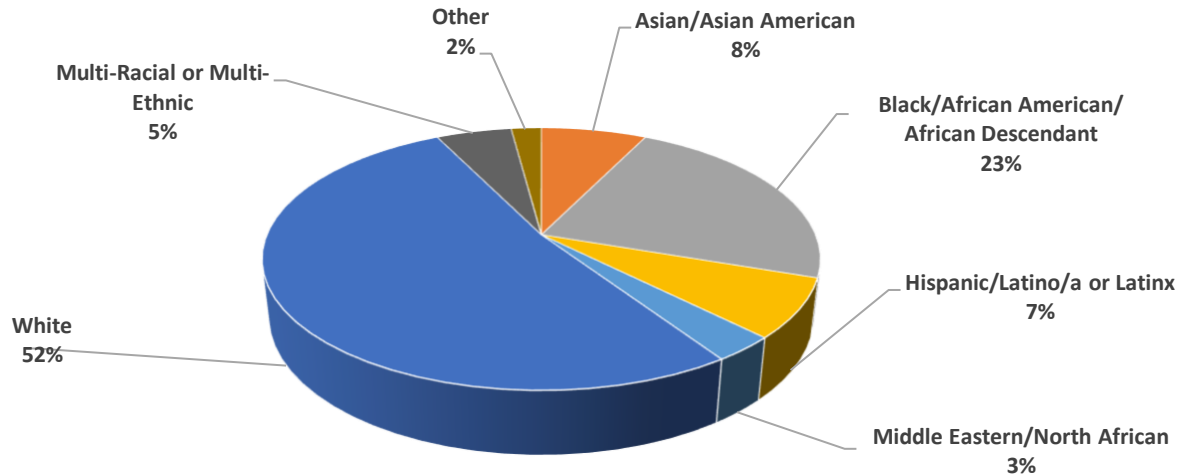


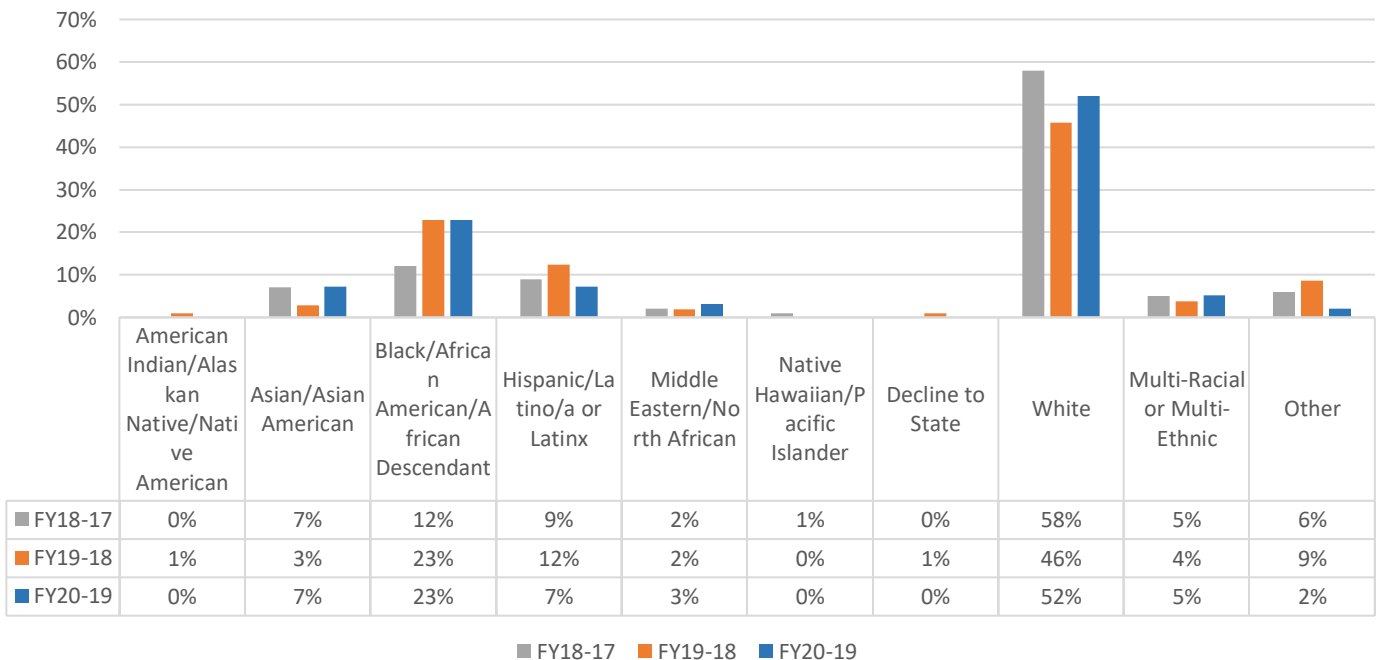
Diversity Data

In fiscal year 2020, the Foundation moved its diversity data collection efforts into the grants management portal. The diversity data questions are now asked during the grant application process. This year's data includes racial and ethnic diversity data from 2020 grantees as well as 2019 grantees with a grant cycle of more than 12 months. 76 grantees answered the questions out of the 90 applications that were submitted in fiscal year 2020, an 84% response rate. Data from prior years' collection is also included for comparison.

Race and Ethnicity of Grantee's Executive Director/CEO/President (FY20-19)

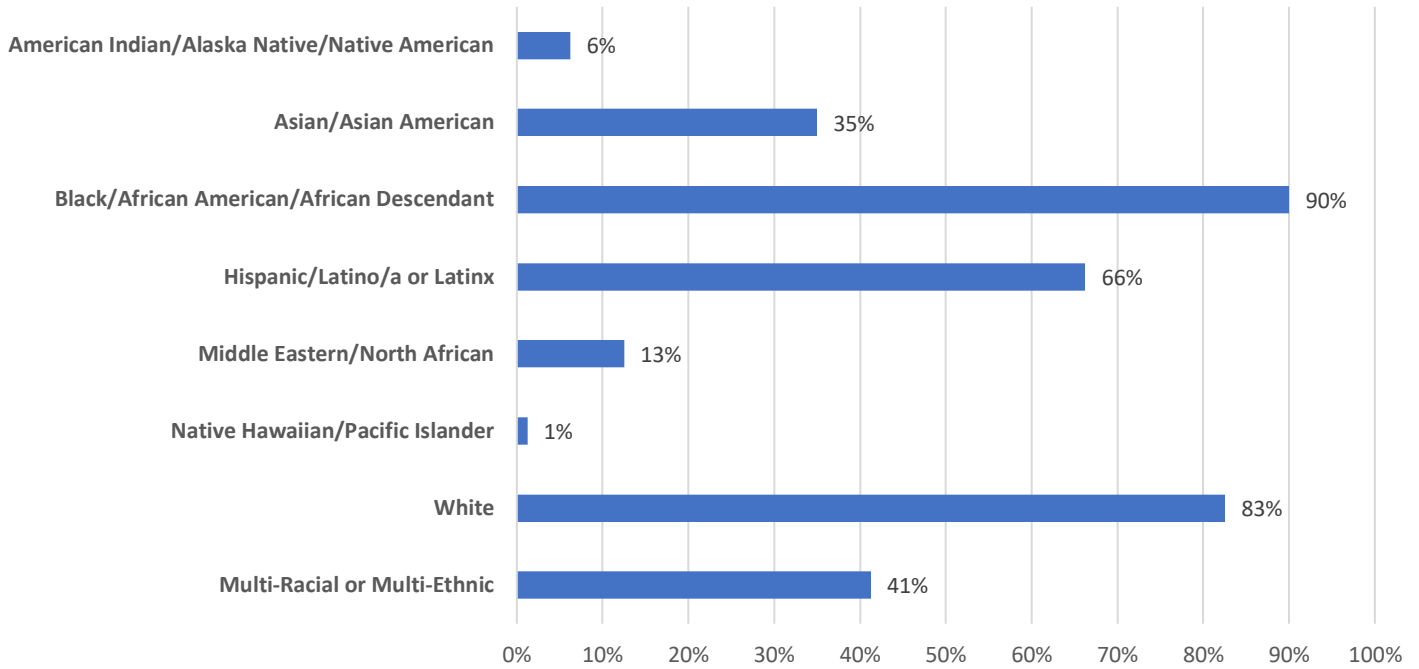


Race and Ethnicity of Grantee's Executive Director/CEO/President (FY20-19; FY19-18; FY18-17)

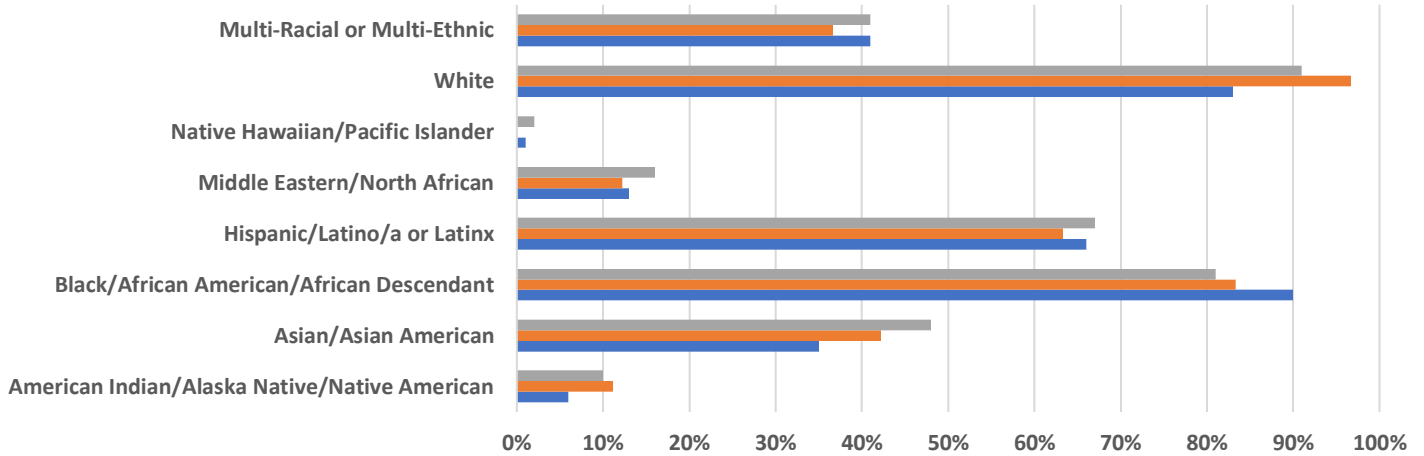


Diversity Data

Board Members/Trustees (FY20-19)



Board Members/Trustees (FY20-19; FY19-18; FY18-17)

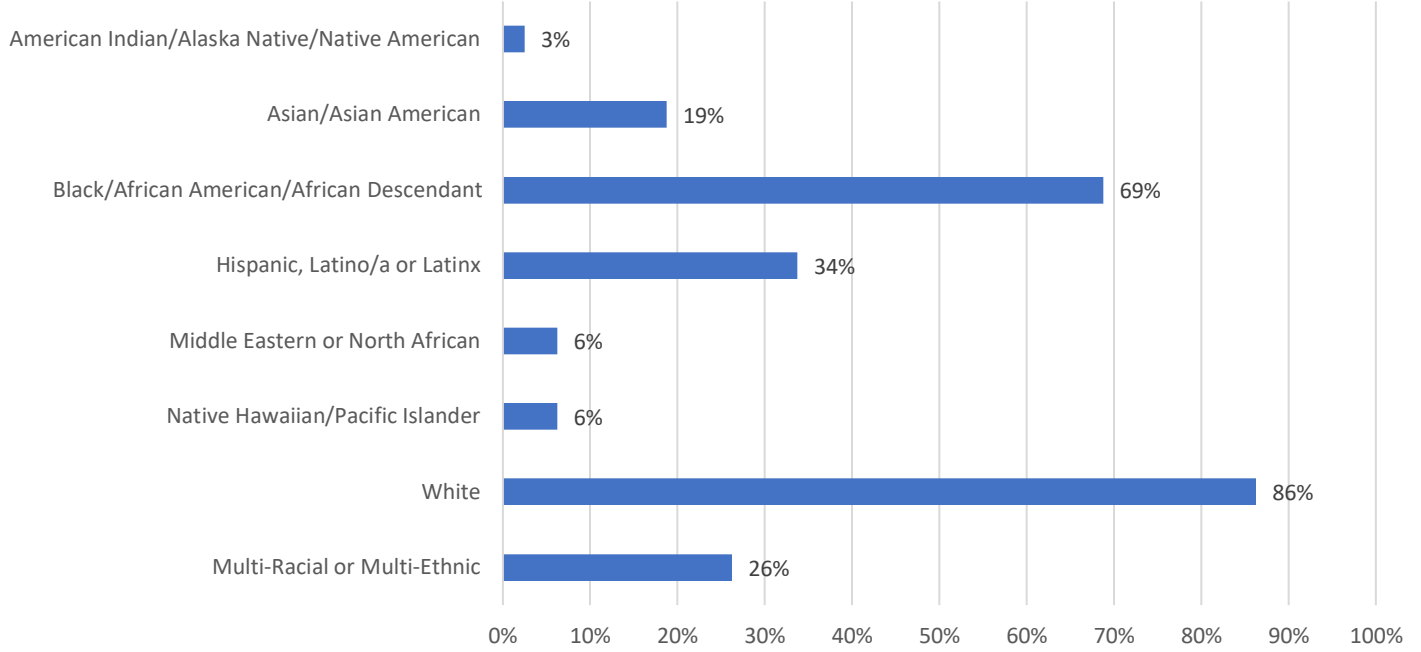


| | American Indian/Alaska Native/Native American | Asian/Asian American | Black/African American/African Descendant | Hispanic/Latino/a or Latinx | Middle Eastern/North African | Native Hawaiian/Pacific Islander | White | Multi-Racial or Multi-Ethnic |
|-----------|---|----------------------|---|-----------------------------|------------------------------|----------------------------------|-------|------------------------------|
| ■ FY18-17 | 10% | 48% | 81% | 67% | 16% | 2% | 91% | 41% |
| ■ FY19-18 | 11% | 42% | 83% | 63% | 12% | 0% | 97% | 37% |
| ■ FY20-19 | 6% | 35% | 90% | 66% | 13% | 1% | 83% | 41% |

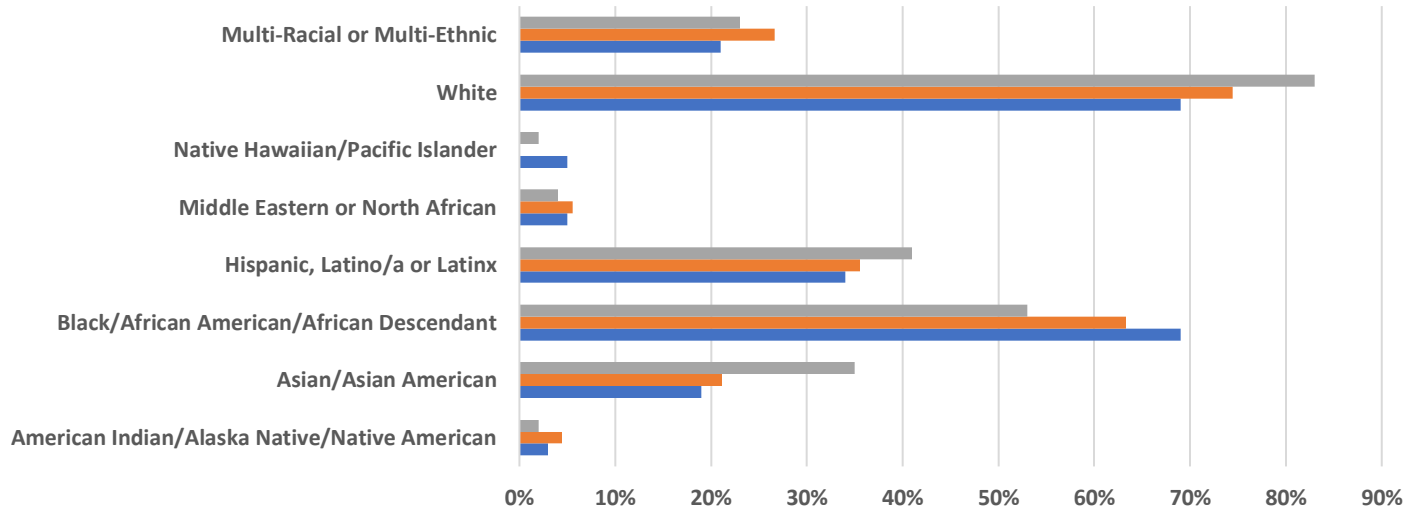
■ FY18-17 ■ FY19-18 ■ FY20-19

Diversity Data

Other Leadership Staff (FY20-19)



Other Leadership Staff (FY20-19; FY19-18; FY18-17)



| | American Indian/Alaska Native/Native American | Asian/Asian American | Black/African American/African Descendant | Hispanic, Latino/a or Latinx | Middle Eastern or North African | Native Hawaiian/Pacific Islander | White | Multi-Racial or Multi-Ethnic |
|-----------|---|----------------------|---|------------------------------|---------------------------------|----------------------------------|-------|------------------------------|
| ■ FY18-17 | 2% | 35% | 53% | 41% | 4% | 2% | 83% | 23% |
| ■ FY19-18 | 4% | 21% | 63% | 36% | 6% | 0% | 74% | 27% |
| ■ FY20-19 | 3% | 19% | 69% | 34% | 5% | 5% | 69% | 21% |

■ FY18-17 ■ FY19-18 ■ FY20-19

The Foundation also surveyed its staff and board to review and understand our own diversity.

| Public Welfare Foundation, FY2021 | | |
|--|--------------|--------------|
| Race/Ethnicity | Staff | Board |
| Black/African American/African Descendant | 78% | 50% |
| Asian/Asian American | 0% | 0% |
| White/Non-Hispanic | 22% | 20% |
| Hispanic, Latino/a or Latinx | 0% | 20% |
| Multi-Racial or Multi-Ethnic (2+ races or ethnicities) | 0% | 10% |