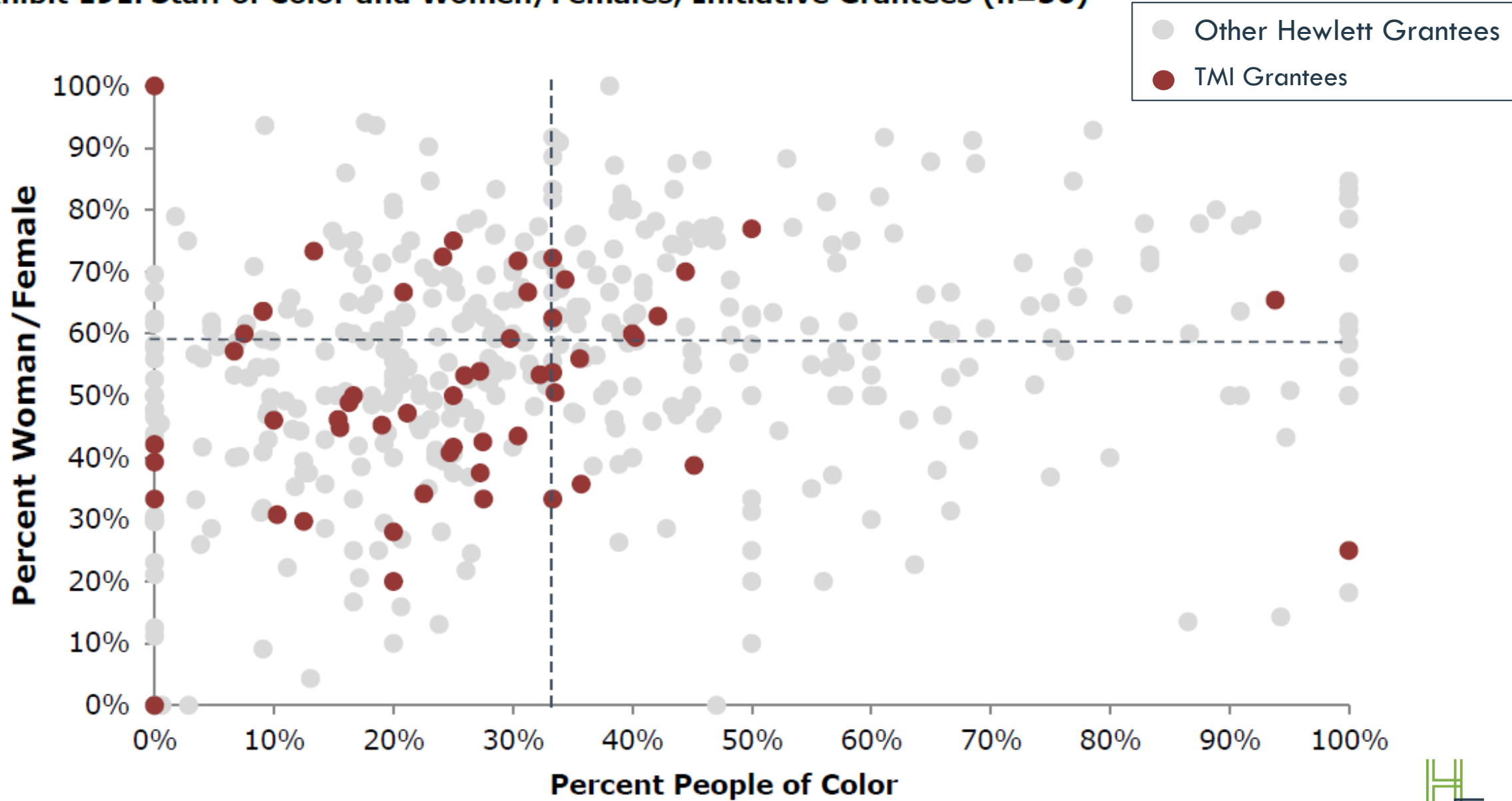


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# MADISON GRANTEE DEI SURVEY DRAFT RESULTS

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**Exhibit 191. Staff of Color and Women/Females, Initiative Grantees (n=56)<sup>i</sup>**

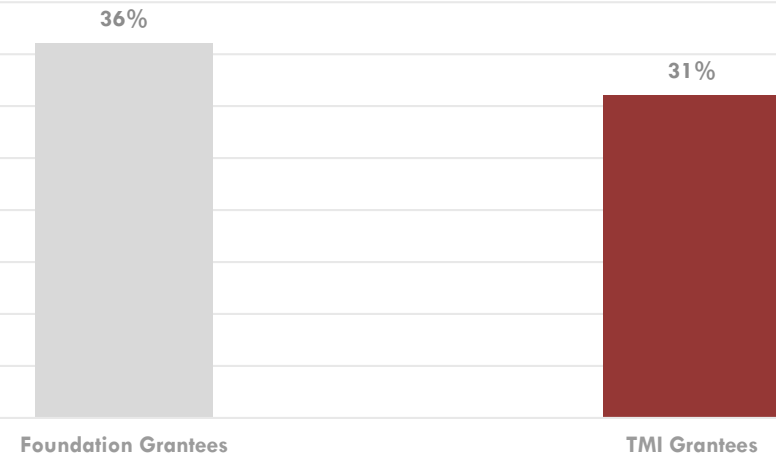


# MEAN PERCENTAGE PEOPLE OF COLOR ACROSS GRANTEES

Board Members



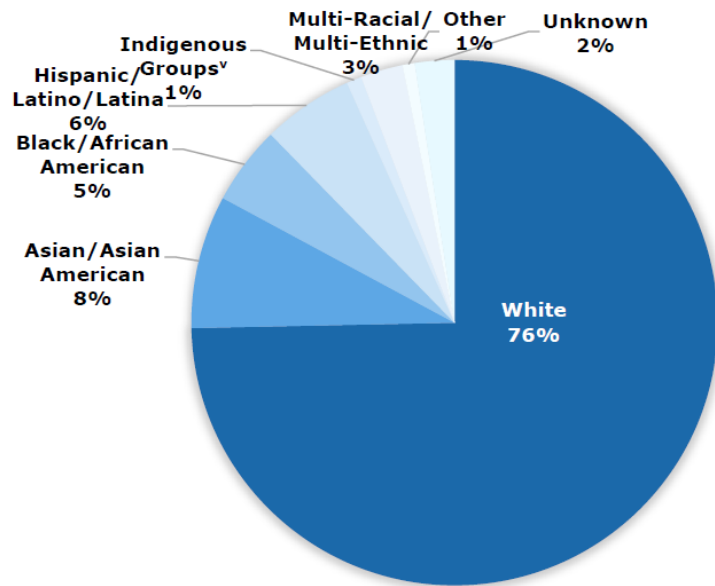
All Staff



# HEADS OF ORGANIZATION BY RACE/ETHNICITY

## Foundation Grantees

Exhibit 13. Percent Head(s)<sup>i</sup> of Organization by Race/Ethnicity Category, All Grantees (n=538)<sup>ii,iii,iv</sup>



<sup>i</sup>Some organizations reported having more than one head of organization

<sup>ii</sup>Staff represent 423 organizations

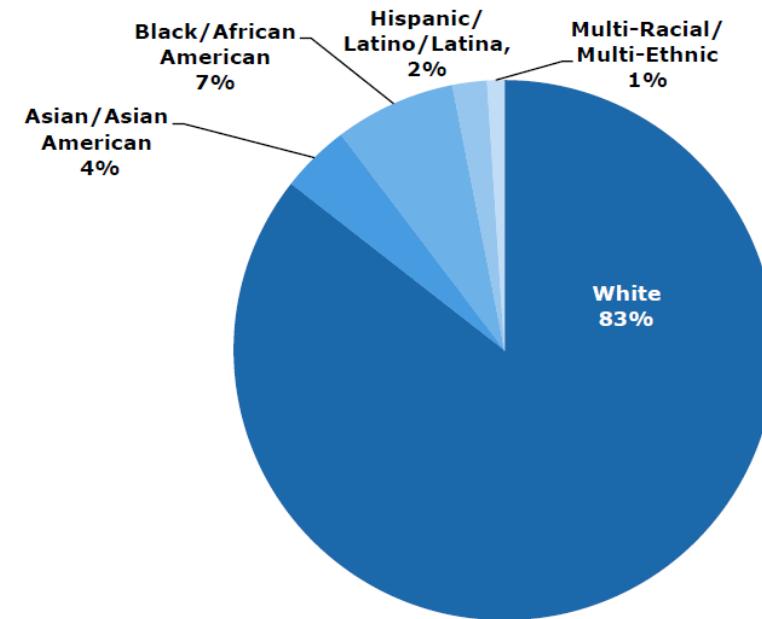
<sup>iii</sup>The total is greater than 100% because organizations could select more than one race/ethnicity for each staff person

<sup>iv</sup>>1% of respondents declined to state their race/ethnicity

<sup>v</sup>The survey included the category Native American/American Indian/Alaska Native/Native Hawaiian/Other Indigenous Groups. It has been shortened to Indigenous Groups in the visual because of space constraints.

## TMI Grantees

Exhibit 171. Percent Head(s)<sup>i</sup> of Organization by Race/Ethnicity Category, Madison Initiative Grantees (n=81)<sup>ii,iii,iv</sup>



<sup>i</sup>Some organizations reported having more than one Head of Organization

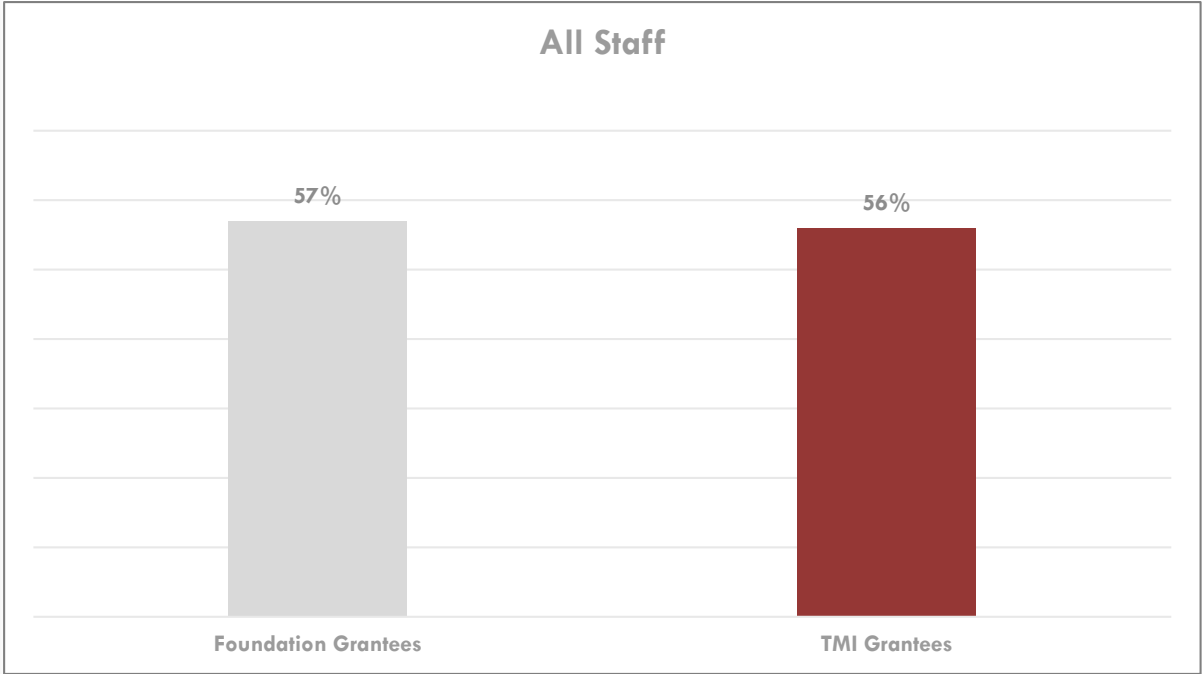
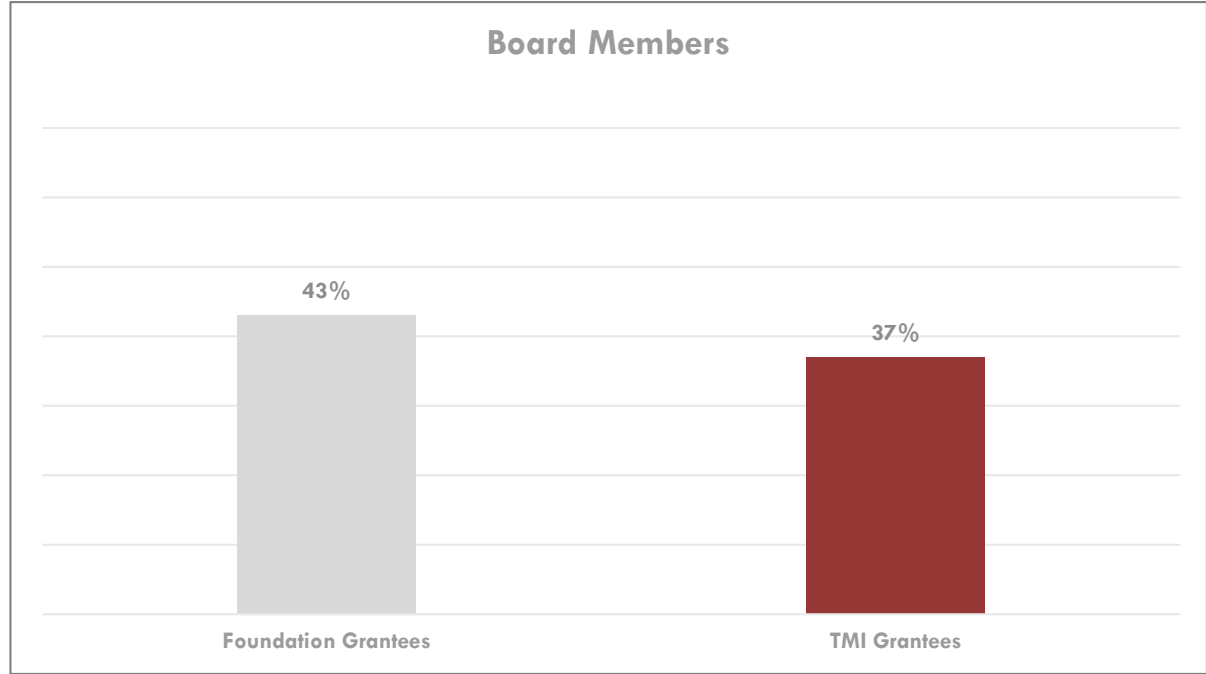
<sup>ii</sup>Head(s) of Organization represent 38 organizations

<sup>iii</sup>No respondents were identified as Native American/American Indian/Alaska Native/Native Hawaiian/Other Indigenous Groups, Other, or declined to state their race/ethnicity

<sup>iv</sup>Total equals more than 100% because some respondents were counted in more than one race/ethnicity category



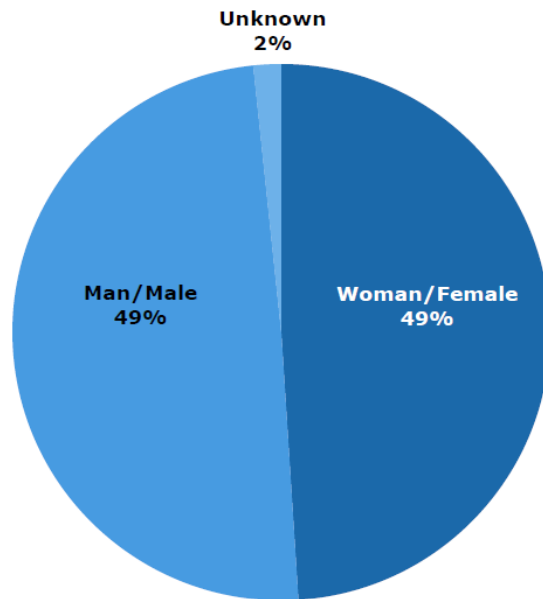
# MEAN PERCENTAGE WOMEN/FEMALE ACROSS GRANTEES



# HEADS OF ORGANIZATION BY GENDER

## Foundation Grantees

Exhibit 27. Percent of Head(s)<sup>i</sup> of Organization by Gender Category, All Grantees (n=542)<sup>ii,iii</sup>



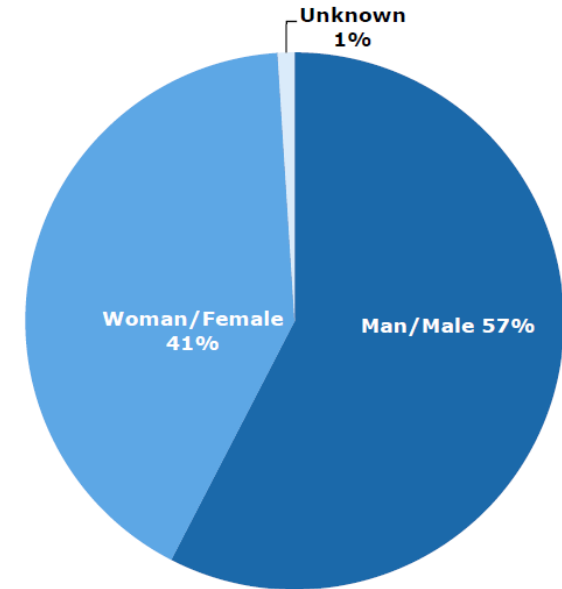
<sup>i</sup>Some organizations reported having more than one Head of Organization

<sup>ii</sup>Head(s) of Organization represent 47 organizations

<sup>iii</sup><1% of respondents were identified as Non-Binary; no respondents were identified as Transgender, Unknown or declined to state their gender identity

## TMI Grantees

Exhibit 185. Percent of Head(s)<sup>i</sup> of Organization by Gender Category, Madison Initiative Grantees (n=80)<sup>ii,iii</sup>



<sup>i</sup>Some organizations reported having more than one Head of Organization

<sup>ii</sup>Head(s) of Organization represent 37 organizations

<sup>iii</sup>No respondents were identified as Non-Binary, Transgender or declined to state their gender