

2018 DIVERSITY DATA REPORT



The information contained in this report focuses on the Open Society Foundations workforce in its three largest population centers at year's end in 2016 and in 2017: the United States (New York, Washington, D.C. and Baltimore); the United Kingdom (London); and Hungary (Budapest). Together, these three offices comprise approximately 92 percent of all staff working in Open Society's hub and regional offices at the close of 2017 (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. Regarding the data on race, it is important to note that by law in Hungary, organizations cannot collect information on employees' race. Further, a number of employees declined to self-identify by race (in 2017 across levels, approximately 32% of employees in the U.S. and approximately 17% in the U.K.).

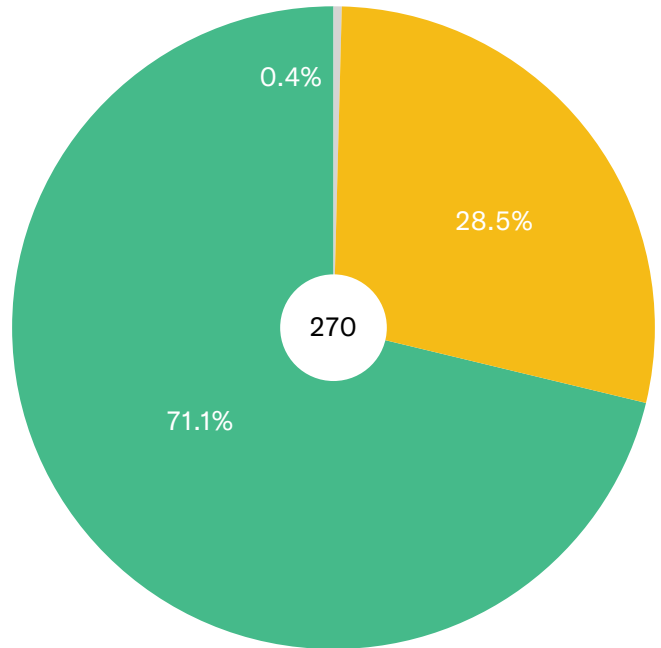
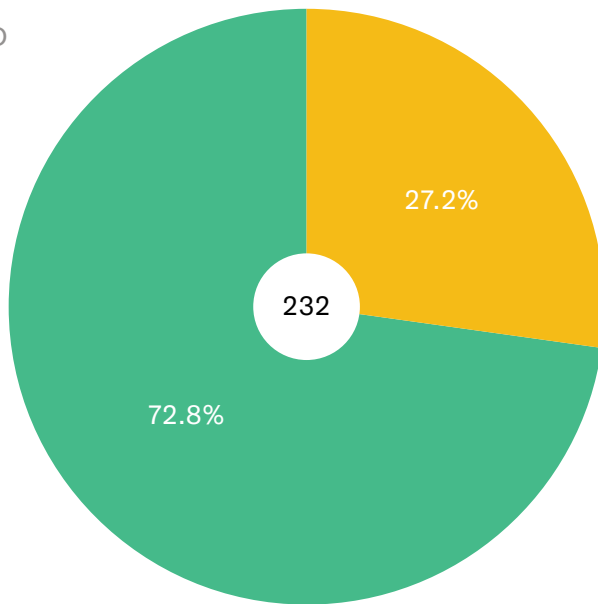
Some variation is to be expected over time, based on employee turnover, promotions, new hires and similar factors occurring in the normal course of business. It is also important to note that the smaller the sample size, the greater impact a small change can have on the aggregate analysis.

2016

2017

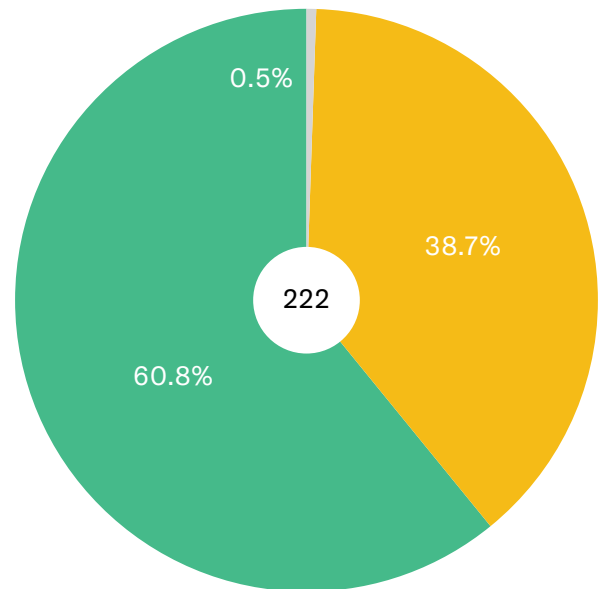
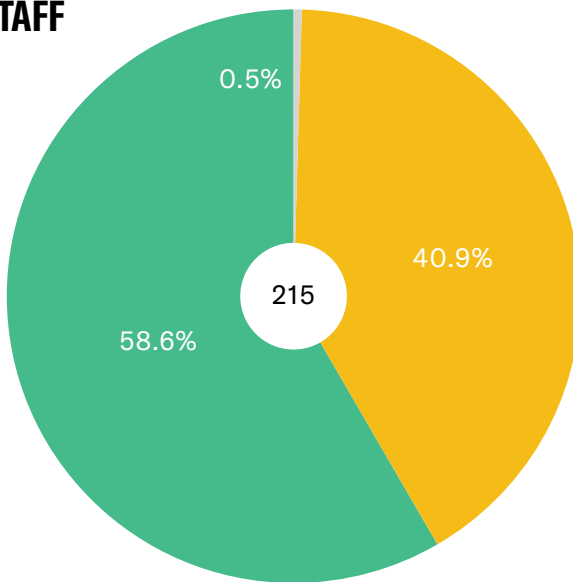
STAFF

Levels A-D



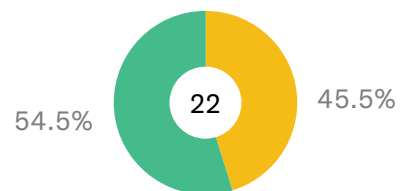
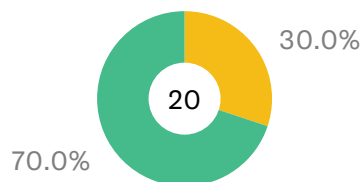
SENIOR STAFF

Levels E-F



LEADERSHIP

Level G

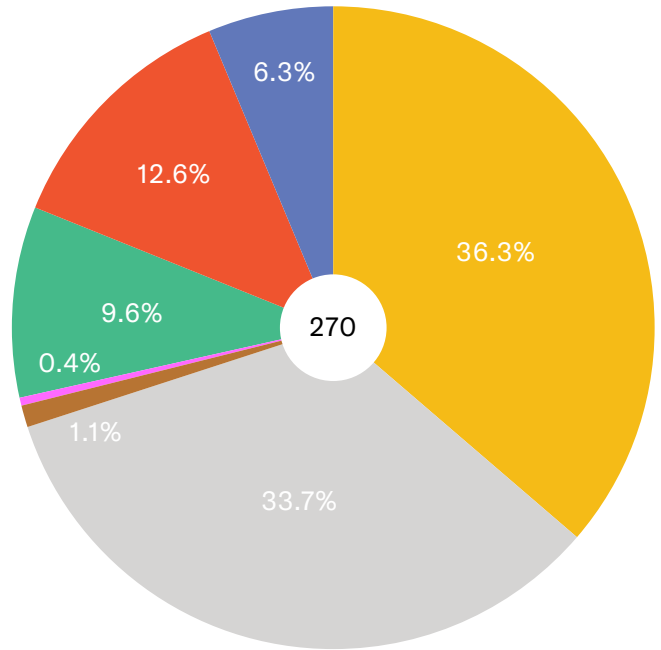
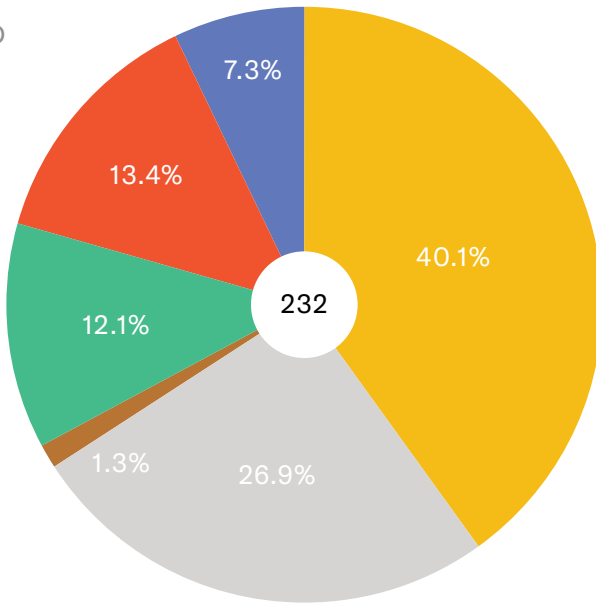


2016

2017

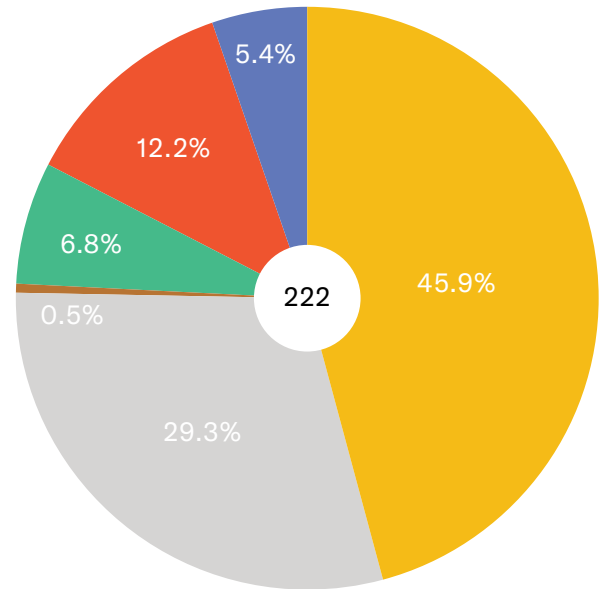
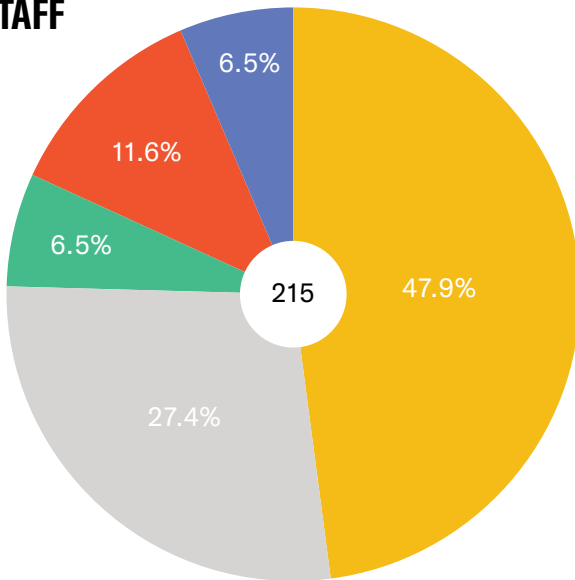
STAFF

Levels A-D



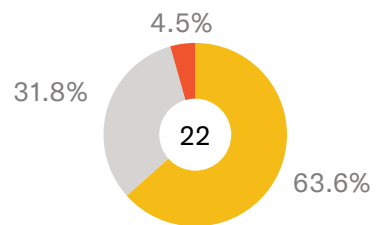
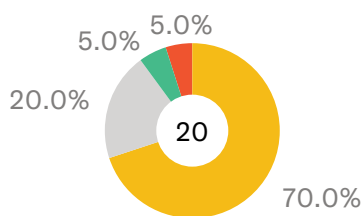
SENIOR STAFF

Levels E-F



LEADERSHIP

Level G

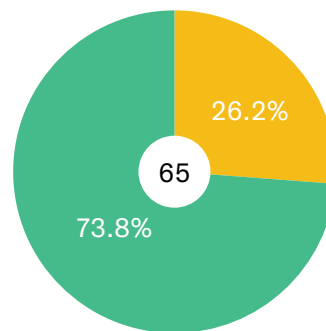
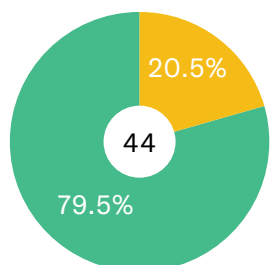


2016

2017

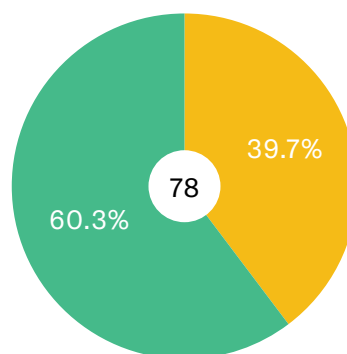
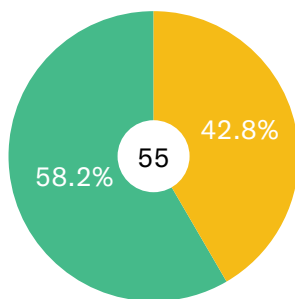
STAFF

Levels A-D



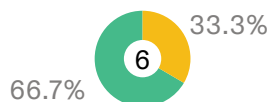
SENIOR STAFF

Levels E-F



LEADERSHIP

Level G



Female

Total Employees

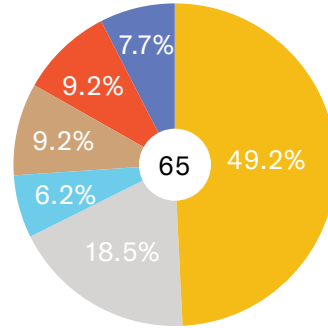
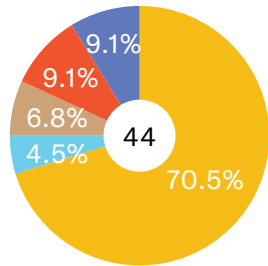
Male

2016

2017

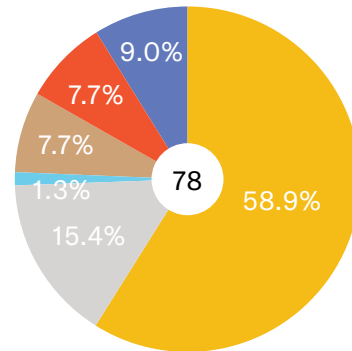
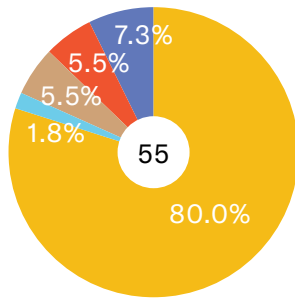
STAFF

Levels A-D



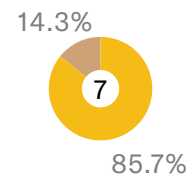
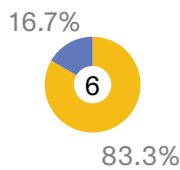
SENIOR STAFF

Levels E-F



LEADERSHIP

Level G

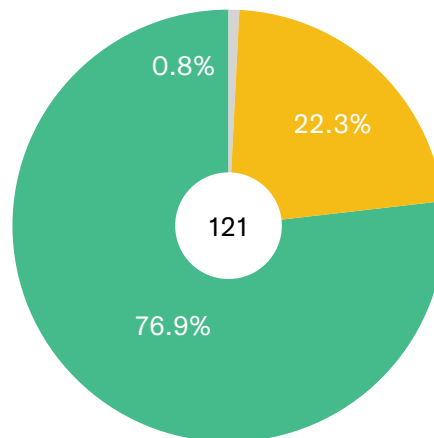
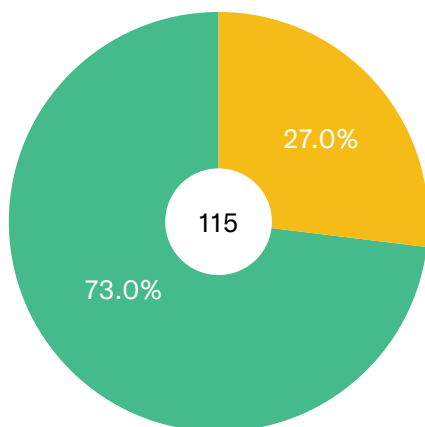


2016

2017

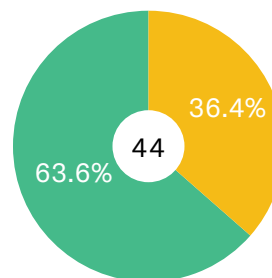
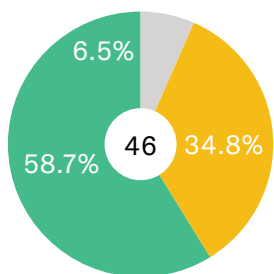
STAFF

Levels A-D



SENIOR STAFF

Levels E-F



LEADERSHIP

Level G

