

# WORKFORCE PROFILE

DATA FROM DECEMBER 31, 2025

**OPEN SOCIETY  
FOUNDATIONS**

# INTRODUCTION

This report provides a snapshot of Open Society's workforce as of December 31, 2025, offering high-level insights into our geographic, gender, and race composition. The analysis is based on 464 permanent and fixed-term employees and excludes individuals engaged through Professional Employer Organizations (PEO).

By publishing this information, the Open Society Foundations demonstrates its ongoing commitment to inclusion and diversity.

The data was derived from information voluntarily provided by employees in Workday. It is presented at a macro level to ensure that confidential information is not unintentionally revealed within smaller, localized data sets. We have sought to balance our desire to respect employees' privacy with our commitment to providing meaningful information. For this reason, the data is presented at an organizational level, rather than by geographic groupings. It is also important to note that the new Total Rewards Framework has replaced the previously used Levels B to H with Levels 1 to 6, making the 2025 analysis not directly comparable with past reports.

It is encouraging to see a growing number of employees volunteering information about their race in Workday, with participation increasing from 80 percent in 2024 to 84 percent in 2025. We hope that even more staff will choose to provide this information in the future, helping the organization build a more complete picture of our workforce demographics.

# METHODOLOGY

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:

## GENDER

**“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”** includes individuals who identified as “Agender” or “Non-binary” under Gender Identity. These categories were merged to prevent unintended disclosure of personal information. For the same privacy reasons, this category has been excluded from more detailed analysis.

## RACE

Due to different legal data gathering requirements across jurisdictions employees’ race data has been recorded across multiple data fields on Workday. We have made our best effort to report on the totality of the data while ensuring consistency.

In countries where “Race/Ethnicity” is limited to the legally required categories, and employees self-identified themselves with a different race under “Race Global,” we have used the “Race Global” data for the purpose of this report.

**“Multiple/Mixed Race”** includes individuals who identified as “Mixed/Multiple,” “Two or More,” or “Mixed” under either “Race/Ethnicity” or “Race Global” on Workday.

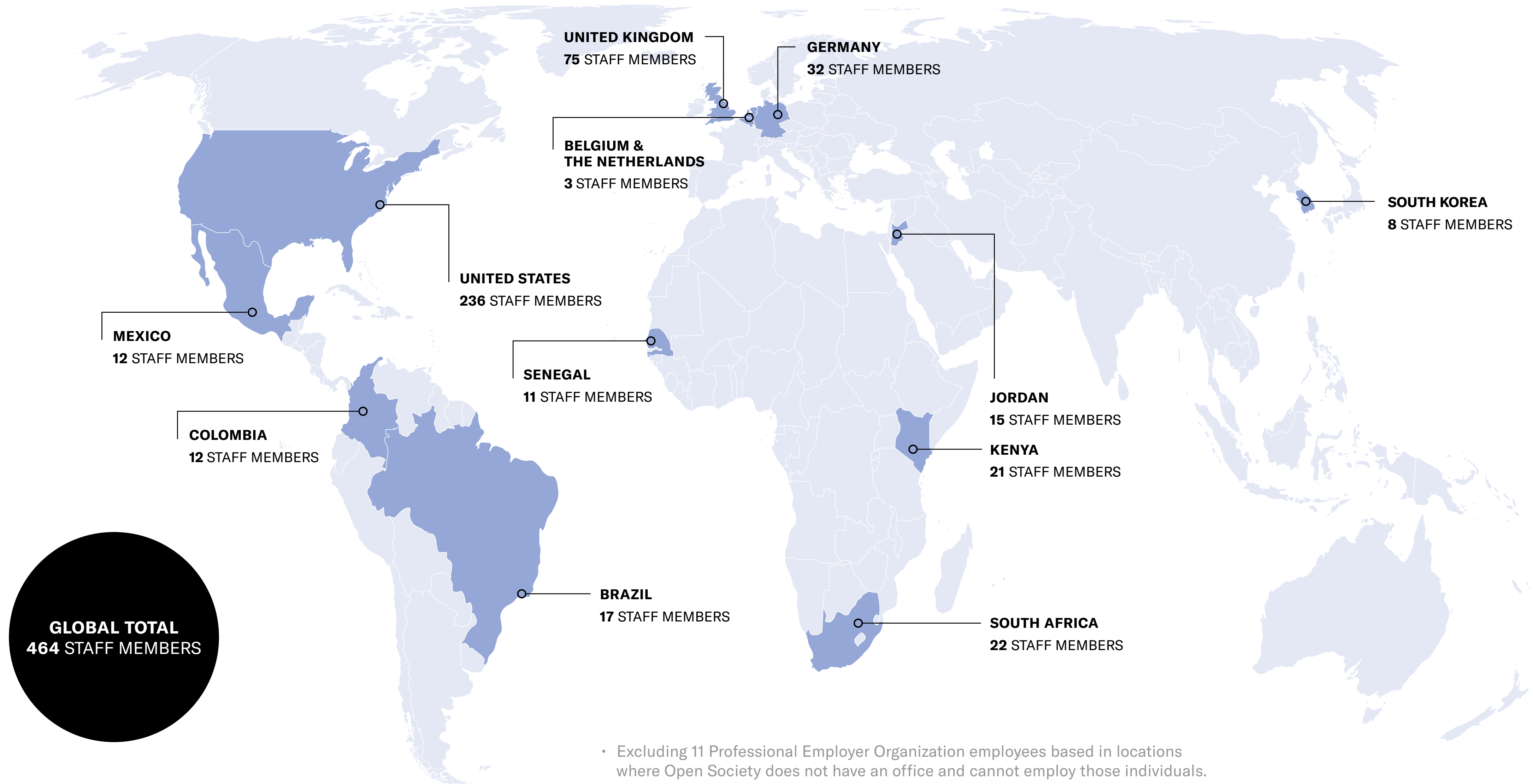
**“Other”** includes individuals who identified as “Other,” “Native American,” “Hawai’ian or Pacific Islander,” or “Indigenous persons” under any options that were available on Workday.

**“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 “Race Global” 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).

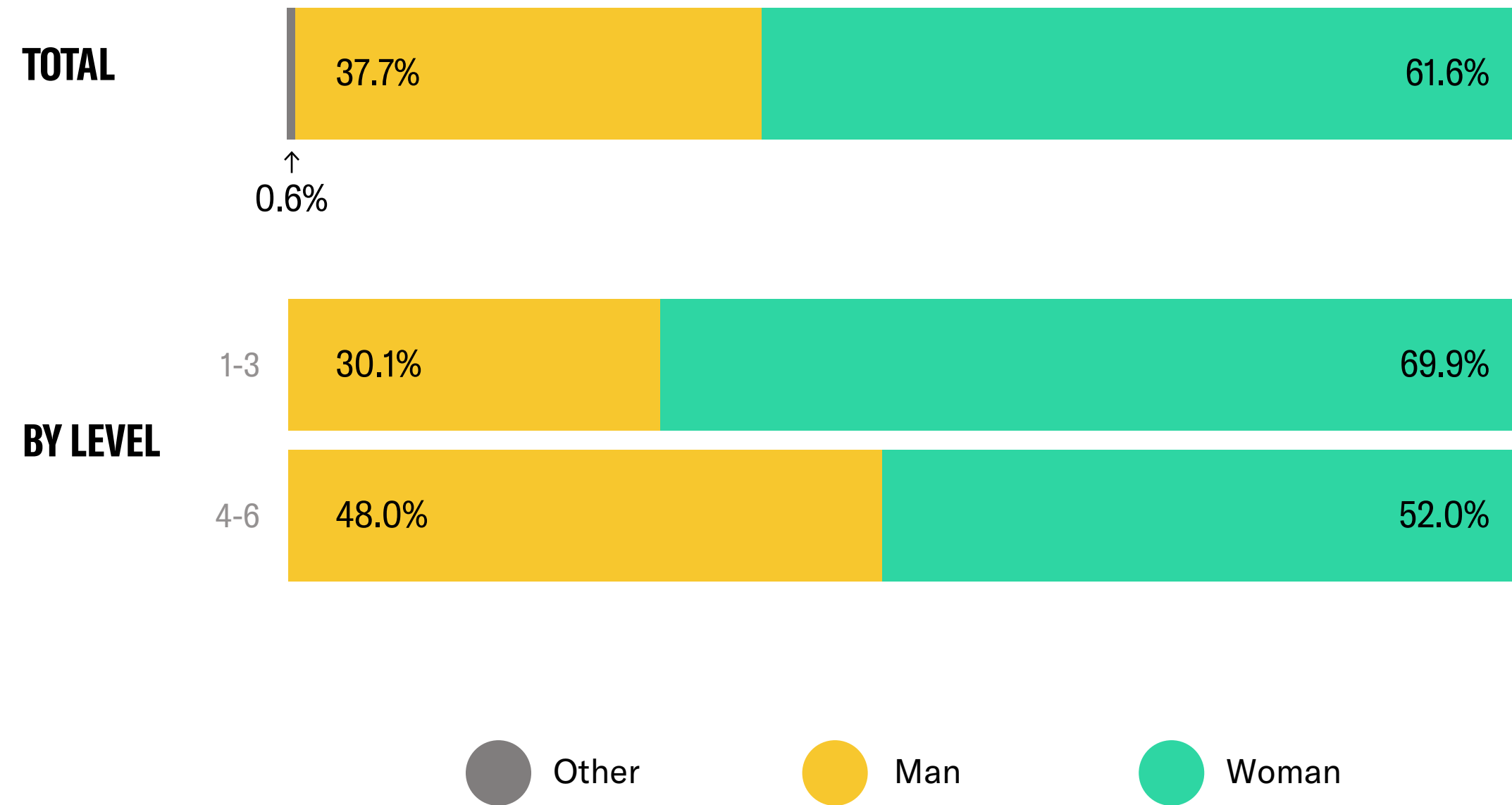
**“None Declared”** includes individuals who either selected the “Prefer not to say” option or left the available race self-identification data fields blank.

# POPULATION BY REGION

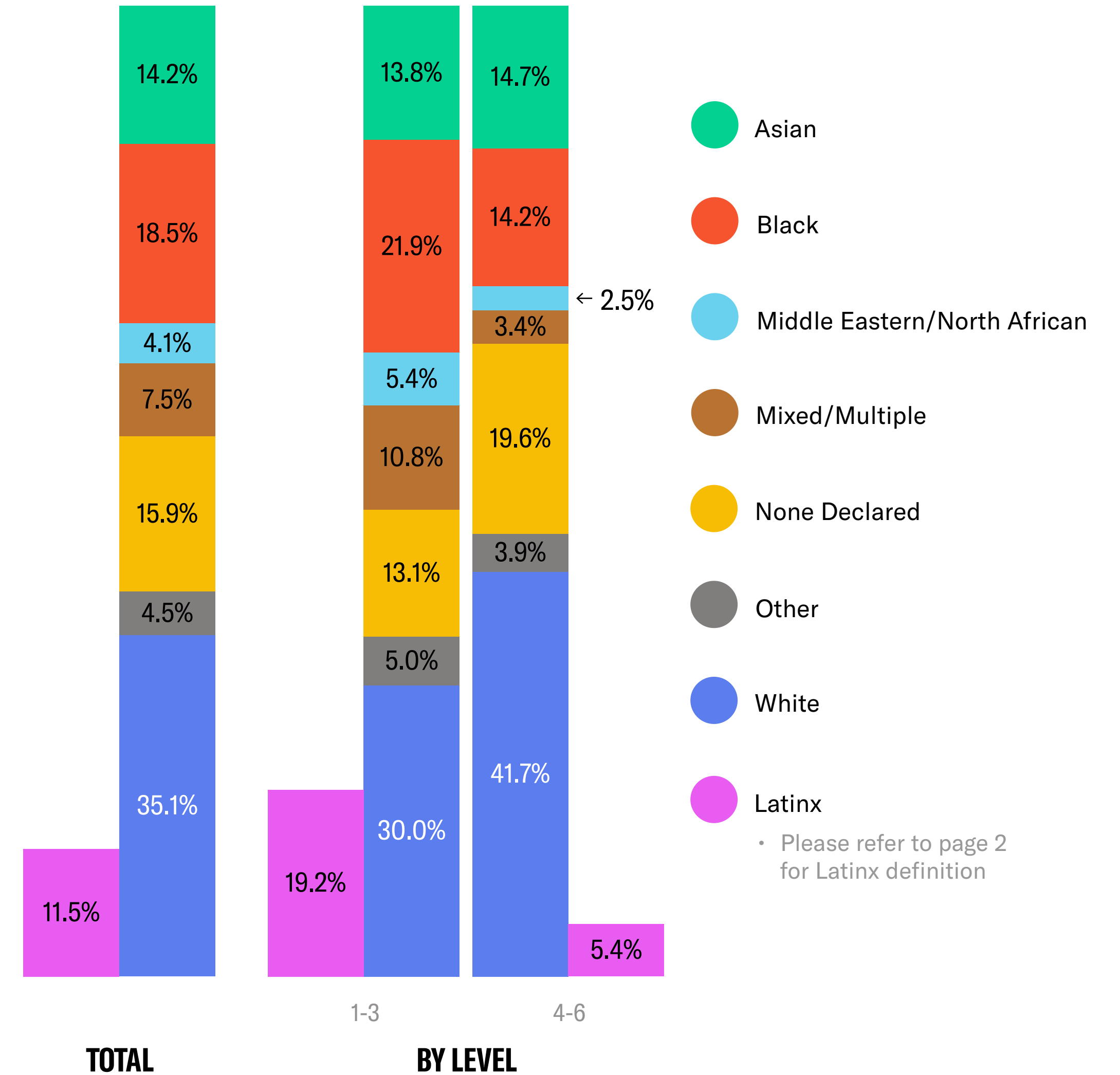


# GLOBAL

## BREAKDOWN BY GENDER



## BREAKDOWN BY RACE



**OPEN SOCIETY  
FOUNDATIONS**