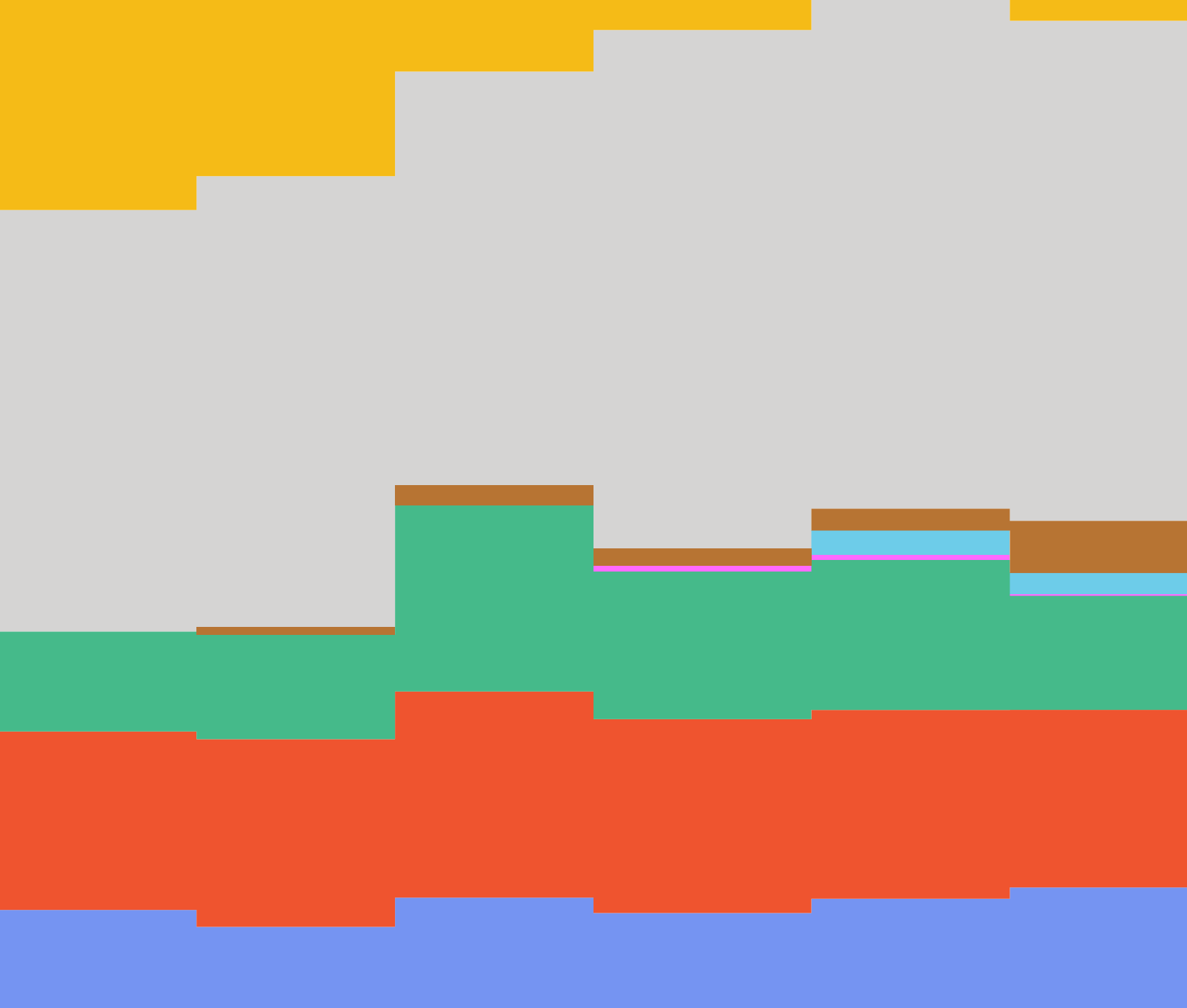


# 2020 DIVERSITY DATA REPORT



The information contained in this report focuses on the Open Society Foundations workforce in our largest population centers at year's end in 2019: the United States (New York, Washington, D.C. and Baltimore); the United Kingdom (London); and Germany (Berlin). Together, these offices comprise approximately 90 percent of all staff working in Open Society's hub and regional offices at the close of 2019 (this figure does not include Open Society national and regional foundations).

The data was derived from information volunteered by staff as part of the onboarding process. It is presented at a macro level so that private information is not unintentionally revealed. We did not collect information on race for staff in Germany in 2019, and a number of employees in the U.S. and in the U.K. declined to self-identify by race (across levels, approximately 32.4 percent of employees in the U.S. and approximately 25.5 percent in the U.K.).

Some variation is to be expected over time, based on employee turnover, promotions, new hires and similar events occurring in the normal course of business. It is also important to note that the smaller the sample size, the greater impact a small change can have on the aggregate analysis.

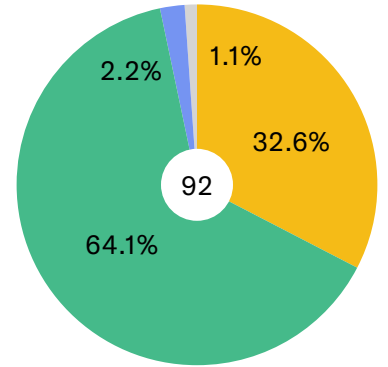
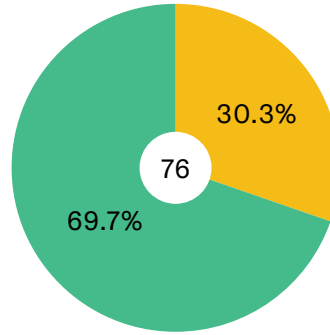
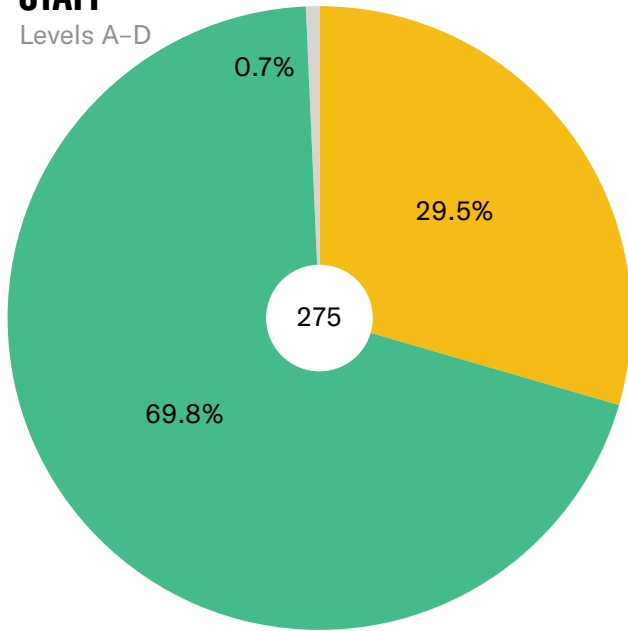
United States

United Kingdom

Germany

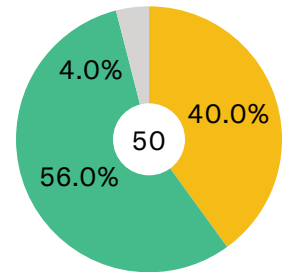
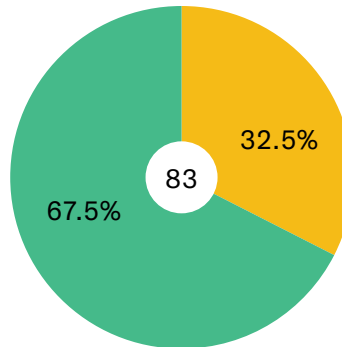
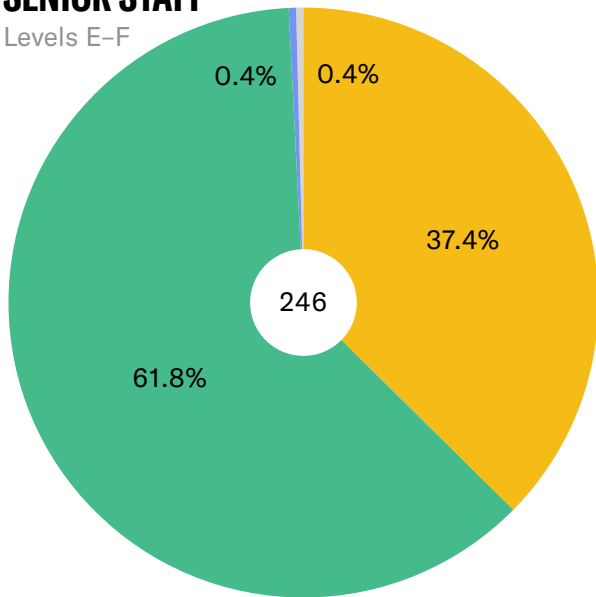
**STAFF**

Levels A-D



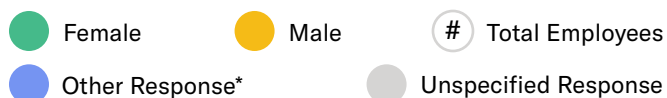
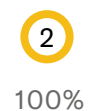
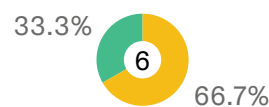
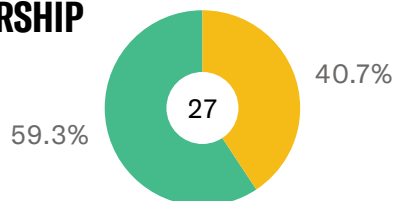
**SENIOR STAFF**

Levels E-F



**LEADERSHIP**

Level G



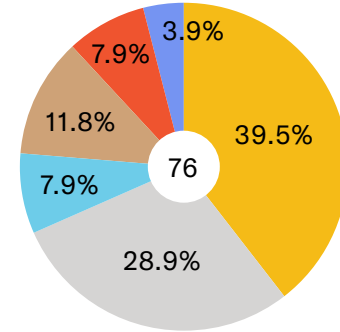
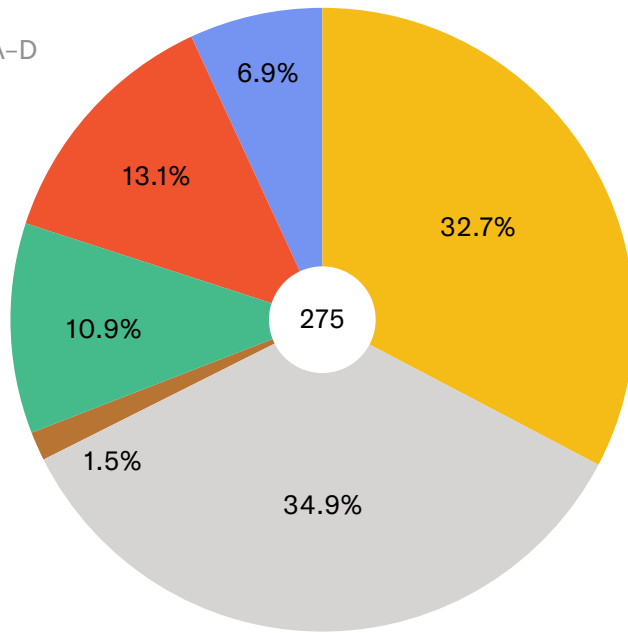
\* In 2020, we removed the choice "they" from the gender field in our self-identification categories. "They" is not a gender and using it as such is inaccurate. We have replaced "they" with "other response" for prior year reports, to describe those who selected that option at the time, and we offer a more inclusive list of gender self-identification options going forward.

United States

United Kingdom

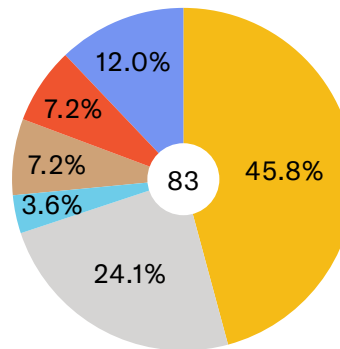
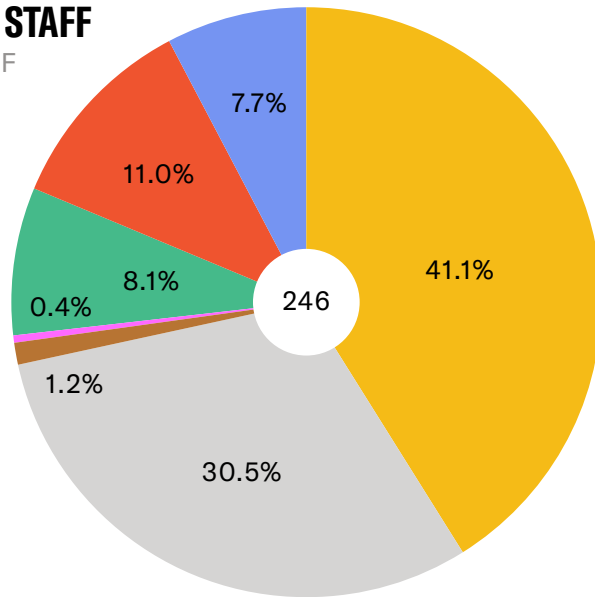
**STAFF**

Levels A-D



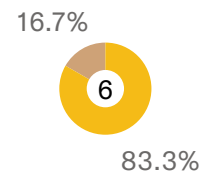
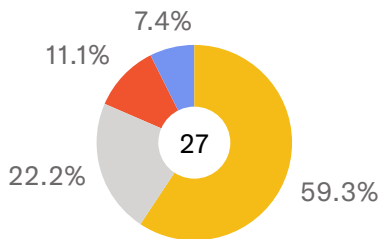
**SENIOR STAFF**

Levels E-F



**LEADERSHIP**

Level G



- Asian
- Black
- White
- Unspecified Response
- # Total Employees
- Hispanic
- Native American
- Two or More
- Mixed
- Other