Green2.0

2025 Transparency Report

Driving Best Practices Forward
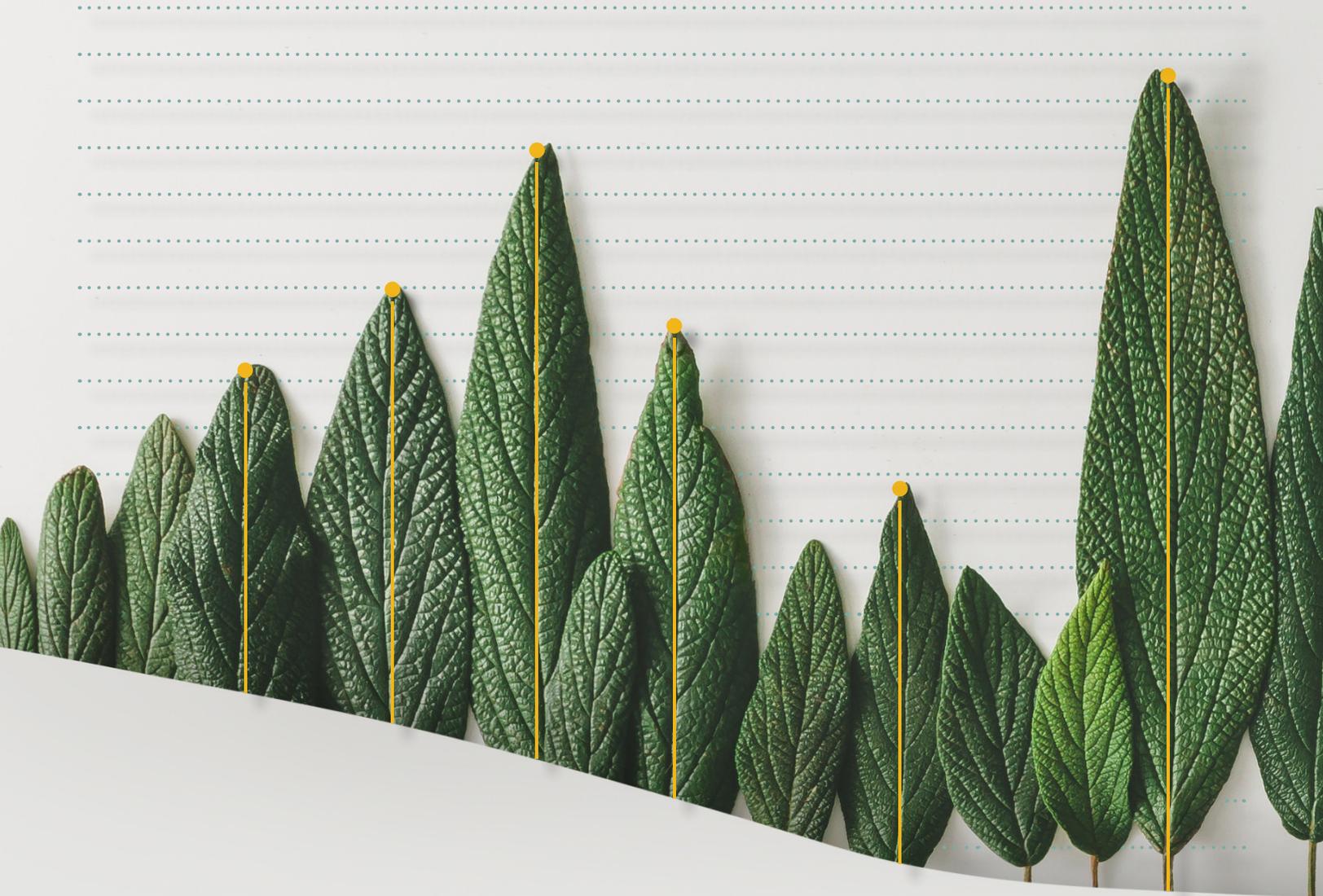
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INTRODUCTION

Green 2.0 is releasing the 2025 Transparency Report during a challenging landscape for environmental organizations. A new political climate encourages attacks on science, data, and research while eliminating funding and creating impossible circumstances to conduct environmental and equity focused work. Everyday, environmental organizations are navigating complex problems related to funding, communications, and staff safety. Our nation is facing an assault on civil society and our democracy as activists and government actors target initiatives that support vulnerable and marginalized communities and strip communities of their individual liberties and rights. Outside of work, many of our staff and their loved ones are facing real threats to safety, well-being, and mere existence. Born out of civil rights law, diversity, equity, inclusion, and justice is even more essential right now. Though this work protects *all* of us and our civil rights, the concepts and laws that advance diversity, equity, inclusion, and justice are eclipsed by misinformation and disinformation about why it exists and how it functions.

Given this climate, Green 2.0 adjusted this year's report to prioritize the safety of the sector's staff and move forward with intention in mind. Collecting demographic data remains legal and yields important insights into the sector, but assessing best practices is key to understanding why the trends exist in the data. We encourage your organization to continue to collect demographic data to understand your workforce, identify trends in hiring, promotion, and/or grantmaking processes, and understand retention at your organization, all in efforts to eliminate discrimination and make your workplace inclusive for all.

By focusing on best practices at nonprofits and foundations, this year's report took a deeper dive into understanding how the sector supports its staff, reduces barriers to entry for the prospective workforce, and makes grantmaking more accessible.

Nonprofits

The majority of nonprofits are implementing best practices to retain staff and promote equal employment opportunity. While many support their staff through competitive paid time off policies and by paid professional development opportunities, not all staff are supported in the sector. About 25% of the lowest paid full-time staff at nonprofits do not make a liveable wage, and nonprofits continue to struggle to provide staff with formal mentoring programs.

Foundations

Foundations are taking steps to create more holistic grantmaking processes by offering support other than funding for grantees and soliciting feedback from external stakeholders like nonprofits and the community. However, no surveyed foundations take the next steps in creating a collaborative relationship by conferring any decision-making authority to external stakeholders, and no foundations offer financial compensation to applicants not awarded grants in acknowledgement of the time spent on their applications.

Amidst attacks on the environment and our communities, supporting staff through the practices in this report is even more essential. These employee experience best practices are a key part of diversity, equity, inclusion, and justice, which help address systemic discrimination and occupational segregation for historically marginalized communities that persist amidst waning legal protections in all sectors.[1] Diversity, equity, and inclusion in the workplace is an extension and living legacy of civil rights laws enacted to ensure equal opportunity for all. Continuing to implement policies that create equality in the workplace and in grantmaking is foundational to the environmental sector's ability to efficiently, collaboratively, and effectively solve environmental issues.

NONPROFIT SUMMARY

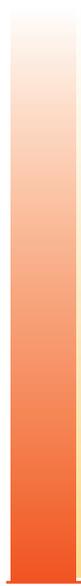## HOURLY WAGE OF LOWEST PAID FULL-TIME STAFF

High: $36.71/hr

Average: $23.40/hr

Low: $13.35/hr

YEARLY SALARY OF LOWEST PAID FULL-TIME STAFF

High: $91,100/yr

Average: $56,399/yr

Low: $31,200/yr

PAID TIME OFF (PTO)

High: Unlimited

Average: 20.6 days

Low: 10 days

PAID SICK LEAVE

High: Unlimited

Average: 13.7 days

Low: 3 days

PAID PARENTAL LEAVE

High: 24 wks

Average: 9.4 wks

Low: 0 wks

The two MOST common employee experience best practices implemented by nonprofits are:
- Evaluating their recruitment processes and implementing best practices to promote equal employment opportunity.
- Providing staff the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods.

The two LEAST common employee experience best practices implemented by non-profits are:
- Funded employee resource groups or affinity groups.
- Formal mentoring programs for staff.
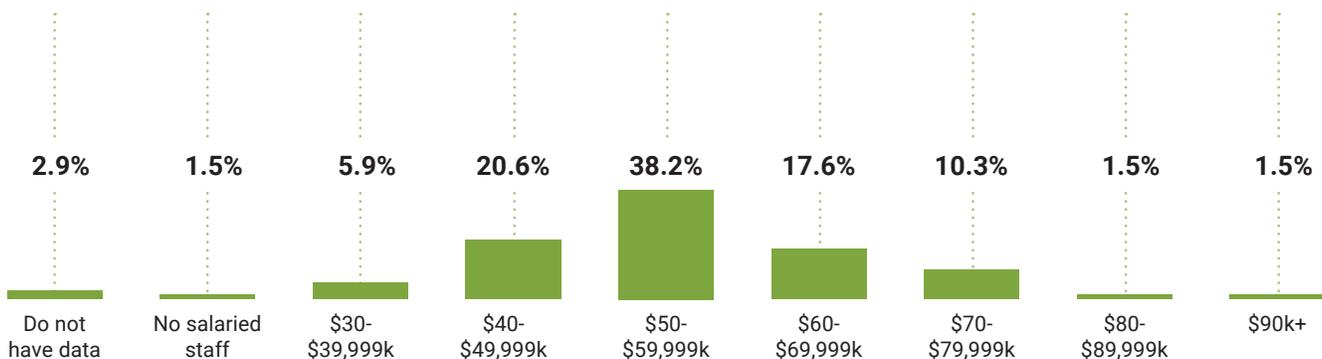
NONPROFIT EMPLOYEE EXPERIENCE PRACTICES

Green 2.0 surveyed nonprofits on employee experience practices because creating an effective and equitable workplace starts with implementing these policies. Green 2.0 removed six practices from the 2024 Transparency Report that over 90% of nonprofits had implemented to focus on other best practices.

Nonprofits should regularly compare their practices to current best practices and consider the feasibility of implementation and how they can adapt best practices to best suit their needs based on budget, size, and capacity. These best practices contribute to creating an organizational culture that values all employees, builds trust, and creates more productive and engaged employees. Through these practices, organizations create a workplace job seekers want to join and where current employees want to stay.

HOURLY WAGE OF LOWEST PAID FULL-TIME STAFF AT NONPROFITS

No hourly staff	$10-$14.99	$15-$19.99	$20-$24.99	$25-$29.99	$30-$34.99	$35+
51.5%	1.5%	14.7%	11.8%	17.6%	1.5%	1.5%

SALARY OF LOWEST PAID FULL-TIME STAFF AT NONPROFITS

| Do not have data	No salaried staff	$30-$39,999k	$40-$49,999k	$50-$59,999k	$60-$69,999k	$70-$79,999k	$80-$89,999k	$90k+
2.9%	1.5%	5.9%	20.6%	38.2%	17.6%	10.3%	1.5%	1.5%

Paying employees a liveable and competitive wage attracts an inclusive hiring pool and helps to retain staff. Livable wages mean staff are paid enough to cover the cost of their basic needs while remaining self-sufficient, while competitive wages mean staff are paid at or above market value.[2]

Failing to pay a livable wage can make a position unsustainable for people to stay in, can act as a barrier to entry for job seekers, and can hurt staff retention. Low wages also mean only people of higher socioeconomic statuses or people with financial support systems can afford to accept or stay in a position, which can reduce the diversity of an organization's hiring pool and staff. Low wages in an environmental position can also mean people have to work one or more jobs on top of their environmental one, which contributes to burnout and hurts their ability to thrive in a professional and personal context.

Forty-nine percent of nonprofits have hourly staff, while 95.6% have salaried staff. A liveable wage varies widely depending on the state and whether or not someone has children, but the average liveable wage for all states for someone with no children is $23.08/hr or $47,996.16/yr.[3] This means about 20% of nonprofits are not paying their lowest paid staff a liveable hourly rate and about 27% are not paying a liveable salary. In addition, depending on the number of children staff have, some of the lowest paid staff at nonprofits are eligible for public benefits according to the Federal Poverty Calculator.[4] This is a glaring issue, as all staff, regardless of their position, should make a liveable wage.

Competitive wages make staff feel valued by their workplace, which can increase the likelihood they will stay in a position and can improve their investment in their work. The average hourly wage of the lowest paid staff at nonprofits was $23.40/hr, while the average salary of the lowest paid staff was $56,399/yr. However, the average American in the United States makes $28.16/hr (or $58,572.80/yr),[5] which means the lowest paid staff in the environmental sector make less than the average American in the United States. To attract and keep people in the sector, the environmental field must pay competitive wages.

WEEKS OF PAID PARENTAL LEAVE OFFERED BY NONPROFITS

8.8%	16.2%	23.5%	38.2%	8.8%	4.4%
0 weeks	1-4 weeks	5-9 weeks	10-14 weeks	15-19 weeks	20-24 weeks
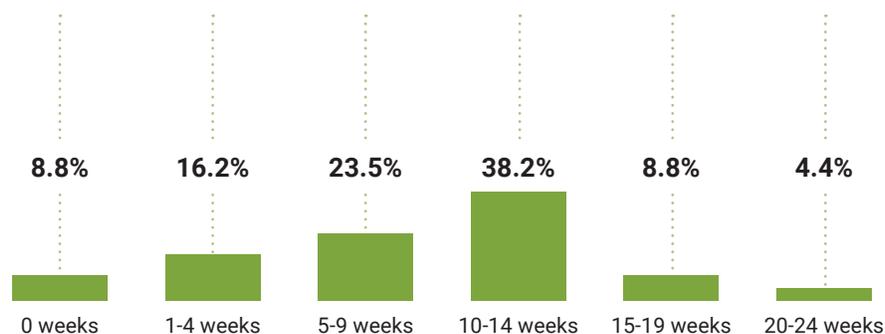
Extensive paid parental leave policies retain and support caregivers and parents, and research shows it improves the likelihood parents return to work.[6] Paid parental leave also has a plethora of other benefits to parent and child health.[7]

Paid parental leave policies should be inclusive of all, including birthing, non-birthing, and adoptive parents. It should also be a separate policy from paid time off (PTO) because if it is not, it unfairly penalizes people who have children. When PTO and paid parental leave are combined, people who have children are forced to use their PTO to take parental leave.

On average, nonprofits offered 9.4 weeks of paid parental leave, which was 0.6 weeks lower than 2024. The range was substantial, as nonprofits offered anywhere between 0-24 weeks of paid parental leave. These paid weeks were also combined with a variety of other policies such as:
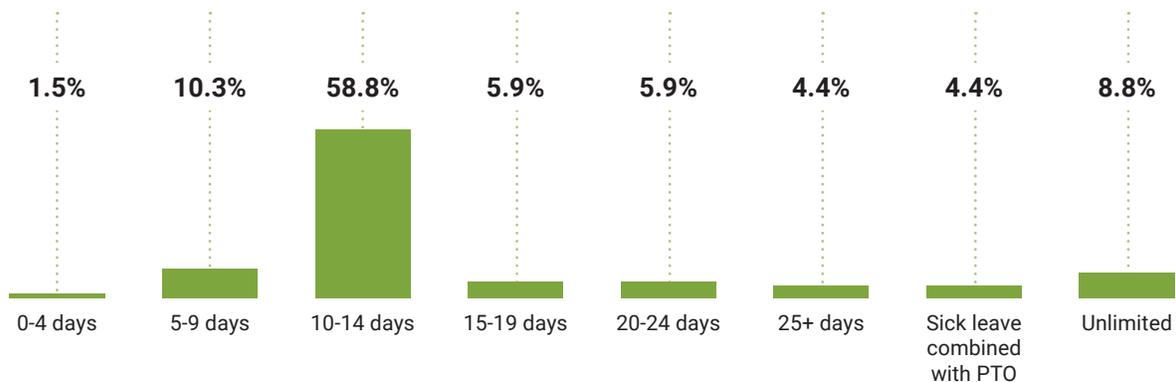
- Sick time or PTO to extend parental leave.
- State benefits (family leave and/or disability) in place of or to extend parental leave.
- Unpaid time off to extend parental leave.

Paid parental leave also differed within organizations based on:

- Employee tenure.
- Birth type.
- Adoptive versus birthing vs non–birthing parents.

Many nonprofits allow unpaid time off in addition to paid parental leave. Allowing someone to be out of office for longer to support their new child is a step in the right direction, but offering time off without financial support leaves them in a difficult and unsupported position. Offering unpaid leave is not an inclusive policy, as it also means only people who can afford to take unpaid leave can do so because they have access to other forms of financial support. Those who cannot afford to do so are forced to make a difficult choice about going back to work versus taking time off to support their child and their own physical and emotional needs that come with becoming a parent. In 2025, nearly 9% of organizations still do not have paid parental leave.
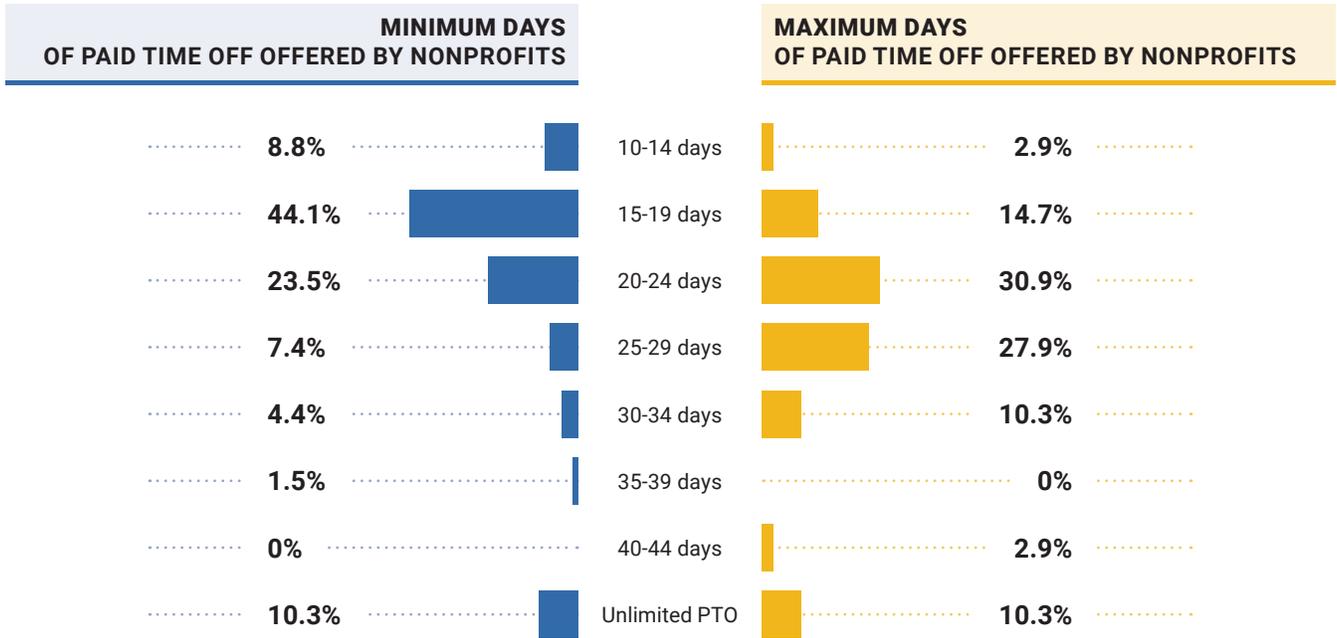

📊 DAYS OF PAID SICK LEAVE OFFERED BY NONPROFITS

1.5%	10.3%	58.8%	5.9%	5.9%	4.4%	4.4%	8.8%
0-4 days	5-9 days	10-14 days	15-19 days	20-24 days	25+ days	Sick leave combined with PTO	Unlimited

Paid sick leave should be a priority when supporting employee's health and well-being. Employees should feel confident they can take time off to address medical issues and illness, and providing paid sick leave prevents them from getting others sick or trying to work while feeling unwell. A paid sick leave policy also creates a more inclusive workplace by supporting staff with disabilities and chronic medical conditions.

All nonprofits provide at least 3 days of paid sick leave. On average Americans get 2-3 colds per year, a number that increases depending on an individual's health, if they spend time regularly around children, and more.[8] The majority of nonprofits account for this and offer 10+ days. About 16% of nonprofits also cap their employees' paid sick leave, while about 9% have paid sick leave that accrue depending on staff tenure.

📊 PAID TIME OFF (PTO)

**MINIMUM DAYS
OF PAID TIME OFF OFFERED BY NONPROFITS**

**MAXIMUM DAYS
OF PAID TIME OFF OFFERED BY NONPROFITS**

|	Minimum		Maximum
10-14 days	8.8%		2.9%
15-19 days	44.1%		14.7%
20-24 days	23.5%		30.9%
25-29 days	7.4%		27.9%
30-34 days	4.4%		10.3%
35-39 days	1.5%		0%
40-44 days	0%		2.9%
Unlimited PTO	10.3%		10.3%

An extensive paid time off (PTO) policy allows employees to maintain a healthy work-life balance. PTO can reduce burnout and give staff flexibility to take time off to rest, recharge, run errands, and more. Regardless of the number of days offered, organizations must create a work-life balance culture so staff feel comfortable asking for time off and organizations do their best to accommodate requests within reason.
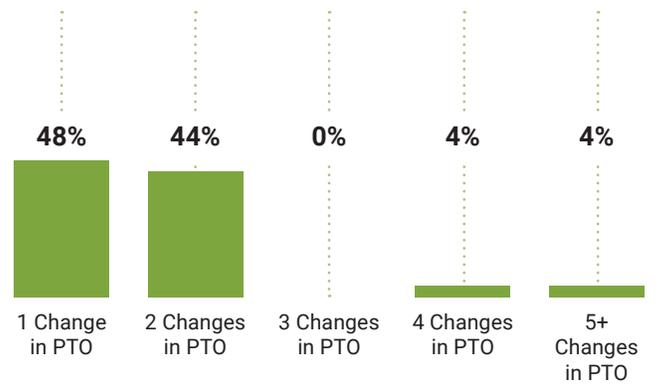
In the context of this report, PTO refers to paid vacations days only and does not include holidays or organizational closures. Some nonprofits offer paid floating days off called "well-being" or "personal" days, which Green 2.0 also counted as PTO days. Many nonprofits have ranges of PTO based on tenure, so Green 2.0 assessed the minimum and maximum days of PTO. The average minimum was 18.3 days, while the average maximum was 22.8 days. These are similar to the average American PTO policies, where the minimum number of days offered is 14 and the maximum is 23.[9] In addition to PTO, many organizations offer paid holidays, organization-wide closures up to two weeks long, and paid time off to volunteer.

TENURE BASED PAID TIME OFF (PTO)

AVERAGE YEARS OF EMPLOYMENT WHEN PTO INCREASES

10 YRS

8.4 YRS

6.4 YRS

4.8 YRS

1st PTO Increase 2nd PTO Increase 3rd PTO Increase 4th PTO Increase
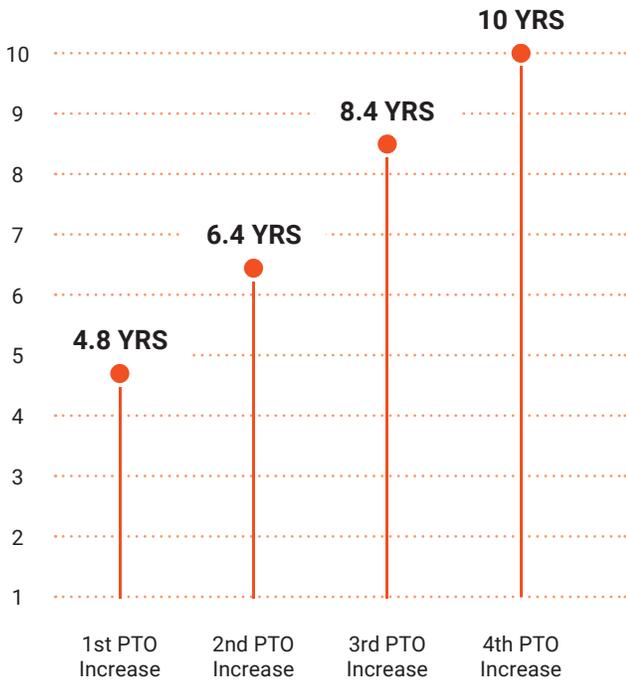
NUMBER OF TIMES NONPROFITS CHANGE PTO FOR STAFF

48%	44%	0%	4%	4%
1 Change in PTO	2 Changes in PTO	3 Changes in PTO	4 Changes in PTO	5+ Changes in PTO

*This graph includes data from the tenure based nonprofits ONLY.

Fifty percent of nonprofits have PTO that changes based on employee tenure. Of these nonprofits, the majority have two changes in PTO for staff, and on average these changes occurred when staff reached 4.8 years of employment and 6.4 years of employment.
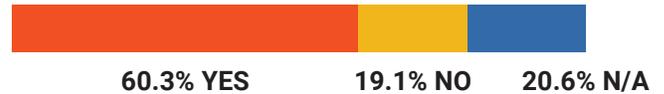
📊 NON-PROFIT EMPLOYEE EXPERIENCE PRACTICES QUESTIONS

💵 SALARY

Do you have an easily accessible and transparent salary pay scale for all positions within the organization that employees can view?

63.2% YES　　**36.8% NO**

Does your organization pay all interns who work with you?

60.3% YES　　**19.1% NO**　　**20.6% N/A**

Compensation best practices like these are important to encourage transparency and create a more equitable sector. It is important organizations create a pay scale for positions in the organization and make it accessible and known to employees. This encourages transparency, supports pay equity, and helps destigmatize conversations about compensation, so it is positive that nearly two-thirds of nonprofits have implemented this practice.

While nearly two-thirds of nonprofits also pay their interns, it is important the sector moves towards paying all interns, whether it's through the nonprofit, a grant, a partnership, or via an intern's university. Unpaid internships are a barrier to entry for job seekers and can be unsustainable for someone to stay in, especially if internships are full-time.

💼 HIRING AND PROMOTION PRACTICES

Have you evaluated your recruitment processes and implemented best practices to promote equal employment opportunity?

97.1% YES　　**2.9% NO**

Do you inform all applicants when they are not chosen for a position?

85.3% YES　　**14.7% NO**

Do you provide transparent timelines for applicants regarding job description closing dates, interview process, etc.?

80.9% YES　　**19.1% NO**

Do you have a standardized promotion process with easily accessible guidelines for staff and supervisors?

58.8% YES　　**41.2% NO**

Implementing hiring and promotion best practices helps organizations stay legally compliant, so it is positive to see nearly all nonprofits have evaluated recruitment processes and implemented best practices. However, less than two-thirds of nonprofits have standardized promotion processes and guidelines, which points to an area for improvement. Standardizing this process helps ensure promotions are fair, equitable, and non-discriminatory. Providing guidelines to supervisors and staff creates open lines of communication so that staff understand the steps they need to take to be promoted and supervisors can support staff in their professional development.

The job application process takes a substantial amount of time and effort for job seekers. The majority of nonprofits are informing applicants when they are not chosen and providing timelines for open jobs, which demonstrates transparency and respect for the time job seekers put into applications. All applicants, regardless of the job application stage they reach, should be informed when they are not chosen.

♿ ACCESSIBILITY

Do you proactively offer accommodations for full-time staff? (Ex: ADA compliance, closed captions for virtual webinars, etc)

86.8% YES   **13.2% NO**

Do you proactively offer accommodations for potential job applicants? (Ex: virtual vs in-person interview options, accessible in-person interview locations, etc)

80.9% YES   **19.1% NO**

Not only is Americans with Disabilities Act (ADA) compliance legally required, but proactively providing accommodations to staff and potential job applicants creates an inclusive and welcoming environment. Doing so also ensures the responsibility of asking for accommodations does not fall solely on staff who need them. Implementing these best practices are the first step to ensuring staff with disabilities' presence and perspectives are valued at organizations and in the sector. Most organizations have implemented these accessibility best practices, but there is room for improvement so that the remaining nonprofits proactively support staff with disabilities, too.

⭐ HR BEST PRACTICES

Do staff have the opportunity to provide feedback on their supervisors and senior leadership through evaluations or other methods?

92.6% YES   **7.4% NO**

Do you have a standardized process for employee discipline that all employees understand?

83.8% YES   **16.2% NO**

Do you train managers on how to provide appropriate and non-discriminatory feedback to staff?

83.8% YES   **16.2% NO**

Do you conduct anonymous employee engagement surveys and implement feedback?

82.4% YES   **17.6% NO**

Creating a culture of feedback, growth, and transparency amongst staff helps them feel valued and heard. Regularly collecting and incorporating relevant feedback allows your organization to be more productive, strengthens outcomes, and builds trust amongst staff. If feedback or discipline processes are unknown to staff, it can create tense work environments, increase staff burnout, and decrease retention. These can all ultimately decrease your organization's efficacy and productivity.

Feedback should be multidirectional, so it is great to see that over 90% of nonprofits give staff the opportunity to provide feedback on their leadership and over 80% conduct anonymous employee surveys. Providing surveys is a first step and should be followed with incorporating and responding to feedback as appropriate or necessary.

Managers should also be trained on how to give feedback appropriately in a constructive and non-discriminatory way. If disciplinary actions need to be taken, staff should understand this process before it becomes relevant and understand what to expect. Nearly 85% of nonprofits have these feedback and disciplinary practices implemented, which is promising because these best practices help with legal compliance. They can also have positive effects on staff morale, growth, and retention, which all contribute to the productivity and efficacy of your organization's work.

👥 STAFF CULTURE

Does your organization pay for professional development for all full-time staff? (Ex: conferences, trainings, allowing staff to attend workshops or webinars during work hours, etc)

91.2% YES   **8.8% NO**

Do you have funded employee resource groups or affinity groups?

36.8% YES   **63.2% NO**

Do you have formal mentoring programs for staff?

29.4% YES   **70.6% NO**

Organizations should foster professional development and build a workplace culture where staff are supported and celebrated. Nonprofits should pay for professional development, share them with staff, and create time for staff to attend them so that these opportunities are accessible to all. Professional development encourages individual staff improvement and teaches them important skillsets, both of which benefit organizations because it improves their employees' ability to do their job creatively and efficiently. It is positive to see over 90% of nonprofits support staff in this way, as doing so benefits individual growth, organizations, and the sector as a whole.

The two least implemented employee experience practices fall under this Staff Culture category: funded resource groups and formal mentoring programs. A little over a third of nonprofits have funded affinity or employee resource groups (ERGs), and less than a third of nonprofits have formal mentoring programs for staff. These numbers may be lower in part because these practices are not as functionally possible at small nonprofits, but for larger nonprofits this points to an area for growth. Funding ERGs or resource groups demonstrates a commitment to staff, celebrates their intersectional identities, and helps them feel welcome in the workplace. Creating formal mentoring programs or connecting staff with partner organization's mentoring programs is important to support their personal and professional growth. Doing so can also help staff build relationships within the organization and throughout the sector. The Green 2.0 Mentorship Database aims to fill this gap and hopes this percentage increases in future years.

FOUNDATION SUMMARY

GRANTMAKING PRACTICES

100%

100% of foundations offer support other than funding for grantees.

0%

0% of foundations offer stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications.

FEEDBACK AND DECISION-MAKING AUTHORITY

100%

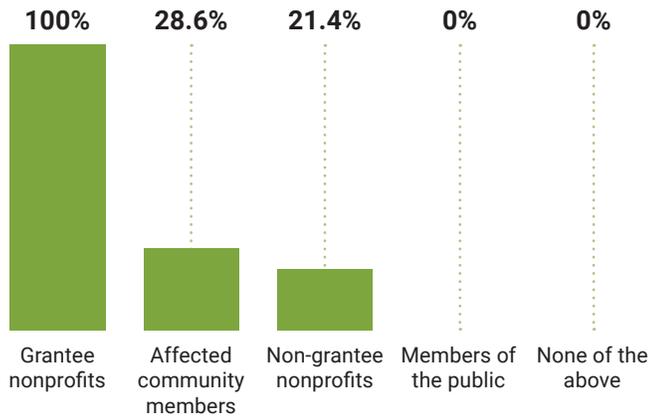100% of foundations solicit feedback regarding governance or grantmaking from grantee nonprofits.

66.67%

⅔ of foundations do not confer decision-making authority on governance or grantmaking to any external stakeholders.
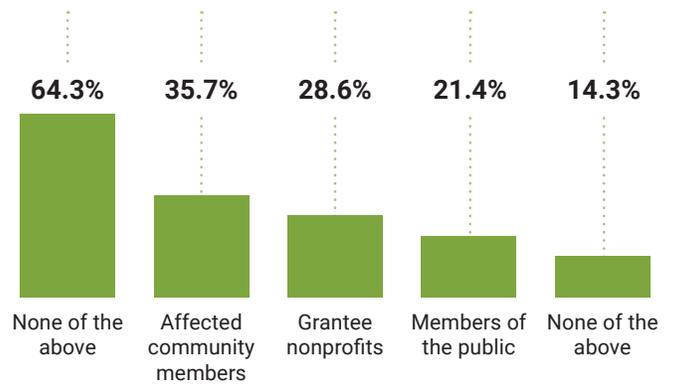
FOUNDATION GRANTMAKING PRACTICES

Green 2.0 expanded the number and scope of grantmaking practices questions for foundations in this year's report relative to last year's report. Foundations can drive the sector's priorities and thus have an outsized ability to affect progress in the movement through their grantmaking practices. The following best practices encourage a trust-based, collaborative, and mutually accountable relationship between funders and grantees.[10]

FOUNDATIONS THAT SOLICIT FEEDBACK FROM THE FOLLOWING EXTERNAL STAKEHOLDERS REGARDING GOVERNANCE OR GRANTMAKING

Grantee nonprofits	Affected community members	Non-grantee nonprofits	Members of the public	None of the above
100%	28.6%	21.4%	0%	0%

FOUNDATIONS THAT CONFER DECISION-MAKING AUTHORITY TO THE FOLLOWING EXTERNAL STAKEHOLDERS REGARDING GOVERNANCE OR GRANTMAKING

None of the above	Affected community members	Grantee nonprofits	Members of the public	None of the above
64.3%	35.7%	28.6%	21.4%	14.3%

Grantmaking should be responsive to the challenges and needs most pressing to the communities they aim to serve. By proactively incorporating feedback and conferring decision-making authority to external stakeholders, foundations build trust and ensure their grantmaking is informed by the groups most affected by environmental issues. This is essential so foundations can improve their understanding of issues, the unique challenges and opportunities of specific communities, and the history of what solutions have and have not succeeded. Proactively asking for feedback and making decisions together can reveal important insights from these stakeholders that help foundations function more successfully.

Grantee and non-grantee nonprofits, affected community members, and members of the public can all provide unique information to help fill gaps in foundations' expertise, making it important to involve them in the grantmaking process. These graphs point to substantial gaps in current practices, as no foundations solicit feedback from members of the public and nearly two-thirds of foundations do not confer decision-making authority to any external stakeholders.

💵 **FOUNDATION GRANTMAKING PRACTICES**

Do you offer support other than funding for grantees? (e.g., grant writing support, connections to other funders, etc.)?

100% YES

Have you streamlined your grant application process to ensure it is concise to reduce the burden placed on organizations? (e.g., switching to verbal reporting or accepting annual reports in lieu of grant reports)

92.9% YES   **7.1% NO**

Do you provide transparent timelines, time estimates, and updates to organizations that apply for grants?

92.9% YES   **7.1% NO**

Do you collect anonymous feedback from grantees and applicants to improve your grant application and monitoring processes?

85.7% YES   **14.3% NO**

Have you introduced and/or increased the number of unrestricted grants your foundation offers?

71.4% YES   **28.6% NO**

Have you introduced and/or increased the number of multi-year grants your foundation offers?

64.3% YES   **35.7% NO**

Have you implemented accessibility guidelines for your grant application process?

28.6% YES   **71.4% NO**
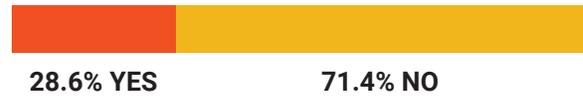
Do you offer stipends or other financial compensation for applicants not awarded grants in acknowledgment of the time spent on their applications?

100% NO
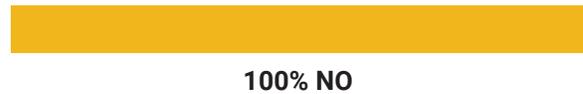
Foundation-nonprofit relationships should be collaborative to make grantmaking more strategic and impactful. All foundations have taken one of the steps necessary to create this more holistic relationship by offering grantees support other than funding. This is great progress as this practice helps nonprofits with capacity building, networking, and more.

Grant application processes can be burdensome, complicated, long, and project specific, which makes it difficult for nonprofits, and especially small ones, to apply for and receive grants. Over 90% of foundations have implemented practices like streamlining grant application processes and providing grantees with transparent timelines, which makes grantmaking more accessible to these smaller or less resourced nonprofits. About 86% of foundations also collect feedback from grantees, which helps them improve their grant processes and create a more collaborative relationship. However, it is essential foundations also address and implement relevant feedback, or collecting this feedback is merely an exercise without action.

Nearly three-quarters of foundations offer unrestricted grants and nearly two-thirds offer multi-year grants, which points to a trend in the right direction. These types of grants reduce the grant application burden for nonprofits and support nonprofits' long-term stability and growth, which project specific grants do not allow for. Foundations can also build stronger relationships with nonprofits via these grants by showing they trust nonprofits' expertise in how to spend grant money. Relative to stricter, project based, and short-term grants, unrestricted and multi-year grants allow flexibility, which means nonprofits can act more creatively and responsively, especially in unpredictable or turbulent times.

The areas for growth at foundations relate to accessibility and compensation for time spent for applicants not awarded grants. Applications should be accessible to staff with disabilities so their work is not barred from receiving funding and to ensure their perspectives are included. In addition, environmental organizations may employ development staff who have disabilities, so making applications accessible ensures they are able to participate in the grant application as well. However, less than a third of foundations have implemented accessibility guidelines for their application process.

No foundations offer stipends or other financial compensation for applicants not awarded grants. Grant application processes take many staff hours over a long period of time. Offering these stipends acknowledges this effort, creates a more mutually accountable dynamic by encouraging foundations to be intentional and thoughtful about their grant application processes, and demonstrates foundation investment in the well-being and growth of nonprofits even when they cannot fund them.

CONCLUSION

Though it is an especially challenging time to work in environmental nonprofits, attacks on the sector's work make implementing the best practices in this report even more necessary. Diversity, equity, inclusion, and justice includes all of these employee experience and grantmaking practices, which promote fairness, decrease bias, and help organizations remain legally compliant. The employee experience practices in this report help directly address issues specific to the current climate, like mitigating burnout, removing barriers to entry for job seekers, and addressing concerns for individual and community members' safety. These practices also improve staffs' investment in their work, encourage individual and organizational growth, and create more effective nonprofits. The grantmaking practices in this report make grantmaking more accessible and inclusive to ensure necessary voices, perspectives, and work are not left out.

The fight to protect our environment and the fight for justice long persist, but the challenges we face are not unsolvable. Despite the unknowns of working in this challenging climate, we must prioritize the legacy of civil rights law that diversity, equity, inclusion, and justice was born from through the best practices in this report. This year's report points to promising progress in the right direction, as most of these practices are implemented by the majority of organizations. This should renew our steadfast commitment that this work yields results and reinvigorate our efforts to continue legal diversity, equity, inclusion, and justice. It is not an easy battle and progress may be slow, but we must have courage to continue fighting for our civil rights to move forward as a unified and effective environmental sector.

METHODOLOGY

The 2025 Transparency Report was analyzed by Michelle Gin, Green 2.0's Program Manager. Michelle analyzed the data submitted by 68 nonprofits and 14 foundations using Google Sheets.

Data for the report was 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. All organizations responded to these inquiries, so all completed submissions were included in the report analysis.

Green 2.0 asked 112 nonprofits and 58 foundations to participate in this year's report, but of these, 48 nonprofits and 44 foundations did not respond or declined to participate. This brought the total number of participants to 82 organizations (68 nonprofits and 14 foundations). Green 2.0 gave organizations the choice to have their name included on this report or be kept anonymous. Please see the list of organizations that chose to include their name on this year's report below.

To create the nonprofit outreach list, Green 2.0 included a mixture of organizations that differed in staff size (1-500+ staff) and reach in mission (local, national, and international). For the foundation outreach list, the 50 biggest environmental funders were included because of their outsized influence in the sector. Green 2.0 also had an open call to participate via their website and social media for any organizations not on these initial outreach lists.
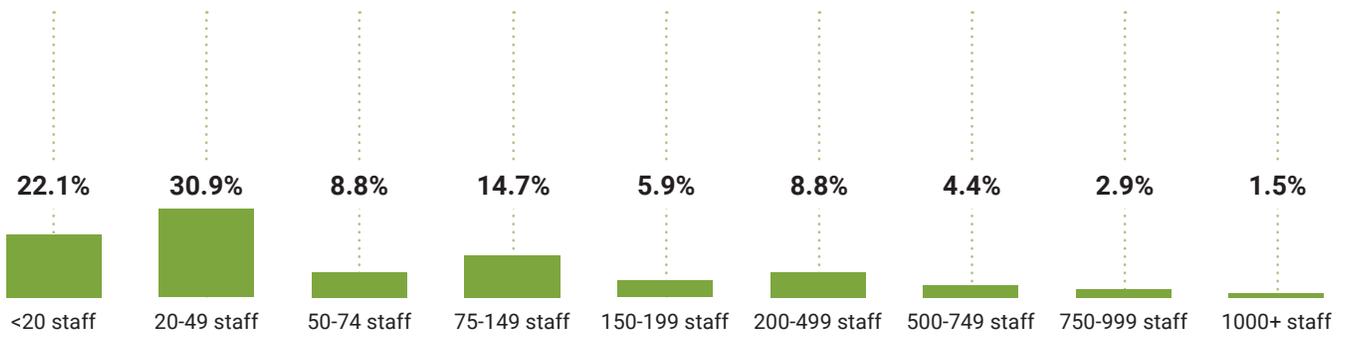
Participating Organizations:

Nonprofits

- 350.org
- Alaska Wilderness League
- American Council for an Energy Efficient Economy
- American Rivers
- Appalachian Voices
- Azul
- BlueGreen Alliance
- Center for Biological Diversity
- Center for International Environmental Law
- Ceres
- Chesapeake Bay Foundation
- Chesapeake Climate Action Network
- Chesapeake Conservancy
- Citizens' Climate Education
- Conservación ConCiencia
- Conservation Colorado
- Earth Island Institute
- EarthEcho International
- Earthjustice
- Ecology Center
- Environmental Defense Fund (EDF)
- Friends of the Earth
- Good Energy Collective
- Green 2.0
- GreenLatinos
- League of Conservation Voters
- Michigan League of Conservation Voters
- Montana Watershed Coordination Council
- National Audubon Society
- National Parks Conservation Association
- Natural Resources Foundation of Wisconsin
- The Nature Conservancy
- Nuestra Tierra Conservation
- Project
- Oceana
- Partnership for Southern Equity
- Population Connection
- Rails to Trails Conservancy
- Rainforest Action Network
- Rare
- Rising Sun Center for Opportunity
- River Network
- Rock Creek Conservancy, Inc.
- Sierra Club
- Solar United Neighbors
- Sonoma Land Trust
- Trust for Public Land
- Union of Concerned Scientists
- US Climate Action Network (USCAN)
- The Wilderness Society
- Wildlife Conservation Network
- Wisconsin Conservation Voters
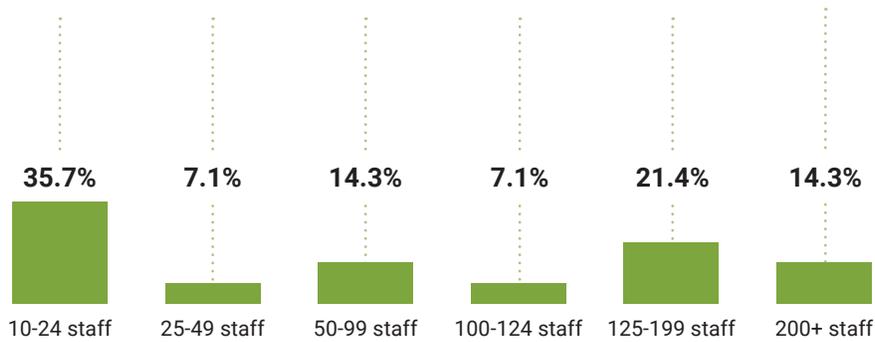
Foundations

- Barr Foundation
- ClimateWorks Foundation
- The Heinz Endowments
- John D. & Catherine T. MacArthur Foundation
- The Kresge Foundation
- The Libra Foundation
- Margaret A. Cargill Philanthropies
- Pisces Foundation
- Robert and Patricia Switzer Foundation
- Walton Family Foundation

PARTICIPATING NONPROFITS ORGANIZATION SIZE

<20 staff	20-49 staff	50-74 staff	75-149 staff	150-199 staff	200-499 staff	500-749 staff	750-999 staff	1000+ staff
22.1%	30.9%	8.8%	14.7%	5.9%	8.8%	4.4%	2.9%	1.5%

*These ranges include full-time staff- only. The staff size ranges are inconsistent increments to capture the wide range of organization sizes.

PARTICIPATING FOUNDATIONS ORGANIZATION SIZE

10-24 staff	25-49 staff	50-99 staff	100-124 staff	125-199 staff	200+ staff
35.7%	7.1%	14.3%	7.1%	21.4%	14.3%

*These ranges include full-time staff only. The staff size ranges are inconsistent increments to capture the wide range of organization sizes.

ACKNOWLEDGEMENTS

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