

2019 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 2018: the United States (New York, Washington, D.C. and Baltimore); the United Kingdom (London); Germany (Berlin); and Austria (Vienna) (in 2018 we transitioned our Budapest office to Berlin and Vienna). Together, these offices comprise approximately 91 percent of all staff working in Open Society's hub and regional offices at the close of 2018 (this figure does not include 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. A number of employees declined to self-identify by race (in 2018 across levels, approximately 33% of employees in the U.S. and approximately 20% in the U.K.). In addition, there is no data on race for employees who transitioned from Budapest to Berlin and Vienna, since by law in Hungary, organizations cannot collect information on employees' race.

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.

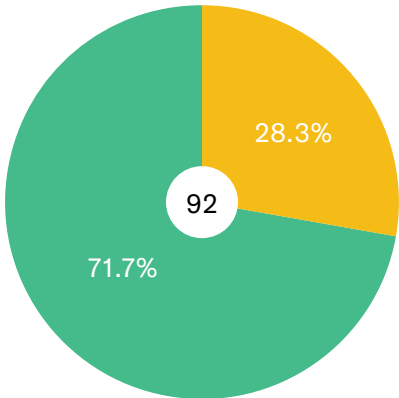
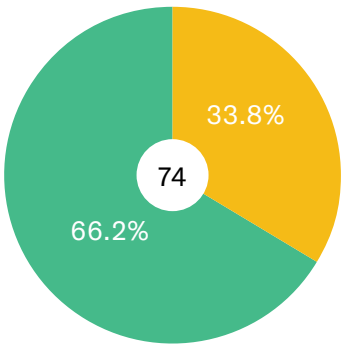
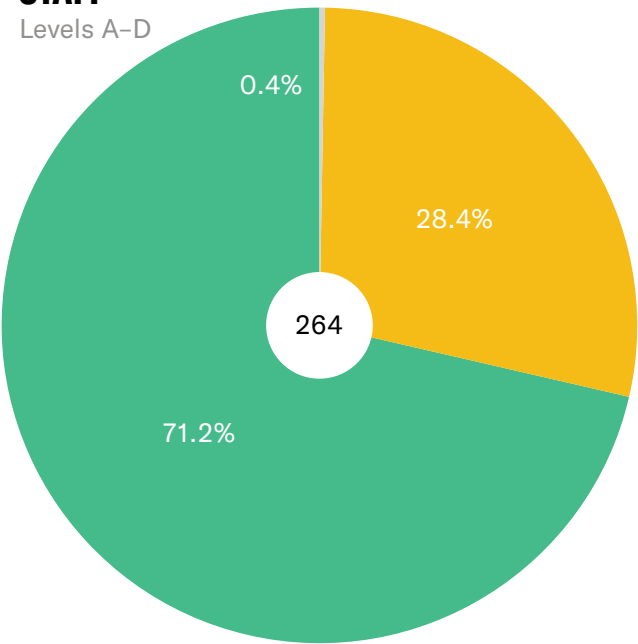
United States

United Kingdom

Berlin & Vienna

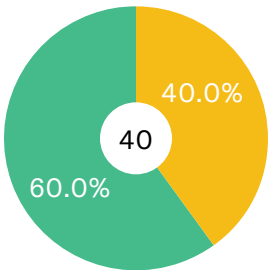
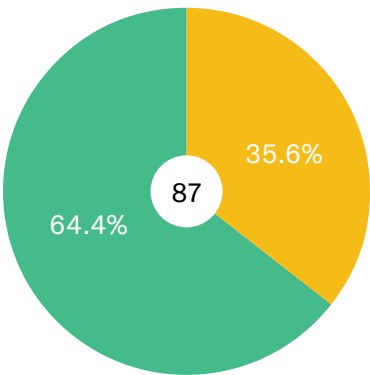
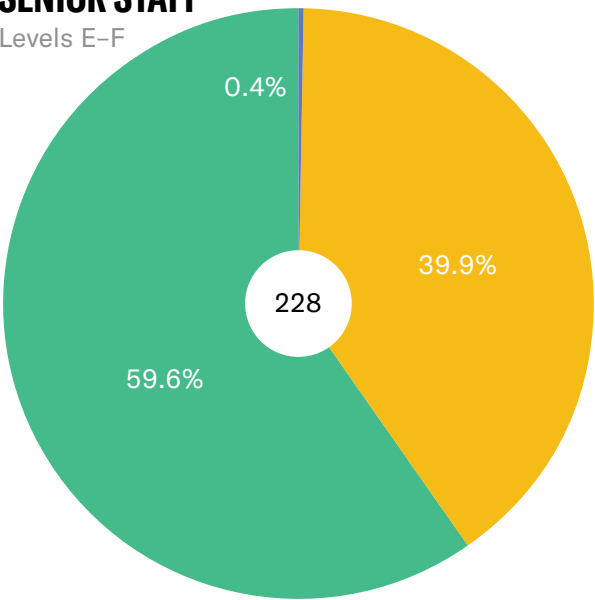
STAFF

Levels A-D



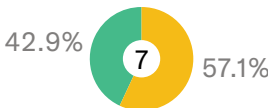
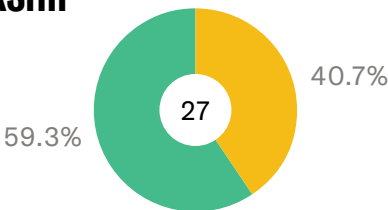
SENIOR STAFF

Levels E-F



LEADERSHIP

Level G

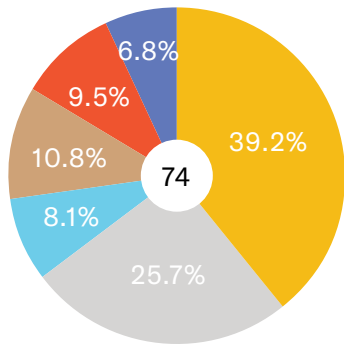
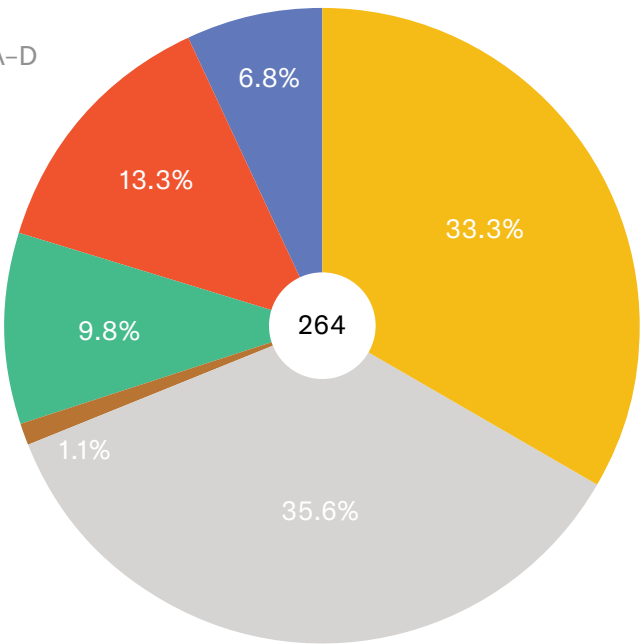


United States

United Kingdom

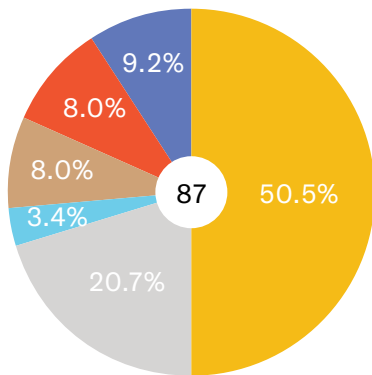
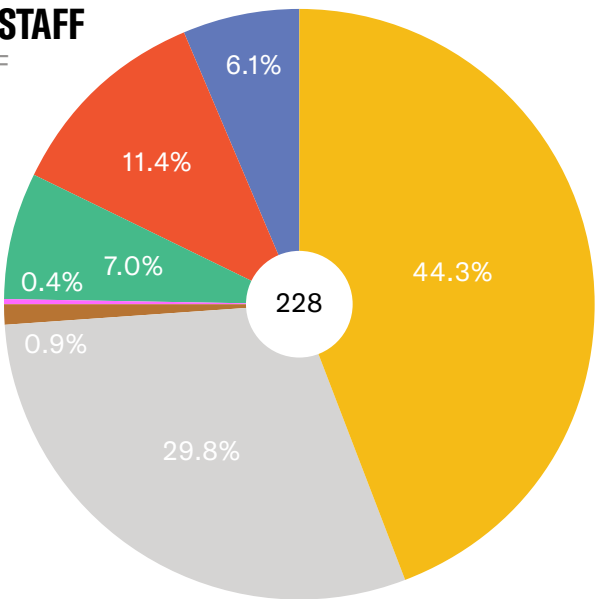
STAFF

Levels A-D



SENIOR STAFF

Levels E-F



LEADERSHIP

Level G

