



2024 TRANSPARENCY REPORT

Turning Tides in the Sector



TABLE OF CONTENTS

INTRODUCTION	<u>1</u>
NGO ANALYSIS	<u>2</u>
NGO BOARD MEMBERS	<u>2</u>
NGO HEADS OF ORGANIZATIONS	<u>5</u>
NGO SENIOR STAFF	<u>8</u>
NGO FULL-TIME STAFF	<u>11</u>
NGO ALL STAFF	<u>13</u>
NGO POLICIES AND PRACTICES	<u>14</u>
FOUNDATION ANALYSIS	<u>16</u>
FOUNDATION BOARD MEMBERS	<u>16</u>
FOUNDATION HEADS OF ORGANIZATIONS	<u>19</u>
FOUNDATION SENIOR STAFF	<u>22</u>
FOUNDATION FULL-TIME STAFF	<u>25</u>
FOUNDATION ALL STAFF	<u>27</u>
GRANTMAKING PRACTICES	<u>28</u>
CONCLUSION	<u>29</u>
METHODOLOGY	<u>30</u>
ACKNOWLEDGEMENTS	<u>31</u>

INTRODUCTION

This year marks the eighth consecutive year Green 2.0 has presented data on demographic data of staff and equity practices at non-profit organizations (“NGOs”) and foundations in the environmental sector. Alarmingly, this year reports the first decline in staff of color at all levels of NGOs in the history of this report. While foundations saw marginal improvements, the glaring trend at NGOs reminds us that progress requires intentional and consistent effort to not just hire, but also retain, staff of color.

Equity is essential to building a successful environmental sector. It is not new information that people of color and other historically marginalized communities are disproportionately affected by environmental and climate issues. These communities offer unique and invaluable insight and innovation in tackling environmental issues. Failing to include, value, and keep these people at their workplaces will only hinder the sector’s progress. It is vital to reinvigorate commitments and take action to center equity throughout environmental work. The sector must also prioritize intersectionality and the inclusion of all people from historically marginalized backgrounds or the movement will continue to leave people behind.

Green 2.0’s Transparency Report acts as a valuable tool to drive change forward by holding organizations accountable. Collecting staff demographic data and adjusting surveying to align with best practices offer the first steps to demonstrating transparency. Understanding how staff demographics change over time also provides insight into the effectiveness of hiring and retention practices. Reviewing the equity and grantmaking practices in the report acts as a starting point for ideas about policies organizations can implement. Additionally, connecting with similarly aligned and structured peer organizations in the report can foster opportunities for learning and collaboration. Though this year’s report points to a disappointing step back, it provides key insight into areas for improvement. Only through active adjustments and a reinvigoration of the incorporation of intersectionality within the environmental movement can the sector drive progress again.

NOTES ON DEMOGRAPHIC CATEGORIES, TERMS, AND PROCESSES

Terms

- Head of organization is defined as a CEO, executive director, president, or another title a given organization uses to describe the individual or individuals directly responsible for leading organizational health and growth.
- Senior staff is defined as executive management at the highest level of leadership at the organization.
- Full-time staff are all individuals who are not the head of the organization or senior staff, but who work for the organization in a full-time capacity.
- All staff is defined as the head of organization, senior staff, and full-time staff combined.
- We use the terms woman and man in this report in a way that is inclusive of individuals who identify as transgender and cisgender. This year, we used new and improved best practices to survey gender identity.
- This report includes “queer” as an individual demographic category option for sexual orientation, so we use the term “LGBTQIA+” to refer to non-heterosexual people. We recognize LGBTQIA+ is an imperfect stand in for representing sexual orientation identity as it also includes gender identity.

Demographic Categories and Processes

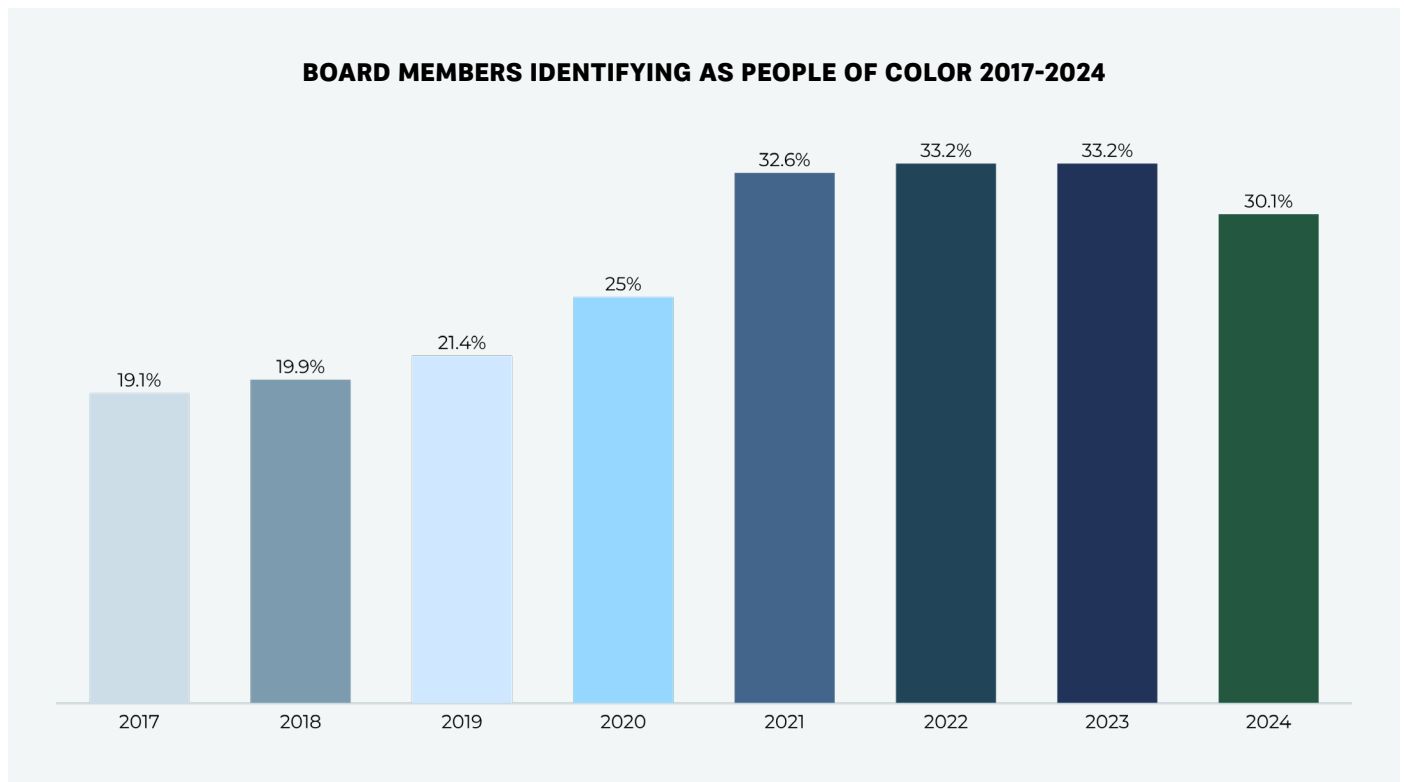
- In many locales, the mere act of reporting LGBTQIA+ identities can introduce risk on a social, career, psychological, or physical level, with staff navigating potential loss of community, medical care, and/or housing. Therefore, our data may not accurately represent LGBTQIA+ identities given the inherent risks that come with coming out in certain jurisdictions.
- Given the sensitive nature of gender identity, LGBTQIA+ identity, and disability status demographic categories, we are appreciative of staff participation. We reported this data as two categories—Board of Directors and aggregated as “All Staff”—on individual organization profiles to increase anonymity.
- In many organizations, staff reporting their disabilities can pose direct and significant personal and professional risks including loss of health insurance and advancement opportunities. This data may thus not be an accurate representation of the actual disability status of staff.
- It is critical for organizations to be inclusive of all communities in their reporting. As best practice, we recommend including the demographic category of Middle Eastern or North African as noted in Green 2.0’s Tracking Diversity Guide. Unfortunately, some organizations we survey still do not use this category, and it is a missed opportunity to accurately reflect this community.
- Green 2.0 also recommends including individual gender expansive identities and sexual orientations, rather than grouping them together within an LGBTQIA+ umbrella, as a best practice noted in Green 2.0’s Tracking Diversity Guide. Unfortunately, some organizations we survey do not collect data on these categories, and it is a missed opportunity to represent the distinctive identities and experiences within the LGBTQIA+ community.

NGO ANALYSIS

Dr. Chandler Puritty analyzed data and captured trends for racial and ethnic demographic data from 2017-2024 for boards, heads of organizations, senior staff, and full-time staff at NGOs. Dr. Puritty also analyzed data for gender identity, disability status, and sexual orientation. Finally, Dr. Puritty analyzed data on policies and practices of NGOs.

There had been a measurable increase in people of color on the boards, senior staff, and full-time staff of NGOs from 2017 to 2023 and for heads of organizations over the past three years from 2021 to 2023. However, this year's report indicates decreases in people of color on the boards, among heads of organizations, senior staff, and full-time staff at NGOs since last year. In some cases, these numbers closely resemble the 2020 Transparency Report data.

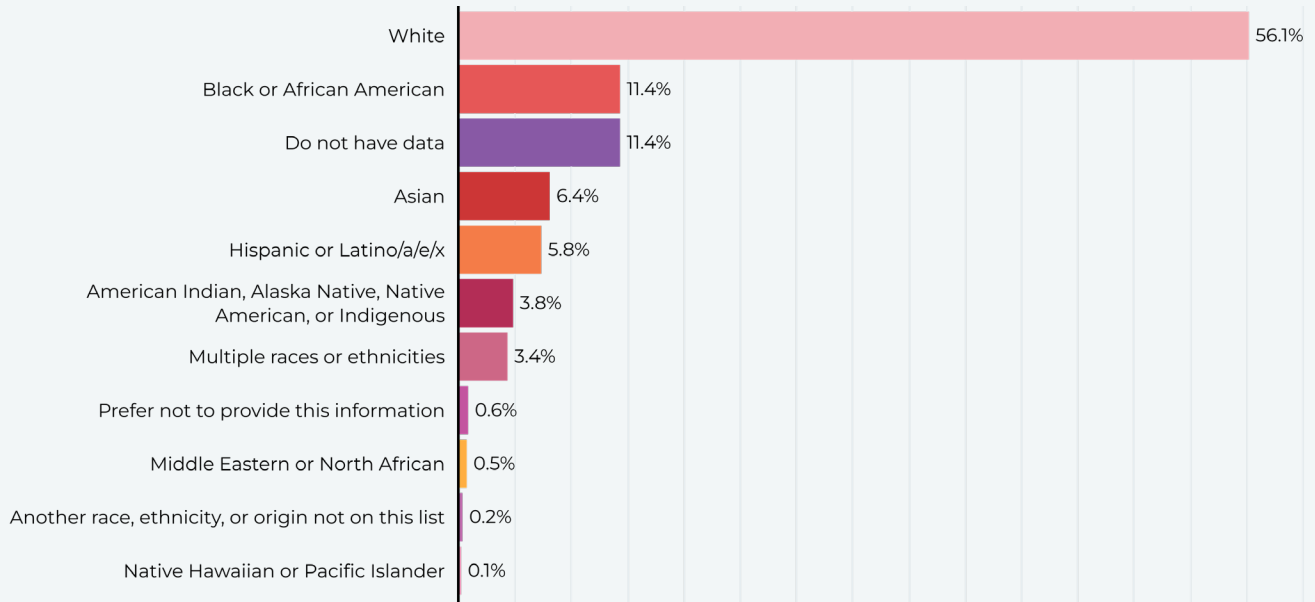
NGO BOARD MEMBERS



- The diversity of board members at NGOs increased steadily until 2022 when it stagnated through 2023. This year shows the first decrease in board members of color in the history of this report, which decreased 3% from 2023.

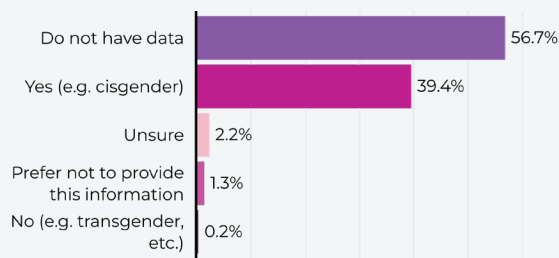
NGO ANALYSIS

RACIAL AND ETHNIC IDENTITY OF BOARD MEMBERS

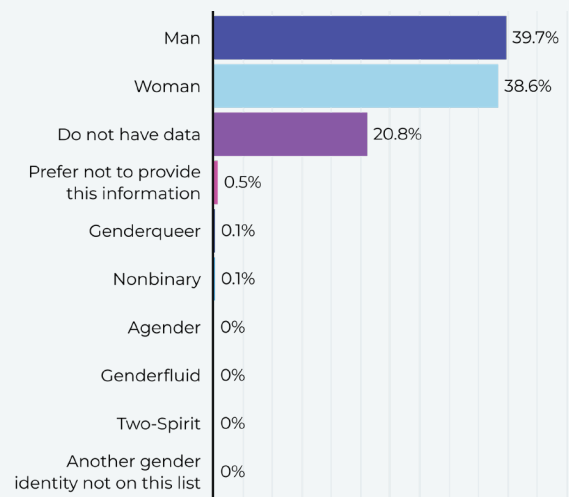


- There are marginal increases from 2023 for Asian and American Indian, Alaska Native, Native American or Indigenous board members.
- There is a marginal decrease in Black or African American board members, and a 2% decrease in Hispanic or Latino/a/e/x board members.

2024 DO BOARD MEMBERS IDENTIFY WITH THEIR GENDER ASSIGNED AT BIRTH?

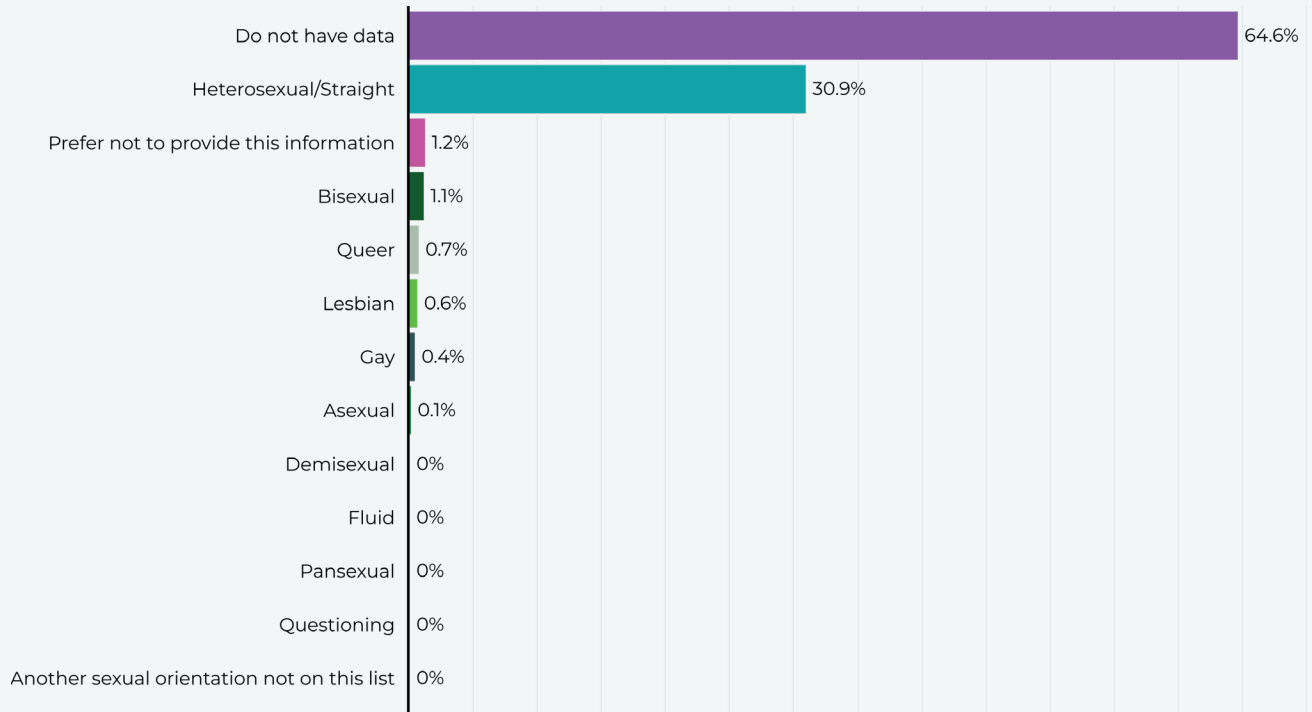


2024 GENDER IDENTITY OF BOARD MEMBERS

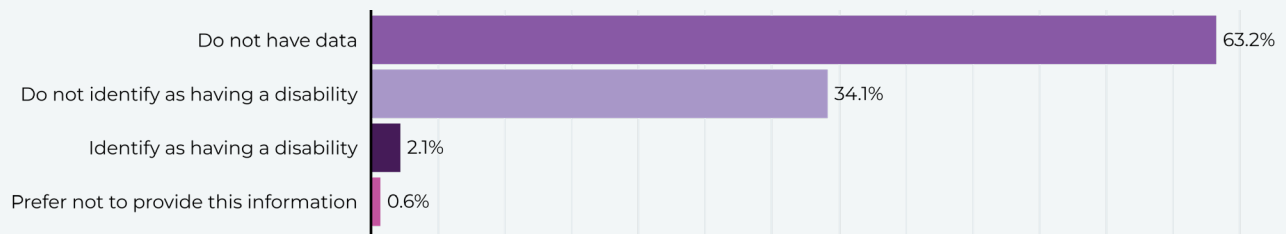


NGO ANALYSIS

2024 SEXUAL ORIENTATION OF BOARD MEMBERS

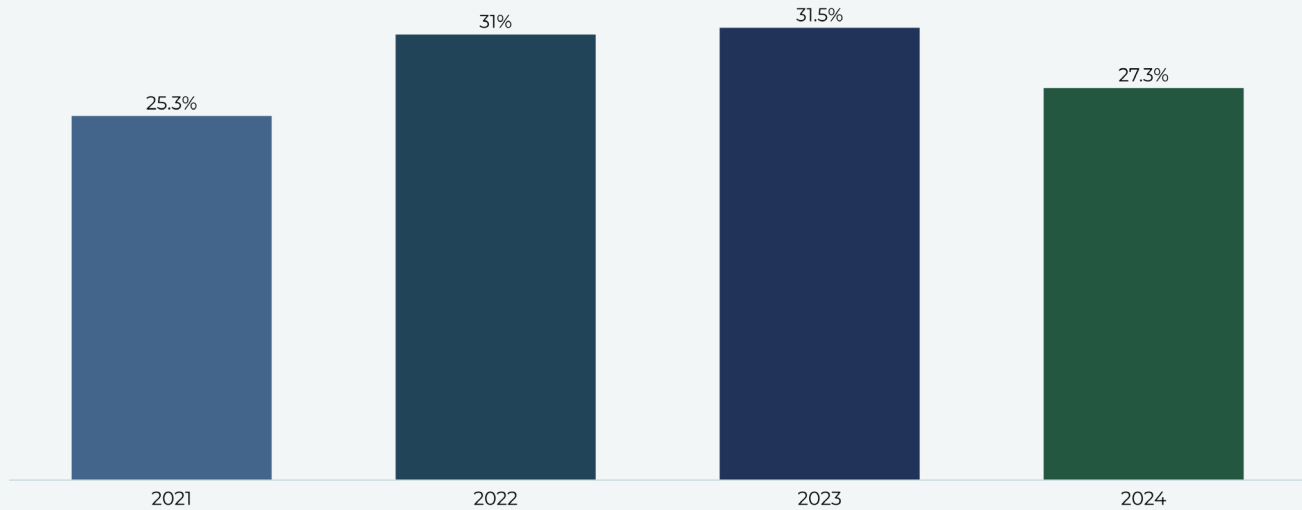


2024 DISABILITY STATUS OF BOARD MEMBERS



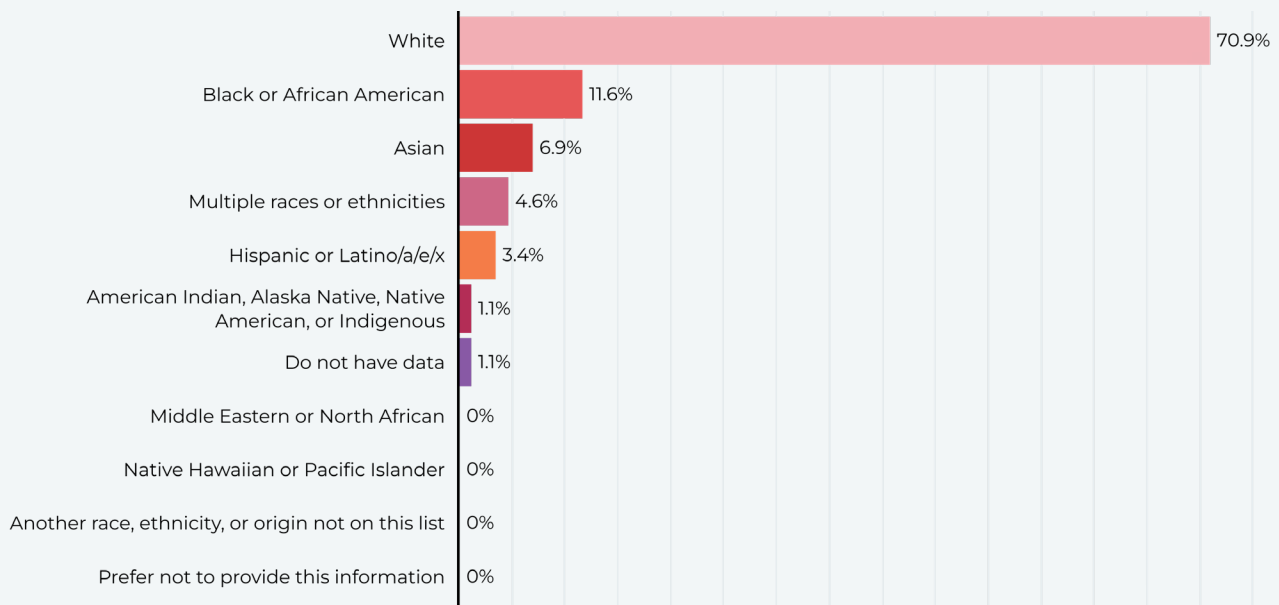
NGO HEADS OF ORGANIZATIONS

HEADS OF ORGANIZATIONS IDENTIFYING AS PEOPLE OF COLOR 2021-2024



- While the percentage of POC heads of organizations increased 6% from 2021-2023, this year the percentage decreased by 4%.
- This year, heads of NGOs lost two thirds of the progress they made from 2021-2023.

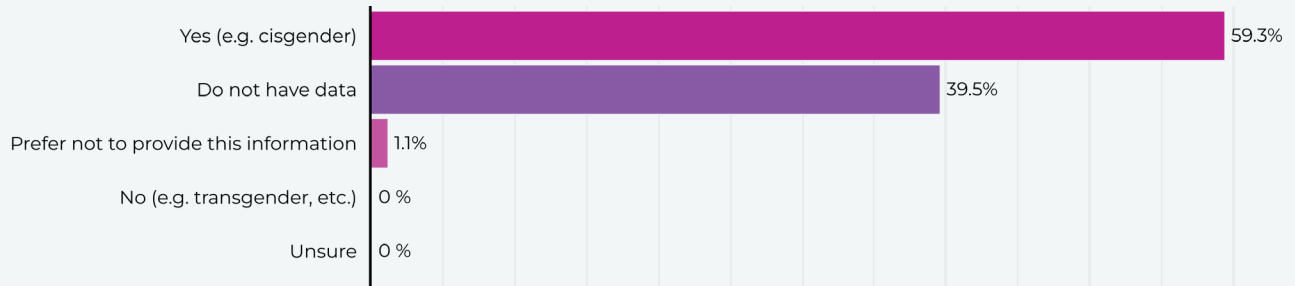
2024 RACIAL AND ETHNIC IDENTITY OF HEADS OF ORGANIZATIONS



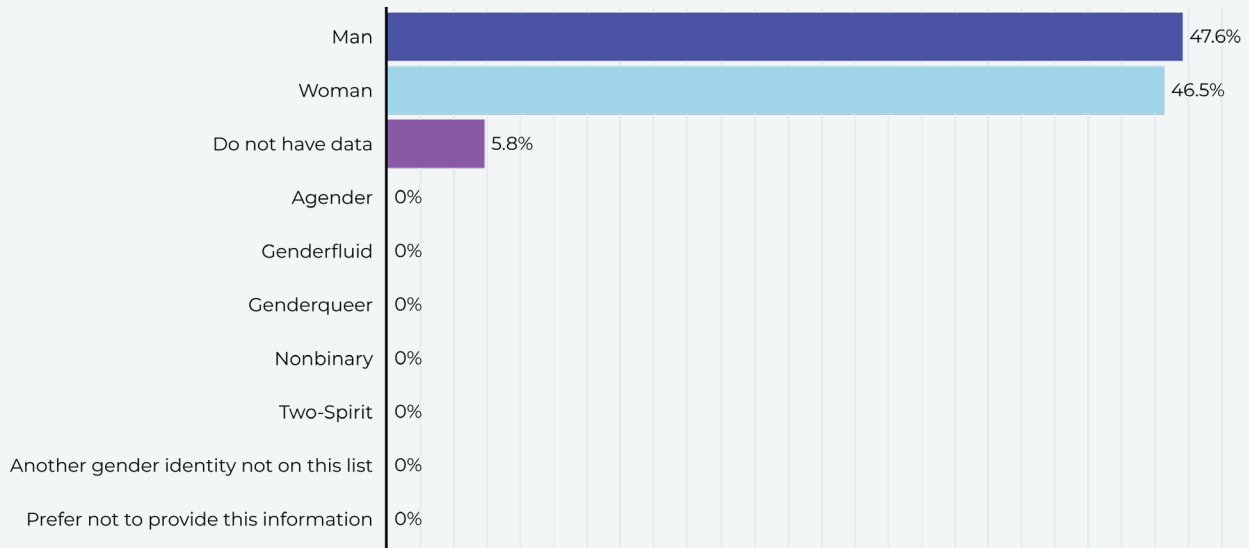
- Heads of organizations were predominately White and increased by nearly 3% from 2023.
- Black or African American heads of organizations increased by 2.5% from 2023.
- Asian heads of organizations decreased 3%, Hispanic or Latino/a/e/x decreased 2% and American Indian, Alaska Native, Native American, or Indigenous decreased 1% from 2023.

NGO ANALYSIS

2024 DO HEADS OF ORGANIZATIONS IDENTIFY WITH THEIR GENDER ASSIGNED AT BIRTH?

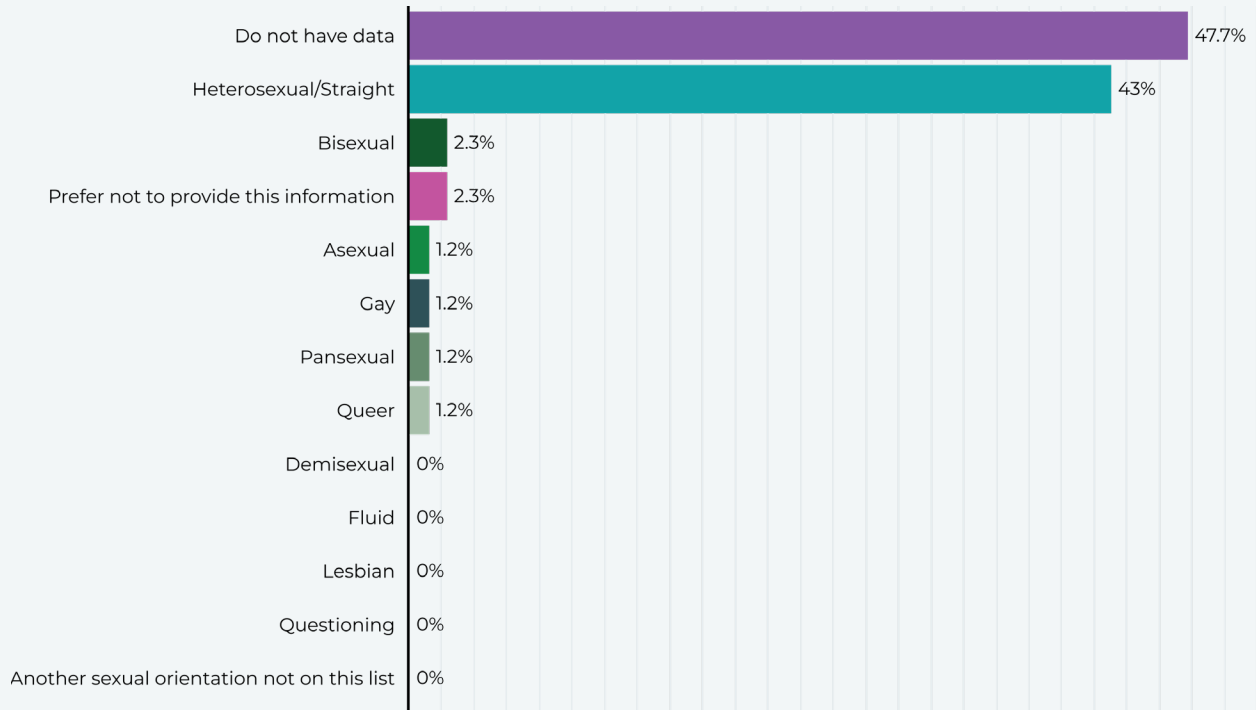


2024 GENDER IDENTITY OF HEADS OF ORGANIZATIONS



- There appears to be gender parity between men and women as there are only marginally more people who identify as men (47.7%) compared to women (46.5%). However, gender expansive identities are not represented as heads of organizations at all.

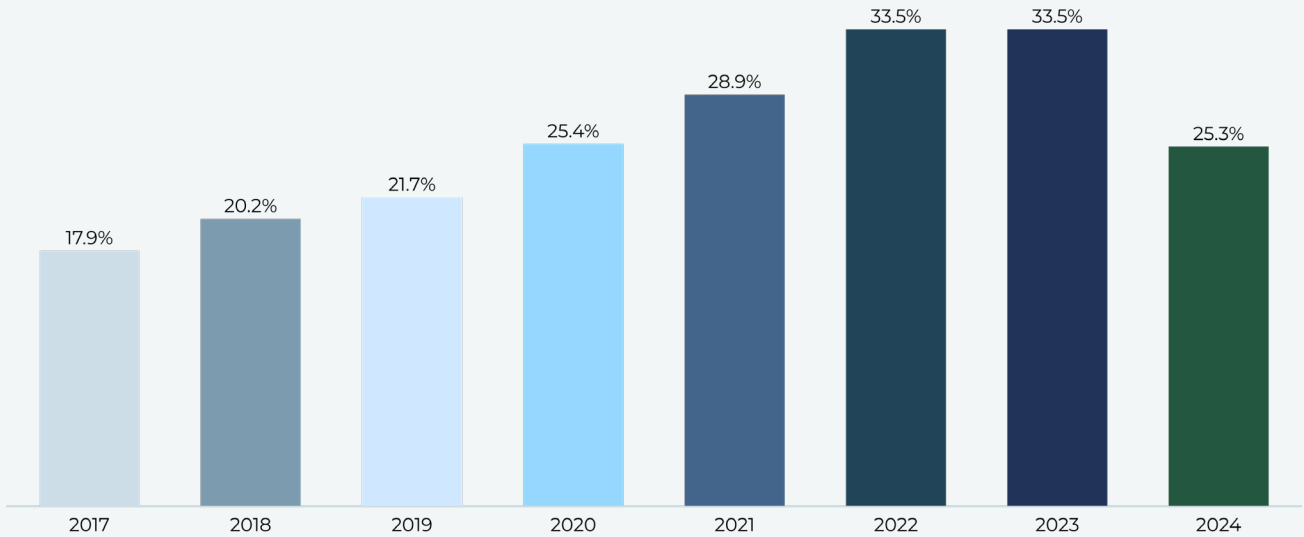
2024 SEXUAL ORIENTATION OF HEADS OF ORGANIZATIONS



- Heads of organizations who reported their sexual orientation largely identify as heterosexual/straight, while 7% identify with LGBTQIA+ identities.

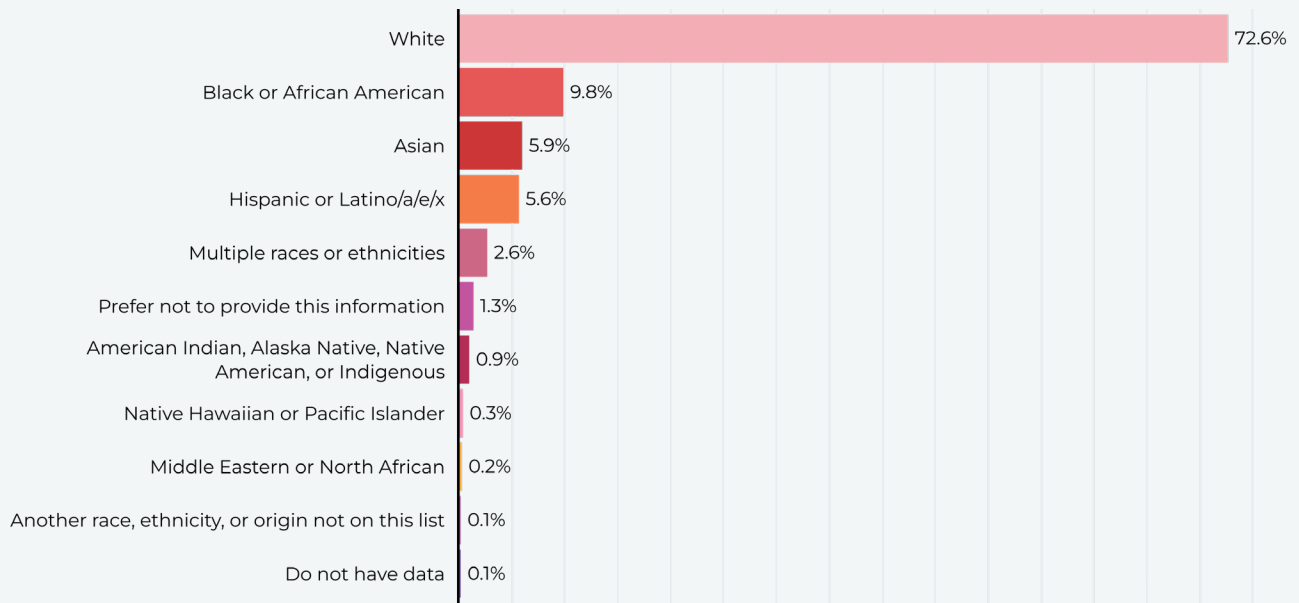
NGO SENIOR STAFF

SENIOR STAFF IDENTIFYING AS PEOPLE OF COLOR 2017-2024



- After a steady upward trend since 2017, representation of senior staff of color decreased this year.

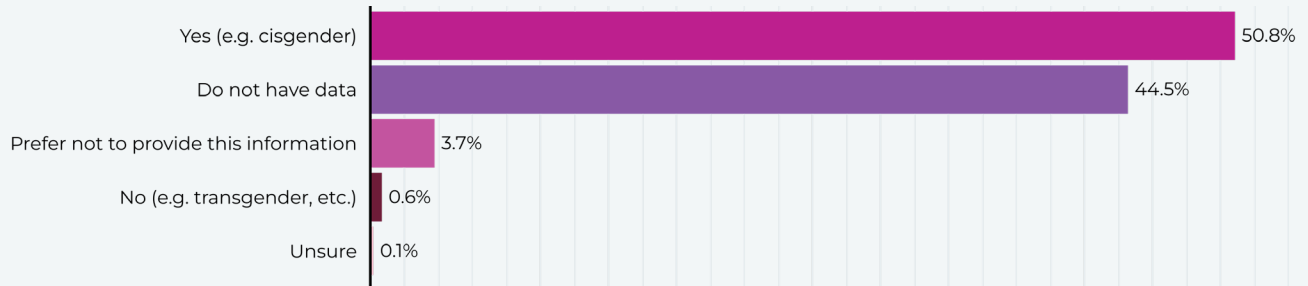
2024 RACIAL AND ETHNIC IDENTITY OF SENIOR STAFF



- Senior staff of NGOs remain overwhelmingly White while Black or African American, Hispanic or Latino/a/e/x, Middle Eastern or North African, Native Hawaiian or Pacific Islander and Asian senior staff have decreased slightly from 2023.

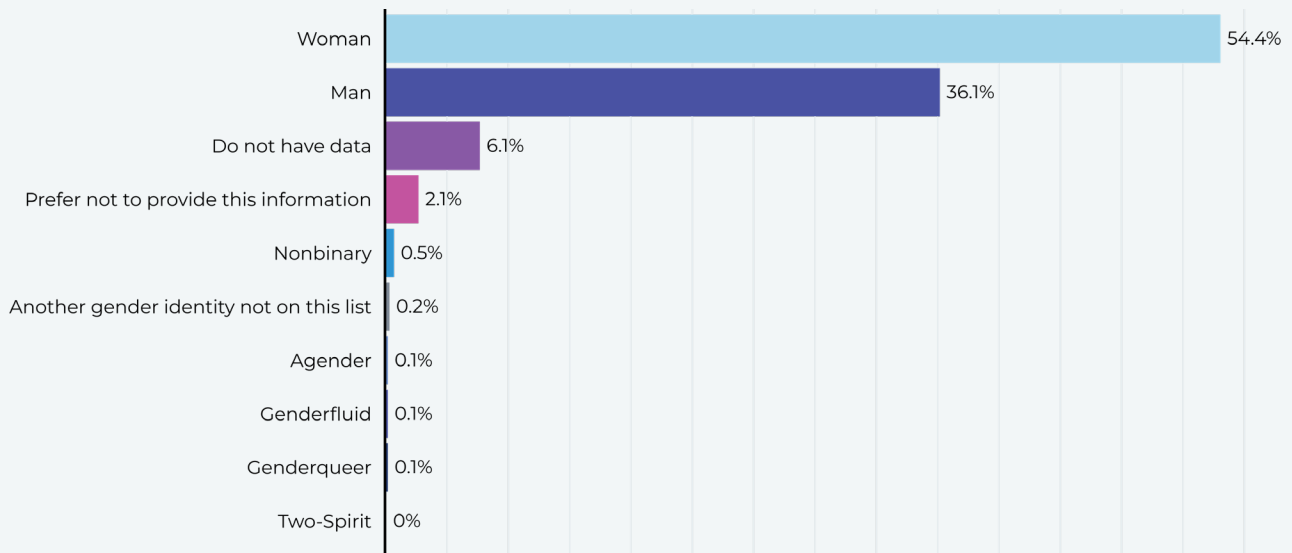
NGO ANALYSIS

2024 DO SENIOR STAFF IDENTIFY WITH THEIR GENDER ASSIGNED AT BIRTH?



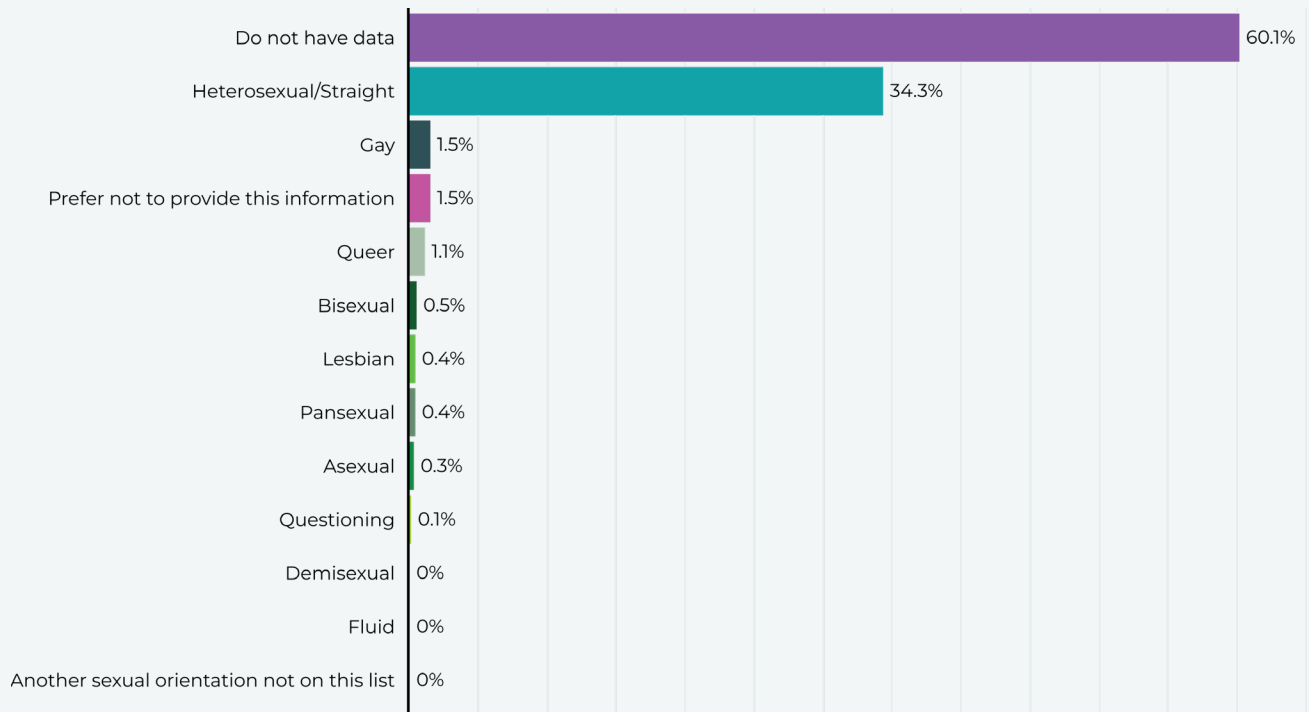
- Reporting senior staff of NGOs largely identify as cisgender. There are marginally more senior staff who identify as transgender relative to boards and heads of organizations.

2024 GENDER IDENTITY OF SENIOR STAFF



NGO ANALYSIS

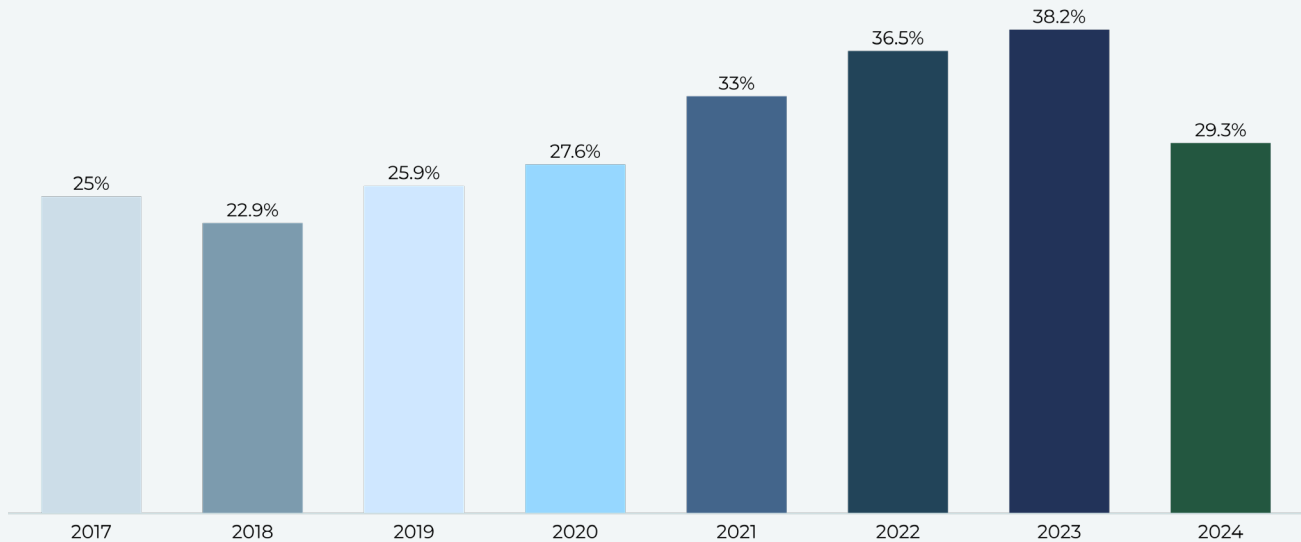
2024 SEXUAL ORIENTATION OF SENIOR STAFF



- The majority of senior staff identified as heterosexual/straight with all LGBTQIA+ identities combined comprising 4% of respondents.

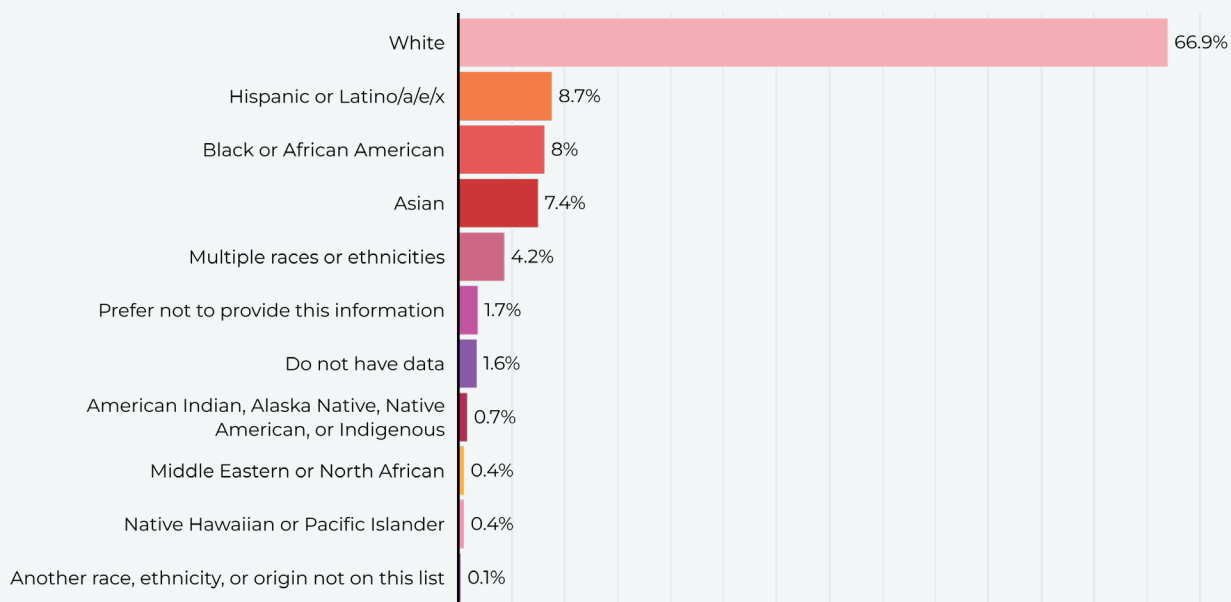
NGO FULL-TIME STAFF

FULL-TIME STAFF IDENTIFYING AS PEOPLE OF COLOR 2017-2024



- The diversity of full-time staff at NGOs increased steadily from 2017-2023. However, this year shows the first decrease in full-time staff of color in the history of this report, as this number is down 9% from 2023. Like the diversity of board members, this year's percentage is also similar to the reported percentages in 2020 and 2021.

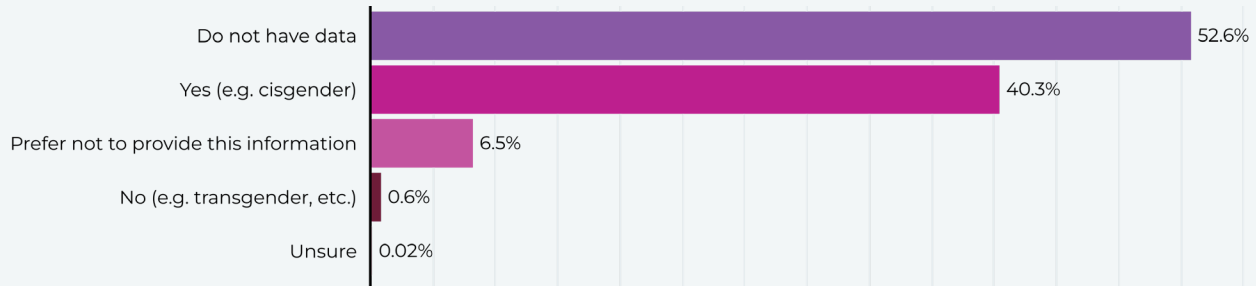
2024 RACIAL AND ETHNIC IDENTITY OF FULL-TIME STAFF



- Black or African American, Hispanic or Latino/a/e/x, and American Indian, Alaska Native, Native American, or Indigenous staff decreased from 2023.

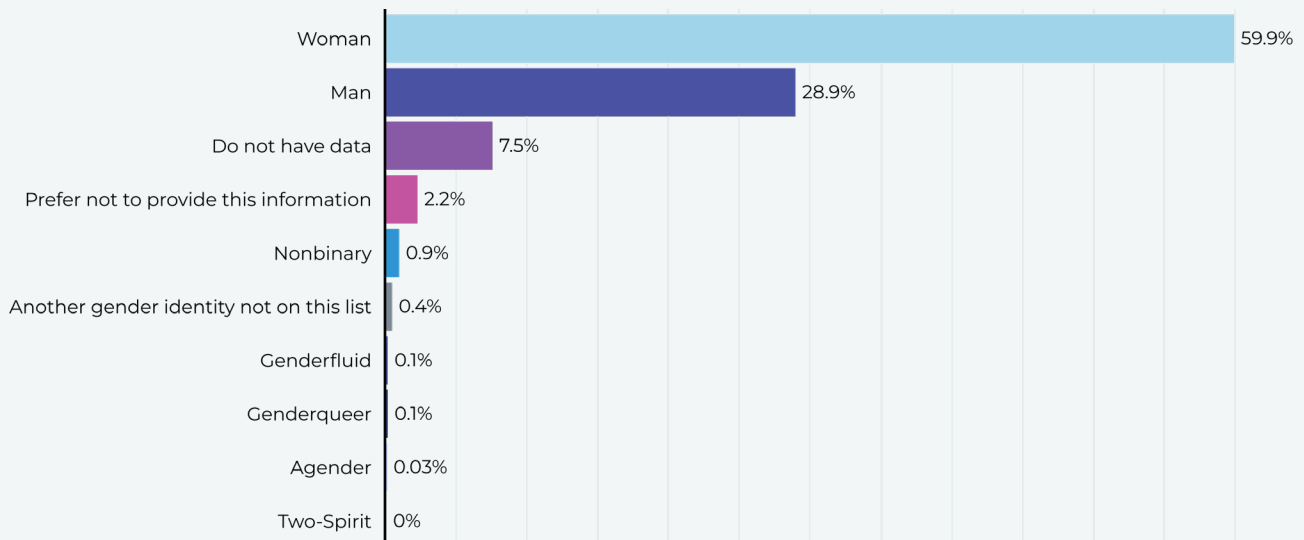
NGO ANALYSIS

2024 DO FULL-TIME STAFF IDENTIFY WITH THEIR GENDER ASSIGNED AT BIRTH?



- Full-time staff at NGOs predominately identify as cisgender. There are marginally more full-time staff who identify as transgender relative to boards and heads of organizations.

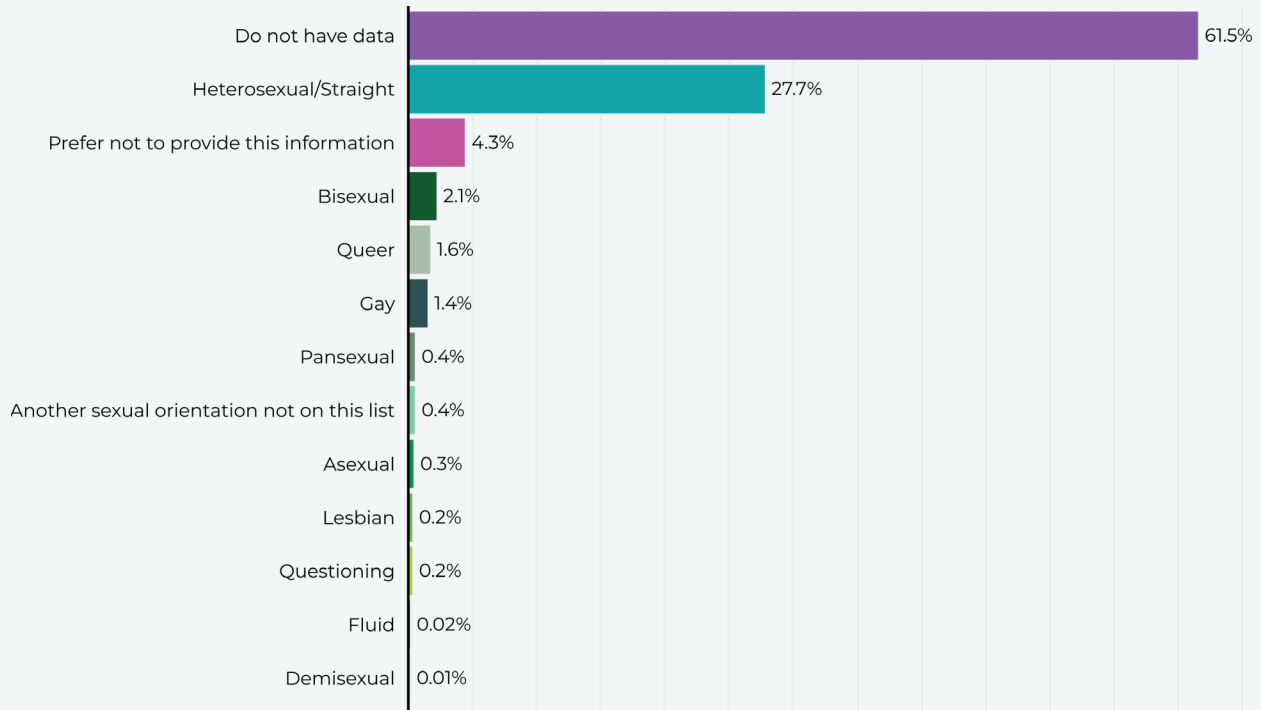
2024 GENDER IDENTITY OF FULL-TIME STAFF



- The majority of full-time staff at NGOs identify as women (59.9%). Men make up less than 30% of full-time staff at NGOs, and people with gender expansive identities comprise less than 2% of full-time staff.

NGO ANALYSIS

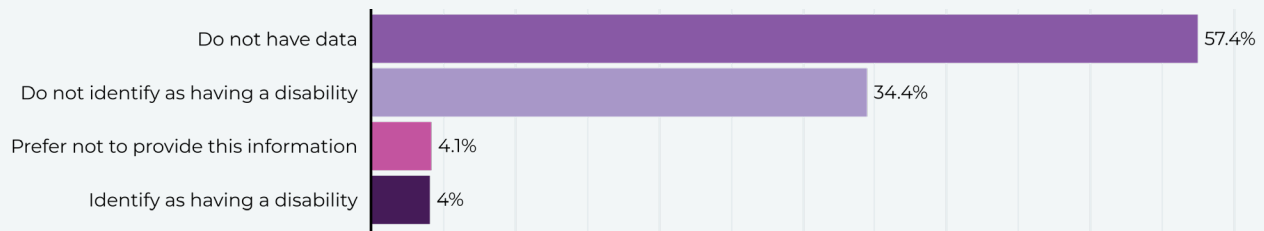
2024 SEXUAL ORIENTATION OF FULL-TIME STAFF



- The majority of respondents identified as heterosexual/straight (27.7%) with all LGBTQIA+ identities combined to represent 6.5% of full-time staff.

NGO ALL STAFF

DISABILITY STATUS OF ALL STAFF



NGO ANALYSIS

NGO POLICIES AND PRACTICES

Green 2.0 surveyed NGOs about their equity and inclusion policies and practices. Assessing the presence of these policies can offer additional insight into understanding staff demographic data, as these policies and practices represent steps to creating inclusive workplaces, increasing staff retention, and offering protections for people of color, the LGBTQIA+ community, and people with disabilities within their workplace and the larger environmental sector.



NGO POLICIES AND PRACTICES (CONTINUED)

Like last year, participating NGOs were most likely to have the following DEIJ practices and policies:

- Committing financial resources and paid staff time to their DEIJ efforts.
- Externally listing salaries in job descriptions for potential job applicants.
- Evaluating staff recruitment and hiring processes and implementing best practices to address bias.
- Having a process for addressing racial discrimination, harassment, and microaggressions.

This year, over 90% of NGOs also have a performance evaluation process for staff that is conducted across the organization and have provided staff the opportunity to provide feedback on DEIJ initiatives. Both percentages increased from 2023's report. Participating NGOs were again least likely to include DEIJ metrics in performance reviews for executive and senior leadership and to train managers on how to provide culturally appropriate feedback to staff. Although having formal mentoring programs for staff is still an area of growth, the percentage of NGOs that offer this have nearly doubled since 2023. However, the opposite occurred for the percentage of NGOs that have funded employee resource or affinity groups, as this number decreased 20% from 2023.

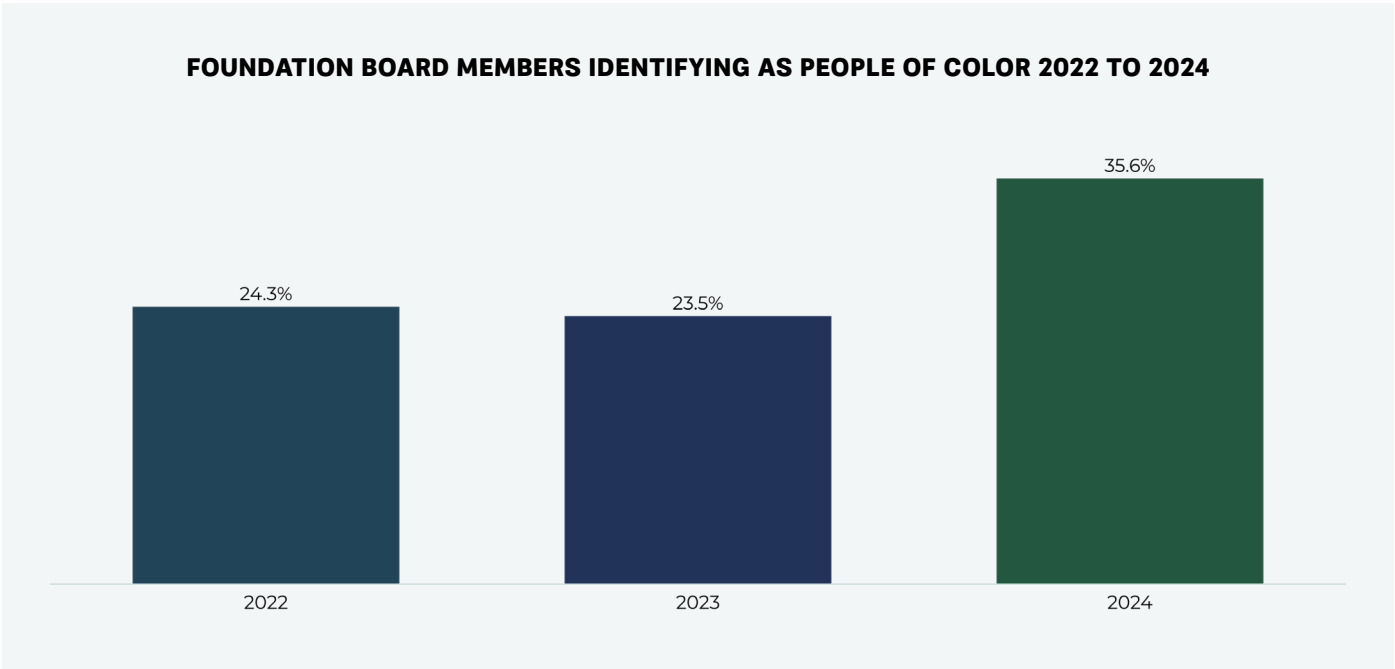
PAID PARENTAL LEAVE

Paid parental leave for caregivers and parents (birthing, non-birthing, and adoptive) is a cornerstone when it comes to staff retention. Participating NGOs reported that they provide **ten weeks** of paid parental leave on average, an increase of two weeks from 2023. The range of time for paid parental leave was from **zero to 35 weeks**. Paid parental leave is essential to creating a supportive working environment for caregivers and parents so we consider zero weeks of leave or leave taken from PTO unacceptable. We are optimistic about this overall trend towards extended time to support people with children.

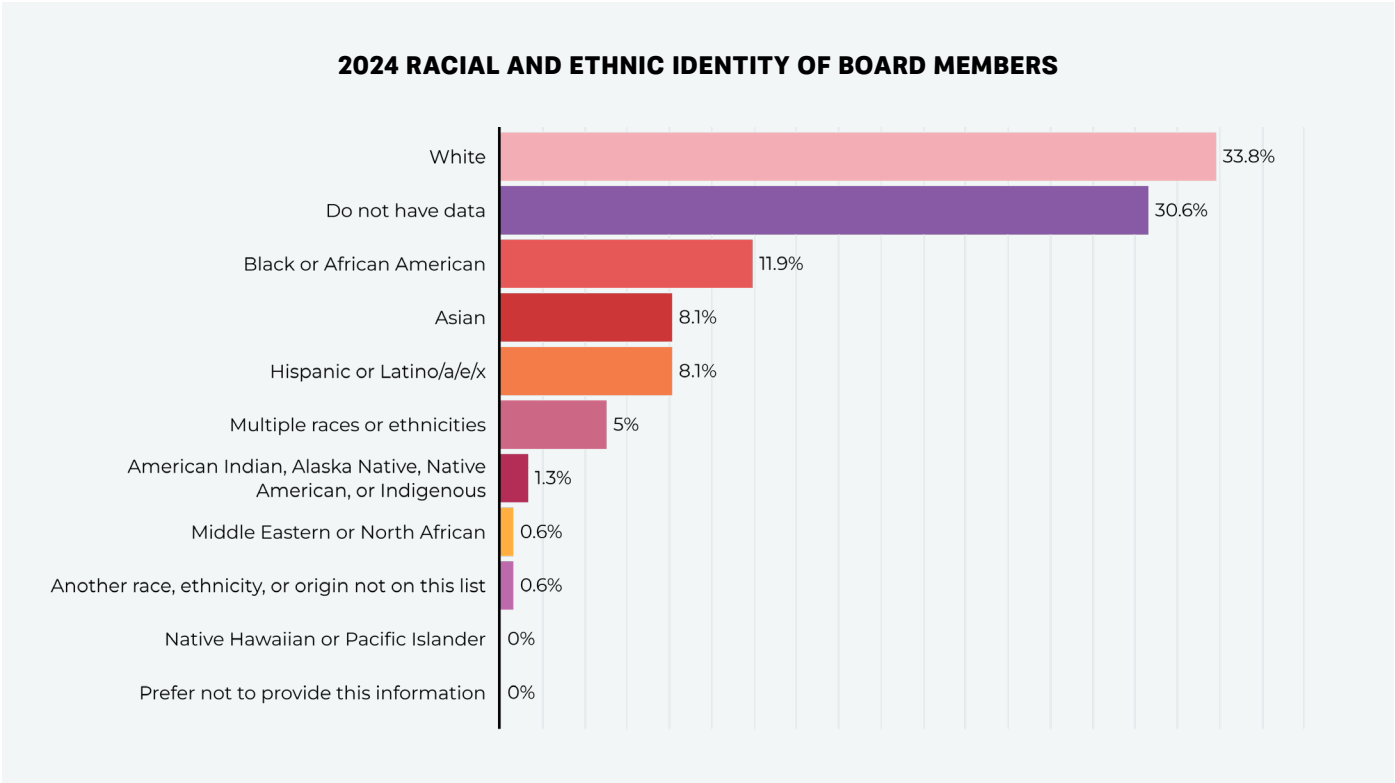
FOUNDATION ANALYSIS

Dr. Chandler Puritty analyzed data and captured trends for racial and ethnic demographic data from 2022–2024 for boards, heads of organizations, senior staff, and full-time staff at foundations. Additionally, she analyzed data on gender identity, sexual orientation, disability status, and grantmaking practices of foundations.

FOUNDATION BOARD MEMBERS



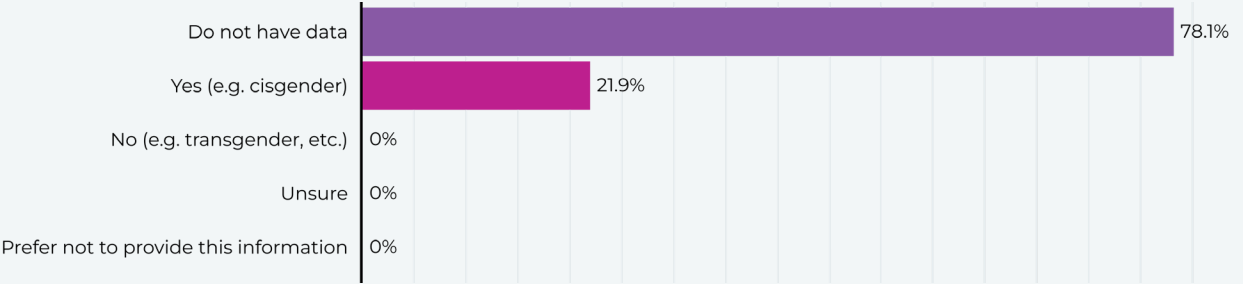
- The representation of board members of color at foundations has risen 10% since 2022.



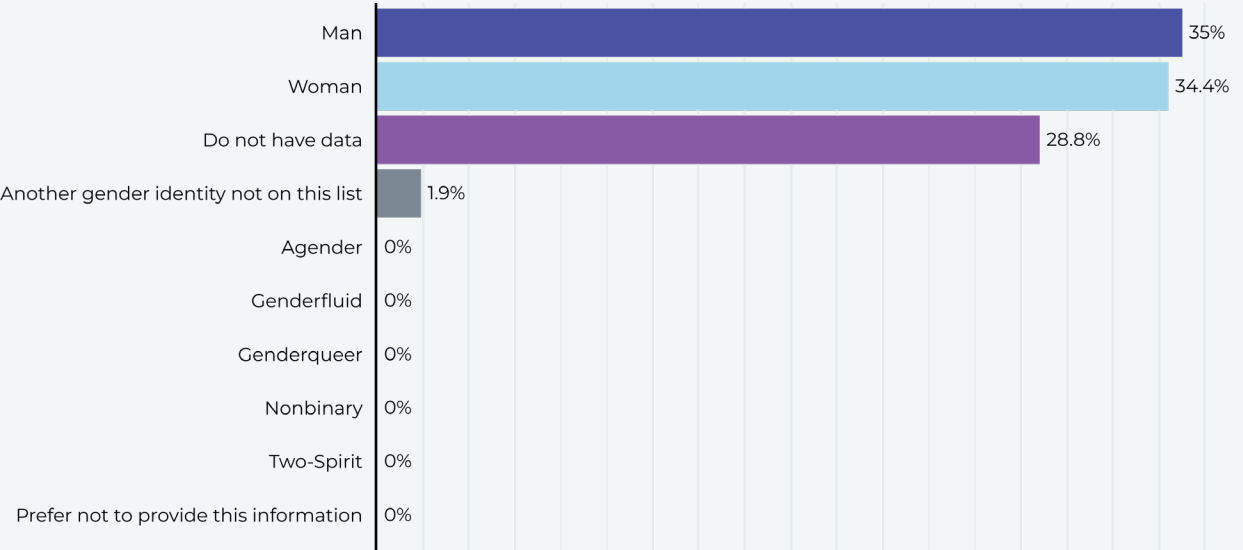
- American Indian, Alaska Native, Native American, or Indigenous, Asian, Hispanic or Latino/a/e/x groups and those who identify as multiple races or ethnicities increased in representation between 2023 and 2024.

FOUNDATION ANALYSIS

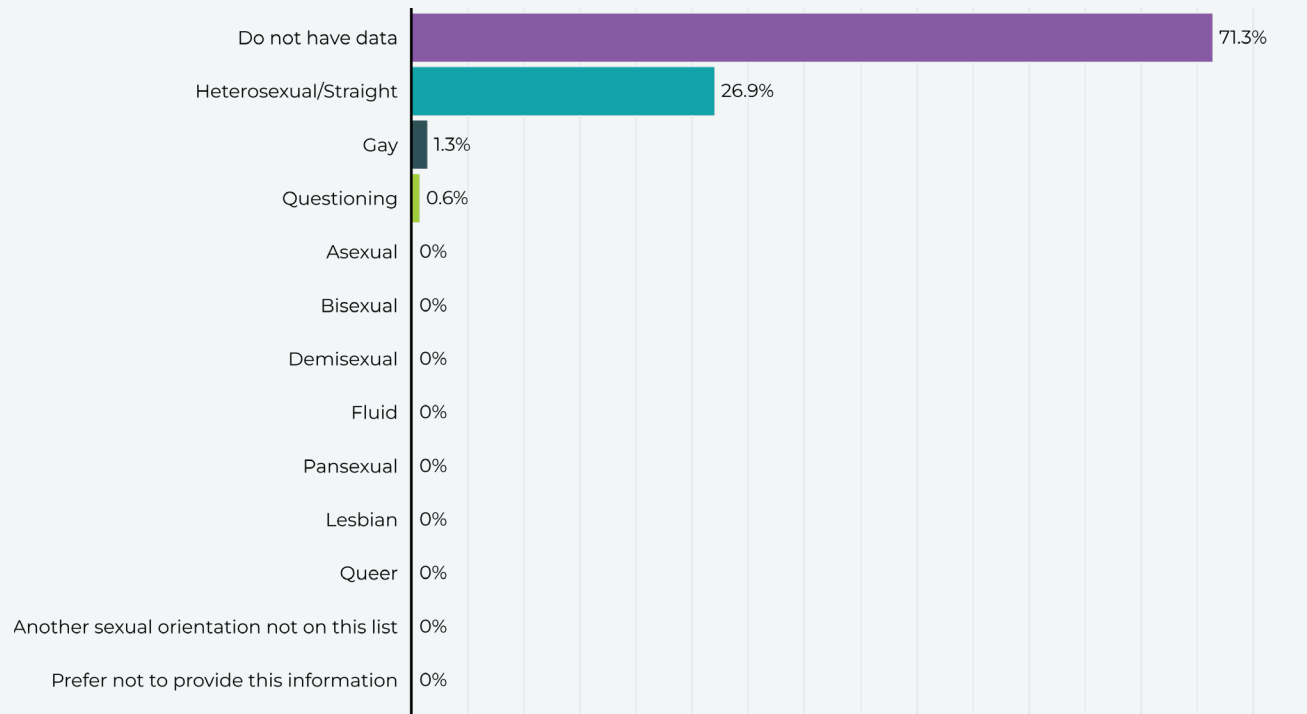
2024 DO BOARD MEMBERS IDENTIFY WITH THEIR GENDER ASSIGNED AT BIRTH?



2024 GENDER IDENTITY OF BOARD MEMBERS

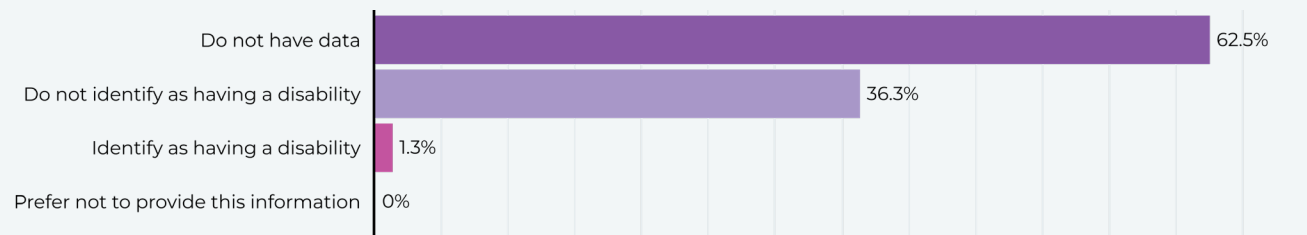


2024 SEXUAL ORIENTATION OF BOARD MEMBERS



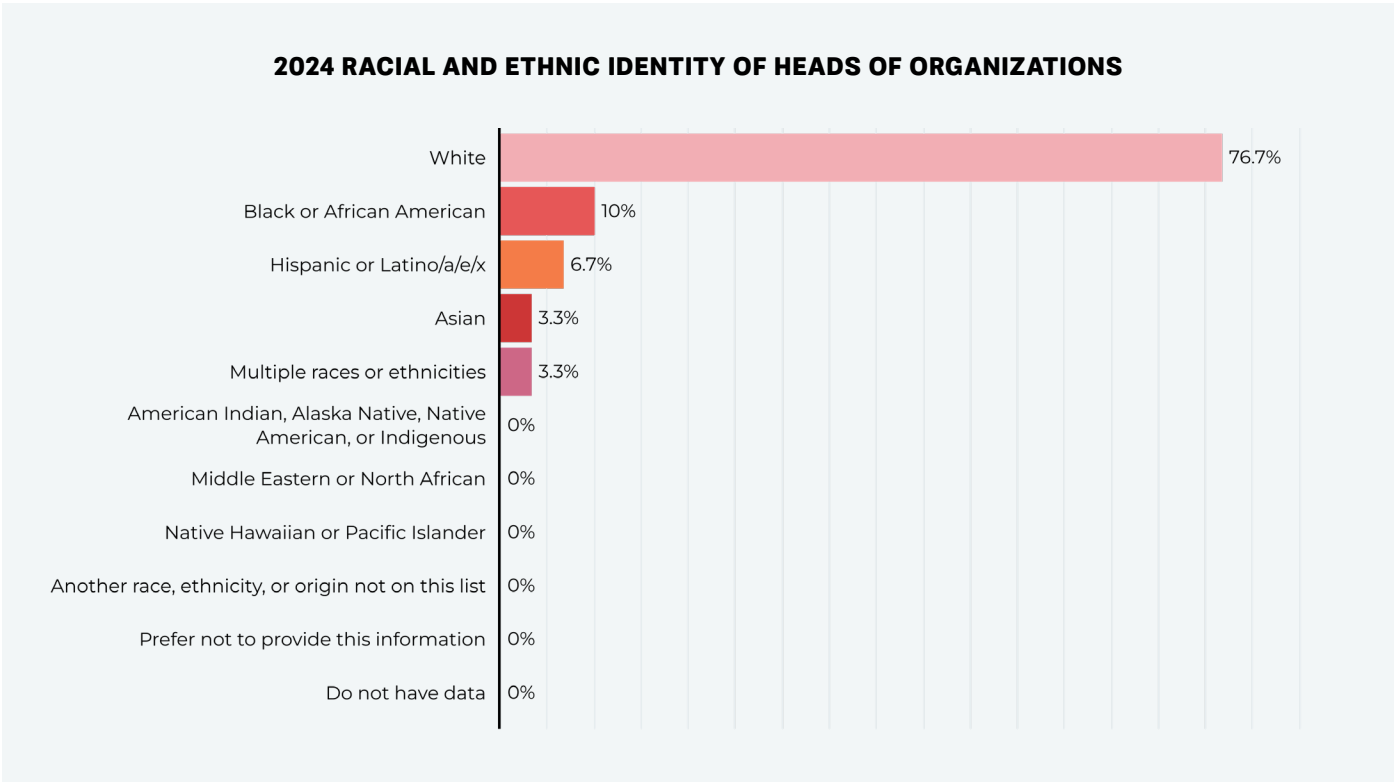
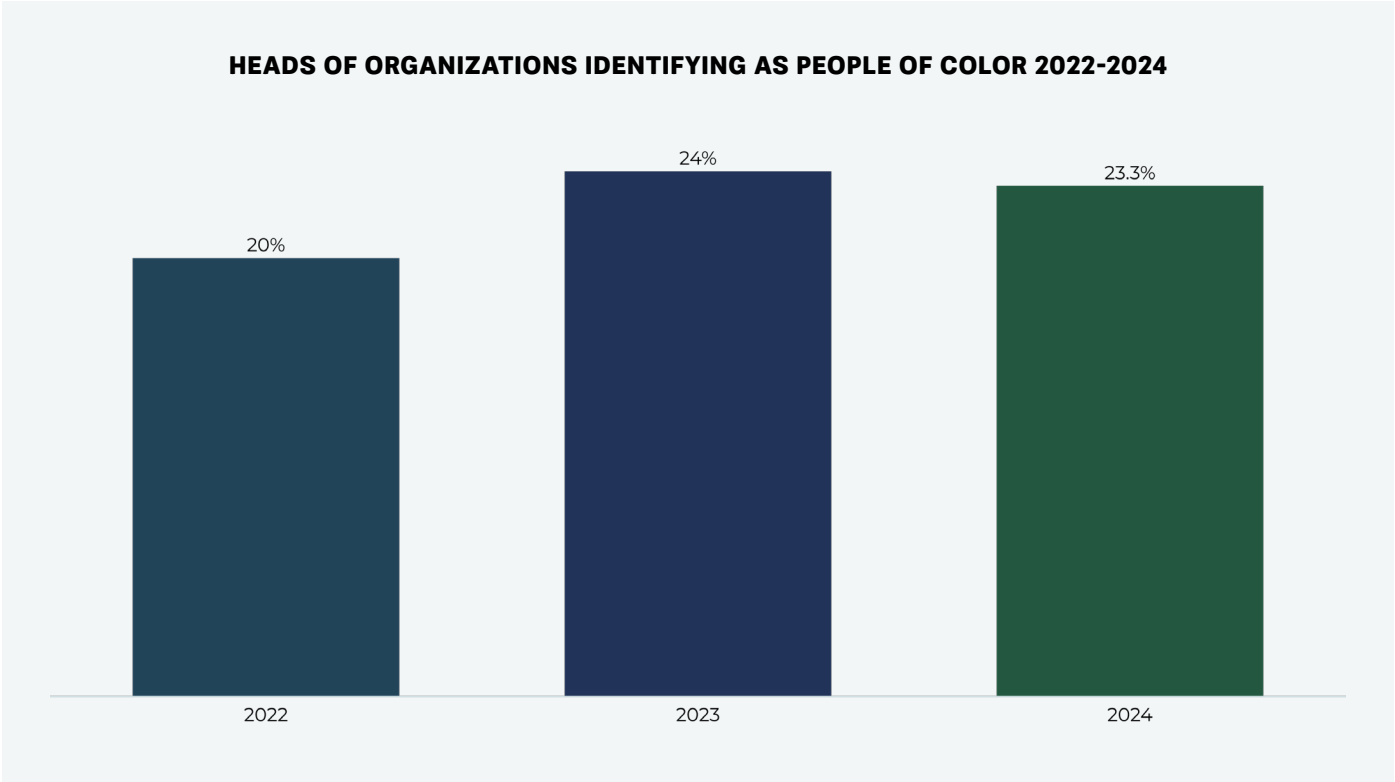
- Of the available data, the majority of board members identified as heterosexual/straight, with 1.3% identifying as gay.

2024 DISABILITY STATUS OF BOARD MEMBERS



FOUNDATION ANALYSIS

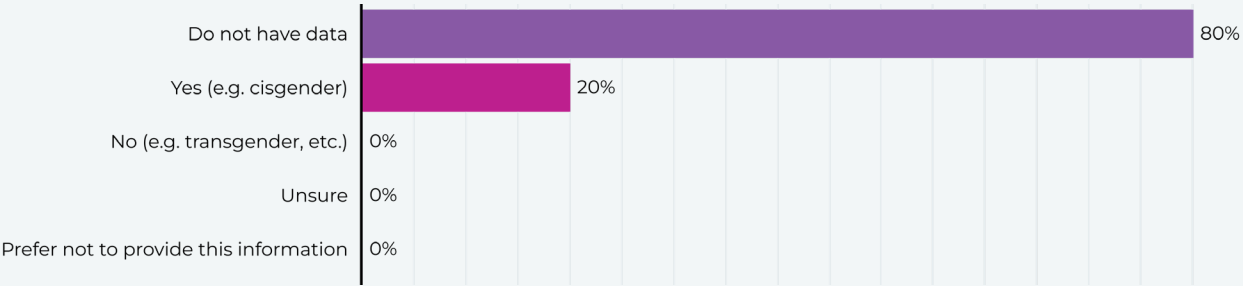
FOUNDATION HEADS OF ORGANIZATIONS



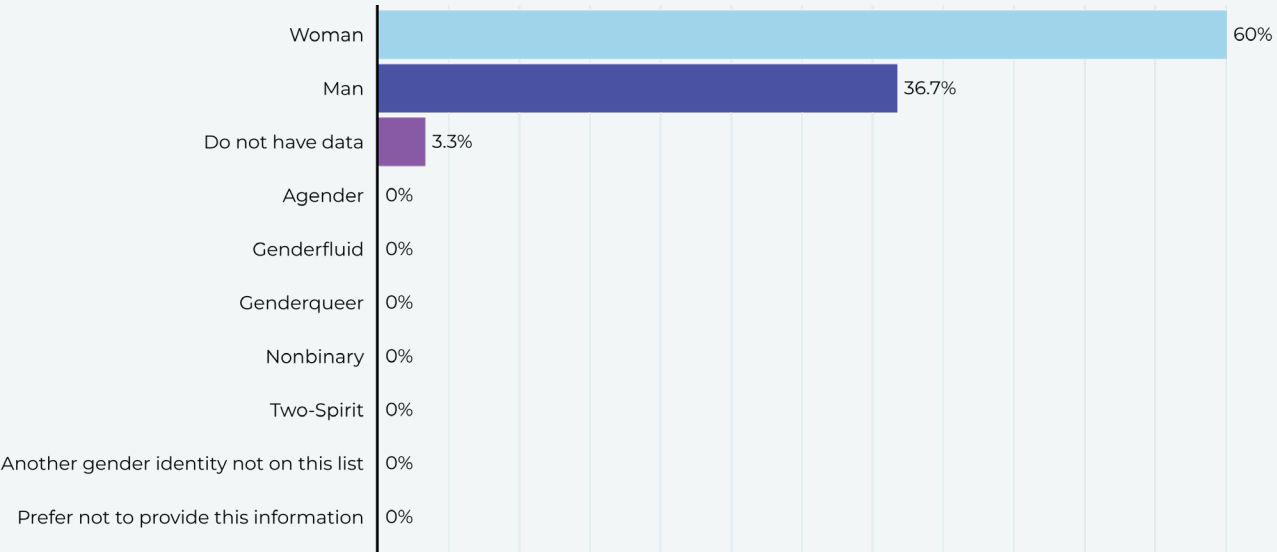
- All heads of organizations surveyed submitted their data this year, an improvement from 2023.
- Representation of people of color was largely unchanged from 2023.

FOUNDATION ANALYSIS

2024 DO HEADS OF ORGANIZATIONS IDENTIFY WITH THEIR GENDER ASSIGNED AT BIRTH?



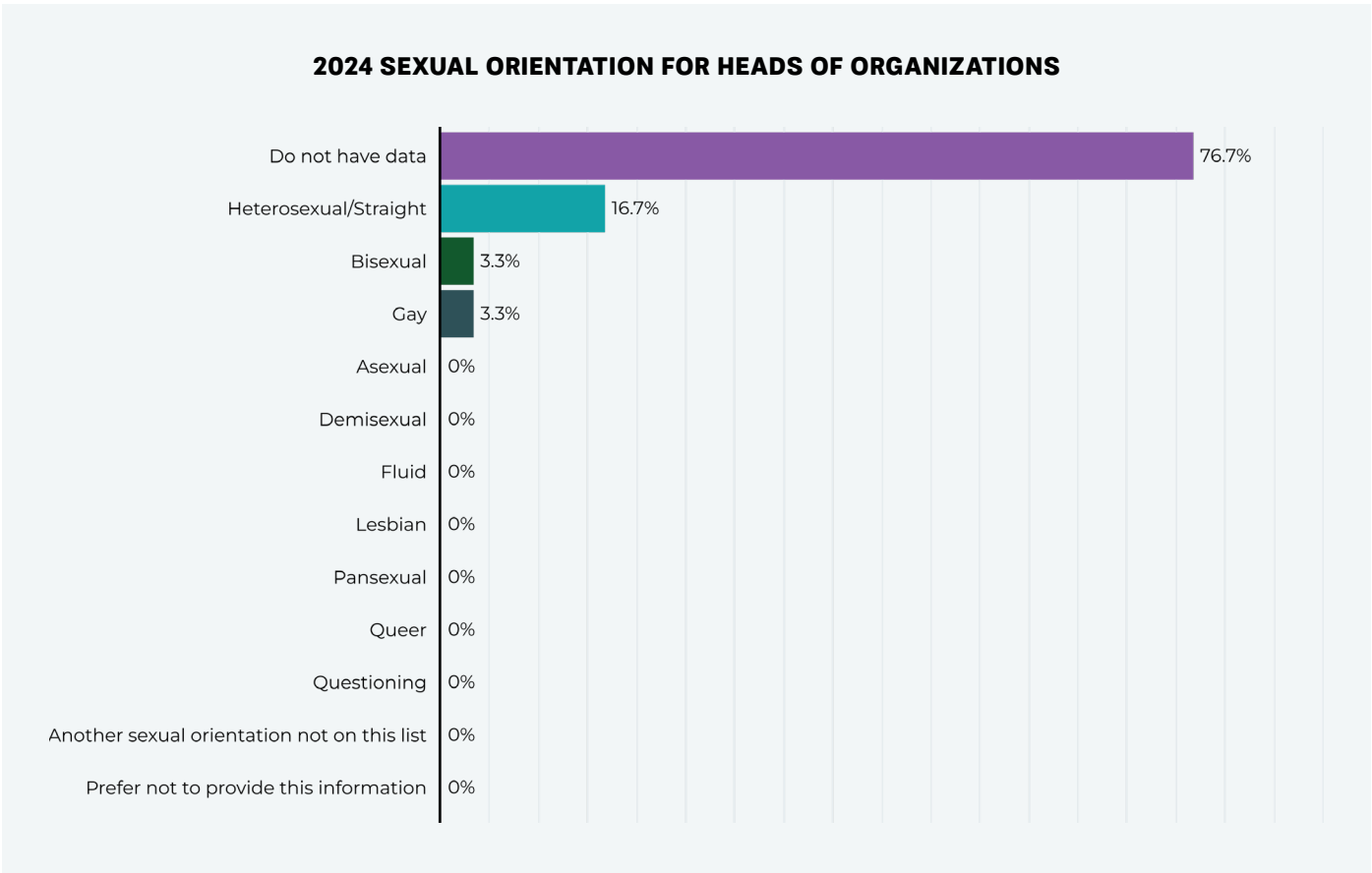
2024 GENDER IDENTITY OF HEADS OF ORGANIZATIONS



- People who identify as women represent two thirds of heads of organizations at foundations, with men making up the other third. People who identify as transgender and those with gender expansive identities are not represented as heads of foundations.

FOUNDATION ANALYSIS

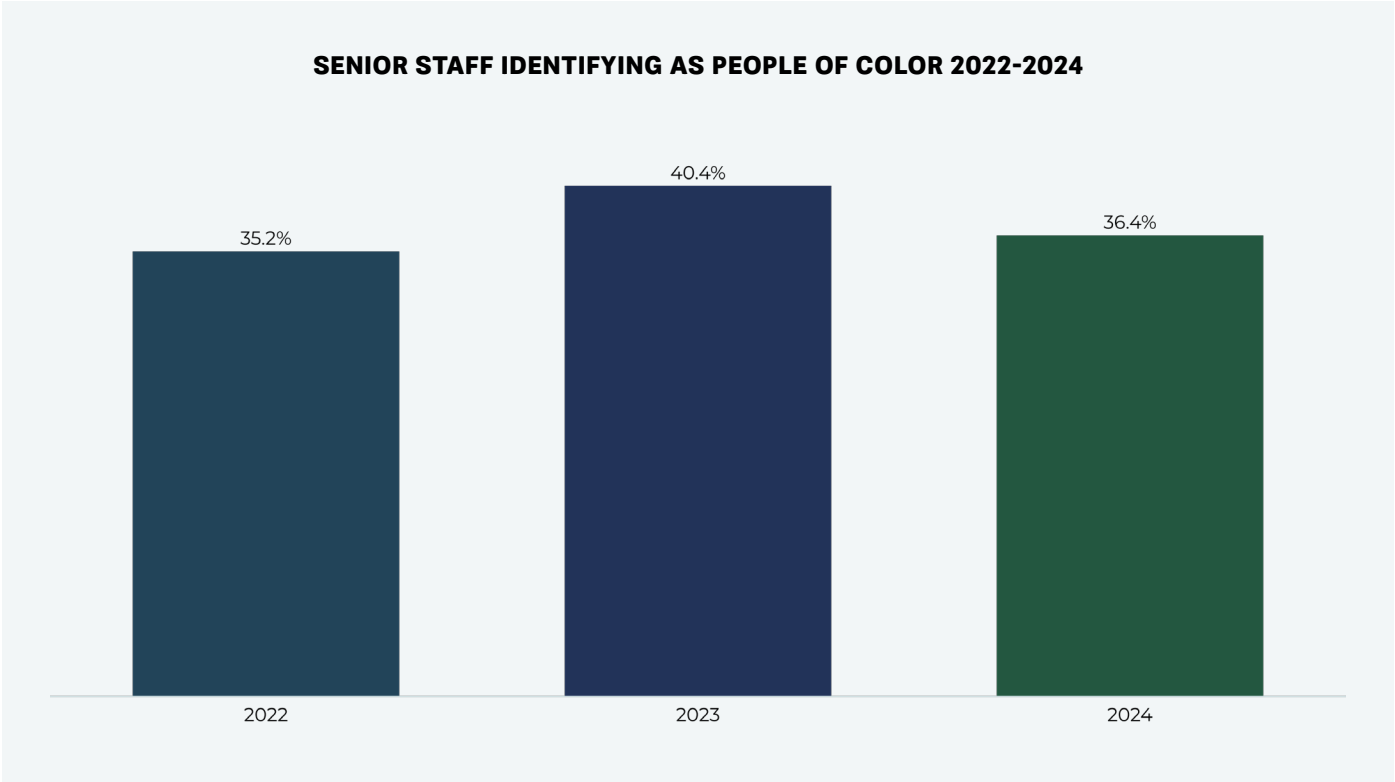
2024 SEXUAL ORIENTATION FOR HEADS OF ORGANIZATIONS



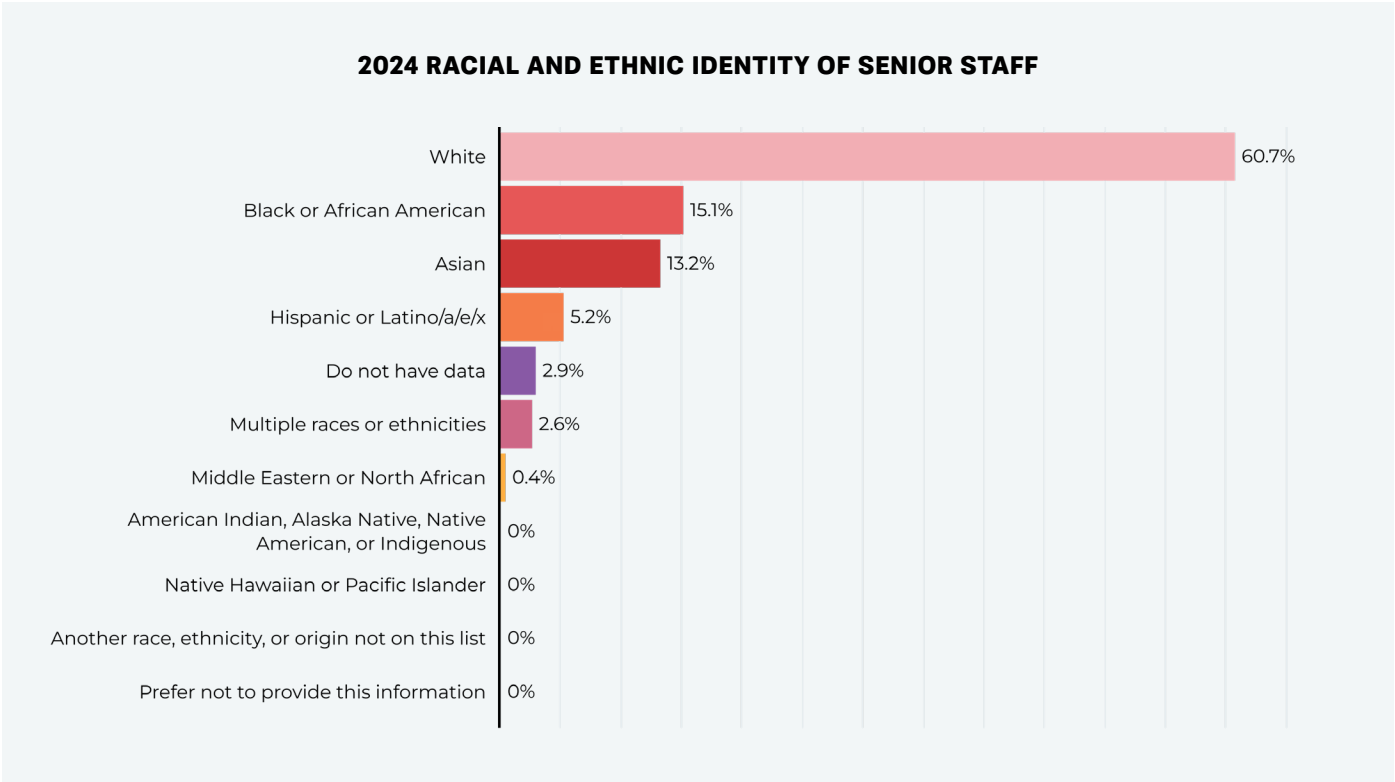
- The majority of heads of organizations identify as heterosexual/straight, while only about 7% of heads of foundations reported LGBTQIA+ identities.

FOUNDATION ANALYSIS

FOUNDATION SENIOR STAFF



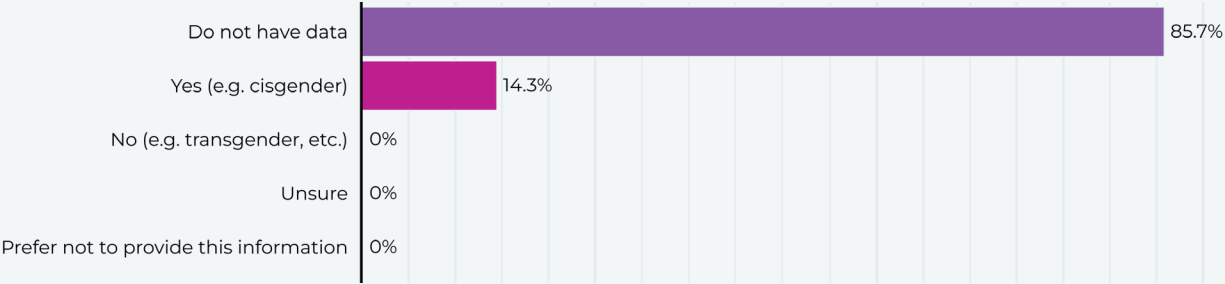
- Since 2022, senior staff representation of people of color rose in 2023 but fell again in 2024.



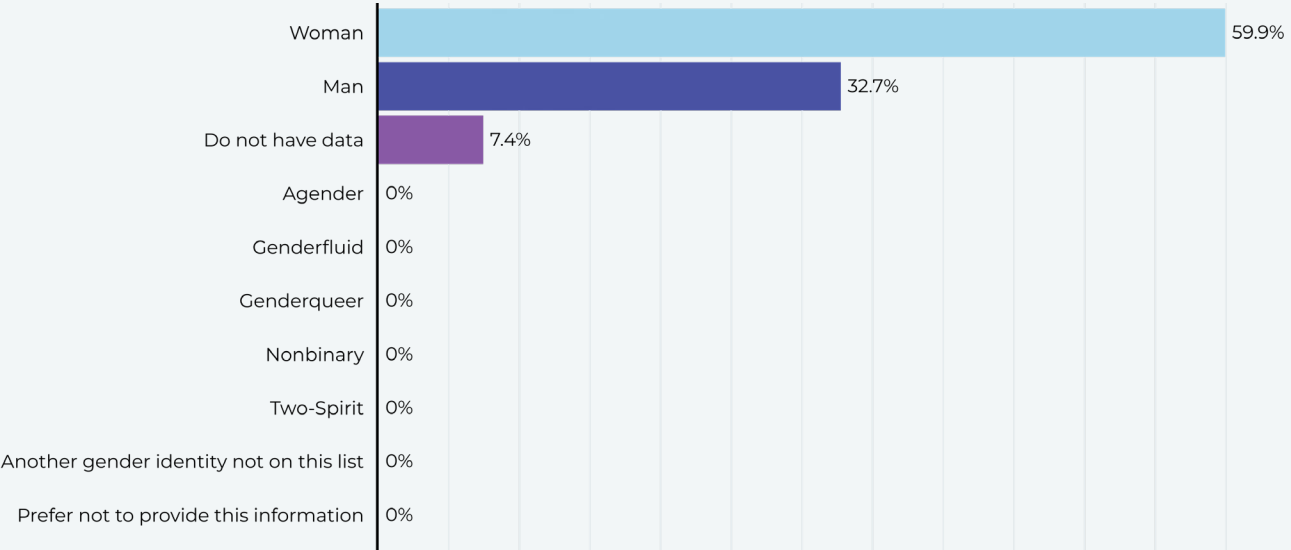
- Senior staff at foundations are predominantly White, which increased 5% since 2023.
- Representation of Asian and Black or African American groups in senior staff increased slightly in 2024.

FOUNDATION ANALYSIS

2024 DO SENIOR STAFF IDENTIFY WITH THEIR GENDER ASSIGNED AT BIRTH?

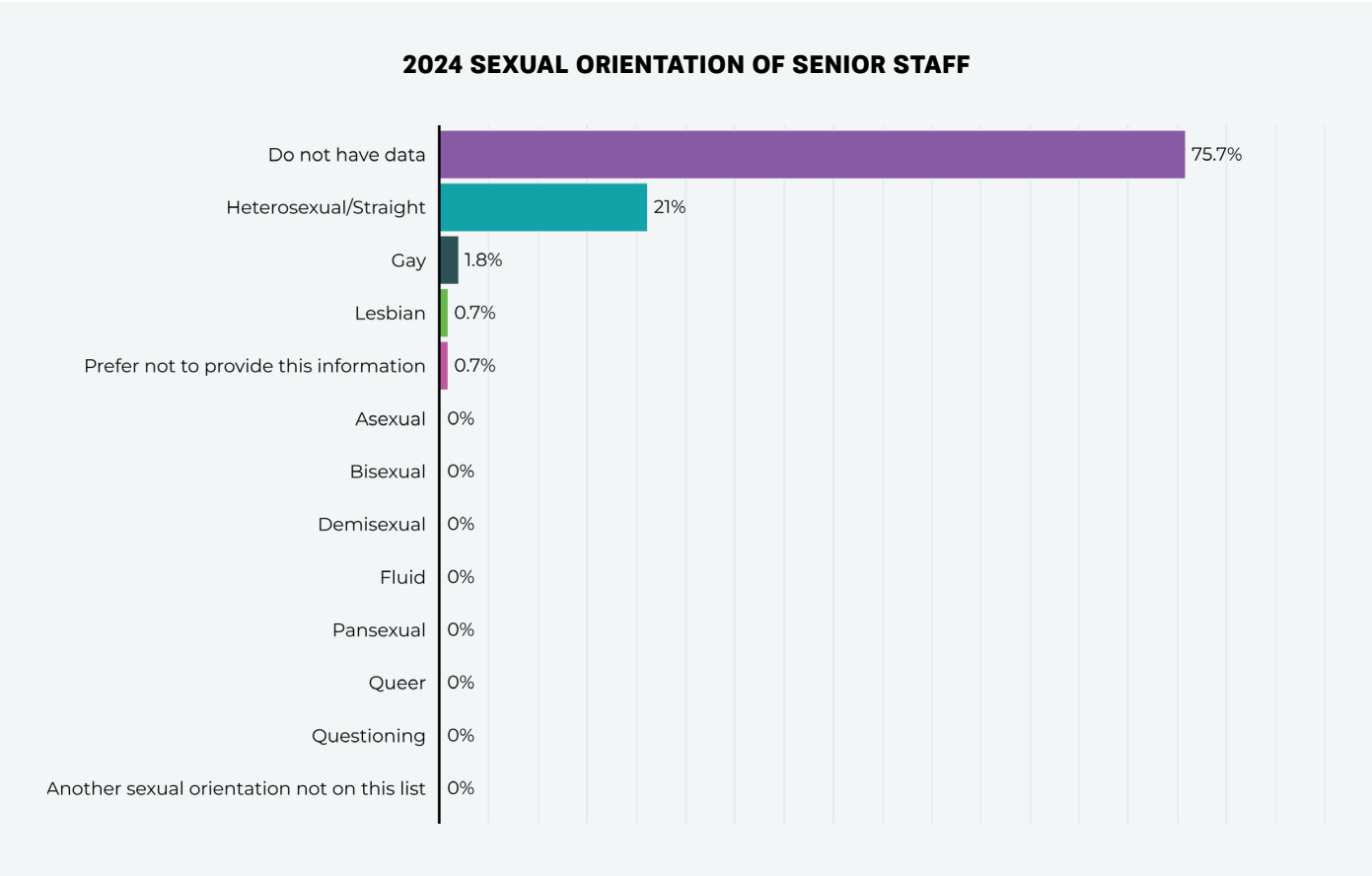


2024 GENDER IDENTITY OF SENIOR STAFF



- Nearly two thirds of senior staff at foundations are people who identify as women, while men represent the other third. People who identify as transgender and those with gender expansive identities are not represented in senior staff at foundations.

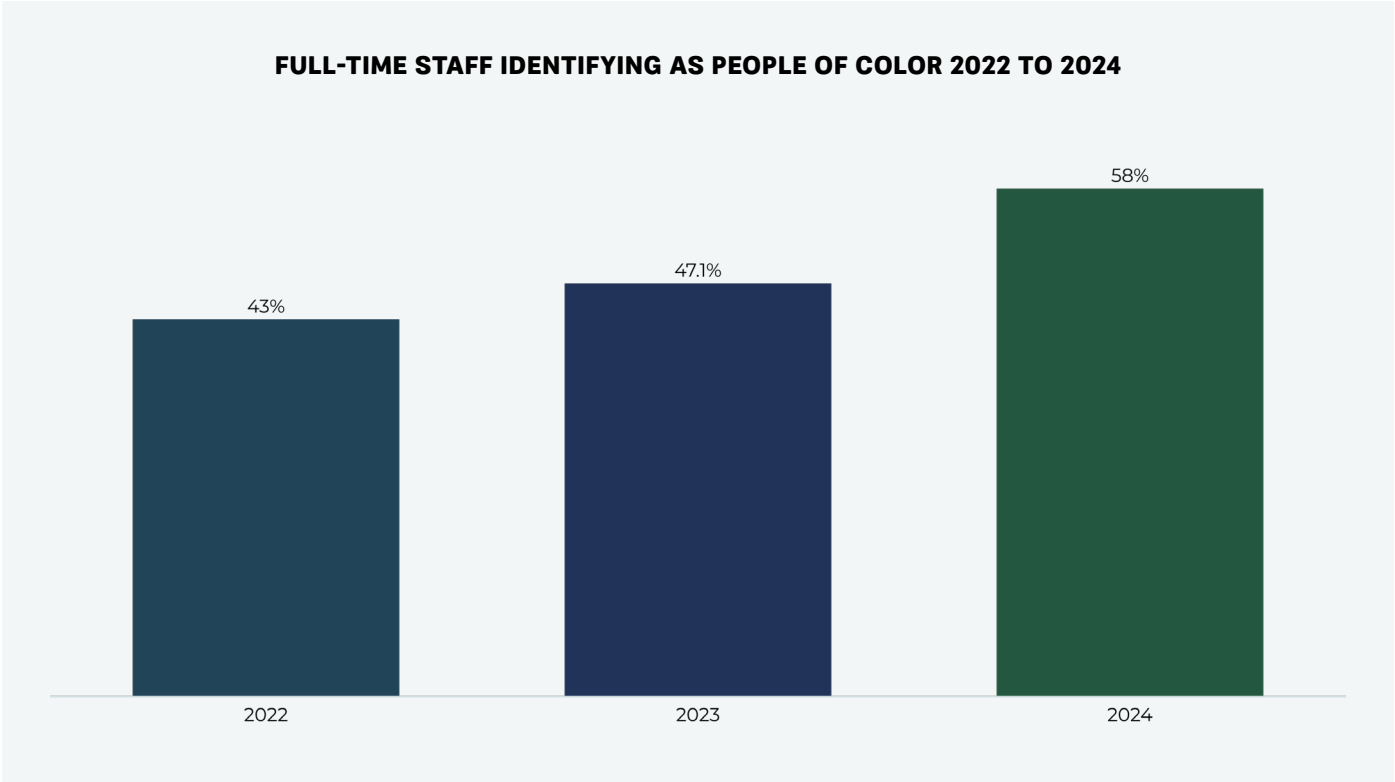
FOUNDATION ANALYSIS



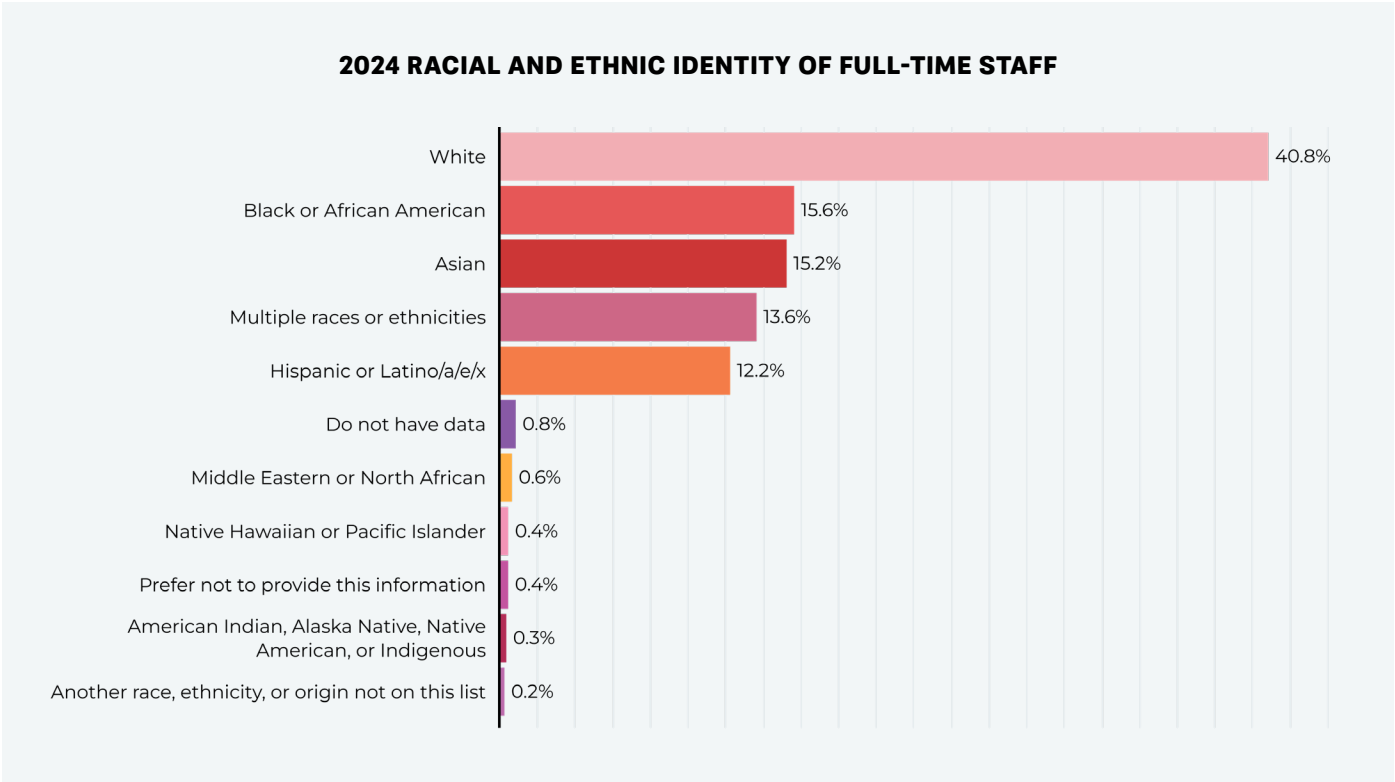
- Senior staff largely identified as heterosexual/straight. While people who identified as gay and lesbian combined comprise 2.5% of senior staff.

FOUNDATION ANALYSIS

FOUNDATION FULL-TIME STAFF



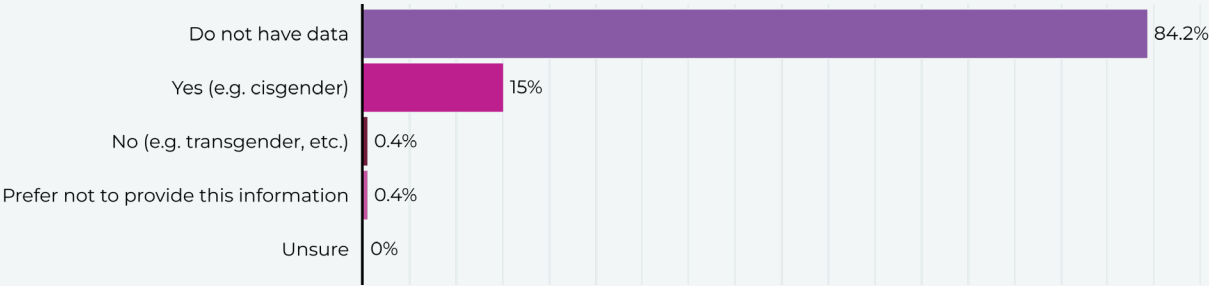
- The representation of full-time staff of color at foundations has been steadily increasing since 2022. Over the last year, the percentage of staff of color increased by over 10%.



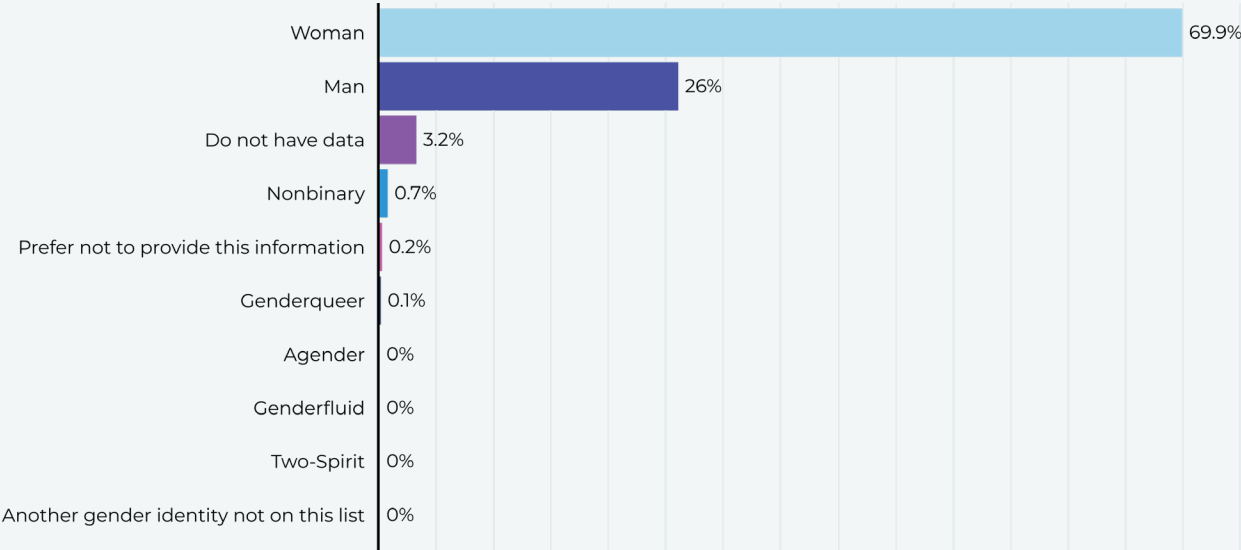
- In 2024, there were significant increases in full-time staff representation of Black or African American staff and staff with multiple racial and ethnic identities.

FOUNDATION ANALYSIS

2024 DO FULL-TIME STAFF IDENTIFY WITH THEIR GENDER ASSIGNED AT BIRTH?



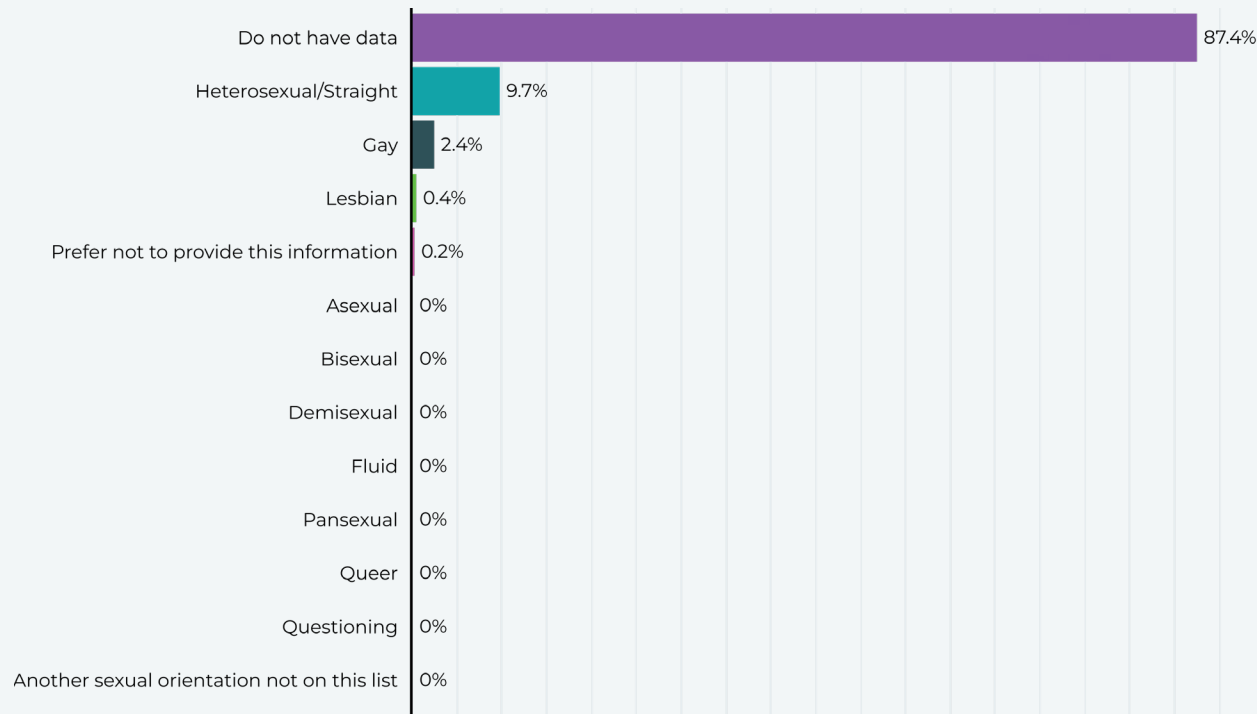
2024 GENDER IDENTITY OF FULL-TIME STAFF



- People who identify as transgender and those with gender expansive identities are marginally more represented in full-time staff relative to board members, heads of foundations, and senior staff at foundations.

FOUNDATION ANALYSIS

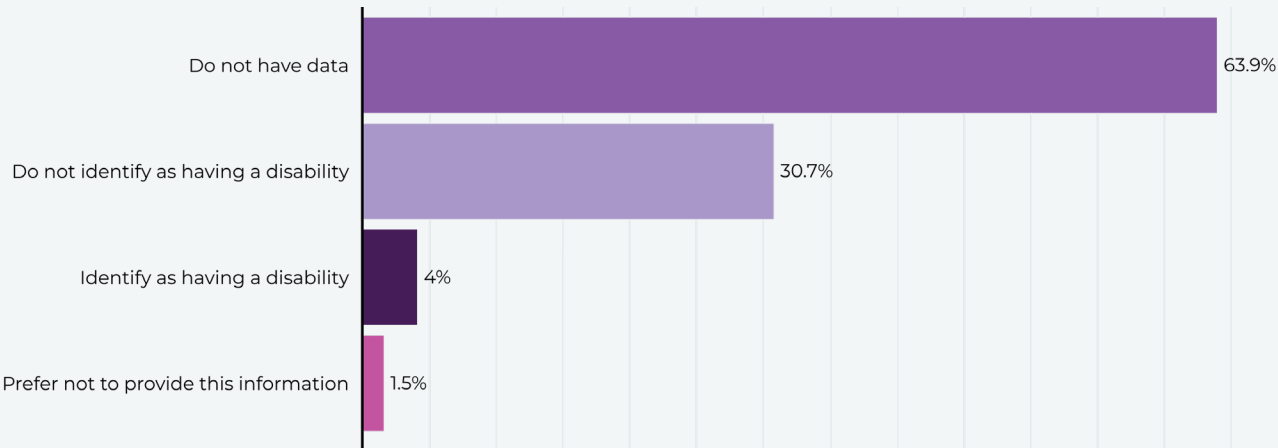
2024 SEXUAL ORIENTATION DATA OF FULL-TIME STAFF



- Of the available data, the majority of full-time staff identified as heterosexual/straight, while those identifying as gay or lesbian comprised nearly 3% of full-time staff.

FOUNDATION ALL STAFF

DISABILITY STATUS OF ALL STAFF



- This is Green 2.0's second year collecting data on disability status. There is a higher rate of people who identify as having a disability among staff as compared to board members. Most encouraging is that the reporting of this data has increased nearly 20% from last year.

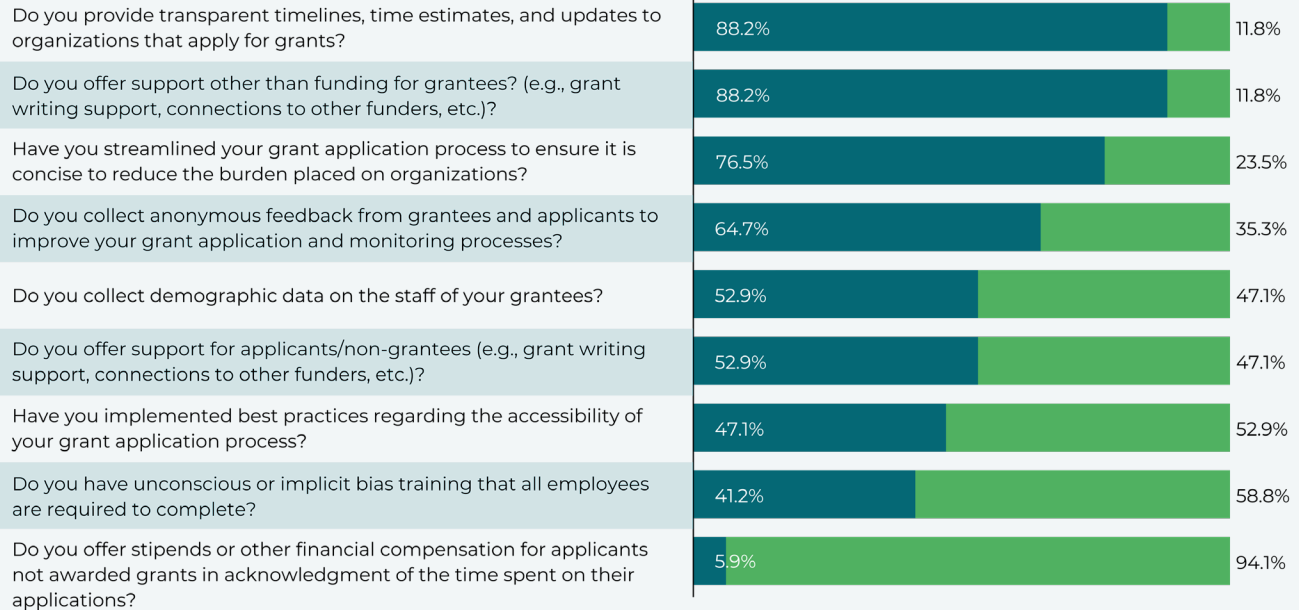
FOUNDATION ANALYSIS

GRANTMAKING PRACTICES

This year, Green 2.0 expanded the number and scope of grantmaking practices questions for foundations. The pivotal role foundations have in NGO operations and ability to influence the environmental sector mean they are an essential part driving equity, so understanding grantmaking practices provides valuable insight into progress within the sector.

GRANTMAKING PRACTICES QUESTIONS

■ YES ■ NO



- Participating foundations were most likely to implement the following practices:
 - Streamlining their grant application process to ensure it is concise to reduce the burden placed on organizations.
 - Offering support other than funding for grantees.
 - Providing transparent timelines, time estimates, and updates to organizations that apply for grants.
- Participating foundations were least likely to implement the following grantmaking practices:
 - Implementing best practices regarding the accessibility of their grant application process.
 - Offering unconscious or implicit bias training that all employees are required to complete.
 - Offering stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications.

CONCLUSION

NGOS

For the first year, the data for NGOs showed that the representation of staff of color has decreased at all levels. For full-time staff, it was the largest decrease in the history of the report. The rate of progress after 2020, a pivotal point for racial equity and justice in the nation and in the sector, slowed year after year and now, four years later, there is a steep decline in representation at all NGO levels.

NGO staff across all levels report that they identify almost exclusively as cisgender, although this question had the most unavailable data in the report. This is the first year Green 2.0 structured their gender identity question as two parts, which may explain the lack of data, but points to an opportunity for NGOs to improve on their demographic surveying practices. This year's gender identity data confirms that women remain the majority of full-time staff, while gender expansive identities remain largely underrepresented at all staff levels.

This was the first year data on sexual orientation was collected and analyzed. NGOs reported LGBTQIA+ representation of 3% of board members, 7% of heads of organizations, 4% of senior staff, and 6.5% of full-time staff. Reports show that about 7% of Americans identify as LGBTQIA+ which points to a lack of representation of LGBTQIA+ individuals at many levels within NGOs.

Data on disability at NGOs was sparse, although response rates increased from last year. NGOs reported 2% of board of directors identify as having a disability as compared to 4% of all staff. With the increased response rate, there was a slight increase in those who identify as having a disability. However, since about 13% of Americans identify as having a disability, this group remains underrepresented.

This year's results from NGOs demonstrate that short term change, like organizational hiring, is not enough. Increasing and retaining staff with diverse identities and experiences in the field is an active process and not something that happens passively. The environmental sector has historically excluded marginalized communities, and this year's report demonstrates active work is needed to create long lasting change.

FOUNDATIONS

Foundations continue to make measurable progress at most levels for representation of staff of color. That representation has increased across full-time staff and board members significantly since 2022. While heads of organizations have stagnated and senior staff representation has decreased slightly, this is overall positive progress for the sector that has an outsized role in the direction of resources for environmental organizations.

Foundation staff across all levels identify almost exclusively as cisgender, although a considerable amount of the data from this question was unavailable. This year's data showed that women remain the majority of foundation staff. Their representation is about 10% more than NGOs at all levels. At foundations, 60% of heads of foundations, 60% senior staff, and 70% of full-time staff identify as women. Compared to last year, the number of women as full-time staff stagnated, the number of women as senior staff decreased slightly, and the number of women as heads of foundations increased by 20%.

For the first time, foundations also reported data on disability status for board of directors. Foundations report 1% of board of directors as having a disability as compared to 4% of all staff, which is an increase of 2% from 2023. Like at NGOs, people with disabilities remain underrepresented at all levels.

This was the first year sexual orientation data was collected. Foundations reported their LGBTQIA+ representation as 1% of board members, 3% of heads of foundations, 2.5% of senior staff, and 3% of full-time staff. Although much of the data was missing, from what was reported, LGBTQIA+ people are underrepresented at all levels.

Although foundations are improving representation in the areas of gender identity and racial and ethnic identity, there is opportunity to increase the representation of LGBTQIA+ staff, staff with gender expansive identities, and staff with disabilities.

NGOS & FOUNDATIONS

Though this year's report shows improvements in the representation of people of color at foundations, it demonstrates a disappointing decrease in progress for NGOs. Multiple racial and ethnic identities continue to remain underrepresented, and at most levels, White people still make up the majority of staff. This year's report also shows LGBTQIA+ staff and people with disabilities are underrepresented at NGOs and foundations. Studies have shown that people who belong to these communities—people of color, the LGBTQIA+ community, and people with disabilities—are disproportionately affected by and susceptible to the negative effects of climate change. Their inclusion in these spaces is integral in order to navigate the intersections of identity and climate change. Only by including these perspectives at all intersections of identities can we move towards successful climate futures.

METHODOLOGY

The 2024 Transparency Report was analyzed by Dr. Chandler Puritty. Dr. Puritty analyzed the data submitted by NGOs over the past eight years. She used information from only the organizations that had submitted data for all eight years for trends in POC over time. For foundations, there are only three years of data. These were analyzed by hand as the sample size was too low for full analysis.

Data for the Green 2.0 Transparency Report is voluntarily submitted and self reported by individual organizations. Organizations submitted data to Green 2.0 directly and if there were any questions about data, they were provided the opportunity to correct or update it. However, not all organizations corrected or updated their data when requested from Green 2.0. In this case, Green 2.0 excluded their data from the analysis and their profiles from the final report. Green 2.0 is continually working with reporting organizations to improve the reporting process for greater accuracy and consistency.

Green 2.0 requested 80 NGOs provide demographic data for this report, but 18 of those declined to participate. However, 18 NGOs volunteered to opt-in to the report, bringing the total number of NGOs to 80. Though this is the highest number of NGOs ever to report demographic data since the publication of the first report, there are still NGOs who refuse to release their data, and others who do not collect this information at all. Green 2.0 will continue to hold such organizations accountable, encouraging full transparency for the benefit of staff members and the environmental sector.

Of the 48 foundations Green 2.0 requested demographic data from, 32 declined. One foundation voluntarily opted in, for a total number of 17 participating foundations. This number decreased from last year, further highlighting the need for grantmakers to improve their transparency concerning the demographics of their staff and the organizations they fund.

ACKNOWLEDGEMENTS

Green 2.0 appreciates the hard work of all the individuals who made this report possible. Special thanks to Michelle Gin for her project management and incredible effort in leading the publication of this report. Gratitude for Adriane Alicea for her leadership, Shao Zhi Zhong for her design expertise, and Kevin Hernandez for his support. Thank you also to Juliana Ojeda for her significant contributions, and to fellows Ki'Ana Speights, Lisette Perez, Stephanie Stair, Maliyah Womack, and Layla Razek for their valuable input.

Thanks to Dr. Chandler Puritty for her thorough analysis of this year's report and her continued work using data to drive change in the environmental movement.

Finally, this report would not be possible without the organizations and foundations who participated in this year's survey. Your enthusiasm and transparency are essential to driving sustainable change within the sector, and we are grateful to all the groups who took these first steps towards improving diversity, equity, inclusion, and justice within the environmental movement.