

DIVERSITY DATA REPORT

2024

OPEN SOCIETY
FOUNDATIONS



INTRODUCTION

This report reflects a significant milestone for the Open Society Foundations, where for the first time we are pleased to report holistically on our workforce across all Open Society locations. The analysis presented is based on 505 permanent and fixed term employees in post as of December 31, 2024 (excluding individuals engaged by Professional Employer Organisations, and any remaining Foundation staff).

The data was derived from information voluntarily provided by employees in Workday. It is presented at a macro level so that private information is not unintentionally revealed within smaller localised data sets. We have sought a reasonable balance between our desires to respect employee privacy and to make the report as informative as possible. For that reason, we have adopted a new way of grouping our staff: by geography rather than individual countries, and by different level bands.

In addition, we would like to acknowledge varied levels of maturity in terms of Workday demographic data across countries at the time of taking the data snapshot used for this report. While the U.S. and London fully adopted Workday a while ago, the majority of the Open Society locations started using it throughout 2024. Looking forward, we will work to encourage staff to complete missing demographic data in Workday and in time would expect to enhance our capability in providing an even fuller picture of our organisation.

For the purposes of this report, we used a range of race and gender self-identification options that are currently available in Workday. In order to present as comprehensive and cohesive a data set as possible, we have used the following methodologies in this report:

“Man” includes individuals who identified as “Male” in the Gender data field on Workday, and who have not selected a different gender under the Gender Identity options.

“Woman” includes individuals who identified as “Female” in the Gender data field on Workday and who have not selected a different gender under the Gender Identity options.

“Other” merges individuals who identified as “Agender” or “Non-binary” under the Gender Identity options; however, these two categories have been grouped together to prevent disclosure of personal information. For the same reason this category has been excluded from more detailed analysis.

Due to different legal data gathering requirements across jurisdictions and also the varying Workday demographic data maturity touched on above, employees’ race data has been recorded across multiple data fields on Workday and we have made our best effort to respectfully report on the totality of this data, while ensuring consistency.

“Multiple/Mixed Race” includes individuals who identified as “Mixed/Multiple”, “Two or More” or “Mixed” under either “Race/Ethnicity” section (for U.S and Brazil) or “Race Global” on Workday.

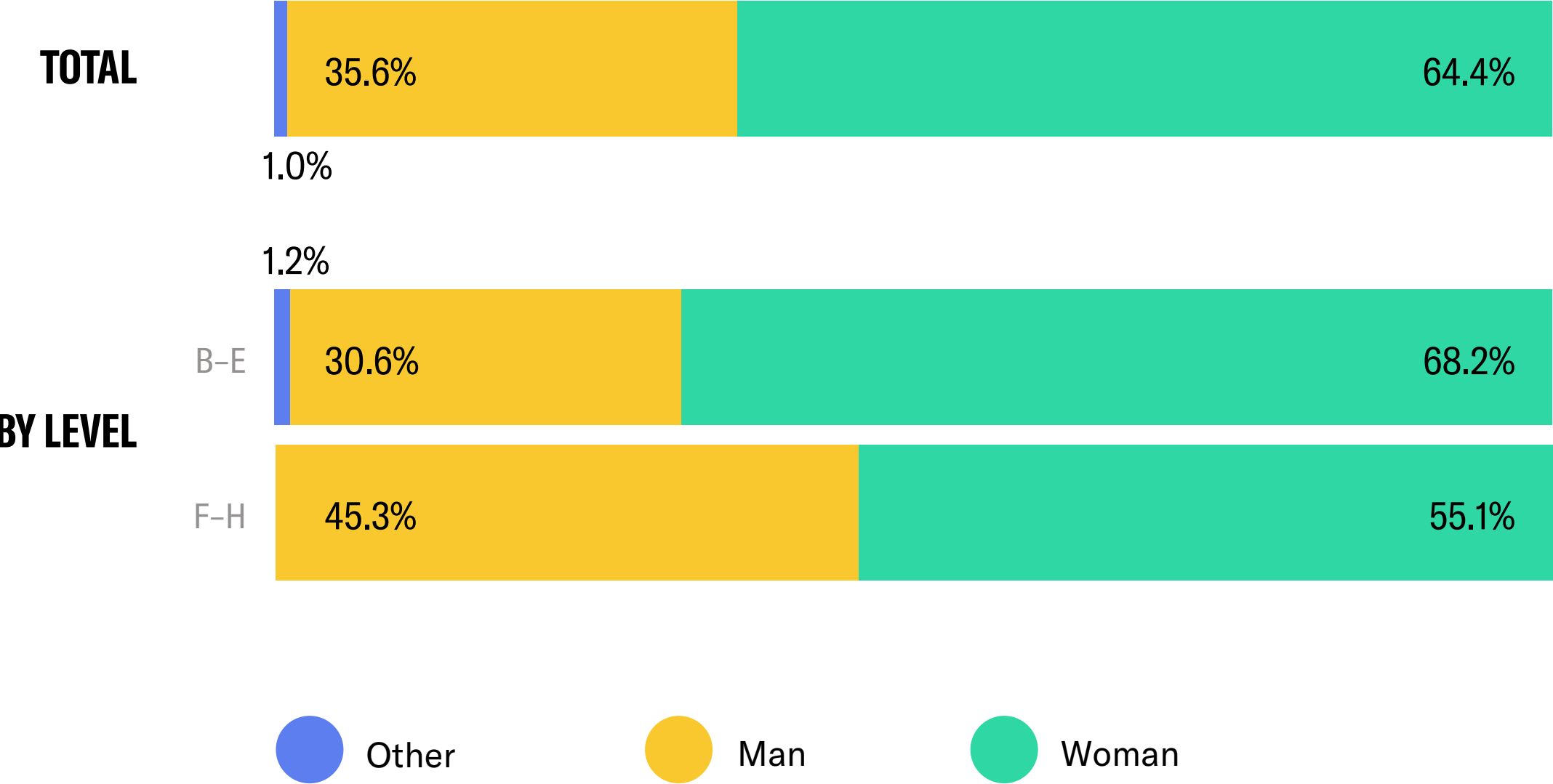
“Indigenous Persons” includes individuals who identified as “Native American” or “Hawai’ian or Pacific Islander” or as “Indigenous persons” under any options that were available on Workday.

“Latinx” includes all individuals who have identified as Hispanic, Latino, and/or Latinx under any of the options available on Workday. 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 under the current race self-identification options available on Workday).

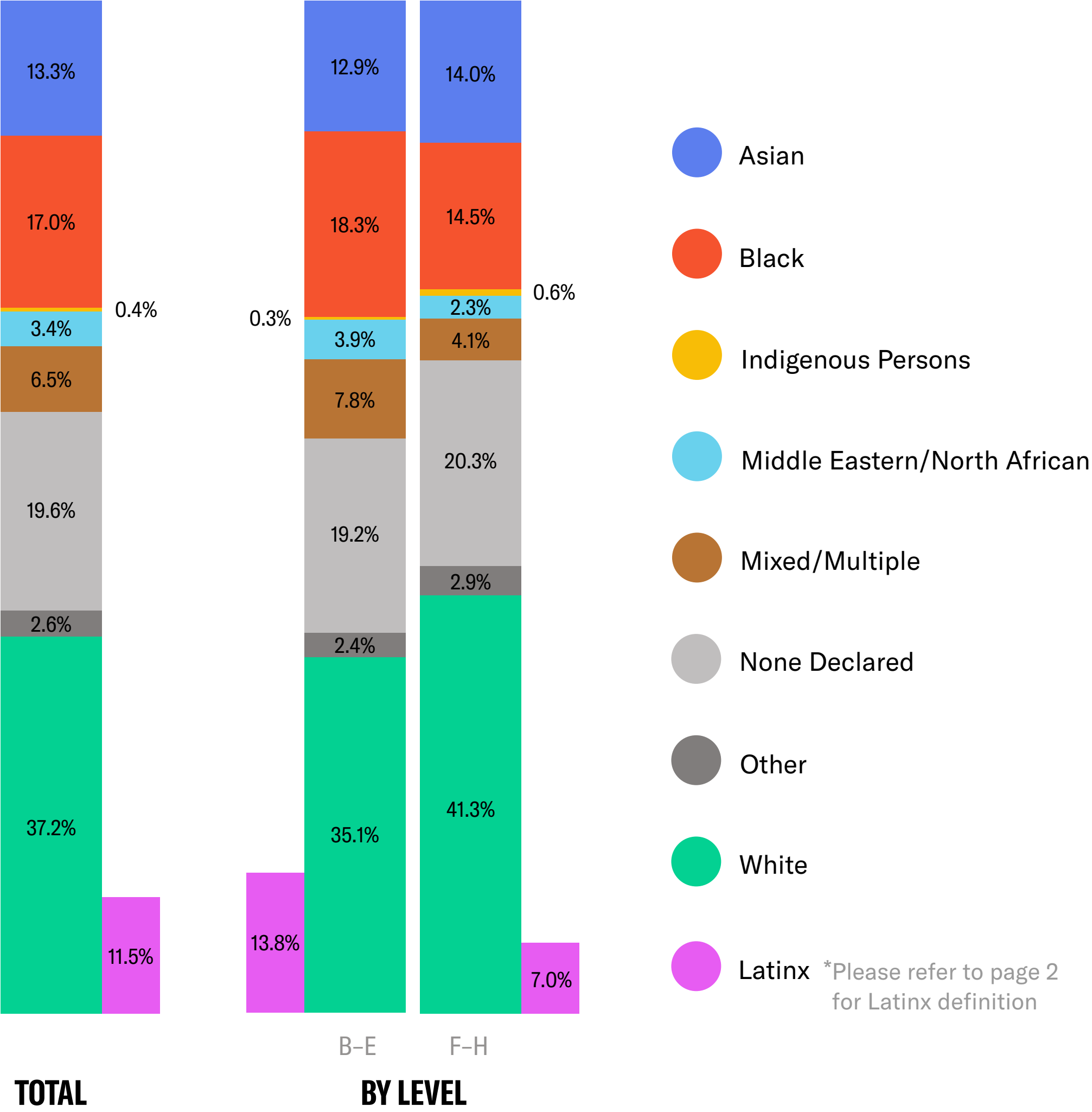
“None Declared” includes individuals who either selected “Prefer not to say” option or left the available race self-identification data fields blank.

GLOBAL

COMPARISON BY GENDER



COMPARISON BY RACE



*Please refer to page 2 for Latinx definition

GENDER BY REGION & LEVEL

Africa



Europe



LAC



Man Woman

MENA & Asia



U.S.



UK



RACE BY REGION & LEVEL

