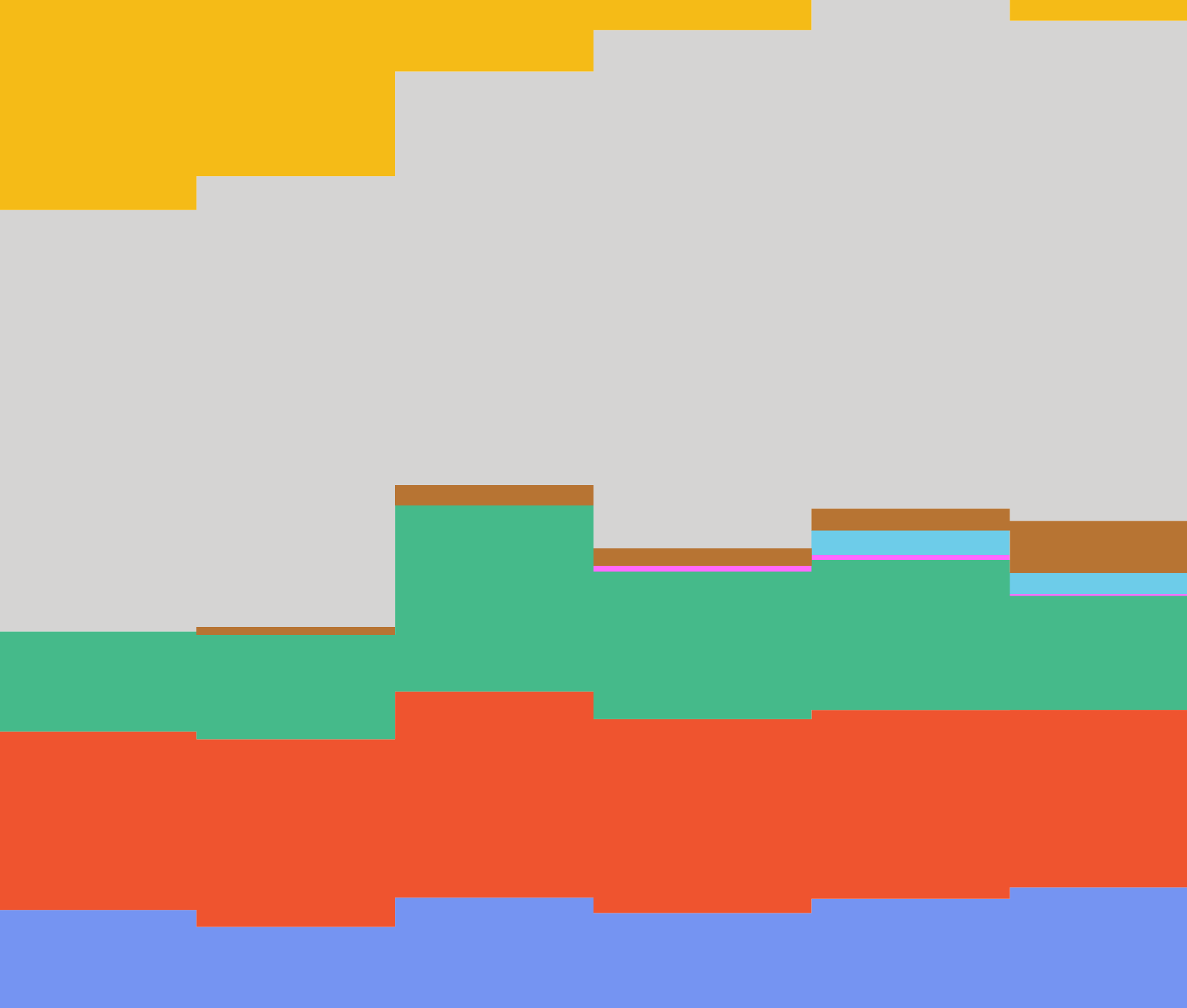


2021 DIVERSITY DATA REPORT



The information contained in this report focuses on the Open Society Foundations workforce in our largest population centers at year's end in 2020: Germany (Berlin); the United Kingdom (London); and the United States (New York, Washington, D.C., and Baltimore). Together, these offices comprise 88 percent of all staff working in Open Society's hub and regional offices at the close of 2020 (this figure does not include Open Society national and regional foundations).

The data was derived from information volunteered by staff. It is presented at a macro level so that private information is not unintentionally revealed. A number of employees declined to self-identify by race (across levels, approximately 68 percent of employees in Berlin, 20 percent in the U.K., and 28 percent in the U.S.). 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.

For purposes of this report, we used new race and gender self-identification options that were made available to our staff in our Human Resources management system during 2020. Some staff have self-identified using these new options, and some who had self-identified using the prior options have not yet updated their information using the new options. Thus, for purposes of this report, in order to be able to present as comprehensive and cohesive a data set as possible:

- "Mixed/Multiple Race" includes individuals who identified as "Mixed" or "Two or More" under the prior race self-identification options that were available and who have not selected a different race under the new options available.
- "Indigenous Persons" includes individuals who identified as "Native American" or "Hawai'ian or Pacific Islander" under the prior race self-identification options that were available and who have not selected a different race under the new options available.
- "Man" includes individuals who identified as "Male" under the prior gender self-identification options that were available and who have not selected a different gender identity under the new options available.
- "Woman" includes individuals who identified as "Female" under the prior gender self-identification options that were available and who have not selected a different gender identity under the new options available.
- "Latinx" includes all individuals who have identified as Hispanic, Latino, and/or Latinx under the prior and/or current self-identification options available. Under the current self-identification options, the option to identify as Latinx is separate from the "Global Race" field, so that staff are able to select the race category with which they most identify and also, separately, indicate whether they identify as Latinx. Therefore, individuals included in the "Latinx" group for purposes of this report are also included in the applicable race category with which they've identified (or as "None Declared" if they have not self-identified by race).

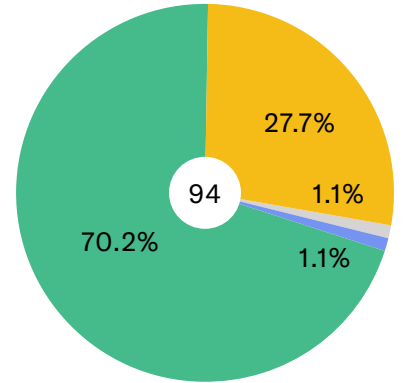
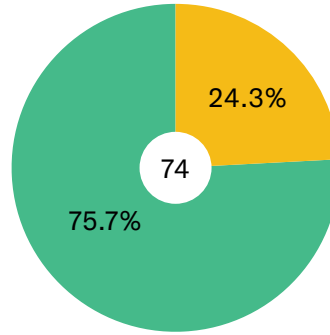
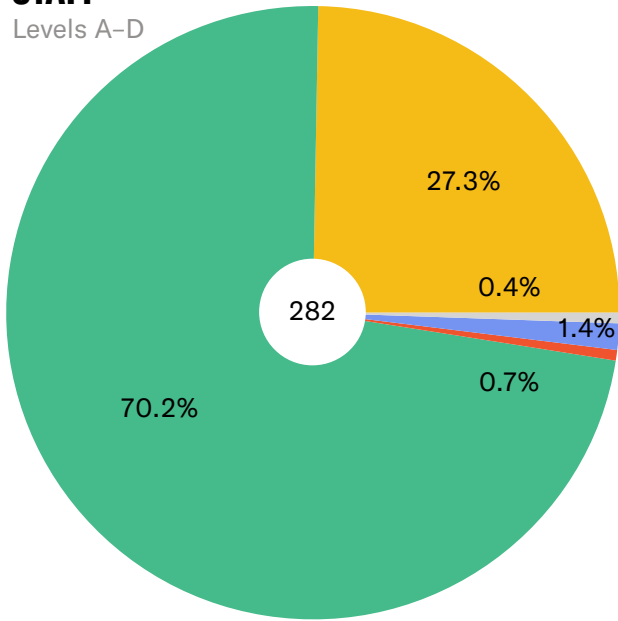
United States

United Kingdom

Germany

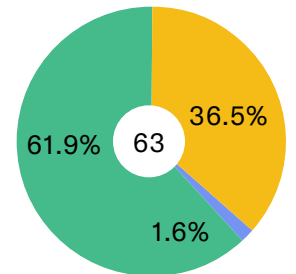
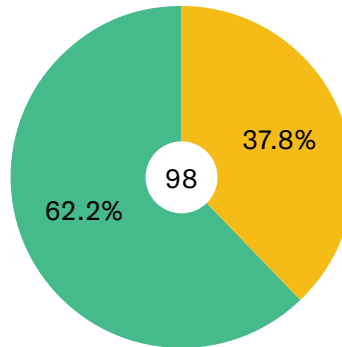
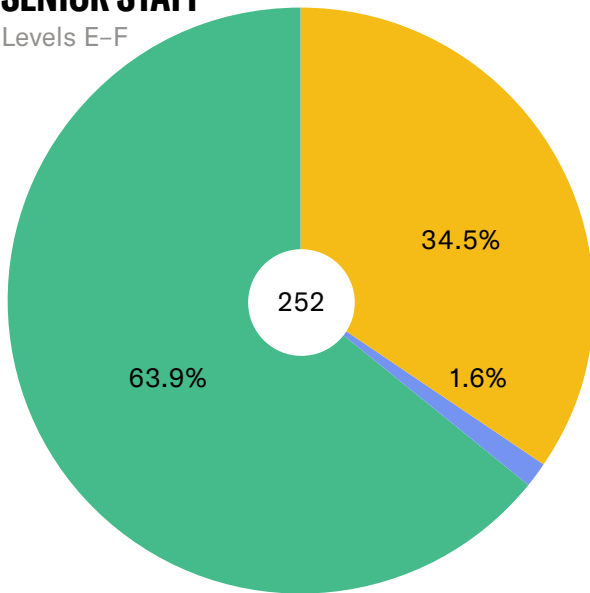
STAFF

Levels A-D



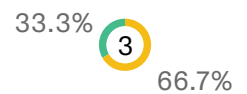
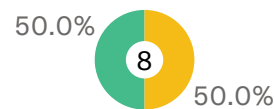
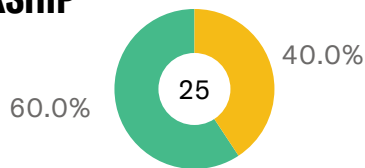
SENIOR STAFF

Levels E-F



LEADERSHIP

Level G



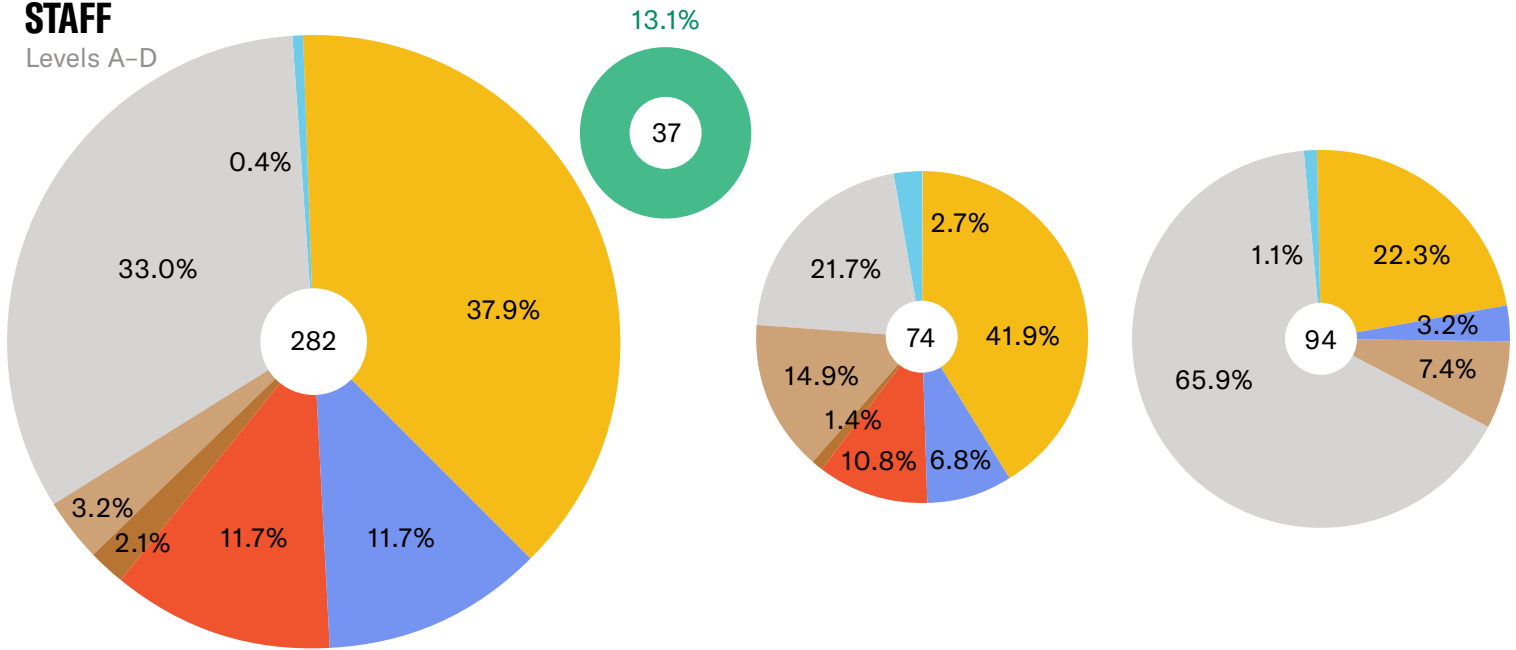
United States

United Kingdom

Germany

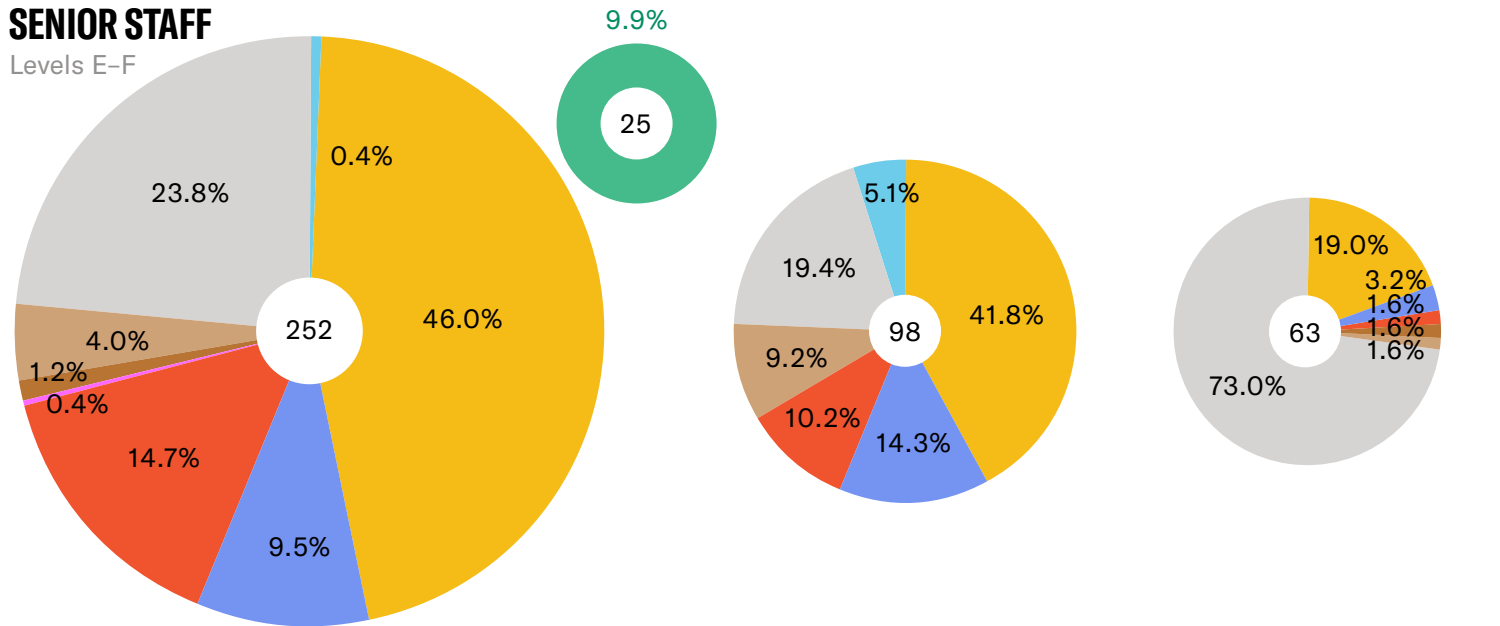
STAFF

Levels A-D



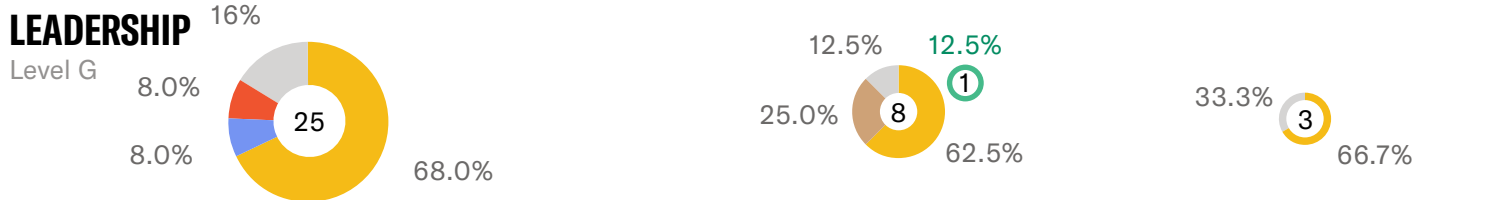
SENIOR STAFF

Levels E-F



LEADERSHIP

Level G



- Asian
- White
- Mixed / Multiple
- Unspecified
- # Total Employees
- Black
- Indigenous Persons
- Middle Eastern / North African
- Other
- Latinx